

SUMMARY OF TENTATIVE AGREEMENT
Between the
CITY OF LANSING
And
FOP CAPITOL CITY LODGE #141 FRATERNAL ORDER OF POLICE
911 OPERATORS UNIT

The parties' new collective bargaining agreement shall be the same as the parties' old collective bargaining agreement (in effect from January 1, 2004 – December 31, 2007) except as amended by the following changes to the collective bargaining agreement:

1. ARTICLE 22 – TERM OF THIS AGREEMENT: The parties agree to a four (4) year contract to be in effect from January 1, 2008 through and including December 31, 2012.

2. APPENDIX B and elsewhere – WAGE SCHEDULE: Amended to provide the following increases to the hourly wage rates or cash payment as specified below, effective the pay period beginning on or immediately following:

Following ratification:	\$500 signing bonus
January 1, 2008:	0.00% increase hourly wage
January 1, 2009:	2% increase hourly wage
January 1, 2010:	2% increase hourly wage
January 1, 2011:	wage reopener

3. ARTICLE 11 – HOSPITAL, MEDICAL, SURGICAL INSURANCE: Effective 10/1/09:

- Monthly Premium Share – BCBS Community Blue PPO1 & PHP: fixed dollar amount equating to 5% of present rates
- Prescription Co-Pays: \$10/20/40 (BCBS) and \$15/25/50 (PHP) or if the City obtains a Prescription Benefit Manager, \$10/20/40 under either plan.
- Mail Order Prescription Drug Rider: MOPD2 (90 days w/2 co-pays)
- Retail 90 Rider: 90 days w/2 co-pays
- Mandatory Generic Rider: unless approval is received, an individual must accept the generic version of brand name drugs or pay the brand name co-pay plus the difference in cost between the generic and brand name drug.
- Healthcare Co-pays: \$20 Office/Urgent Care Visit, \$50 Emergency Room Visit
- City employees married to City employees are entitled to one coverage only and are not entitled to opt-out payment.
- Retiree Healthcare: new employees hired after ratification are entitled to retiree only healthcare coverage after retirement (spousal and dependent coverage may be purchased). City to set up a Healthcare Savings Program whereby employees may contribute to an account during employment for use for healthcare expenses following employment termination. Retirees (retiring after ratification) will receive the same healthcare as active employees going forward.
- Opt-Out: will increase from \$1800 to \$2000 if 20% or more of the unit opt-out.

The City will hold a Special Open Enrollment for employees who wish to change health coverage prior to October 1, 2009.

Note: the City agrees to increase the maximum cap on medical expense reimbursement flexible spending account provided through AFLAC to \$2,500 per year.

4. ARTICLE 15, SECTION 5, SICK LEAVE INCENTIVE & (NEW) ARTICLE 14, SECTION 9, PERSONAL LEAVE DAY:

- Eliminate current incentive and provide 2 personal leave days and if no use of sick leave during a year, an additional 2 days personal leave days will be provided the following year with no carry over (the maximum possible in a year is 4 days).
- Require 120 hours notice of requested use and add "One request for personal leave time must be granted to an employee each calendar year unless another employee has already been granted personal leave for the same time periods or it is a holiday recognized by the bargaining agreement. These 'priority picks' may be taken in four, eight, or twelve hour increments that coincide with the Center's work assignments. Once any amount of time is used as a 'priority pick,' the employee's right to exercise the privilege for that year is complete."

5. ARTICLE 9, HOURS OF WORK:

- Add that Part-timers get 6 of the available overtime slots.
- Reference the 12/8 shifts agreement and add as a Appendix; modify the agreement to add that there are 24 slots and City ability to move slot numbers 22, 23 and 24 around each shift pick and if a 12 hour slot vacates mid-stream, the City has the discretion to decide whether to fill immediately or wait until next shift pick.

6. ARTICLE 9, SECTION 4, COMPENSATORY TIME:

- State of Michigan ETSC/MCOLES training time paid in dollars for both the attending student or an employee working the backfill. Compensatory time credit is not available for these hours worked
- Increase compensatory time cap to 42 hours from 40 hours; continue to be able to swap for vacation

7. ARTICLE 14, SECTION 3, VACATION SCHEDULING:

Add that "Vacation requests with less than twenty-eight (28) days notice, but more than one hundred-twenty (120) hours notice shall not be refused....."

8. ARTICLE 3, SECTION 4, LODGE LEAVE TIME:

Clarify that Lodge Leave Time Includes: Lodge Board Meetings, Rep School, CLUE meetings, sleep time concurrent with Lodge function and that the following purposes are not counted as Lodge Leave Time: anything involving the grievance process, IA meetings, Pre-D hearings, any meetings at City request (e.g. Joint Labor Management).

9. ARTICLE 10, SECTION 5, EDUCATION & TRAINING:

Education and Training: Increase from \$250 per employee to \$500 per employee with no change to the current unit cap of \$2,000. Unused funds will roll over from year to year and may be applied for on a first-come, first-served basis over \$500 up to \$1,000 in any one calendar year [fund balance to be maintained on a first-in, first-out (FIFO) basis.]

10. ARTICLE 16 RETIREMENT/PENSION:

At any time during the duration of the 2008 – 2011 collective bargaining agreement, bargaining unit employees may decide by majority vote conducted by the Lodge to increase the current 1.6% multiplier factor at the employee's expense.