

SUMMARY OF NEW AGREEMENT
Between the
CITY OF LANSING
And
FRATERNAL ORDER OF POLICE
CAPITOL CITY LODGE #141, NON-SUPERVISORY UNIT
Ratified by Lansing City Council on May 17, 2010

The parties' new collective bargaining agreement shall be the same as the parties' old collective bargaining agreement (in effect from July 1, 2009 – June 30, 2015) except as amended by the following changes to the collective bargaining agreement:

1. CONTRACT TERM:

The parties agree to a six (6) year contract to be in effect from July 1, 2009 through and including June 30, 2015.

2. WAGES/PAY SCALE:

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:

July 1, 2009: -0-
July 1, 2010: \$850 cash (not to base)
July 1, 2011: 1.5% increase to hourly wage base
July 1, 2012: 2.0% increase to hourly base
July 1, 2013: TBD*
July 1, 2014: TBD

3. HOSPITAL, MEDICAL, SURGICAL INSURANCE: (Effective as soon as vendors can make plan changes)

- Blue Care Network will no longer be offered as an option.
- Monthly Premium Share (active employees with more than six (6) full calendar months of service) – BCBS Community Blue PPO1 or PHP: \$250/550/650 annually.
- Monthly Premium Share (active employees with less than six (6) full calendar months of service) – BCBS Community Blue PPO1 or PHP: \$60/120/150 per pay period toward the cost of the first six (6) months of insurance (deductions from pay are pre-tax and spread over twelve (12) months. If employment ends prior to the deductions being fully made, the employee agrees that the full balance will be deducted from their last paycheck. If an individual waives

* The parties agree to reopen the agreement for negotiations as to wages for the last two years of the contract.

insurance for the first six (6) months of employment, they will have the option to enroll after the first six (6) months of employment).

- Prescriptions: Co-Pays: \$5/20/40
- Mail Order Prescription Drug Rider: MOPD2x (90 days w/2 co-pays)
- Retail 90 Rider: 90 days w/2 co-pays.
- Healthcare Co-pays: \$10 Office, \$20 Urgent Care Visit, \$50 Emergency Room Visit (waived if admitted to hospital).
- \$75.00 Health Care Risk Assessment rebate one time per year for each covered member (currently being developed through the City's Occupational Health Services provider, Sparrow Occupational health).
- Retiree Healthcare: new employees hired after ratification will be eligible for retiree healthcare coverage up to full family coverage after twenty-five (25) years of actual service or twenty-three (23) years of actual service if two (2) years of military service credits are purchased in the case of voluntary retirement. Individuals retiring due to attaining mandatory retirement age will be eligible for retiree healthcare coverage up to full family coverage after a minimum of fifteen (15) years of actual service.

4. VISION INSURANCE: The City will provide employees with VSP 12/12/12 vision insurance as a stand-alone product.

5. COMPENSATORY TIME:

Earned compensatory time will be paid at the employee's authorized regular rate of pay up to a maximum of one hundred twenty (120) hours (an increase from 100 hours and on par with Supervisory Unit).

6. PROMOTION PROCEDURE: Clarifies language regarding addition of seniority points to the score of the written examination to determine eligibility to sit for the oral board exam.

7. SPECIAL ASSIGNMENTS: Increases the maximum duration of the extension of special assignments to sixty (60) days (from forty-five (45) days), increases the duration of certain special assignments to four (4) years from two (2) and requires that an officer's next special assignment be in a different area unless four (4) years have passed since they were in the prior assignment. Adds a four (4) year DEA and ATF Task Force assignment. Adds a seven (7) year duration for the motor carrier officer assignment, a three (3) year duration for the school resource officer assignment and a four (4) year duration for the motorcycle assignment (an increase of one (1) year).

8. OVERTIME: Seniority will be considered for overtime positions. Once finalized and the officer is notified, the overtime slot cannot be reassigned.