

SUMMARY OF NEW AGREEMENT
Between the
CITY OF LANSING
And
FRATERNAL ORDER OF POLICE
CAPITOL CITY LODGE #141, SUPERVISORY UNIT
Ratified by City Council June 28, 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 16, 2009 through and including July 15, 2015.

2. WAGES/PAY SCALE:

Amended to provide the following increases to the hourly wage rates or cash payment as specified below, effective the first full pay period beginning on or immediately following:

July 16, 2009: -0-
July 16, 2010: 1% increase to hourly wage base
July 16, 2011: 1.5% increase to hourly wage base
July 16, 2012: 1.75% increase to hourly base
July 16, 2013: TBD*
July 16, 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.
- Prescriptions: Co-Pays: \$5/15/40
- 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).
- Retiree Healthcare: new employees hired after ratification will be eligible for

* Re-opener for wages only with a low - high of 1% to 3% (cash or percentage to base as agreed upon).

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. Retirees will pay premium share for first five (5) years of retirement.

- Conditional re-opener is agreed upon at the request of either party regarding the impact of national healthcare plan on issues including but not limited to retiree healthcare.
4. VISION INSURANCE: The City will provide employees with VSP 12/12/12 vision insurance as a stand-alone product.
 6. PROMOTION PROCEDURE: City agrees to exhaust "A" band before selecting individuals from the "B" band for promotion.
 7. 12-HOUR SHIFTS AGREEMENT: Parties agree to continuation of 12-hour shifts agreement with modification to allow use of sergeants in the jail and having lieutenants work 8-hour shifts.
 8. SPECIAL ASSIGNMENTS: Modifications to language to reflect annual renewal of the sergeants' list, defining length of mandatory/voluntary/involuntary drafts and waiting periods between picks and reserving discretion to the Chief of Police in assigning sergeants to Internal Affairs, Training Division and Range.
 9. GRIEVANCE PROCEDURE: Adding the option of mediation-arbitration for grievances involving suspensions and contract interpretation issues (added for written reprimands last contract).
 10. DUTY-INJURY MEDICAL TREATMENT: Permitting the payment of overtime for duty-injury medical treatment during off-duty hours only if so scheduled by the City.
 11. SICK LEAVE BANK: Creation of a bargaining unit sick leave bank (modeled after the non-supervisory unit sick leave bank).
 12. SICK LEAVE INCENTIVE PAYMENTS: These payments will be added to a regular paycheck/payroll deposit and not paid by separate check/deposit.