

**City Total Package Settlement Agreement  
City of Lansing and IAFF Local #421  
April 8, 2010  
TENTATIVE AGREEMENT**

It is hereby agreed to by and between the City of Lansing (hereinafter referred to as the "City") and Lansing Fire Fighters IAFF Local #421 (hereinafter referred to as the "Union") that, in tentative settlement of all outstanding issues under negotiation, the parties bargaining teams hereby agree, and agree to recommend ratification to their respective principles, as follows:

1. The parties' new contract shall be the same as the parties' prior contract (in effect July 1, 2006 - June 30, 2010) except as amended by the terms of this Total Package Settlement Agreement.
2. The parties agree to a three (3) year contract to be in effect from July 1, 2010 through and including June 30, 2013.
3. Appendix A and elsewhere, Wages / Pay Scale shall be amended to provide the following increases to the hourly wage rates effective the first full pay period beginning on or immediately following;

July 1, 2010	0%	Across the Board
July 1, 2011	1.5%	Across the Board
July 1, 2012	1.5%	Across the Board

All active employees shall receive a \$1000.00 one-time lump sum payment in the first full pay period beginning on or immediately following July 1, 2010.

4. **ARTICLE 15, GROUP HOSPITAL AND MEDICAL-SURGICAL INSURANCE**  
Section 1 - Medical Insurance for active and Section 2 - Optional Coverage and Section 3 - Prescription Coverage. Effective July 1, 2010 (actual date to be determined, will likely be later) prescription Rx drug co-pays shall be modified for the Base Plan BC/BS Community Blue and for Physicians Health Plan to a \$5 generic coverage, \$20 preferred brand coverage, \$40 non-preferred brand coverage, \$50 Emergency Room Co-Pay and a \$20 Office Visit Co-pay. The parties continue to commit to working together to explore cost saving ideas and work to educate City employee on health care issues, cost savings, etc.
5. **ARTICLE 15, GROUP HOSPITAL AND MEDICAL-SURGICAL INSURANCE**  
**VISION COVERAGE:** Effective July 1, 2010 BC/BS Blue Vision 12/12/12 shall be available as the base plan for all active employees who select BC/BS Community Blue as their base plan.
6. **SECTION 4: MAIL ORDER PRESCRIPTION SERVICE**  
Effective on or after July 1, 2010 mail order prescription service shall be modified to MOPD2x & PRXMM.
7. **ARTICLE 32, SECTION 1, DENTAL INSURANCE COVERAGE**  
Effective on or after July 1, 2010, the lifetime maximum orthodontic benefit shall increase from \$1,000 to \$3,000.

Ratified by Lansing City Council  
May 10, 2010

**8. HEALTH CARE PREMIUM SHARING**

The parties agree that effective July 1, 2010 all active employees shall pay a premium sharing at a fixed rate based on the following annual amount(s) for the term of the 2010 - 2013 Collective Bargaining Agreement between the parties:

Single - \$281.00      Double - \$632.00      Family - \$787.00

**9. ARTICLE 29, MINIMUM STAFFING**

The parties agree to change the daily minimum daily staffing from fifty one (51) to forty eight (48)

**10. ARTICLE 15, GROUP HOSPITAL AND MEDICAL-SURGICAL INSURANCE**  
*Section 7 - Medical Insurance for Retirees*

Employees hired on or after July 1, 2010 shall be required to have twenty-five (25) years of service with the City to vest for retiree health care.

Active employees are eligible to receive retirement service credit for periods of time in the active armed (military) service of the United States, up to a maximum of two years as if the employee had served the City during that period, provided the following:

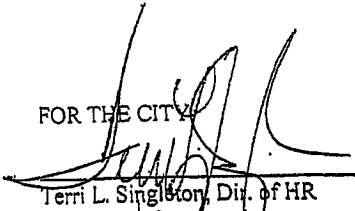
- The employee shall submit a written election to receive military service retirement credit for all or part of the period of military service.
- The employee requesting military service credit shall pay the cost of the actuarial evaluation of the cost of adding such military service to his/her retirement service credit.
- The employee shall be responsible for the entire cost of adding such military service to his/her retirement service credit.

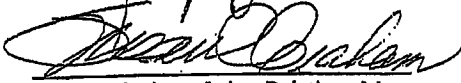
Military time purchased is for retirement only and is not considered for any other benefit, especially but not limited to vesting for retiree health care. An employee hired on or after July 1, 2010 that meets the above provision(s), and has purchased their military service credit shall be eligible to vest for retiree health care with twenty-three (23) years of service with the City.

Employees hired on or after July 1, 2010 that involuntarily retire due to reaching mandatory retirement age shall be considered to be vested for retiree health care so long as they have a minimum of fifteen (15) years of actual service with the City.

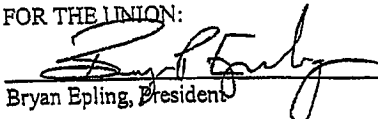
11. All modifications to the contract shall take effect upon ratification by both parties effective July 1, 2010, unless specifically noted and agreed to by both parties.
12. The Union withdraws all other proposals.
13. The City withdraws all other proposals.
14. The Union will notify the city in writing when the contract has been ratified.
15. The City will notify the Union in writing when the contract has been ratified.

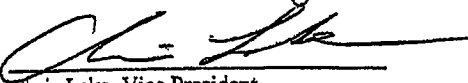
FOR THE CITY:

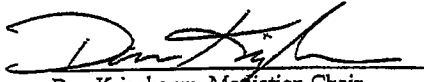
  
Terri L. Singleton, Dir. of HR

  
Susan C. Graham, Labor Relations Mgr.

FOR THE UNION:

  
Bryan Epling, President

  
Chris Lake, Vice President

  
Dan Kriegbaum, Mediation Chair

Dated: 4/8/2010

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