

#8
approved

THE CHARTER TOWNSHIP OF WEST BLOOMFIELD
AND
COMMAND OFFICERS ASSOCIATION OF MICHIGAN

TENTATIVE AGREEMENT

August 24, 2011

1. Duration: 3 years

January 1, 2011 through December 31, 2013

2. Article 14 – Salaries:

- A. Section 14.A – A three (3) year wage freeze.
- B. No retro paid.

3. Article 18 – Longevity

- A. Effective January 1, 2012, each eligible member will receive 1% less for longevity and that money will be used by the Township to be placed in a Retiree Healthcare Trust.
- B. Effective for all employees hired by the Township after January 1, 2011, longevity will be changed to the following:

After five (5) years of service, members will receive \$100 per year of full service up to a maximum of 20 years or \$2,000.

4. Article 24 – Retirement & Health Insurance for Retirees

- A. Pension for New Hires after January 1, 2011 who are promoted to the Unit is as follows:

Members of the bargaining unit hired after January 1, 2011, shall have a Defined Benefit Plan with a 2.25% multiplier with no overtime in FAC. Minimum retirement eligibility will be age 55 with 25 years of service. No multi-vestor.

- B. For all members of the bargaining unit, the employee contribution to the pension system will be increased to 5% of gross pay from 2% of gross pay upon ratification and on 1/1/12 to 5.5%.
- C. For new hires after January 1, 2011 who are promoted to the Unit, the parties agree to the following:

ESTABLISH AN EMPLOYEE HEALTH CARE SAVINGS PROGRAM (HCSP) FOR INDIVIDUALS HIRED BY THE TOWNSHIP ON OR AFTER JANUARY 1, 2011.

All present insurance benefits for retirement will be eliminated for new hires.

A Health Care Savings Program (HCSP) is a program that allows employers to contribute monies on a tax-free basis to accounts established by employees. It is designed to replace all retiree insurances for employees newly hired after January 1, 2011.

After death, any remaining account balance may be used by the employee's surviving spouse or surviving dependents for the reimbursement of qualified medical expenses.

Vesting will be ten (10) years under this plan.

The Township will contribute 2% of their base salary annually for each eligible member and the member will contribute 2% of their base salary annually.

- D. Add to Article 24, the following:

In the event an employee incurs a duty-connected personal injury or illness arising out of and in the course of his employment and receives Worker's Compensation payments and the Township supplemental payments under Short Term Disability, Compensable Illness or Injury during the employee's last five (5) years of employment, such combined payments equaling 100% of the employee's straight-time pay shall be treated as regular pay for pension contributions and credit purposes for the duration of such payments up to twenty-six (26) weeks.

In the event an employee incurs a disabling injury or disabling illness (which necessitates the employee's absence from work for three (3) or more months) during the last five (5) years prior to retirement, such employee may select the employee's highest four (4) years in the last ten (10) years of employment.

5. **Article 19 – Insurance and Article 43 – Health Insurance for Retirees**

- A. Effective January 1, 2012, all HMO and Traditional options will be eliminated. Community Blue -12; \$1,000/\$2,000 deductible with a \$5/\$25/\$50 drug card; 0% copay thereafter. \$30 Office Visit with rider to cover mammograms 100% and ER \$250. MOPD – 2.
- B. Eligible members of the department who retire on and before 9/1/2011 will be treated for retirement purposes as if they had retired during the term of the Parties 1/1/2007- 12/31/2010 contract. They will be treated the same and receive the same benefits in retirement as all members who retired under the applicable contract.

6. **Article 25 – Education Benefits**

Delete

7. This contract shall be interpreted to be consistent with the current version of section 15(7) of 2011 Public Act 9.

WEST BLOOMFIELD TOWNSHIP

BY:	DATE
<i>Catherine Raughesby</i>	<i>8/29/11</i>
<i>Catherine Raughesby</i>	<i>9/12/11</i>

Approved by the
WEST BLOOMFIELD
TOWNSHIP BOARD

Approved by the
WEST BLOOMFIELD
TOWNSHIP BOARD

Catherine Raughesby *9/12/11*

Clerk Date

COMMAND OFFICERS ASS'N
OF MICHIGAN

BY:	DATE
<i>[Signature]</i>	<i>8/29/11</i>
BY:	DATE
<i>[Signature]</i>	<i>8/29/11</i>
BY:	DATE