

**THE CHARTER TOWNSHIP OF WEST BLOOMFIELD
AND
POLICE OFFICERS ASSOCIATION OF MICHIGAN**

TENTATIVE AGREEMENT

August 23, 2011

1. Duration: 3 years

January 1, 2011 through December 31, 2013

2. Article 14 – Salaries:

A. Section 14.1 – A three (3) year wage freeze.

B. New Hires Wage Schedule –

For Employees hired after January 1, 2011, the initial starting salary will remain the same but the years to maximum will be increased to six (6) years. The pay at each step will be adjusted accordingly.

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 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 is as follows:

Police Officers 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, 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. Modify Section 24.5 to reflect No. 5 below.
- E. Add the following two paragraphs to the Article:

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**

- 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.

This Tentative Agreement was ratified by a majority of the members of the Police Officers Ass'n of Michigan . The West Bloomfield Township Board approved the Agreement on August 29, 2011 subject to final language reviewed by the Union and Township attorney.

WEST BLOOMFIELD TOWNSHIP

Dave Froben 9/12/11

BY: _____ DATE

Approved by the	
BY: WEST BLOOMFIELD TOWNSHIP BOARD	DATE
<i>Catherine Maughresy</i>	<i>9/12/11</i>
Clerk	Date

POLICE OFFICERS ASS'N OF MICHIGAN

M. O. G. P. 9/12/2011
BY: _____ DATE

BY: _____ DATE