

CITY OF MADISON HEIGHTS TENTATIVE AGREEMENT

**MADISON HEIGHTS DEPARTMENTS HEADS UNION
AND
THE CITY OF MADISON HEIGHTS
MARCH 18, 2019**

1. Duration:

Three Years (July 1, 2018 – June 30, 2021)

2. Wages:

A. 7/1/18: 2.25%

- A one-time payment for the value of retro pay shall be made at the time of ratification.
- A one time signing bonus of \$500.00 payable upon ratification.

B. 7/1/19: 2.25%

C. 7/1/20: 2.25%

3. Health Insurance:

The City shall maintain current CB4 Insurance with a 5/40/80 drug plan, with a Simply Blue 500 Plan with a 5/40/80 drug plan as an option.

4. Retirement Health Care:

A. Employees who retire on or after March 9, 2019 who are eligible for retiree health care shall mirror the active health care plan. Should the City cease to provide health insurance, a member and/or eligible spouse shall receive health care equal to the benefits provided prior to elimination of health care.

B. Upon the attainment of Medicare age, retired members who are eligible for retiree health care and who retire on or after January 2, 2019 shall be provided a \$300 stipend per month per employee and per eligible spouse to purchase Medicare Supplemental insurance, at which point all City obligations shall cease.

Any member of the bargaining unit who has attained age fifty (50) as of January 1, 2019 shall be eligible to receive retiree health care with the above described

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changes, who is not otherwise eligible, as long as this election is made by January 1, 2019.

The City shall offer to any member of bargaining unit, who is eligible for retiree health care with less than twenty (20) years of credited service or in the case of a Public Safety Member less than twenty two (22) years of credited service the option to participate in a retirement health care buy out program. Should a member choose to participate the City shall deposit \$4,000.00 per year of credited service, not to exceed twenty (20) years into a Retirement Health Care Savings Account. After which the Employee shall be eligible to participate in the City's RHSP for all future years of service.

5. Pension for Police and Fire member promoted into Bargaining Unit after July 1, 2019 shall have benefits as provided for in either the Police Command or Fire Fighters Union Contract.

The Parties agree that the Police and Fire Pension issue shall remain open during the course of bargaining with the Madison Heights Command Officers Association. However, the Parties agree that should a member participate in the Retirement Health Insurance Opt Out Program as provided under Article 4 (B) Paragraph 3 of this Agreement they shall be exempt from any such pension changes during the course of this Agreement.

6. **Article XVIII – OVERTIME**

Shall be amended as follows for Public Safety Members effective 1/1/2019 and Non Public Safety Members promoted or hired into the bargaining unit after 5/1/2019:

Hours of Employment: The normal work schedule shall be forty (40) hours each week for public safety employees. The normal work schedule shall be thirty-seven and a half (37.50) hours each week for non public safety employees. The City Manager shall establish regular working hours, and employees are expected to be available for and at the City as needed. Employees may flex their hours. The

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Parties agree that Management and the Union shall establish a policy for the use of flex time after the ratification of this agreement.

Public Safety Members as of the date of 1/1/2019 shall be permitted to maintain a bank of one hundred and sixty (160) CTO hours, which shall be converted at separation as provided under the collective bargaining agreement.

SECTION 2. Delete

7. Vehicle Allowance: Subject to IRS regulations the Police Chief, Fire Chief and Deputy Police Chief will receive commute and incidental personal use privileges should they reside within a twenty-mile radius of Madison Heights.
8. The City and the Union shall begin contract negotiations no less than 120 days prior to the expiration of the contract.
9. Effective upon the acceptance of this Agreement by the Parties it is agreed that the position of Police Chief shall be removed from the bargaining unit and appointed to the position of Deputy City Manager/Chief of Police pursuant to the terms of his individual employment agreement.

The Parties agree that all other benefits including health care, pension for the position of Deputy City Manager/Chief of Police shall be provided as set forth in the parties collective bargaining agreement as proscribed in his employment agreement.

The Parties agree that should the position of Deputy City Manager/Police Chief become vacant, the position of Chief of Police shall become a member of the bargaining unit.

10. The parties agree that effective March 4, 2019, the position of Deputy DPS Director shall be moved from Grade 8 to Grade 6 of the Salary Scale in recognition of the additional duties assigned by the City as it relates to the Roads, Streets, Sidewalks and Engineering tasks that were previously assigned to the recently retired CDD Director.

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11. The parties agree that a new position of Superintendent of Facilities and Public Services shall be established at Salary Grade 8.

12. All other provisions will be carried forward.

FOR THE CITY



FOR THE UNION



3-18-19

3/18/19

DATE

DATE