

**COMMAND OFFICER'S  
And  
CITY OF MADISON HEIGHTS**

**Tentative Agreement**

1. **Duration:**

Four Year (July 1, 2021 – June 30, 2025)

2. **Wages:**

A. 7/1/21: 2%, retro

B. 7/1/22: 2%

C. 7/1/23: 2%

D. 7/1/24: 2.5%

3. **Life Insurance:** The City shall provide a double indemnity policy for any on duty line of death.

4. **Article X Loss of Seniority:**

Disability maximum for Workers Compensation and non-duty disability shall be eighteen (18) months. The employee will continue to receive health care benefits during their medical leave. An employee unable to return to work within eighteen (18) months of the date of illness or injury, shall be deemed to be permanently disabled and shall be terminated from the City.

If an employee has not returned to work after the 18 (eighteen) month period, they will be subject to an evaluation by a Medical Evaluator selected by the City and the Employee's Treating Physician. The Evaluator will determine whether the Employee has a reasonable likelihood to return to work within the next 3-month period. If the Evaluator makes the determination that the Employee has a reasonable likelihood of returning to employment within the next (3) month period, the Employee will be eligible to receive an additional 3 months of benefits. If the Evaluator determines that there is not a reasonable likelihood of the

Employee returning to work in the next 3-month period, the Employee will not be eligible for extended benefits.

This section shall not abridge an employee's right for duty or non-duty disability benefits as provided under Michigan PA 345 of 1937 or the Michigan Worker's Compensation Disability Act.

5. **Article XXXIV Work Schedule:**

The Department shall convert to a twelve (12) hour shift system effective 1/1/24 Subject to the following:

- A. All Command Officers assigned to Patrol will work twelve (12) hour shifts, DAYS-0700-1900 hours and NIGHTS 1900-0700 hours. The schedule will be a fixed two (2) week rotating schedule that will result in eighty-four (84) hours being worked every two (2) weeks. This shall not apply to the station support officer/youth officer, detective bureau, undercover or other special assignment.
- B. Schedule: Officers will work eighty-four (84) hours in a two (2) week period and will receive pay for eighty (80) hours. The additional four (4) hours will be earned at straight time (4 hours a pay period) and held in a time bank known as "Schedule Adjust Time" (S.A.T.). After one year an officer can earn up to 104 hours of SAT. At the end of the fiscal year, the City will pay SAT banks down to 40 hours. Upon retirement officers will be paid at straight time for any remaining accumulated SAT bank. This payout will not be used to calculate the retiring members FAC.

Effective 1/1/24

- C. Holidays – All holidays will be converted to hours. Officers receive time and one half for all holiday hours worked and double time and one half for all hours worked as overtime on a holiday.
- D. Personal Days – Earn and converted from days to hours. No other changes.
- E. Vacation hours – Earn and converted from days to hours. No other changes
- F. Sick time – Earn and converted from days to hours. No other changes.
- G. Shift rotations and platoon assignments will be six (6) months at a time from August through January and February through July of each year. Shift picks and seniority will be conducted in January and July of each year. Officers will pick in order of seniority. Shift Picks stay based on seniority.

H. Officers working the "night shift" 1900-0700 hours shall receive shift premium. Officers working the day shift will receive shift premium for hours worked from 3pm to 7pm. Effective 1/1/24

I. Overtime: Alter to reflect (8) eight hours with (12) twelve hours and eighty (80) with eighty four (84) for members assigned the (12) twelve hour work day. The "Rule of 6" shall apply as provided under the SOG.

J. Remaining procedures shall be subject to a departmental memorandum in accordance with the attached Standard Operating Guidelines. Changes or modifications to the SOG shall be subject to mutual agreement of the parties.

6. **Letters of Agreement:**

The Parties agree that any Letters of Understanding or Letters of Agreement that are not incorporated in the successor CBA shall be nullified.

7. **Article II Dues Deduction:**

The City shall deduct from the pay of each employee from whom it receives written authorization the amount established by the Union as dues, fees, and assessments. Such sums shall be forwarded to the Union within seven (7) days after deductions have been made, together with a list of employees who had authorized such deductions and from whose pay no deductions were made. The reasons for not making deductions from the pay of the listed employees shall likewise be furnished to the Union upon request.

Union will provide additional text.

8. The Parties agree that the health care premium sharing shall remain at 10% for the duration of this agreement as provided under Article XIX of the July 1, 2017-June 30, 2020 CBA.

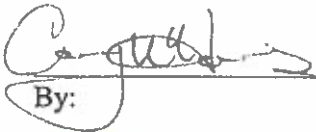
9. The City shall provide members of the bargaining unit who have acquired 22 years of service credit, as of April 1<sup>st</sup>, 2022, a onetime opportunity to purchase up to two (2) years of service credit. This purchase must be completed by 7/1/22. This shall be to a maximum of 25 years of service credit and shall only be purchased in full year increments. Members who purchase service credit shall only be eligible to withdraw normal pension contributions in their annuity withdrawal, not contributions associated with the purchase. Upon written request by a member, the City shall seek the cost estimate from the actuary to provide the member with

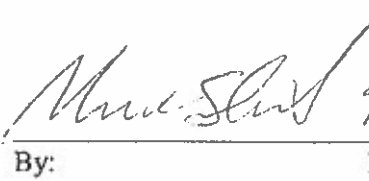
the final cost to purchase the service credits and provide once received. Members are also responsible for the cost of the actuarial calculation.

Members who exercise the option to purchase service credits may not use their annuity funds to make the purchase.

Members who purchase time will be eligible for pension and medical benefits immediately upon retirement.

- 10. Gun allowance: Command Officers hired after July 1, 2009 shall receive an annual \$1,000 weapons proficiency allowance for qualifying with all department-issued firearms.
- 11. All other provisions will be carried forward.

 4/25/22.  
By: \_\_\_\_\_ Date: \_\_\_\_\_

 4/25/22  
By: \_\_\_\_\_ Date: \_\_\_\_\_

 4/26/22  
By: \_\_\_\_\_ Date: \_\_\_\_\_

 4/25/22  
By: \_\_\_\_\_ Date: \_\_\_\_\_