

TENTATIVE AGREEMENT

The City of Southfield and the Michigan Association of Police (MAP) agree that, subject to ratification by both parties, the Agreement covering Southfield Public Safety Communication Supervisors through June 30, 2004 is amended as follows:

1. Wages: Effective 7/1/04 increase wages across the board by 2%.
2. Section 43.1: Add: Effective as soon as practical after the ratification of the agreement by both parties, increase the prescription drug co-pay to \$5 for generic drugs and \$10 for brand drugs for all health insurance providers for active employees and future retirees. The \$10 co-pay applies to brand drugs whether or not there is a generic equivalent.
3. Article 44: Modify this article to provide that for employees who retire after the ratification of the contract by both parties:
 - a. increase the pension multiplier to 2.5%,
 - b. the retiree's share of the premium for medical insurance shall be \$10 per month for the retiree and \$20 per month for the retiree and spouse,
 - c. retirees may elect to participate in the City's optical and/or dental insurance plan by authorizing the City to deduct the appropriate premium amount from the retiree's pension check. This election can be made within one year after the date of retirement, or at a later date if the retiree can furnish proof of coverage from another source from one year after the date of retirement until the date of application for optical, dental or both. Retirees who terminate their participation shall be barred from participation at any future date. Once the election has been made, coverage will be made available as soon as practical. It is understood that the retiree will bear the full premium cost including any and all future increases.

4. Replace Sections 34.14 and 34.15 with an new Section 34.15:

An employee who is eligible to retire may utilize accumulated sick leave banks in the following manner:

1. An employee who is eligible for a normal retirement benefit may be paid in a lump sum for all accumulated hours of regular sick leave standing to his/her credit as of the effective retirement date, up to a maximum of 320 hours.
 2. An employee who is eligible for an early retirement benefit may be paid in a lump sum for all accumulated hours of regular sick leave standing to his/her credit as of the effective retirement date, up to a maximum of 160 hours.
 3. An employee who terminates employment and is eligible for a vested deferred pension is not eligible for any payment of sick leave banks as provided above.
5. Notice (No change in contract language)

The FMLA policy has been amended. Leave for one's own serious health condition in excess of two weeks will be deducted from the 12-week maximum FMLA entitlement period, and will run concurrently with any eligible paid leave bank usage. A copy of the amended policy is attached.

6. Section 34.1, par.3. Effective upon ratification by both parties amend the last sentence to: “The use of more than two days per occurrence is permitted only when the employee is the only available care giver.”

7. Term of Agreement: 49.1 This agreement shall be effective July 1, 2004 and remain in force until June 30, 2005. [Remainder of section unchanged.]

CITY OF SOUTHFIELD

Name: _____
Title: _____
Date: _____

Name: _____
Title: _____
Date: _____

SOUTHFIELD PUBLIC SAFETY COMMUNICATIONS SUPERVISORS

Name: _____
Title: _____
Date: _____

Name: _____
Title: _____
Date: _____

MICHIGAN ASSOCIATION OF POLICE

Name: _____
Title: _____
Date: _____