



500 West Big Beaver
Troy, MI 48084
troymi.gov

CITY COUNCIL AGENDA ITEM



Date: July 19, 2023

To: Mark F. Miller, City Manager

From: Robert J. Bruner, Deputy City Manager
Megan E. Schubert, Assistant City Manager
Rob Maleszyk, Chief Financial Officer
Frank Nastasi, Police Chief
Jeanette Menig, Human Resources Director

Subject: Contract Ratification – Troy Police Officers Association (TPOA) - *(Introduced by: Jeanette Menig, Human Resources Director)*

History

The Troy Police Officers Association (TPOA) currently represents 81 sworn police officers.

In March of this year the City and the TPOA started negotiating a successor collective bargaining agreement to replace the contract that expired June 30, 2023. We held six bargaining sessions and reached a tentative agreement earlier this month.

Financial

As seen in the attached summary, the three-year agreement provides annual wage increases, adds a contribution to members' 457 plans, enhances clothing/cleaning allowances and shift differentials. As retention incentives, the pay steps were expanded with additional steps added, immediately increasing the base pay of more than half of the current officers by 5.6% and providing the most senior officers with an additional week of vacation time. Additionally, employees in this bargaining unit are now eligible to participate in our enhanced dental plan, consistent with other groups in the City. Estimated cost for the first year of the agreement is \$529,305 which is approximately \$5,950 per member.

Additional administrative and non-financial changes are also included in this agreement.

Recommendation

City management recommends approval of this agreement between the City of Troy and TPOA for a three-year collective bargaining agreement for the period July 1, 2023 to June 30, 2026.

A summary of contract changes, copies of the tentative agreements, and the current (expired) collective bargaining agreement are attached.

City of Troy and TPOA
2023-2026 Collective Bargaining Agreement
Tentative Agreement Summary

<u>ISSUE</u>	<u>CURRENT</u>	<u>AGREEMENT</u>
Cleaning Allowance	\$660/year	\$ 700/year
Clothing Allowance	\$800/year	\$1000/year
Dental Insurance	Standard dental coverage provided with no premium share by employees. No defined "opt out" incentive is identified in the agreement.	Additional option for enhanced dental insurance will be offered. Employees who select standard or enhanced dental insurance will pay 5% of the premium cost of plan selected. Employees who do not enroll in dental coverage will receive \$25/month.
Holidays & Overtime		Clarifies that the starting time of the shift determines eligibility for holiday rate.
Retirement		Include new option for Deferred Retiree Health Care for those already eligible to earn credit toward retiree health care.
Sick Leave	Previously no banked sick time paid out for resignations (only at retirement)	Will pay a percent of banked sick time based on years of service: 15 yrs = 50%, 20 yrs = 75%, 25 yrs = 100%
Shift Premium	Afternoons \$.80/hour Midnights \$1.00/hour	Afternoons \$1.50/hour Midnights \$1.75/hour Somerset Liaison \$2.50/hour
Vacation		Employees will accrue an additional week of vacation at 20 years of service.
Wages		Wages retroactive to 7/1/2023 Pay steps added and wages increased: July 1, 2023 3.00% July 1, 2024 4.00% July 1, 2025 3.00% Additional \$1000 contributed to each employee's 457 account for two years.
Language clarifications and non-financial / procedural		Miscellaneous language clean-up and procedures defined in several sections

Tentative Agreement
City of Troy and TPOA
July 11, 2023

Article 42. WAGES

Effective July 1, 2023: 3% wage increases (and additional steps added; steps re-numbered)

		Certified PO No Experience	Two or more years of full-time sworn PO experience
	Advancement	Starts at Step 1	Starts at Step 3
Step 1 (previously Step 4)		\$ 73,025	
Step 2 (previously Step 5)	1 year from Step 1	\$ 76,345	
Step 3 (previously Step 6)	1 year from Step 2	\$ 80,771	\$ 80,771
Step 4 (previously Step 7)	1 year from Step 3	\$ 85,853	\$ 85,853
Step 5 (new)	2 years from Step 4	\$ 87,000	\$ 87,000
Step 6 (new)	1 year from Step 5	\$ 88,000	\$ 88,000

Effective July 1, 2024: 4% wage increase

		Certified PO No Experience	Two or more years of full-time sworn PO experience
	Advancement	Starts at Step 1	Starts at Step 3
Step 1		\$ 75,946	
Step 2	1 year from Step 1	\$ 79,399	
Step 3	1 year from Step 2	\$ 84,002	\$ 84,002
Step 4	1 year from Step 3	\$ 89,287	\$ 89,287
Step 5	2 years from Step 4	\$ 90,480	\$ 90,480
Step 6	1 year from Step 5	\$ 91,520	\$ 91,520

Effective July 1, 2025: 3% wage increase

		Certified PO No Experience	Two or more years of full-time sworn PO experience
	Advancement	Starts at Step 1	Starts at Step 3
Step 1		\$ 78,224	
Step 2	1 year from Step 1	\$ 81,781	
Step 3	1 year from Step 2	\$ 86,522	\$ 86,522
Step 4	1 year from Step 3	\$ 91,966	\$ 91,966
Step 5	2 years from Step 4	\$ 93,194	\$ 93,194
Step 6	1 year from Step 5	\$ 94,266	\$ 94,266

Salary will be retro-active to July 1, 2023.

Officers will be placed in new numbered steps based on date of hire, lateral credit, and total years of City of Troy Police Officer service.

- C. Employees regularly scheduled by the City to work on the second or third shift (commonly referred to as the Afternoon and Midnight shifts, respectively) **or the Somerset Liaison shift** shall receive a shift bonus as provided below for a ten (10) hour work period for each such regularly scheduled day.

The shift bonus shall be paid bi-weekly to officers who qualify for it as follows:

Second Shift (Afternoons) \$. 80
Third Shift (Midnights) \$1.00

Effective the first pay period following ratification, shift premiums will be:

**Second Shift (Afternoons) \$1.50
Third Shift (Midnights) \$1.75
Somerset Liaison \$2.50**

Add:

- E. All officers actively on payroll shall receive \$1000 deposited in their Mission Square 457 retirement account, less applicable taxes, in January 2024 and January 2025. All officers must have an active 457 retirement account on record at the time of payment.**

Clarification: Officers must be actively on payroll (no 457 contribution will be made if officers is on an unpaid leave of absence at time of payment).

Article 31. VACATION

Update language consistent with February 2022 Letter of Understanding and add:

Effective the first full month following ratification:

For all months worked in the previous calendar year beyond the twentieth service date with the City, an officer shall accumulate vacation leave at the rate of 20 hours for each month worked. (12 months = 240 hours)

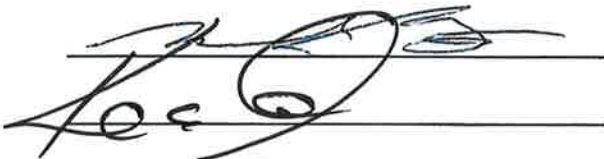
Article 39. CLOTHING AND CLEANING ALLOWANCE

Update language consistent with June 2022 Letter of Understanding and update allowances as follows:

Clothing: \$1000
Cleaning: \$ 700

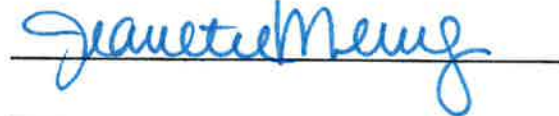
Note that payment in 2023 will be in August (instead of July) to allow increased amount paid to eligible members

FOR THE UNION:



Date: 7/19/23

FOR THE CITY:



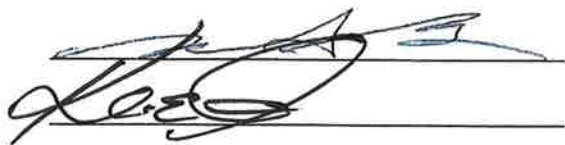
Date: 7/19/23

Tentative Agreement
City of Troy and TPOA
July 11, 2023

14. DISCIPLINE

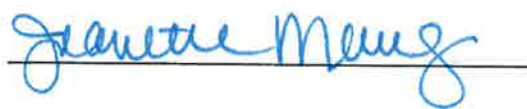
- J. At the conclusion of any investigation conducted, the employee who is the subject of ~~the a~~ complaint shall be notified in writing of the outcome of that investigation and be allowed to review the complete file. If ~~the an~~ investigation results in discipline, a copy of the **discipline investigation** file will be supplied to the officer **and a TPOA representative**, if requested. If confidential sources of information are withheld, the Police Chief will provide the Union President with written reasons for the confidentiality. **It should be noted that any privileged information, which is prohibited from being disclosed to the officer, cannot be utilized as a basis for disciplinary measures against the officer.**

FOR THE UNION:



Date: 7/19/23

FOR THE CITY:



Date: 7/19/23

20. CALL-IN TIME

When an officer is called in at other than his normal scheduled work shift, he shall be paid a minimum of three (3) hours at the appropriate premium rate, provided that such minimum shall not be applicable if the call-in is contiguous with the officer's scheduled duty hours. See Article 18. Overtime (A) and Article ~~31~~ 30. Holidays (D) for details on how overtime call-in is compensated.

24. SICK LEAVE

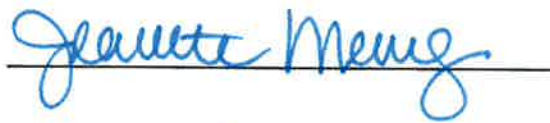
- G. On or before the 20th of December of each year, employees with accumulated sick leave in excess of the 350-hour maximum as of the last pay period of October of that year shall receive pay for unused sick leave which is over the maximum, at 100% of regular pay, **less applicable taxes**, and the accumulated sick leave shall be reduced to the maximum 350 hours.
- H. Upon retirement (excluding deferred retirement), unused sick leave credits will be paid, **less applicable taxes**, to the employee to a maximum of 350 hours. Payment for unused sick leave credits at retirement shall be excluded from the computation of Final Average Compensation (FAC) for pension purposes. Upon death of an employee, unused sick leave credits will be paid in full to his/her beneficiary.

FOR THE UNION:



Date: 7/19/23

FOR THE CITY:



Date: 7/19/23

Tentative Agreement
City of Troy and TPOA
July 11, 2023

24. SICK LEAVE

H. **Effective July 1, 2023, upon ~~Upon~~ retirement (~~excluding deferred retirement~~),** unused sick leave credits will be paid to the employee to a maximum of 350 hours. Payment for unused sick leave credits at retirement shall be excluded from the computation of Final Average Compensation (FAC) for pension purposes. Upon death of an employee, unused sick leave credits will be paid in full to his/her beneficiary.

J. **Effective July 1, 2023, upon resignation in good standing and with a minimum of two weeks' notice, unused sick leave credits will be paid to the employee to a maximum of 350 hours based on the following schedule:**

15 years of credited full-time City of Troy service = 50%

20 years of credited full-time City of Troy service = 75%

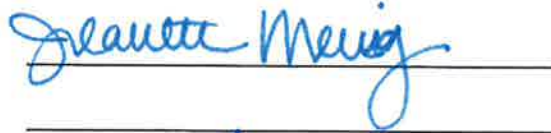
25 years of credited full-time City of Troy service = 100%

FOR THE UNION:



Date: 7/19/23

FOR THE CITY:



Date: 7/19/23

Tentative Agreement
City of Troy and TPOA
July 7, 2023

The City and the Union agree to replace Article 33 as follows:

Article 33 WORKER'S COMPENSATION

- A. The City will provide benefits pursuant to the current Michigan Workers' Compensation law for an employee who suffers an accidental injury or a disabling occupational disease arising out of and in the course of employment with the City. If the Michigan Workers' Compensation law changes, the policy will mirror the changes.

The parties to this Agreement understand that Workers' Compensation benefits are paid in accordance with applicable Workers' Compensation laws of the State of Michigan, but that supplemental payments are made subject to the employee based upon the following. The employee must:

1. Be full-time in order to receive supplemental benefits;
2. Immediately, upon reasonable knowledge of the injury, report the injury to their immediate supervisor;
3. Complete an incident report on the injury and cause of the injury;
4. Obtain treatment with the City-designated clinic for the initial treatment and up to the following twenty-eight (28) days after the initial treatment;
5. Provide periodic updates from the employee's physician if requested by the City;
6. Perform in a light duty status, consistent with the recommendation of the attending physician, if directed by the City;
 - a. With the exception of excluding those duties listed in Article 21A.
7. Follow the processes required by Workers' Compensation laws if there is a disagreement between the treating physician and another provider or the insurer, which may include consenting to an independent medical examination as necessitated by the insurance carrier or following a medical dispute process.

It is further understood that the denial of supplemental benefits, benefits under another Article, and/or other benefit plans does not affect the receipt of Workers' Compensation benefits.

- B. In accordance with Workers' Compensation law, there is a 7-day waiting period for wage loss benefit payments from the Workers' Compensation insurance carrier. If the disability lasts beyond one-week (seven (7) consecutive, calendar days), the worker is entitled to benefits as of the eighth (8th) day after the injury. If a disability continues for two weeks (fourteen (14) consecutive, calendar days) or longer, then the worker is entitled to be paid compensation for the first (1st) week of disability from the date of disablement. There is no waiting period for medical benefits; coverage begins at the time of the injury.

- C. For the first thirty (30) days following the date of disability, the employee shall receive a check from the City in an amount sufficient to augment appropriate Workers' Compensation insurance to provide the employee with their regular, base wage. Employees shall not incur any loss of accrued leave time during this 30-day period.

After the 30-day period has been completed, an employee shall receive, if otherwise eligible, Workers' Compensation as provided by law and a benefit equal to the difference between such Workers' Compensation benefit and approximately eighty percent (80%) of the employee's base wage. In order to be eligible for such benefit, an employee must supplement such benefits by using up to a maximum of four (4) hours per pay period of paid leave time.

- D. Upon the retirement of a member of this Union due to their disability as provided in Chapter 10 of the City Code, they shall receive a pension of not less than two-thirds (2/3) of their Final Average Compensation during the period they are in receipt of Workers' Compensation due to this disability arising out of and in the course of their City employment.

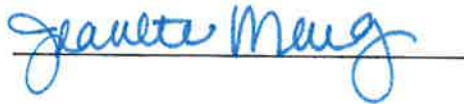
- E. The employee agrees to refund any overpayments to the City.

FOR THE UNION:



Date: 7/19/23

FOR THE CITY:



Date: 7/19/23

Tentative Agreement
City of Troy and TPOA
July 11, 2023

35. HEALTH INSURANCE

A. The Employer shall provide hospitalization and medical insurance for employee and family equal to the following:

1. Blue Cross/Blue Shield Community Blue Plan 1 (Modified) to include: \$10/\$40 drug rider with mandatory generic, prior authorization, step therapy, 2xMOPD; \$30 office visit co-pay; \$30 chiropractic office visit co-pay; \$50 emergency room co-pay (waived if admitted); and \$250/\$500 basic deductible.
2. A **basic** dental program, including Class I and Class II benefits with a 10% employee co-payment of claims and a maximum benefit of \$1,000 per person per year, beginning each January 1 **and orthodontic**

~~3. Orthodontic~~ coverage with a 50% employee co-payment of claims and a \$2,000 maximum lifetime benefit per person to age 19.


3. Effective January 1, 2024 employees will have the opportunity to select and enhanced dental plan, including orthodontic coverage.

B. An employee who elects to be covered for this insurance shall contribute 5.0% of the total premium cost by means of pretax payroll deduction. **Effective January 1, 2024 employees who choose to enroll in dental insurance (basic or enhanced) shall contribute 5% of the premium for dental insurance.**

C. Officers who, after October 17, 2005, choose not to subscribe to medical insurance will receive \$250 per month. For officers who, prior to October 17, 2005, have opted not to subscribe to medical insurance, the amount of "cash-in-lieu" payment they are receiving will be frozen at the amount being paid as of October 17, 2005.

Effective January 1, 2024, officers who choose not to subscribe to dental insurance shall receive \$25 per month.

FOR THE UNION:



Date: 7/19/23

FOR THE CITY:





Date: 7/19/23

15. PERSONNEL RECORDS

C. The department will regularly utilize performance and conduct management software (Guardian Tracking or similar program) to provide direct and clear feedback on job performance. This system replaces annual performance evaluations.

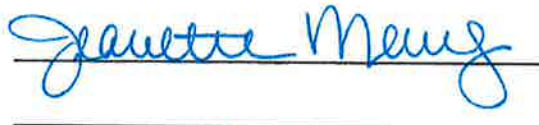
G.D. All records placed in Guardian Tracking (or similar program) which are over twelve (12) months old, beginning with the date the evaluation period begins, may be requested in writing by the officer to be removed. Such records will be deleted by the Division Commander unless there is litigation pending wherein such records would be used as supporting documentation. ~~It is agreed that copies of Unsatisfactory Performance Reports entered into Guardian Tracking are not to be forwarded to the Chief unless discipline is recommended.~~

FOR THE UNION:

Date: 5-15-23

FOR THE CITY:



Date: 5/15/23

Tentative Agreement
City of Troy and TPOA
May 15, 2023

18. OVERTIME

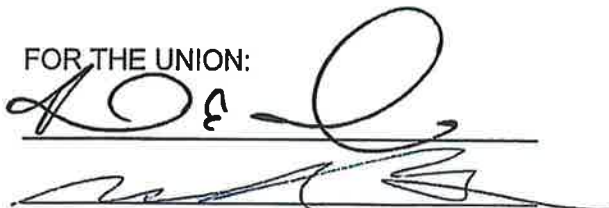
- A. An officer will be paid one and one-half (1½) times his regular rate for all hours worked in excess of: (1) 40 hours per week, and (2) his current regular shift duty time. At the option of the officer, payment for overtime may be declined in favor of banking compensatory time at the rate of one and one-half (1 1/2) hours of compensatory time for every one hour of earned overtime. A maximum of one hundred twenty (120) hours of compensatory time may be earned each year. All unused accumulated compensatory time shall be paid to the officer not later than the second pay after December 31 at the officer's current straight time rate. The granting of time off on compensatory time must have the approval of the officer's Shift Supervisor, and no such time off shall be granted if the absence creates additional personnel costs to the department, and is subject to regulation as detailed in department rules, policies and procedures.

All overtime hours worked on a designated holiday shall be paid at the rate of two (2) times the regular hourly rate. **The starting time of the shift determines eligibility for this overtime rate.**

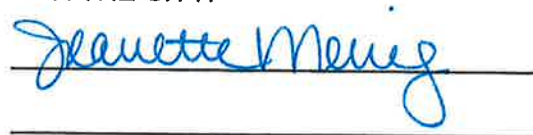
30. HOLIDAYS

- D. Any officer working on a designated holiday shall receive one and one-half (1½) times his regular hourly rate for all hours worked that day. All overtime hours worked on a designated holiday shall be paid at the rate of two times the regular hourly rate. **The starting time of the shift determines eligibility for holiday overtime.**

FOR THE UNION:


Date: 5-15-23

FOR THE CITY:


Date: _____



500 West Big Beaver
Troy, MI 48084
troyml.gov

LETTER OF UNDERSTANDING
City of Troy and TPOA

July 11, 2023

The City and the Union agree that all Somerset Mall Liaison "Lot Patrol" overtime shall be equalized among eligible personnel.

The City and the Union agree, regarding the seniority positions referenced in Article 22 - Work Assignments (D): two seniority positions will remain in place if the staffing level is at or below 108 officers. Three seniority positions will be in place if the staffing level is above 108 officers. All three current seniority positions will remain in place and in their positions for the remainder of the one-year assignment start date. The seniority positions will be re-evaluated after a 2-year period.

FOR THE UNION:

A handwritten signature in black ink, appearing to be 'Loeb', is written over a horizontal line.

Date: 7/19/23

FOR THE CITY:

A handwritten signature in blue ink, appearing to be 'Jeanette Meunig', is written over a horizontal line.

Date: 7/19/23



500 West Big Beaver
Troy, MI 48084
troymt.gov

LETTER OF UNDERSTANDING
City of Troy and TPOA

July 11, 2023

Following ratification of the TPOA collective bargaining agreement, the City will begin the process to investigate the feasibility of creating a new Defined Benefit Retirement option and/or a Hybrid Defined Benefit/Defined Contribution Retirement for the bargaining unit.

The City will meet with the Union to review interests and submit a request for an actuary study by October 2, 2023, provide a progress update to the union on or before January 31, 2024 and subsequently, as requested.

FOR THE UNION:

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Date: 7/19/23

FOR THE CITY:

A handwritten signature in blue ink, appearing to be 'Jeanette Mung', is written over a horizontal line.

Date: 7/19/23

July 1, 2020 - June 30, 2023

COLLECTIVE BARGAINING AGREEMENT

CITY OF TROY, MICHIGAN

and

**TROY POLICE OFFICERS ASSOCIATION
POLICE OFFICERS ASSOCIATION OF MICHIGAN**

Resolution 2020-07-104

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1. AGREEMENT

THIS AGREEMENT is hereby entered into this 27th day of July 2020, by and between the City of Troy, a Michigan Municipal Corporation (hereinafter referred to as the City or the Employer), and the Troy Police Officers Association in association with the Police Officers Association of Michigan (hereinafter referred to as the Union).

2. PURPOSE AND INTENT

The general purpose of this Agreement is to set forth terms with respect to rates of pay, wages, hours of employment, and other conditions of employment, and to promote orderly and peaceful labor relations for the mutual interest of the City of Troy in its capacity as an employer, its employees, the Union, and the citizens of the City of Troy, Michigan.

3. RECOGNITION

- A. Pursuant to and in accordance with all applicable provisions of Act 366 of the Public Acts of 1947, as amended by Act 379 of the Public Acts of 1965, as amended, the Employer does hereby recognize the Police Officers Association of Michigan as the exclusive bargaining representative for all sworn officers below the rank of Sergeant for the purposes of collective bargaining in respect to rates of pay, wages, hours of employment, and other conditions of employment for the term of this Agreement.
- B. Employees shall have the right to join the Union to engage in lawful concerted activities for the purpose of collective negotiations or bargaining or other mutual aid and protection.

4. NON-DISCRIMINATION

Within this Agreement, all references to “he” shall also be interpreted as “she”, and all references to “his” shall also be interpreted as “her”, etc.

- A. The Employer and the Union agree that the provisions of this Agreement shall be applied equally to all employees without discrimination as to age, sex, marital status, race, color, creed, national origin, religion, or political affiliation.
- B. The Employer will not interfere with the right of the employees to become members of the Union and shall not discriminate against any employee because of membership in the Union.

5. AUTHORIZATION FOR DUES/FEES DEDUCTION

- A. A bargaining unit employee may sign an authorization for deduction of dues/fees for membership in the Union. The authorization for deduction of dues/fees may be revoked by the bargaining unit member upon written notice to the Employer, with copy to the Union.
- B. The amount of dues/fees shall be designated by written notice from the Union to the Employer. If there is a change in the amount of dues/fees, such change shall become

effective on the date specified by the Union, provided there is at least one month between transmittal of the written notice to the Employer and the desired effective date. The Employer shall deduct the dues/fees once each month from the pay of the employees who have authorized such deductions.

- C. Deduction of dues/fees shall be remitted to the Union at 27056 Joy Rd., Redford, MI., 48239-1949. In the event a refund is due an employee for any sums deducted from wages and paid to the Union, it shall be the responsibility of such employee to obtain the appropriate refund from the Union.
- D. If an authorized deduction for an employee was requested as required in writing and submitted to the Finance (payroll) department but the deduction is not made, the Employer shall make the deduction from the employee's next available pay period after the error has been called to the Employer's attention by the employee or Union.
- E. The Union will protect, save harmless and indemnify the Employer from any and all claims, demands, suits and other forms of liability by reason of action taken by the Employer for the purpose of complying with this article of the agreement.
- F. Unless otherwise provided in this article, all matters pertaining to a bargaining unit employee establishing or reestablishing membership in the Union, including requirements established by the Union for providing paid services to non-union bargaining unit employees, shall be governed by the internal conditions mandated by the Union pursuant to its authority.

6. THE MAINTENANCE OF CONDITIONS

The City shall make no changes contrary to the provisions of this Agreement in wages, hours, or conditions of employment. No employee shall suffer a reduction in such benefits as a consequence of the execution of this Agreement. This Agreement shall supersede any rules and regulations governing the Police Department which are in conflict with the provisions of this Agreement.

7. MANAGEMENT'S RIGHTS

Management's Rights: Subject only to the seniority rules, grievance procedures, and other express provisions of this Agreement as herein set forth, the following management's rights are reserved for the Employer:

- A. It is recognized that the management of the City of Troy, the control of its properties, and the maintenance of order and efficiency is the sole responsibility of the Employer. Other rights and responsibilities belonging solely to the Employer are hereby recognized, prominent among which, but by no means wholly inclusive, are the right to decide the number and location of work stations, work to be performed within the unit, amount of supervision necessary, the training necessary and those employees who are to receive said training, the equipment used, methods and schedules of work, and the selection, processing, designing, engineering, and control of all equipment and materials. The City and the Union agree to seek compliance with requirements of the ADA through mutual agreement if needed during the contract period.
- B. It is further recognized that it is the responsibility of the Employer for the selection

and direction of the working forces, including the right to hire, suspend, or discharge for just cause, assign, promote or transfer, to determine the amount of overtime to be worked, to relieve employees from duty because of lack of work or other legitimate reasons.

8. NO STRIKE

- A. Under no circumstances will the Union cause, authorize, or permit its members to cause nor encourage any member of the bargaining unit to take part in any strike, sit-down, stand-in, slowdown or curtailment of work, restriction of production or interference with the operation of the Employer during the term of this Agreement or during any period of time when negotiations are in progress for the continuance or renewal of this Agreement. In the event of a work stoppage, curtailment, or interference thereof, it is recognized that the Employer shall not be required to negotiate on the merits of the dispute until all such stoppages or curtailments have ceased.
- B. In the event of a work stoppage or other curtailment, the Union and the Employer shall immediately instruct the involved employees in writing, with a copy to the Union and the Employer, that their conduct is in violation of the contract, and that they may be disciplined, and further shall instruct all persons to immediately cease the offending conduct.
- C. The Employer shall have the right to discipline any employee who instigates, participates in, and/or gives leadership to any activity herein prohibited.
- D. The Union will not officially support strikes of any other labor organization by picketing or demonstrating publicly on City property.

9. UNION BUSINESS

- A. The Union shall be represented in all contract negotiations by a committee composed of five members of the Union.
- B. On-duty officers who are members of the committee shall be permitted to represent employees at contract negotiation meetings with the Employer without loss of pay or benefits.
- C. Each regular shift of uniformed officers shall have a shift steward. Any member of the Union not assigned to uniformed duty shall be represented by an officer of the Union or the on-duty steward.
- D. An on-duty officer who is a steward or, in his absence, an officer of the Union and who is representing an involved employee(s) shall be permitted to attend grievance meetings with the Employer, arbitration hearings, or Act 78 disciplinary hearings without loss of pay or benefits.
- E. The Employer shall provide each member of the Union with a copy of this labor agreement.
- F. On-duty officers may be released from duty to attend Union meetings when, in the judgment of the Shift Commander, the release of these officers will not hinder the

effectiveness of the Department. The number of on-duty officers to be allowed to attend the meetings shall be determined by the Shift Commander, and those officers released shall be subject to immediate assignment when, in the judgment of the Shift Commander, their services are needed.

The request for such release of on-duty officers shall be made in writing to the Office of the Chief of Police at least fourteen (14) days prior to the date requested.

- G. The President of the Union or the President's designated representative, shall be given time off to attend Act 78 meetings and arbitration hearings, or portions thereof, when the meeting or hearings, or a portion thereof, are related to issues regarding the Troy Police Officers Association or a member of the Union. With the approval of the Chief of Police, up to 100 hours of additional time may be granted each year to attend Union Conferences, conventions and/or other matters.

Requests for such time off shall be submitted to the Chief of Police or his designated representative at least 48 hours in advance (unless the purpose for absence is an emergency) of the time requested and shall be approved provided that no additional personnel expense is incurred by the City.

- H. The Employer agrees to furnish a bulletin board for the posting of notices of Union meetings and social activities. Other material may be posted if approved by the Chief of Police.
- I. The Union President or his representative may, during working hours, without loss of time or pay, investigate and present grievances in accordance with the grievance procedure. Permission for his release must be secured from his supervisor. This privilege shall not be abused or interfere with vital police services.

10. SPECIAL CONFERENCES

- A. In the event there are grievances or other matters to be considered, a special conference will be held between the Union President (or his representative) and the Chief or his representative for the purpose of discussing and possibly disposing of such grievances and other problems that may exist.
- B. Meetings to discuss and possibly dispose of emergency problems or grievances may be held whenever mutually agreed to by the Union and the Human Resources Director (or his/her designated representative).

11. GRIEVANCE: GENERAL CONDITIONS

- A. A matter involving several officers and the same question may be submitted by the Board of Directors or President of TPOA as a single, class-action grievance. Such grievance shall state which section(s) of the contract is alleged to have been violated and how it affects the members of the Union who feel aggrieved.
- B. The Employer and the Union may have legal counsel present at any step of this procedure; however, a 48-hour notice to the other party will be required.
- C. Whenever possible, Step 1 and Step 2 grievance meetings involving an individual officer shall be scheduled within one (1) hour of the start or end of the officer's

scheduled shift. Such involved officers may attend grievance meetings without loss of pay or benefits; however, overtime shall not be paid.

- D. The immediate supervisor, as defined within the grievance procedure, shall be the highest ranking on-duty command supervisor of the employee's work unit. A work unit is defined as the smallest group of people working together as a shift, bureau, office, or unit which is commanded by one having the rank of Sergeant or above.
- E. Grievances involving suspension or discharge may be entered directly at Step 3 of the grievance procedure.
- F. A grievance meeting not scheduled as required or a grievance not answered within the prescribed time limit at each step may be appealed to the next step by the Union.
- G. A grievance not appealed from one of the steps of the grievance procedure within the prescribed time limits shall be considered automatically closed.
- H. A grievance may be withdrawn without prejudice and, if so withdrawn, all financial liability shall be cancelled. If the grievance is reinstated, the financial liability shall date only from the date of reinstatement. If the grievance is not reinstated within thirty (30) calendar days from the date of withdrawal, the grievance shall not be reinstated. Where one or more grievances involve a similar issue, those grievances may be withdrawn without prejudice pending the disposition of the appeal of a representative case and, in such event, the withdrawal without prejudice will not affect financial liability.
- I. An agreement reached between the Union and the Employer is binding on all employees affected and cannot be changed by or for any individual.
- J. In order to promote good faith effort to resolve grievances at the earliest possible time, any resolution offered at Steps 1 through 3 of the grievance procedure shall not be admissible as evidence in any future arbitration proceeding of the grievance.
- K. No economic cost shall have retroactivity extending back more than 90 days from receipt of the grievance by the Chief of the department.

12. GRIEVANCE PROCEDURE

- A. A grievance shall be defined as a difference between the Employer and a Union member as to the application, non-application, or interpretation of the specific provisions of this Agreement.
- B. It is encouraged that any difference be resolved as soon as possible in an informal manner. The officer should first discuss the matter with his immediate supervisor as defined in Article 12, Section D. If an officer's immediate supervisor is not available, the matter should be discussed with the next ranking command officer within that division. If so desired by the employee, his Steward or Union Officer may participate in these discussions. If the matter is not resolved, it shall be reduced to writing by the employee and submitted as a grievance.
- C. A written grievance shall be signed by the grievant and approved by a Steward or Union Officer before submission to the Division Commander. The Division Commander shall forward copies to the Human Resources Department through the

chain of command. The grievance shall contain a specific statement of facts as to its cause, the section of the contract which the officer believes was violated, and the remedy sought by the grievant. Any grievance not submitted within fourteen (14) calendar days of the event or reasonable knowledge of the event which gave rise to the grievance shall be automatically closed.

D. Procedure:

Step 1. Within fourteen (14) calendar days of receiving the grievance, the Division Commander shall hold a meeting between the employee, his Steward or Union Officer, and the Division Commander or his designated representative. The Division Commander or his representative shall give his written decision concerning the grievance within seven (7) calendar days after the meeting.

Step 2. Grievances not settled at Step 1 may be filed with the Chief of Police within fourteen (14) calendar days of receipt of the Step 1 answer. Within fourteen (14) calendar days, the Police Chief shall hold a meeting between the employee, his Steward or Union Officer, and the Police Chief or his designated representative. The Police Chief or his designated representative shall give his written decision concerning the grievance within seven (7) calendar days after the meeting.

Step 3. Grievances not settled at Step 2 may be filed with the Human Resources Director within fourteen (14) calendar days of receipt of the Step 2 answer. Within fourteen (14) calendar days, the Human Resources Director (or any other designated representative directed by the City Manager) shall hold a meeting between the President of the Union, the Steward or Union Officer of the employee's shift, and the Police Chief or his designated representative. The Human Resources Director shall give his/her written decision concerning the grievance within 30 calendar days after the meeting. The Union may grant up to two thirty (30) calendar day extensions to answer the grievance if requested by the Human Resources Director. If the written decision is not given within thirty (30) calendar days after the meeting, or within the time limits of the extensions if requested and granted, the grievance may be filed to Step 4.

Step 4. Grievances not settled at Step 3 may be filed within twenty (20) calendar days to arbitration or to the Act 78 Civil Service Commission, but not both, with a copy forwarded to the Human Resources Director.

13. ARBITRATION

- A. If a grievance is appealed to arbitration, the parties involved shall jointly select an arbitrator or, if necessary, ask for an arbitrator from the American Arbitration Association. Any grievance subject to arbitration under this contract shall be pursuant to the voluntary labor arbitration rules of the American Arbitration Association. Further, either party may choose to expedite the process as provided under the expedited labor arbitration rules.
- B. An arbitrator shall rule only on contractual provisions as set forth herein and shall have no authority to expand, modify, or alter the language of this Agreement, and his decision shall be limited to the application or interpretation of the above and to the specific issues presented to him. The fees and approved expenses of an Arbitrator will be paid equally by the Employer and the Union.
- C. After a case has been referred to arbitration, the case may be withdrawn by the

submitting party up to 48 hours prior to the hearing date; after that time, by either the City or the Union by mutual consent.

- D. The decision of the arbitrator shall be final and binding on the Union, its members, the employees involved, and the Employer, provided that such decision is within the arbitrator's authority as provided in paragraph B above.
- E. An arbitrator's decision in any grievance shall not require a retroactive payment in other than the instant case or cases, if a class action grievance, and in no case shall it go back more than 90 days from the date the grievance was received by the Chief.

14. DISCIPLINE

- A. No officer shall be disciplined except for just cause.
- B. Discipline shall consist of the following levels:
 - 1. Oral Reprimand: An official warning to an employee from the Chief, Captain, or Lieutenant that his conduct or performance is unacceptable, a written notation of which shall be maintained in the employee's departmental file.
 - 2. Written Reprimand: A written record from the Chief, Deputy Chief, Captain or a Lieutenant of an employee's unsatisfactory conduct or performance which is included in the employee's official personnel file in the Human Resources Department. The employee shall have the option of submitting a statement of his position concerning the reprimand.
 - 3. Loss of Time Off: The elimination by the Chief of some or all of an employee's available or prospective time off.
 - 4. Suspension: An employee is not permitted to report for work for a specified period of time and does not receive pay for the time in question.
 - 5. Discharge: An employee is involuntarily separated from employment with the City of Troy.
- C. The Police Department agrees to continue to use progressive discipline. However, the listing of these disciplinary levels does not preclude the starting of disciplinary action at a higher level when the seriousness of the incident warrants such discipline.
- D. Disciplinary action beyond an oral reprimand may not be imposed until a minimum of 48 hours after the time of occurrence; however, this 48-hour waiting period does not preclude the immediate disciplinary action of an officer where it appears the seriousness of the incident demands such action. Written statements of the incident shall be filed with the Police Chief if requested or if the officer involved desires to file a statement on his own behalf. Officers who are requested to provide written or oral statements and are subject to discipline shall be notified of the incident under investigation and the general nature of any allegations. Officers shall have 24 hours notice before being required to provide an oral and/or written statement regarding the incident. These oral and/or written statements will become part of the factors included in imposing discipline. If, upon review, the discipline is reversed, the officer shall receive full pay and benefits for the time involved, and all records of the incident

shall be removed from his Personnel, Department, and shift files.

- E. Should an officer be required to give a verbal or written account of his actions which may result in the officer's receiving disciplinary action, the officer may have a steward present while making such a statement. In the event no Union Officer or on-duty Steward is available, any available member of the Union shall act as the Steward.
- F. The President of the Union shall be notified in writing within 24 hours of the disciplining in excess of an oral reprimand of any member of the Union.
- G. All cases of discipline may be processed as a grievance.
- H. Prior to the filing of a grievance, the President of the Union or his designee will be given an opportunity to review all department recorded images used during an investigation to determine discipline. This will be coordinated through the office of Professional Standards. The review will be conducted in the presence of the Chief of Police or his designee, the officer, and the President of the Union or his designee.
- I. An officer's disciplinary records may be reviewed and removed in the following manner.
 - 1. The written record of an oral reprimand shall be removed from the officer's departmental file when the officer has successfully corrected the matter in question and has received no other discipline as defined in this section within a 15-month period following the reprimand.
 - 2. Thirty (30) months from the receipt of a written reprimand, an officer may request removal of the reprimand from his personnel file by submitting a request in writing to the Chief of Police stating the officer's reasons for the removal. If the officer has not received any discipline greater than or equal to a written reprimand within the thirty (30) month period, the written reprimand shall be removed. If the reprimand is not removed, a future date shall be established to review the matter in six (6) months.
 - 3. Records of all other discipline more severe than a written reprimand but less severe than a suspension shall be retained for a period of five (5) years, at which time the officer may submit a written request to have it removed from his personnel file. If the reprimand is not removed, a future date shall be established to review the matter in six (6) months.
 - 4. Records of all other discipline including and more severe than a suspension shall be retained permanently in the officer's official personnel file.
- J. At the conclusion of any investigation conducted, the employee who is the subject of the complaint shall be notified in writing of the outcome of that investigation and be allowed to review the complete file. If the investigation results in discipline, a copy of the file will be supplied to the officer, if requested. If confidential sources of information are withheld, the Police Chief will provide the Union President with written reasons for the confidentiality.
- K. Disciplinary suspensions may, at the City's discretion, be served after issuance and without requiring the exhaustion of any grievance or appeal process.

- L. Except when on duty or when acting in his official capacity, no member shall be prohibited from engaging in political activity or be denied the right to refrain from engaging in political activity.

15. PERSONNEL RECORDS

- A. Contents of an officer's departmental file and official personnel file in the Human Resources Department shall be treated with confidentiality. Representatives of the Chief of Police and City Administration shall have access to an officer's files for authorized purposes. Information contained within an officer's personnel file may be released without the officer's permission for:
 - 1. Verification of employment and salary.
 - 2. Civil litigation when directed by a lawful subpoena. In such instances, the officer will be notified.
 - 3. Internal investigations conducted by or for the Employer.
 - 4. Use by an official law enforcement agency during the course of any legitimate criminal investigation. In such instances, the officer shall be notified unless such notification may impair the investigation.
- B. During regular City Hall hours and within 72 hours of his request, an officer shall have the right to review his personnel file. If released by his supervisor during regular City Hall hours, an officer may review his personnel file during his regular duty hours without loss of pay, but not more than five (5) times per calendar year. An officer may comment in writing about any adverse material in his personnel file, and such comment shall be included in the file.
- C. All records placed in Guardian Tracking (or similar program) which are over twelve (12) months old, beginning with the date the evaluation period begins, may be requested in writing by the officer to be removed. Such records will be deleted by the Division Commander unless there is litigation pending wherein such records would be used as supporting documentation. It is agreed that copies of Unsatisfactory Performance Reports entered into Guardian Tracking are not to be forwarded to the Chief unless discipline is recommended.

16. SENIORITY

- A. Seniority of a new officer shall commence when the officer has completed his probationary period and shall be retroactive to the date of his initial appointment as a police officer. The probationary period shall be defined as a maximum of twelve (12) months from the date of being sworn as a Troy Police Officer.
- B. An employee shall forfeit and/or terminate his seniority for the following reasons:
 - 1. He resigns or retires.
 - 2. He is discharged and not reinstated.
 - 3. He is absent for three consecutive work days without notifying the Employer.

(Exceptions to this may be made by the Employer.)

- C. A seniority list shall be furnished to the Union every six months.
- D. Seniority for purposes of layoffs, recalls, and promotions shall be in accordance with Act 78 of the Public Acts of 1935, as amended.
- E. If an officer changes to a classification out of the bargaining unit and thereafter returns to the bargaining unit, or returns from an unpaid leave of absence or disability retirement, the officer will not have accrued bargaining unit seniority during the period he was out of the bargaining unit or during the period of leave or retirement. This shall not apply to a member who returns to the rank of Police Officer during the first twelve (12) months of his promotion.
- F. For the purpose of patrol shift and leave day selection only, the Union President or the President-elect shall be deemed to have the highest seniority within the bargaining unit.
 - 1. The Union shall provide written notification to the Chief of Police as to the name of the Association President or President-elect. Such notification must be made prior to the initiation of the shift selection process.
 - 2. A Union President who assumes office after the shift selection period shall not be eligible until the next shift selection period.

17. ATTENDANCE

- A. Work schedules for officers assigned to uniformed Patrol Division shift duty on a regular basis shall be four consecutive 10-hour days, commonly known as the 4/40 schedule. Selections of shifts and days off shall be chosen by officers according to seniority and eligibility to patrol alone, and within the guidelines of departmental orders. Selections shall be made twice per year for six (6) month bumps which shall occur in September and March.
 - 1. Bumps shall take place on time.
 - 2. Court Officers shall choose their positions twice per year for six (6) month bumps which shall occur in September and March.
 - 3. Shift bump selection will be posted no less than 45 days prior to the beginning of the shift bump. Once completed, it will not be modified for the six (6) months unless in an emergency as determined by the Police Chief.
- B. If an officer is unable to report to work at his established starting time, he shall notify his supervisor or desk officer at least one hour prior to the time his shift is scheduled to start, unless mitigating circumstances make such notification impossible. Failure to provide such notification may, at the option of the City, result in loss of pay for that day.
- C. Requests for time off, except sick leave, must be submitted in writing in advance to the officer's immediate supervisor or ranking officer in accordance with the provisions regulating leaves. The supervisor shall recommend approval or disapproval in writing.

- D. Shift schedules shall be posted at least fourteen (14) calendar days in advance of the start of a new schedule. In case of emergency or other unforeseen circumstances, schedules may be changed to meet the operating needs of the Police Department. Changes in the posted schedule shall be given to the affected officer(s) in writing. An officer who is scheduled to work an extra shift shall receive 24 hours notification if his overtime is to be cancelled. If notification is not received, the officer shall have the opportunity of either working or not working the extra shift.
- E. An officer who desires to cancel approved time off must notify the Police Chief or other authorized ranking command officer of his request to cancel the approved leave at least 24 hours prior to the time off. If this notice is not given, the Police Chief or other authorized ranking command officer shall have the option of approving or disapproving the request.
- F. Officers shall be allowed to trade working days with the written approval of the shift commander.
- G. Whenever possible, officers may take a one-half hour lunch break and two additional fifteen (15) minute breaks. These breaks shall not be taken contiguously.
- H. Officers assigned to the Investigative and Administrative Services Division ordered to work on a designated holiday that falls on their regularly scheduled work day and work hours shall be paid one and one-half times the regular rate. All such overtime hours worked on a designated holiday that falls outside of an officer's regularly scheduled work day and work hours shall be paid at the rate of two times his regular hourly rate.
- I. Employees who are absent from work for reasons of non-duty disability shall continue to accrue benefits pursuant to rules governing leave accrual during the first full year of their disability. During the second and third years of the non-duty disability, sick leave only shall accrue; however, hospitalization insurance shall be continued even if the employee utilizes all accrued leave time during that period. After three years of non-duty disability, employees shall neither accrue additional leave time nor shall said employee receive hospitalization insurance paid for by the Employer.

18. OVERTIME

- A. An officer will be paid one and one-half (1½) times his regular rate for all hours worked in excess of: (1) 40 hours per week, and (2) his current regular shift duty time. At the option of the officer, payment for overtime may be declined in favor of banking compensatory time at the rate of one and one-half (1 1/2) hours of compensatory time for every one hour of earned overtime. A maximum of one hundred twenty (120) hours of compensatory time may be earned each year. All unused accumulated compensatory time shall be paid to the officer not later than the second pay after December 31 at the officer's current straight time rate. The granting of time off on compensatory time must have the approval of the officer's Shift Supervisor, and no such time off shall be granted if the absence creates additional personnel costs to the department, and is subject to regulation as detailed in department rules, policies and procedures.

All overtime hours worked on a designated holiday shall be paid at the rate of two

(2) times the regular hourly rate.

B. Available overtime will be assigned as one of the following categories:

1. Special Detail Overtime Known 72 Hours in Advance

- a. If overtime involves a special detail (assignment, event, project, program, etc.) which is known at least 72 hours prior to the special detail, then the overtime shall be first offered on a voluntary seniority basis to the appropriate division (Operations, Investigations or Administration) or, when appropriate, to those officers assigned to a work unit within a division (i.e. Traffic Safety, Directed Patrol, Community Services). To the extent possible, all special detail overtime will be equalized within the appropriate division or work unit. If the overtime is not filled by the officers assigned to that division or work unit, the overtime shall be filled on a voluntary seniority basis from the master seniority list and recorded on a continuous equalization system. Procedures for implementing and equalizing special detail overtime on a seniority basis will be drafted by the Union and approved by the Chief. The equalization system will reset at the beginning of each bump.
- b. Special detail overtime lasting less than 5 hours shall be awarded based on seniority to officers assigned to the appropriate division or work unit. A special detail lasting less than 5 hours will not count towards the equalization of overtime.
- c. An officer who signs up for multiple details on the same day shall indicate their preference by writing a 1st, 2nd, 3rd, etc. next to their name.
- d. All Operations Division special detail overtime except for Christmas overtime details at Oakland Mall and Somerset Mall shall be equalized as close as may be practical among all Operations Division officers who are able to patrol alone and who volunteer to work such overtime. The equalization of special detail overtime will not be counted towards the equalization of regular shift overtime, also known as "5th days."
- e. The annual holiday overtime details at Oakland Mall and Somerset Mall that occur between Thanksgiving and January 1st shall be equalized separately using the police officer master seniority list, and awarded based on seniority following the procedures implemented by the Union and approved by the Chief.
- f. The Shift Commander shall contact the officer(s) awarded the overtime using the procedures implemented by the Union and approved by the Chief. Officers who cancel their availability after being awarded the overtime, including calling in sick, shall be counted as having worked the overtime on the equalization list. A Shift Commander will attempt to fill the vacancy using the procedure for filling overtime known less than 72 hours in advance and notifying eligible officers of the deadline to respond. The Overtime Call Out Procedure for filling overtime known less than 72 hours in advance is as follows:
 - Less than 72 hours until detail, but more than 48 hours – 24 hours to respond
 - Less than 48 hours until detail, but more than 24 hours – 8 hours to respond
 - Less than 24 hours until detail, but more than 12 hours – 3 hours to respond
 - Less than 12 hours until detail – 30 minutes to respond

The Shift Commander shall note the overtime on the equalization list for an officer volunteering to fill a vacancy created in this fashion.

- g. In the event an officer cancels their availability after being awarded special detail overtime, the officer shall notify a Shift Commander. An officer awarded special detail overtime shall not pass along the overtime to another officer of their choosing.
 - h. All special event detail overtime shall be awarded by a Shift Commander. Any unintentional errors specifically dealing with the equalization of overtime will not be subject to grievance by the Union. However, if an officer is improperly not awarded overtime it will be corrected by subsequent distribution of overtime for which the officer would be eligible which will count toward the equalization of overtime.
 - 2. Regular Patrol Overtime Not Known 72 Hours in Advance
 - a. Any regular patrol overtime not known 72 hours in advance shall be offered on the basis of seniority to officers on the appropriate shift or work unit.
 - b. The Shift Commander shall contact those officers of the appropriate shift on the basis of seniority to fill the overtime position. If unable to make contact, the Shift Commander shall move to the next officer on the basis of seniority to fill the position. If not filled from the appropriate shift, the overtime shall be filled from the Master seniority list.
 - 3. Extended Shift Overtime

Extended shift overtime shall be time which is contiguous with the regular working hours of a shift and during which time the duties to be performed are similar to an officer's regular duties. Extended shift overtime shall be offered to those officers working on the appropriate shift or work unit on the basis of seniority. However, nothing in this section shall preclude an officer from working the overtime necessary to complete an investigation originating on that particular shift when such overtime is approved by the Shift Commander.
 - 4. Other Overtime

All other overtime shall be offered on the basis of seniority to officers on the appropriate shift.
- C. The term "seniority" as used in this section implies both the right to accept or refuse overtime.
- D. The appropriate shift or work unit shall be determined by the Chief, Deputy Chief, Captain, or Shift Commander.
- E. Procedures for calling officer(s) to work an extra shift shall be outlined in a General Order, or Rules and Regulations, or Special Order issued by the Chief of Police. The priority of call-back shall be choice by seniority of officers off-duty for the following reasons:
 - 1. Regular Day Off
 - 2. Personal Business Time
 - 3. Vacation Leave

For example, a full ten (10) hour shift would be offered to those officers on their regular day off in order of their seniority. If no volunteer can be obtained, then the least senior officer on his regular day off may be ordered in for duty. If enough volunteers cannot be obtained through this method, the overtime would be offered to those officers on Personal Business Time in order of their seniority. If no volunteer can be obtained, then the least senior officer on Personal Business Time may be

ordered in for duty. If enough volunteers cannot be obtained through this method, the overtime would be offered to those officers on Vacation Leave in order of their seniority. If no volunteer can be obtained, then the least senior officer on Vacation Leave may be ordered in for duty.

Call back for overtime and ordering in for overtime as explained above shall not interfere with time off for those officers who have submitted a request for holiday time off at least seven (7) calendar days in advance and who have received approval for said time off. Under this situation, the officer may not be ordered to work on the date for which approval was given except under an emergency condition which is declared by the Chief of Police. This section shall apply to requests for holiday time only and shall not apply to one-day vacation requests as addressed under paragraph 2 of Article 32, Section C.

Overtime for working a full ten (10) hour shift shall be equalized as close as may be practical among all officers, with the Union being responsible for drafting the procedures for implementation, which must have the approval of the Police Chief, and maintaining the accumulation of overtime. In the event that there is an error by management in offering overtime, such error shall be corrected only by offering that amount of hours to the aggrieved officer when such overtime next becomes available. Payment of overtime for hours not worked shall not be allowed to correct such error.

- F. If an insufficient number of officers are available for an overtime situation(s), the least senior officer who is qualified to patrol by himself may be ordered in for duty.
- G. Overtime provisions regarding special detail overtime can be waived by a Chief, Deputy Chief, Captain if there are special requirements for a particular assignment. The overtime will be offered based upon seniority to the officers who meet the special requirements as determined by the Captain or Chief.
- H. This section shall not apply to probationary officers unless selected specifically for overtime by the Chief, Deputy Chief, Captain, or Shift Commander.
- I. Any errors in the distribution of overtime will be corrected by subsequent distribution of overtime within 60 days, provided that 24 hours notice is given to the Chief.
- J. There shall be no duplication of overtime for the same hours worked, and officers shall not be paid twice for the same hours recorded as worked.

19. COURT TIME

- A. Time spent in court appearances originating from performance of the officer's regular police duties shall be counted as normal duty time and shall be so used in the computation of overtime. A minimum of three (3) hours will be paid for such off-duty court appearances provided that such minimum shall not be applicable if the court time occurs within 30 minutes of the officer's scheduled duty hours.

Officers who work any other shift except day shift and who are required to spend a minimum of seven (7) hours in court on any regular work day may request the opportunity to be absent from their next regular shift for the amount of time spent in court, computed at one and one half (1½) times the actual hours worked. Such requests must have the approval of the officer's Shift Commander, and no such

request shall be granted if the absence will create additional personnel costs for the department. (Example: If an officer spends eight hours of off-duty time in court, he will be entitled, if approval is granted, to be absent from his next regular shift for 10 hours, with 2 hours being paid at the straight time rate.)

If two (2) court appearances are scheduled for the same day, the overtime computation will be continuous from the start of the first appearance through the conclusion of the second, unless the time between the appearances is greater than one (1) hour, in which case each appearance will be paid three (3) hours of overtime.

- B. Officers who properly qualify for Disability Insurance under Article 33 of this contract and who are required to appear in court by virtue of a legally authorized subpoena shall receive payment equal to straight time pay for all hours in court under said subpoena and shall not have their disability insurance affected in any way, such as a reduction for hours in court under the subpoena, disruption of the insurance payments, or by having to experience any additional waiting periods by virtue of their compliance with said subpoena.

20. CALL-IN TIME

When an officer is called in at other than his normal scheduled work shift, he shall be paid a minimum of three (3) hours at the appropriate premium rate, provided that such minimum shall not be applicable if the call-in is contiguous with the officer's scheduled duty hours. See Article 18. Overtime (A) and Article 31. Holidays (D) for details on overtime call-in is compensated.

21. POLICE WORK

- A. It shall not be considered the normal duty of a Police Officer, as part of his employment, to participate in the duties shown below:
 - 1. Non-emergency crossing guard duty.
 - 2. Regular animal control duty, except for emergency animal control assignments.
 - 3. Animal surveys.
 - 4. Custodial service of City police buildings, offices, and real property, exclusive of police equipment.
 - 5. Private contractual arrangements for off-duty work at dances, ball games, and private party traffic assignments (on a volunteer basis only).
 - 6. School and service club lecture and teaching assignments. Such assignments shall be on a volunteer basis only, subject to the prior approval of the Police Chief. This section does not include those positions where teaching/speaking assignments are inherent in the responsibilities of the position.
 - 7. Act as or escort process servers to civil matters except where the City is a party to the action or where such action is required by law.
 - 8. Delivery of letters or parcels that can otherwise be delivered by U.S. mail, except

in an emergency.

9. Bank details - except for bank escort for the City Treasurer's Office and for an occasional request by individual concerns.
 10. Junk car canvassing.
 11. Union members shall not be required to assume the duties of a Shift Commander.
- B. The responsibilities of a Police Officer relating to fire control and fire fighting are shown below:
1. Officers are not required to attempt to extinguish fires unless an immediate danger exists for physical injury to another person.
 2. An officer may attempt to extinguish small property damage fires provided, in the officer's discretion, he is in no immediate danger of physical harm.
 3. At such time that the Fire Department arrives at the scene, the officer is immediately relieved of the firefighting rescue work not already in progress or any further firefighting details.
 4. On-duty officers who are also members of the City Volunteer Fire Department will be classified as Police Officers at any fire scene.

22. WORK ASSIGNMENTS

- A. The Union shall have the opportunity to recommend appropriate required qualifications and training for all work assignments. Oral interview boards used in evaluating officers for such work assignments shall include one representative of the Union. Vacancies for such positions shall be posted for a minimum of ten (10) calendar days, and officers who wish to be considered for any such work assignment shall be allowed to submit a letter to the Chief of Police within the ten (10) day posting period requesting consideration for the work assignment. If posted qualifications are not met by the applicants and qualifications are changed, the position shall be posted again. Resultant scores of the oral interviews shall be reviewed by the representative of the Union.
- B. The Chief shall have the responsibility to assign work assignments to the most qualified officer; however, the Chief shall not act arbitrarily or capriciously in making such assignment. In the event the Chief does not follow the recommendation of the oral interview board, he shall notify and discuss with the President of the Union (before any list is posted) his reasons for not following the recommendation.
- C. In the event two (2) or more applicants are deemed identically qualified, seniority shall prevail.
- D. The department will provide three positions within the department to be assigned as seniority assignment positions. These positions will be mutually agreed upon between the Chief of Police and the President of the Union. The officer to be assigned to these positions shall be picked by seniority through the six (6) month bump procedure, but will be assigned to the position for two (2) bump periods or one

(1) year. The officers assigned to these positions will have to maintain a minimum working standard to be eligible. If the officer is unable to comply with the minimum working standard, the Chief of Police will provide a letter to the President of the Union prior to removing the officer from the position. This removal shall not be the subject of a grievance.

23. VEHICLE SAFETY

- A. The City shall provide patrol vehicles which are in safe operating condition for assigned use by members of the Union. Requests for maintenance and repair activities shall be processed through procedures established by the Employer. All damage to patrol vehicles shall be reported promptly.
- B. Any officer who feels that a specific patrol vehicle is unsafe for duty even after corrective repairs have been completed may so indicate by filing a complaint with the division Captain through his supervisor. Objection shall not concern personal opinion, maintenance, or repair procedures. The City will attempt to avoid using the vehicle in question for patrol duty until the matter is resolved. Patrol vehicles may be driven up to a maximum of 90,000 miles, but not less than that provided under vehicle warranty. In exigent circumstances the City has the discretion to utilize a vehicle for up to 100,000 miles, on a case-by case-basis as reviewed by and agreed by the union.

24. SICK LEAVE

- A. Officers shall accrue 8 hours of sick leave for each month of service with the City beginning with the first full calendar month of service.

For purposes of this section, "full calendar month" shall mean any calendar month where an officer is on the payroll for a minimum of twenty (20) days, including time worked, and any payable leave time including, but not limited to, personal business time, holidays, sick leave, vacation, funeral leave, and unpaid military leave up to two weeks.

- B. Sick leave will not be approved before it has been accrued.
- C. Unused sick leave may accrue to a maximum of 350 hours.
- D. Employees shall be notified of their accumulated sick leave during the month of January each year.
- E. An officer who is off of work for three consecutive days because of illness or injury may be required, by the Chief or his designee, to submit a physician's certificate prior to his being allowed to return to work indicating the nature of the illness or injury, the officer's capability of returning to work, and the degree to which he may perform his regular duties. In order to determine the employee's fitness to return to duty, the Employer shall have the right to send the employee for medical examination(s) before permitting his return to work. Physician is defined as a person duly authorized and licensed by the State of Michigan to treat diseases and practice medicine.
- F. Sick leave shall be utilized pursuant to City of Troy policy and consistent with the

Paid Medical Leave Act of 2018: for the employee's own health condition (including physical, mental and preventative care); the health condition (including physical, mental and preventative care) of a family member including child, parent, spouse, grandchild, grandparent, or sibling; time off due to domestic violence or sexual assault, including for medical or counseling services, relocation, or legal services or proceedings (employee or employee's family member as defined herein); the closure of the employee's workplace due to a public health emergency, or an employee's need to care for a child whose school or place of care has been closed by order of a public official due to a public health emergency; or when it has been determined by the health authorities having jurisdiction or by a health care provider that the employee's or employee's family member's presence in the community would jeopardize the health of others because of the employee's or family member's exposure to a communicable disease, whether or not the employee or family member has actually contracted the communicable disease. Officers shall notify the department of the use of sick leave, and the reason for the use, no less than one (1) hour before the start of the officer's shift and daily thereafter. Unauthorized or improper use of sick leave by any officer shall be cause for disciplinary action.

- G. On or before the 20th of December of each year, employees with accumulated sick leave in excess of the 350-hour maximum as of the last pay period of October of that year shall receive pay for unused sick leave which is over the maximum, at 100% of regular pay, and the accumulated sick leave shall be reduced to the maximum 350 hours.
- H. Upon retirement (excluding deferred retirement), unused sick leave credits will be paid to the employee to a maximum of 350 hours. Payment for unused sick leave credits at retirement shall be excluded from the computation of Final Average Compensation (FAC) for pension purposes. Upon death of an employee, unused sick leave credits will be paid in full to his/her beneficiary.

25. PERSONAL BUSINESS TIME

- A. An officer may be granted up to 30 hours of personal business time in any one calendar year with prior approval of his Shift commander. The request for a full day of time off shall be granted if submitted at least 48 hours in advance. Personal Business time may be used in less than full day increments if it does not create overtime, except for the following exception. A request for a partial day off submitted 48 hours in advance consisting of at least three (3) hours that creates overtime will be approved if it is taken during a period contiguous with an overlapping shift such that the overtime can be covered with a hold-over or early call-in. If a request for Personal Business time is submitted less than 48 hours in advance, the officer's Shift commander shall have the option of approving or disapproving the request. Personal business time will not be granted on designated holidays if the granting of such a request places the shift below minimum strength as determined by the department.
- B. Personal business time may be taken in conjunction with holiday leave and/or vacation leave.

26. FUNERAL LEAVE

Officers shall be allowed up to 40 hours of time off for a death in the officer's or the officer's spouse's immediate family for attending to funeral arrangements, attending the funeral, and bereavement. The immediate family shall consist of spouse, grandparents, parents, stepparents, sibling, son, daughter or stepchild.

27. MILITARY LEAVE

Any officer who has completed his probation period and leaves the Employer's service for compulsory military duty shall be placed on military leave without pay. Such leave shall extend through a date of 90 days after his release from the military service. An employee returning from military leave shall be entitled to restoration to his former position, provided that: (1) he makes application within 90 days after his release from duty, (2) his release shall be under conditions other than dishonorable, and (3) he is physically and mentally capable of performing the duties of the position involved. An employee who leaves for military duty may elect either to be paid for accrued vacation time due him or may elect to have such credits reinstated upon return to the department. An employee returning from Military Leave shall be restored with all unused sick leave which was banked prior to said leave.

28. CIVIL LEAVE

A seniority employee may be given time off at straight time wages for actual time lost from work while performing jury duty or serving as a non-party witness under subpoena or while he is party defendant in an action originating out of the performance of his regular duties for the Employer. This leave will not be permitted if the employee is a plaintiff in an action or a defendant in an action originating from his personal activities. Witness or jury duty fees as authorized for such services shall be paid to the Employer, less specific allowances for meals or travel. The maximum amount of hours payable under this section shall be a normal 40 hours per week.

29. LEAVE WITHOUT PAY

The City Manager may grant an employee leave without pay for a period not to exceed one year when it is in the interest of the City to do so. The employee's request for such leave shall be considered when he has shown by his record to be of more than average value to the City and where it is desirable to retain the employee even at some sacrifice.

30. HOLIDAYS

- A. On January 1, each officer shall be allotted 110 hours of future holiday leave.
- B. Holiday leave not taken in conjunction with vacation shall be considered on the basis of the earliest request submitted.
- C. Designated holidays shall be New Year's Day, Easter, Memorial Day, Independence Day, Labor Day, Thanksgiving, Christmas Eve Day, Christmas Day, and New Year's Eve Day. The designated holiday shall apply to one specific calendar day for each of the designated holidays.

- D. Any officer working on a designated holiday shall receive one and one-half (1½) times his regular hourly rate for all hours worked that day. All overtime hours worked on a designated holiday shall be paid at the rate of two times the regular hourly rate.
- E. Unused holiday leave as of December 31 of each year shall be paid to the officer by check or direct deposit on a straight time basis.

31. VACATION

- A. All officers shall qualify for vacation leaves on January 1 of each calendar year according to the following schedule:
 - 1. For all months worked in the previous calendar year prior to the third service date with the City, an officer shall accumulate vacation leave at the rate of 6 2/3 hours for each month worked.
 - 2. For all months worked in the previous calendar year beyond the third and prior to the eighth service date with the City, an officer shall accumulate vacation leave at the rate of 10 hours for each month worked.
 - 3. For all months worked in the previous calendar year beyond the eighth and prior to the thirteenth service date with the City, an officer shall accumulate vacation leave at the rate of 13 1/3 hours for each month worked.
 - 4. For all months worked in the previous calendar year beyond the thirteenth service date with the City, an officer shall accumulate vacation leave at the rate of 15 hours for each month worked.
 - 5. For all months worked in the previous calendar year beyond the eighteenth service date with the City, an officer shall accumulate vacation leave at the rate of 16 2/3 hours for each month worked.
- B. For purposes of this section, "months worked" shall mean any calendar month where an officer is on the payroll for a minimum of twenty (20) days, including time worked, and any payable leave time including, but not limited to, personal business time, holidays, sick leave, vacation, funeral leave, and unpaid military leave up to two weeks.
- C. Vacation shall be defined as the use of accrued vacation leave days in lieu of 40 consecutive hours of scheduled work. Officers wishing to use their seniority right of choice of vacation periods shall submit a time stamped Vacation Time Request form to their supervisor by March 1st of each year. The form shall indicate the month and week of each vacation as well as the order of preference. Officers may specify up to three vacation preferences. Each vacation preference shall consist of 40 consecutive hours of scheduled work. After officers' first preferences are filled by seniority, the second and third preferences will also be considered and filled by seniority.
- D. Officers may use accrued vacation leave time on a one day at a time basis. Vacation leave time taken on a one day at a time basis must be utilized in a regular full shift block of 8 or 10 hours depending on the work assignment. A maximum of 80 hours of unused vacation leave time as of December 31st of each year shall be paid to the

officer on a straight time basis.

- E. Effective January 1, 2006, the carrying over of unused vacation leave to the next year is prohibited except under exigent circumstances as determined and approved by the Chief of Police. Decisions regarding the approval or denial of vacation leave carryover are not grievable and are subject to City of Troy policy regarding usage.
- F. Officers who are on the payroll on January 1st of any calendar year and who subsequently terminate their employment in the same calendar year due to death, retirement, or resignation in good standing shall be compensated for unused vacation leave at the rate of 100%. It is explicitly understood that payment for unused vacation leave shall not be included in any computation of Final Average Compensation for retirement purposes.

32. DISABILITY INSURANCE

- A. The City will provide short-term disability insurance for all employees. A charge of up to eight (8) hours per pay period of the employee's accrued leave time together with said insurance will provide eighty percent (80%) of an employee's base salary, after a thirty (30) day waiting period, for a maximum of fifty-two (52) weeks.
- B. Long-term disability insurance will be provided by the City for all employees with three (3) or more years of service at the time of the next opening date of the insurance policy. Eligible employees must also be accepted by the insurance company. A charge of up to eight (8) hours per pay period of the employee's accrued leave time together with said insurance will provide seventy percent (70%) of an employee's base salary beginning 12 months after an extended absence due to sickness or accident. The insurance shall continue until the employee's death, retirement, termination, or return to work (or in the case of non-duty disability, up to 5 years, whichever is sooner).
- C. Amount of coverage shall be adjusted twice a year.
- D. The Union shall be provided with a copy of the disability insurance policies covering members of this Union.
- E. In the event there is a conflict between the employee's physician and the insurance company's physician which results in denial of coverage, the City will be an advocate of the employee when the City selected physician/specialist agrees with the employee's physician.

33. WORKERS' COMPENSATION

- A. This entire section addresses the City's responsibility to an employee who sustains a disabling injury while performing his/her regular duties to make payments which are supplemental to Workers' Compensation benefits. The parties to this Agreement understand that Workers' Compensation benefits are paid in accordance with applicable Workers' Compensation Laws of the State of Michigan, but that supplemental payments are made subject to the employee's: (1) complying with all reasonable rules promulgated by the City regarding duty-related disability; (2) treating with the City-designated clinic for the first twenty-eight (28) days after injury,

pursuant to the current Michigan Worker's Compensation law (if the Michigan Worker's Compensation law changes, the period will mirror the law); (3) providing periodic updates or reports from the employee's physician if requested by the City; (4) performing in a light duty status, excluding those duties listed in Article 22A, if directed by the Department Head or his designate consistent with the recommendations of the attending physicians; and (5) consenting to examination by a third physician when, in the opinion of the City, there is a conflict between the opinion of the City's physician and the employee's physician. The third physician shall be chosen through the mutual agreement of the City's physician and the employee's physician. The opinion of the third physician shall be binding on the City and the employee relative to the supplemental payments under this Article.

1. For the first 30 days following the date of disability, the officer shall receive a check or direct deposit from the City in an amount sufficient to augment appropriate Workers' Compensation insurance to provide the officer with his regular net pay. The officer shall not incur any loss of accrued leave time during this 30-day period.
2. Employee shall receive, if otherwise eligible, Workers' Compensation as provided by law and a benefit equal to the difference between such Workers' Compensation benefit and approximately eighty percent (80%) of the employee's base wage, in order to be eligible for such benefit, an employee must supplement such benefits by using four (4) hours per pay period of paid leave time.
3. Upon the retirement of a member of this Union due to his disability as provided in Chapter 10 of the City Code, he shall receive a pension of not less than two-thirds (2/3) of his Final Average Compensation during the period he is in receipt of Workers' Compensation due to this disability arising out of and in the course of his City employment.

B. This section shall apply also to any Troy Officer who is disabled while participating in any legitimate police action.

34. LIFE INSURANCE

The Life Insurance program shall provide participating employees with \$1,000 of life insurance for each \$1,000 of salary, with a maximum amount of coverage of \$50,000, plus double indemnity for accidental death. This insurance shall be term insurance with the employee contributing ten cents for each \$1,000 of insurance per pay period. Each employee shall have a policy issued to him.

35. HEALTH INSURANCE

- A. The Employer shall provide hospitalization and medical insurance for employee and family equal to the following:
1. Blue Cross/Blue Shield Community Blue Plan 1 (Modified) to include: \$10/\$40 drug rider with mandatory generic, prior authorization, step therapy, 2xMOPD; \$30 office visit co-pay; \$30 chiropractic office visit co-pay; \$50 emergency room co-pay (waived if admitted); and \$250/\$500 basic deductible.

2. A dental program, including Class I and Class II benefits with a 10% employee co-payment of claims and a maximum benefit of \$1,000 per person per year, beginning each January 1.
 3. Orthodontic coverage with a 50% employee co-payment of claims and a \$2,000 maximum lifetime benefit per person to age 19.
- B. An employee who elects to be covered for this insurance shall contribute 5.0% of the total premium cost by means of pretax payroll deduction.
 - C. Officers who, after October 17, 2005, choose not to subscribe to medical insurance will receive \$250 per month. For officers who, prior to October 17, 2005, have opted not to subscribe to medical insurance, the amount of "cash-in-lieu" payment they are receiving will be frozen at the amount being paid as of October 17, 2005.
 - D. Special enrollment periods shall be provided in accordance with the terms and conditions of the Blue Cross/Blue Shield Benefit Guide.
 - E. Spouses and children who are full-time City of Troy employees and are covered on another active employee's plan must opt-out of health care coverage and are not eligible for cash-in-lieu payments.

36. PHYSICAL AND PSYCHOLOGICAL EXAMINATIONS

- A. Members of the Union shall submit to a physical examination between January 1st and October 31st every other year. Such examination shall be conducted by a medical doctor or clinical facility licensed to practice in the State of Michigan and the Employer shall determine the extent of said examination. If the examination is not provided by the Employer's clinic, the officer shall notify the Human Resources Director in writing of the name of the physician providing the examination. Requests for time off for the physical must be submitted 21 days in advance.

The examination may be conducted during the officer's on-duty hours but shall not result in any overtime payment. Officers will be paid for up to three (3) hours to complete the physical. Officers working a shift which is not in conjunction with their physician's office hours shall be given a schedule adjustment of three (3) hours made in the same pay period. This schedule adjustment must not create overtime.

Results stating whether the officer passed or failed the examination shall be provided to the Employer by the examining physician on the form provided by the Human Resources Department. Employees who do not pass the examination must submit medical documentation that the employee is fit for duty. Upon receipt of verification that the officer passed the examination, the officer will be awarded twenty (20) hours of holiday leave in the calendar year in which he or she passes the test and twenty (20) hours for the second year. The employee shall be required to pay one-half (1/2) of the cost of said examination which is not covered by medical insurance with the Employer paying the remaining one-half upon submission of a paid receipt. The receipt is due by January 31st of the following year.

- B. The Employer may require an officer to submit to a psychological examination related to the question of whether the officer is psychologically fit to perform the duties of Police Officer.

1. Officers will not be unreasonably ordered to submit to psychological exams. Any such orders shall be based upon specific circumstances which are explained to the officer, in the presence of a steward if the officer desires.
 2. When officers are ordered to submit to psychological exams, the results shall include a pass/fail or fit/unfit for duty determination, and shall not include personal, intimate questions or answers that the officer in confidence revealed to the doctor, unless directly related to the officer's ability to perform his duties. Upon request of the officer, a copy of the exam results will be supplied. Such copy may exclude conclusions or recommendations which, in the opinion of the doctor, would be detrimental to the treatment, adjustment, or welfare of the officer if revealed. Failure to pass the psychological examination shall not, by itself, constitute misconduct which would result in disciplinary action.
 3. In the event an officer fails to be certified as being psychologically fit for duty, the objective test results will be forwarded by the doctor to a second facility for review and an oral interview conducted at the City's expense.
 4. If the second facility disagrees with the conclusion of the first facility, the objective test results will be forwarded by the second doctor to a third facility and an oral interview conducted for a final determination, at the City's expense, which is binding on both the City and the officer.
- C. The Employer has the right to conduct drug/alcohol testing under the following circumstances: 1) selection for assignment to SIU, CIU, DPU, and drug enforcement units within the department; 2) whenever an employee discharges a firearm; 3) whenever an employee is involved in a fatal or serious injury accident; 4) as part of any regular physical examination required by the department; 5) whenever there is reasonable suspicion that the employee is under the influence of drugs or alcohol while on duty, or illegally uses/possesses controlled substances. Any positive results of drug test shall be subject to confirmative testing.

37. TUITION REIMBURSEMENT

Officers may be eligible for tuition reimbursement under the following conditions:

- A. Reimbursement shall be for 100% of the officer's actual tuition cost toward any Bachelor or Master Degree, and shall not duplicate any financial aid such as scholarships, grants and aids, G.I. Bill, etc.
- B. Reimbursement shall be tuition costs only and shall not include other fees or expenses.
- C. The course must be taken at an accredited school or university, but does not have to be a credit course.
- D. A minimum final grade of 2.0 or "C" (or greater as may be required by curriculum) must be achieved.
- E. No officer shall receive more than \$ 2,500.00 under this program in any fiscal year.
- F. Prior to receipt of reimbursement, the employee shall sign a letter agreeing to repay

the City the full amount if the employee terminates employment for any reason other than retirement or is terminated for just cause within three (3) years of completion of the course. Should an employee be terminated for just cause and ultimately reinstated, any money repaid to the City for tuition reimbursement after the initial discharge will be returned to the employee.

- G. Application and reimbursement process shall be according to established City procedure.

38. PROMOTIONS

Promotional eligibility lists for, and promotion to, the position of Police Sergeant shall be in accordance with Act 78 of the Michigan Public Acts of 1935, as amended, and the Rules and Regulations of the Act 78 Commission, with the following exceptions:

- A. The eligibility list for the position of Sergeant shall expire after two (2) years from the date of its creation.
- B. The appointing authority, the City Manager, shall have the authority to promote to the position of Sergeant any one (1) of the top three (3) eligibles on the eligibility list (commonly known as the "Rule of Three"). Whenever the City Manager promotes to Sergeant a candidate who ranked lower on the eligibility list than another candidate, the City Manager must provide the by-passed candidate with the reason for his action; however, the action of the City Manager shall not be grievable.
- C. Psychological evaluations related to the question of whether the employee is psychologically fit for promotion to the rank of Sergeant shall be provided as the last phase of testing for all applicants for promotion to the rank of Sergeant.

In the event that an applicant fails to be certified as being psychologically fit for promotion by the facility assigned to conduct such evaluations, the test results will be forwarded to a second facility for review. If the second facility agrees with the conclusion of the first facility, the applicant shall not be certified for promotion. If the second facility disagrees with the conclusion of the first facility, the test results will be forwarded to a third facility jointly agreed upon by the Union and the City for a final decision which is binding on both the City and the applicant.

Applicants who are not certified as being psychologically fit for promotion shall have their names excluded from the list and be ineligible for any promotion for a period of six (6) months after the list is certified by the Act 78 Commission or after the results of the psychological testing have been received, whichever occurs later. Such applicants shall be eligible for re-evaluation by the first facility, after the six (6) month period, provided that the applicant enrolls in the City's Employee Assistance Program (EAP), at his own expense, and follows all of the recommendations of the EAP counselors during that six (6) month period.

In the event that a report which provides the psychological evaluation of an applicant includes a comment or comments which would lead one to reasonably conclude that an applicant may not be psychologically fit to continue in his current employment without danger to the health, safety, and welfare of the public, the City will immediately meet with the Union to discuss the matter and, at the option of the City, the applicant may be relieved of duty with pay and ordered to undergo counseling until the matter is resolved.

- D. Weightings for the evaluation of Officers promoting to Sergeant will be 70% Assessment Center and 30% Written Exam.

39. CLOTHING AND CLEANING ALLOWANCE

- A. Each fiscal year, every officer shall be allotted a basic clothing allowance of \$600.00. Said clothing allowance shall be placed in an account in the officer's name and shall be disbursed to the officer upon submittal of legible receipts for approved clothing and personal equipment purchases.

It is clearly understood that the clothing allowance has a prospective application and is intended to cover purchases for the entire fiscal year. In the event that employment is interrupted for such reason as retirement or leave of absence or injury leave in excess of six (6) months, the City shall have the right to adjust such payments on a prorated basis and make adjustments in payments for the following fiscal year based on overpayments in the current year or, in the case of retirement, from the employee's final pay check.

Any mandatory changes in uniform and/or personal equipment over \$75.00 per item shall not be deducted from the officer's clothing allowance.

- B. Any officer assigned to or from the Non-Uniform Divisions or Bureaus for an assignment in excess of six (6) months shall receive an additional \$150.00 in his clothing allowance.
- C. \$25.00 of unused funds from the basic clothing allowance may be carried over each fiscal year. The amount and type of uniform and equipment shall be determined by the Police Chief. Changes in uniform and/or personal equipment will be discussed with the officers of the Union, and all Police Officers will be notified of any mandatory change at least thirty (30) days in advance of the fiscal year.
- D. All new officers shall be supplied with a full set of uniforms and equipment as determined by the Chief.
- E. Effective May 1, 2021, each officer shall receive an annual cleaning allowance of up to five hundred dollars (\$500.00) during the month of May. It shall be comprised of 1/12th of the total amount for any month or portion thereof the officer worked in the previous twelve (12) months. In the event that employment is interrupted for such reasons as leave of absence or injury leave in excess of six (6) months, the City shall have the right to adjust such payments on a prorated basis.

40. LONGEVITY

All officers hired prior to December 3, 2001 shall receive longevity pay on or before December 20 of each payment year in accordance with the following schedule:

<u>Years of Continuous City Service as of November 30 of Payment Year*</u>	<u>Percent of Base Pay Earned from December 1 through November 30</u>
4 - 8 Years	2% - but not more than \$ 857
9 - 13 Years	4% - but not more than \$ 1,716
14 - 18 Years	6% - but not more than \$ 2,574
19 Years or over	8% - but not more than \$ 3,431

*If worked nine (9) or more months of previous twelve (12) months, will receive maximum dollar figure shown; otherwise, the percentage shown.

The above listed maximum dollar amounts are intended by the parties to this Agreement to constitute the maximum amount of longevity payments which can be received by any one employee for the period (December 1st through November 30th). The maximum amounts of longevity as set forth herein shall be reduced by the amount of overtime paid which is attributable to longevity being included in the computation of overtime rates of pay for the period of December 1st through November 30th each year. (Example: If an employee is eligible for \$1,100.00 in longevity payments and has received, during the period, a total of \$20.00 in overtime premium payments which was attributable to longevity, that employee will be paid \$1,080.00 in lump-sum longevity payment for that period.)

41. RETIREMENT

A. DEFINED BENEFIT PLAN:

All officers shall participate in the Retirement System Pension Program, as explained in Chapter 10 of the Troy City Code. There shall be no unilateral changes in the pension benefits for members of this bargaining unit as set forth in Chapter 10 of the Troy City Code dated July 1, 1992 without written notice to the President of the Union. Upon notice, the Union may demand bargaining, in which case the City will bargain if it continues to desire to make the change.

Bargaining unit members hired after February 15, 2000 are not eligible to participate in the Defined Benefit pension program and shall participate in an IRS §401(a) Defined Contribution pension program.

Employee Contribution:

Effective February 15, 2000, the member's contribution to the Retirement System Pension Program shall be 4.0% of gross payroll (0.04 x gross payroll).

Computation:

For those officers who retire after February 15, 2000, the following elements will be included in the (Defined Benefit) pension benefits for Police Officers:

1. Eligibility for retirement shall be after 25 years of service regardless of age.
2. The pension annuity factor paid shall be 2.8% for each year of service up to a maximum of 25 years. For each year of service over 25 years, the pension annuity factor shall be 1.0%. Under no circumstances, however, shall the total

pension annuity factor for all years of service rendered on behalf of the City of Troy exceed 75.0% of Final Average Compensation.

3. Final average compensation shall be based upon the best three (3) of the last ten (10) years of credited service.
4. Where applicable, a duty death benefit shall be provided to a surviving spouse which will equal no less than fifty percent (50%) of the deceased officer's FAC.
5. No current employee with more than twenty-five (25) years of service to the City and whose current pension annuity factor exceeds 75.0% shall have his total pension annuity factor reduced as a result of the February 15, 2000 Arbitration Award. Future service shall, however, accrue at the rate of 1.0% for each year of service for said employee.

B. DEFINED CONTRIBUTION PLAN:

Employees hired on or after February 15, 2000 shall participate in an IRS §401 (a) Defined Contribution (DC) Pension Program. The DC plan is not available for employees hired before February 15, 2000 (except as noted in Section 42. B. 3.).

1. Contribution rates: Employee 5%
 Employer 11%
2. Vesting Schedule for Employer Contributions: Employees hired after February 15, 2000 shall be 50% vested at three years, 75% vested at four years and 100% vested at five years.
3. Conversion: Employees hired before 2/15/00 will be given a window period from the date of ratification of the Agreement by both parties until 6/3/02, during which they may opt out of the DB plan and elect participation in the DC plan. Once an employee elects to participate in the DC plan, the decision is irrevocable; the employee cannot revert back to the DB plan.

Employees electing to participate in the DC plan shall have the actuarially determined value of their DB plan rolled over into the DC plan, and shall be immediately vested.

4. Participants in the defined contribution plan shall also participate in a disability plan equivalent to the defined benefit disability plan as set forth in the retirement ordinance. The City's liability for the disability benefit shall be offset (1) by an amount which may be payable pursuant to the Workers' Compensation Act, if applicable, and (2) by the lifetime annuity value of the employee's 401 (a) defined contribution retirement account, determined as of the effective date of the employee's disability-related separation from service. Defined contributions shall include all contributions and income accumulated in the plan account whether derived by the contributions made by the employee or employer, including any amounts transferred into the plan. While the employee is receiving disability benefits or is receiving workers' compensation the City of Troy shall contribute the employer rate as contained in subsection 1 of this Agreement of the disabled employee's taxable wage for deposit in the defined contribution plan for the employee's benefits. The computed plan benefit shall not be less under the DC program than what it would have been under the defined benefit program.

5. Participants in the defined contribution plan shall also be covered in the event of death including non-duty death with a benefit equivalent to the defined benefit plan as set forth in the retirement ordinance. The City's liability for a death benefit shall be offset (1) by an amount which may be payable pursuant to the workers' compensation act, if applicable, and (2) by the lifetime annuity value of the employee's 401(a) defined contribution retirement account, determined as of the effective date of the employee's death. The computed plan benefit shall not be less under the DC plan than what it would have been under the defined benefit program.
6. Upon regular retirement, early retirement or disability retirement, employees may be eligible for medical and hospitalization insurance, as described in Sec. 42. C. below, except that employees hired on or after 7/1/2011 shall have a Retiree Health Savings Plan as described in Sec. 42. D. If the employee meets the age and service requirements under the Defined Benefit Plan, the City will pay for medical and hospitalization coverage at the rate of 4% per complete year of service to the City of Troy (max. 100%) for two (2) person coverage for retiree, spouse at the time of retirement, or dependent child, provided that the retired employee or spouse is drawing benefits or a pension pursuant to the City of Troy Retirement Ordinance.

Effective July 1, 2001, the City will provide fully paid medical insurance for two-person coverage in the event of a duty death.

Upon retirement, the retiree will receive his/her final payouts for holiday pay, vacation pay, and sick pay in a check or direct deposit separate from wages.

C. MEDICAL INSURANCE IN RETIREMENT:

Upon regular retirement, early retirement, or disability retirement, employees may be eligible for medical and hospitalization insurance if they meet the age and service requirements whether they participate in the Defined Benefit or Defined Contribution Pension Plan.

For employees retiring on or after the ratification date of this Agreement, the insurance described in Blue Cross Blue Shield Community Blue PPO group #0070010020 will be provided, except for employees who participate in the Retirement Health Savings (RHS) plan.

For employees hired on or after July 1, 2011, the Retiree Health Savings Plan described in Section 42. D. will replace retiree health insurance.

Retirees (other than RHS participants) must enroll in Medicare Part B (medical insurance), when eligible at the retiree's expense, and must notify the employer that they enrolled. The employer shall then provide supplemental insurance benefits to equal the above level of insurance benefits for two-person coverage for retiree and spouse (or dependent child) at the time of retirement, per the computation in the following paragraph. A retiree may pay, at his/her own expense, the difference between a two-person and family rates.

For such employees retiring after February 20, 1996, the City will pay for medical and hospitalization coverage at the rate of 4% per complete year of retirement service to the City of Troy (max. 100%) for two (2) person coverage for retiree, spouse at the time of retirement, or dependent child, provided that the retired employee or spouse is drawing benefits or a pension pursuant to the City of Troy

Retirement Ordinance. A retiree may pay, at his/her own option and expense, the difference between a two-person and family rate.

Effective July 1, 2001, the City will provide fully paid medical insurance for 2-person coverage in the event of a duty death.

For purposes of this section, "spouse" and "two-person coverage" are defined as "spouse (or dependent child) at the time of retirement."

D. RETIREMENT HEALTH SAVINGS

Employees hired on or after July 1, 2011 shall participate in the Retirement Health Savings (RHS) plan to fund for the cost of health care in retirement.

1. Contribution rates: Employee 2%
 Employer 4%
2. Vesting Schedule for Employer contributions: Employees shall be 50% vested at three years; 75% vested at four years, and 100% vested at five years.

42. WAGES

A. Annual salaries for Police Officers are outlined in the schedule below.

Effective July 1, 2020: 3.25% wage increase

		Certified PO No Experience	Part-time & certified PO with less than one- year experience	More than one but less than two years of full-time sworn PO experience	Two or more years of full-time sworn PO experience
	Advancement	Starts at Step 1	Starts at Step 2	Starts at Step 3	Starts at Step 4
Step 1		\$51,625			
Step 2	6 months from Step 1	\$56,788	\$56,788		
Step 3	6 months from Step 2	\$61,950	\$61,950	\$61,950	
Step 4	6 months from Step 3	\$68,145	\$68,145	\$68,145	\$68,145
Step 5	6 months from Step 4	\$71,243	\$71,243	\$71,243	\$71,243
Step 6	1 year from Step 5	\$75,373	\$75,373	\$75,373	\$75,373
Step 7	1 year from Step 6	\$80,116	\$80,116	\$80,116	\$80,116

Effective July 1, 2021: 2.0% wage increase

		Certified PO No Experience	Part-time & certified PO with less than one- year experience	More than one but less than two years of full-time sworn PO experience	Two or more years of full-time sworn PO experience
	Advancement	Starts at Step 1	Starts at Step 2	Starts at Step 3	Starts at Step 4
Step 1		\$52,658			
Step 2	6 months from Step 1	\$57,924	\$57,924		
Step 3	6 months from Step 2	\$63,189	\$63,189	\$63,189	
Step 4	6 months from Step 3	\$69,508	\$69,508	\$69,508	\$69,508
Step 5	6 months from Step 4	\$72,668	\$72,668	\$72,668	\$72,668
Step 6	1 year from Step 5	\$76,880	\$76,880	\$76,880	\$76,880
Step 7	1 year from Step 6	\$81,718	\$81,718	\$81,718	\$81,718

Effective July 1, 2022: 2.0% wage increase

		Certified PO No Experience	Part-time & certified PO with less than one- year experience	More than one but less than two years of full-time sworn PO experience	Two or more years of full-time sworn PO experience
	Advancement	Starts at Step 1	Starts at Step 2	Starts at Step 3	Starts at Step 4
Step 1		\$53,711			
Step 2	6 months from Step 1	\$59,082	\$59,082		
Step 3	6 months from Step 2	\$64,453	\$64,453	\$64,453	
Step 4	6 months from Step 3	\$70,898	\$70,898	\$70,898	\$70,898
Step 5	6 months from Step 4	\$74,121	\$74,121	\$74,121	\$74,121
Step 6	1 year from Step 5	\$78,418	\$78,418	\$78,418	\$78,418
Step 7	1 year from Step 6	\$83,352	\$83,352	\$83,352	\$83,352

Any adjustment to wages, including annual salary, shall be effective on the date specified in the Agreement.

- B. If an officer who has completed probation does not receive a step increase in accordance with the appropriate schedule above, the matter shall be subject to the grievance procedure. Within thirty (30) days after the date of denial, the proposed

step increase shall again be reviewed. The involved officer shall be advised of this review and shall have the opportunity to discuss it with the reviewing officer(s), the Captain, and the Chief. No such step increase shall be withheld longer than sixty (60) days.

- C. Employees regularly scheduled by the City to work on the second or third shift (commonly referred to as the Afternoon and Midnight shifts, respectively) shall receive a shift bonus as provided below for a ten (10) hour work period for each such regularly scheduled day. The shift bonus shall be paid bi-weekly to officers who qualify for it as follows:

Second Shift (Afternoons) \$.80

Third Shift (Midnights) \$1.00

- D. Any monies paid to an employee may be paid by means of direct deposit.

43. JUDICIAL REVIEW

If any article or section of this Agreement, or any supplement thereto, shall be held invalid by the operation of law or by any tribunal, the remainder of this Agreement and supplements thereto shall not be affected thereby.

44. DURATION OF AGREEMENT

This Agreement shall remain in full force and effect from the date of execution until June 30, 2023 and thereafter until amended or modified. Either party may, between January 1, 2023 and March 1, 2023, serve written notice upon the other party of its desire to modify or amend this Agreement. In such event, the parties shall commence negotiations immediately on such proposed amendments for a succeeding contract. Any such amendment or modification would become effective after June 30, 2023.


45. EMERGENCY MANAGER

Pursuant to PA 9 of 2011, each collective bargaining agreement entered into between a public employer and public employees under this act after the effective date of the amendatory act that added this subsection shall include a provision that allows an emergency manager appointed under the local government and school district fiscal accountability act to reject, modify, or terminate the collective bargaining agreement as provided in the local government and school district fiscal accountability act. Provisions required by this subsection are prohibited subjects of bargaining under this act.


IN WITNESS WHEREOF, the parties hereto have executed this Agreement upon this 27th day of July, 2020.

FOR THE UNION:

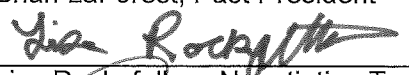
Police Officers Association of Michigan
Troy Police Officers Association



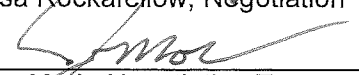
Tim Daniels, President



Brian LaForest, Past President



Lisa Rockafellow, Negotiation Team




Jim Mork, Negotiation Team




Kenneth E. Grabowski, POAM

FOR THE EMPLOYER:

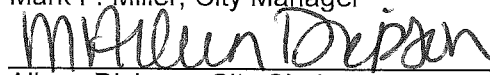
City of Troy
Oakland County, Michigan



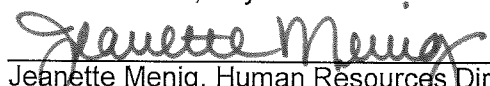
Ethan Baker, Mayor



Mark F. Miller, City Manager



Aileen Dickson, City Clerk



Jeanette Menig, Human Resources Director



500 West Big Beaver
Troy, MI 48084
troymi.gov

TENTATIVE AGREEMENT City of Troy and TPOA

February 8, 2022

The City and the Union agree to modify Article 42 – Wages as follows:

		Certified PO No Experience	Part time & certified PO with less than one year experience	More than one but less than two years of full time sworn PO experience	Two or more years of full-time sworn PO experience
	Advancement	Starts at Step 1	Starts at Step 2	Starts at Step 3	Starts at Step 4 6
Step 1		\$52,658	-	-	
Step 2	6 months from Step 1	\$57,924	\$57,924	-	
Step 3	6 months from Step 2	\$63,189	\$63,189	\$63,189	
Step 4	6 months from Step 3	\$69,508	\$69,508	\$69,508	\$69,508
Step 5	6 months 1 year from Step 4	\$72,668	\$72,668	\$72,668	\$72,668
Step 6	1 year from Step 5	\$76,880	\$76,880	\$76,880	\$76,880
Step 7	1 year from Step 6	\$81,718	\$81,718	\$81,718	\$81,718

Effective July 1, 2022:

		Certified PO No Experience	Part time & certified PO with less than one year experience	More than one but less than two years of full time sworn PO experience	Two or more years of full-time sworn PO experience
	Advancement	Starts at Step 1 4	Starts at Step 2	Starts at Step 3	Starts at Step 4 6
Step 1		\$53,711	-	-	-
Step 2	6 months from Step 1	\$59,082	\$59,082	-	-
Step 3	6 months from Step 2	\$64,453	\$64,453	\$64,453	-
Step 4	6 months from Step 3	\$70,898	\$70,898	\$70,898	\$70,898
Step 5	6 months 1 year from Step 4	\$74,121	\$74,121	\$74,121	\$74,121
Step 6	1 year from Step 5	\$78,418	\$78,418	\$78,418	\$78,418
Step 7	1 year from Step 6	\$83,352	\$83,352	\$83,352	\$83,352

All existing employees will transition to the new pay schedule starting the next complete pay period following ratification.

The City and the Union agree to modify Article 31 – Vacation as follows:

- A. All officers **hired as new full-time employees shall receive four weeks (160 hours) of available vacation upon hire and a new available bank of four weeks (160 hours) on January 1 of the next calendar year.**

Thereafter, officers shall qualify for vacation leaves on January 1 of each calendar year according to the following schedule:

- ~~1. For all months worked in the previous calendar year prior to the third service date with the City, an officer shall accumulate vacation leave at the rate of 6 2/3 hours for each month worked.~~
- ~~2. For all months worked in the previous calendar year beyond the third and prior to the eighth service date with the City, an officer shall accumulate vacation leave at the rate of 10 hours for each month worked.~~
3. For all months worked in the previous calendar year beyond the eighth and prior to the **fifth** service date with the City, an officer shall accumulate vacation leave at the rate of 13 1/3 hours for each month worked. **(12 months = 160 hours)**
- ~~4. For all months worked in the previous calendar year beyond the thirteenth service date with the City, an officer shall accumulate vacation leave at the rate of 15 hours for each month worked.~~
5. For all months worked in the previous calendar year beyond the **fifth** service date with the City, an officer shall accumulate vacation leave at the rate of 16 2/3 hours for each month worked. **(12 months = 200 hours)**

Current City of Troy full-time employees who transfer from another employee group will receive the vacation accrual according to the schedule above, based upon their City of Troy service date.

--
Additionally:


Officers who have accrued less than 4 weeks (160 hours) of vacation for use in 2022 will be increased to 4 weeks (160 hours) in their available 2022 vacation leave bank. All current officers will be transitioned to the new accrual rate and schedule above within one month of ratification. (All TPOA members will be at 4 weeks of vacation time or 5 weeks of vacation time.)

FOR THE UNION:


2.8.22 T/A

Date: 02/10/2022

FOR THE CITY:


Gaulette Meunier

Date: 2/8/22



500 West Big Beaver
Troy, MI 48064
troy.mi.gov

LETTER OF UNDERSTANDING
City of Troy and TPOA

June 15, 2022

The City and the Union agree to modify **Section 39. Clothing and Cleaning Allowance** as follows:

39. CLOTHING AND CLEANING ALLOWANCE

- A. Each fiscal year, every officer shall be allotted a basic clothing allowance of ~~\$600.00~~ \$800.00. ~~Said clothing allowance shall be placed in an account in the officer's name and shall be disbursed to the officer upon submittal of legible receipts for approved clothing and personal equipment purchases. The allowance shall be issued to each active officer, less applicable payroll tax deductions, via direct deposit during the month of July of each year.~~

It is clearly understood that the clothing allowance has a prospective application and is intended to cover purchases for the entire fiscal year. ~~In the event that employment is interrupted for such reason as retirement or leave of absence or injury leave in excess of six (6) months, the City shall have the right to adjust such payments on a prorated basis and make adjustments in payments for the following fiscal year based on overpayments in the current year or, in the case of retirement, from the employee's final pay check.~~

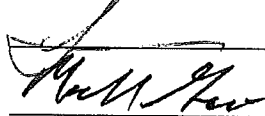
Any mandatory changes in uniform and/or personal equipment over \$75.00 per item shall ~~not be deducted from the officer's clothing allowance.~~ be provided by the City.

- B. Any officer assigned to or from the Non-Uniform Divisions or Bureaus for an assignment in excess of six (6) months shall receive an additional ~~\$150.00~~ \$200.00 in his clothing allowance. The additional allowance will be issued, less applicable payroll tax deductions, via direct deposit.
- C. ~~\$25.00 of unused funds from the basic clothing allowance may be carried over each fiscal year. The amount and type of uniform and equipment shall be determined by the Police Chief. Changes in uniform and/or personal equipment will be discussed with the officers of the Union, and all Police Officers will be notified of any mandatory change at least thirty (30) days in advance of the fiscal year.~~
- D. All new officers shall be supplied with a full set of uniforms and equipment as determined by the Chief.
- E. D. Effective May 1, ~~2021~~ ²⁰²³, each officer shall receive an annual cleaning allowance of up to five hundred dollars ~~(\$500.00)~~ \$660.00 during the month of May. It shall be comprised of 1/12th of the total amount for any month or portion thereof the officer worked in the previous twelve (12) months. In the event that employment is interrupted for such reasons as leave of absence or injury leave in excess of six (6) months, the City shall have the right to adjust such payments on

a prorated basis. The allowance shall be issued to each active officer, less applicable payroll tax deductions, via direct deposit.


Note: Due to timing of pay periods, for year 2022 the payment will be made in August; in subsequent years it will be in July of each year.

FOR THE UNION:

 P. DANIELS
M. Grosso

Date: 08/03/2022

FOR THE CITY:

 Mark F. Miller

Date: AUG 15 2022