

6/30/84

MEMORANDUM OF AGREEMENT AND WORK CONDITIONS

BETWEEN, The City of River Rouge and The Police Chief, Fire Chief, Deputy Police Chief Deputy Fire Chief and Detective Inspector, known as the River Rouge Police and Fire Supervisor's Association.

It is agreed that the undersigned employees shall receive the same cleaning, clothing, optical and dental benefits afforded members of the F. O.P., Unit II, Lieutenants and Sergeants. In addition thereto, the undersigned shall continue to receive those benefits they currently enjoy, namely: holiday pay, vacation leave, sick leave, life and hospitalization insurance, longevity, a gun (Police) or food (Fire) allowance and workmen's compensation insurance, and pension benefits.

Life Insurance for retirees shall be \$8,000.00.

Holiday Benefit The Holidays for members of this unit are as follows:

1. New Years Day (Jan. 1)
2. Martin Luther's King's Birthday (Jan. 15)
3. Lincoln's Birthday (Feb. 12)
4. Washington's Birthday (Feb. 22)
5. Memorial Day - last Monday in May
6. Independence Day (July 4)
7. Labor Day - first Monday in September
8. Columbus Day (Oct. 12)
9. Veteran's Day (Nov. 11)
10. Thanksgiving Day - last Thursday in November
11. Employee's Birthday
12. City General Election Day
13. Employee's Hire Date
14. Good Friday - Friday preceding Easter.

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River Rouge, City of

If an employee works a holiday, that day shall be paid at a regular day's pay plus time and one half.

Salaries (July 1, 1982)

Police & Fire Chief	Deputy Police Chief	Assistant Fire Chief	Police Inspector
35,265	33,937	32,937	32,272

The regular work week shall be five days, eight hours per day. However, the undersigned may be required to work more than forty (40) hours from time to time, for which there will be no compensation.

ACCUMULATION OF TIME: VACATION AND SICK DAYS

With regards to new members coming into the Supervisor's Unit:

Any new member entering the unit with accumulated time and/or days on the books, will at the option of the City, be asked to take time off or be paid at that rate of pay in existence at the time the days and/or time was earned. This option will

City of River Rouge, Fire Dept., River Rouge, Mich. 48218

(con't.)

be exercised, by the City, until such time as all accumulated time and/or days have been exhausted. This provision excludes the sick time accumulation up to a maximum of 120 days.

- B. Any member coming into the Supervisory Unit after 7/1/80, shall be permitted to accumulate up to fifty-eight vacation days; however, upon retirement, he will be compensated for such days at the rate of pay existing at the time said days were accumulated.
- C. No member shall accumulate compensatory time, leave days and/or personal days. All said time and/or days shall be forfeited upon entry into this unit.
- D. Present members, (O'Hara, Pacheco, Smith, Grignon, and Barnes) shall be permitted to accumulate up to 100 vacation days and 120 sick days. This provision is intended to eliminate all other forms of accumulated time except vacation and sick days.

This Agreement shall continue in full force and effect until June 30, 1984. All benefits hereunder shall continue until a new agreement is reached. It should be understood that there will be no reductions in wages or fringes from the present level unless by mutual consent of the undersigned parties.

PENSION CHANGES

A. Military Service Credit

- 1. Current association members shall be permitted to purchase or pay into the retirement system an amount of service credit equal to no more than three (3) years service time for those who actually served in the armed forces of the United States, or two (2) years non-service time for those who never served, at the rate of the employee's contributing percentage times his base pay, times the number of years he is desirous of purchasing. The base pay, at the time of the request for service credit, shall be used to determine the employee's payment. Said purchase of time shall be on or before July 1, 1981 and, if not, said time shall only be permissibly purchased 30 to 90 days immediately prior to the employee's specified date of retirement.
- 2. New members desirous of purchasing military service time shall be permitted to do so thirty (30) to ninety (90) days prior to the date set for retirement at the present compensation (as reflected on the W-2 form). If a member is entitled to any retroactive monies, for whatever reason, the member shall purchase military time based upon the W-2 form and including payment for retroactivity.

B. Service Retirement Pension - Computation.

Straight Life Pension for any member of the association, new or current, shall be based upon two (2%) percent times the number of years and months of credited service of an employee's final average compensation over the last three (3) years with a maximum of seventy-five (75%) percent of the employee's final average compensation (amending Section 201 (a) of the Red Charter, Policemen and Firemen Retirement System).

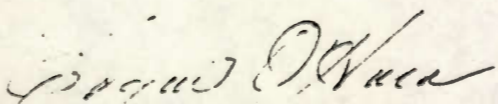
(con't)

- C. The survivor or survivors of members shall receive an amount equal to fifty (50%) percent of said member's retirement benefit. The previous options known as "A" or "B" are eliminated.
- D. A member who is retired on a duty disability pension can earn up to \$15,000.00 over and above the disability pension.
- E. Pension shall be deducted from cleaning, clothing, food or gun allowances afforded members of this Unit only.

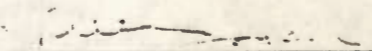
Economic

- 1. Two year contract
 - A. First year pay freeze.
 - B. Second year wage re-opener.
 - C. No layoffs during the first year of the contract.
- 2. The management unit shall concede two (2) holidays (Easter and Christmas).
- 3. The management unit shall reduce their vacation days by two (2); thereby reducing vacation time from thirty-nine (39) days to thirty-seven (37) days.
- 4. New Salary Schedule - effective July 1, 1982.
 - Assistant Fire Chief - \$32,937.00
 - Police Inspector - \$32,272.00
- 5. Life Insurance ceases sixty (60) days after layoff.
- 6. Hospitalization
 - City shall retain the same Blue Cross/ Blue Shield insurance carrier.
 - A. Change from \$1.00 drug co-pay charge to a \$2.00 drug co-pay charge.
 - B. Change Master Medical deductible from \$50.00/\$100.00 to \$100/\$200.
 - C. Hospitalization re-opener the second year of the agreement.

The parties may begin negotiations about February, 1983, with regards to salary and hospitalization and February, 1984, to modify, change or alter any portion of this document.



Edgar O'Hara, Police Chief



James Doig, Jr., Mayor

(con't.)

Walter Smith
Walter Smith, Deputy Police Chief

Park D. Richardson Jr.
Park D. Richardson, City Clerk

Kevin H. Grignon
Kevin Grignon, Fire Chief

Ruth Wallace
Ruth Wallace, Chairman Public Safety

Eslly B. Williams
Eslly B. Williams, Asst. City Attorney

Dated: August 30, 1982

Ratified by Supervisory Unit on July 7, 1982

Ratified by Mayor and Council on July 13, 1982 and
August 24, 1982

I hereby certify that the following is a true and correct copy of a Resolution of the River Rouge Public Safety Commission duly adopted at their Regular Meeting held in the Conference Room, in the City Hall of River Rouge, on Wednesday, August 25, 1982, at 10:00 o'clock a.m.

The following Commissioners were present:

Haener, Sloan, Wallace

Absent: Commissioner Pattenaude

Excused: Commissioner Palmer



RUTH WALLACE, CHAIRMAN

* * * * *

Moved by Commissioner Haener, supported by Commissioner Wallace that Sergeant Keith DiMaria be promoted to the position of Assistant Chief of the Fire Department, provided the following conditions are agreed to by Sergeant DiMaria and the Members of the Police and Fire Supervisor's Union.

- 1) That there will be no increase in pay for a minimum probationary period of six (6) months.
- 2) That there will be no retroactive pay for the six (6) months probationary period.
- 3) That his work schedule and other assignments will be under the exclusive supervision and direction of the Chief of the Fire Department.

Carried by the following vote:

Yeas: Commissioners Haener, Wallace

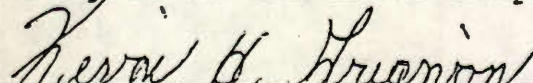
Nays: Commissioner Sloan

Absent: Commissioner Pattenaude

Excused: Commissioner Palmer

* * * * *

We agree to the above stipulations.

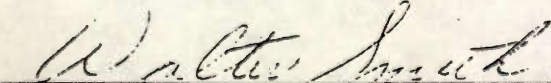


Kevin H. Grignon, Fire Chief

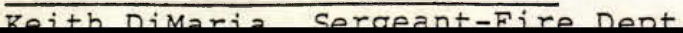


Edgar O'Hara, Police Chief

Dated: August 27, 1982



Walter Smith, Deputy Police Chief


Keith DiMaria, Sergeant-Fire Dept.