



GRPOA

Grand Rapids Police Officers Association, CBA settlement offer

ECONOMIC

3 year contract

July 1, 2019 3.00%

July 1, 2020 2.85%

July 1, 2021 2.70%

Pension (2.0 Multiplier)

Pension buy up anytime between 6 months and 5 years.

Those who have already bought up their multiplier, may buy back to 6 months, in 6 month increments, at the rate of their elected multiplier.

Retiree Healthcare Saving Account

-Increase the amounts contributed:

City: From \$1750 to \$2000 annually

Employee: From \$1000 to \$1100 annually

Employee can add additional post tax contributions up to IRS maximum.

Maternity/Paternity Leave

- 12 hour schedule 7 consecutive work days*.

-10 hour schedule 8 consecutive work days*.

-8 hour schedule 10 consecutive work days*.

*To be taken on or about the time of birth/adoption not to be charged to sick leave bank or any future FMLA claim or leave.

Health Insurance

-VISION

- Free exams
- \$10 copay for standard lenses
- Contacts \$150 allowance
- \$150 frame allowance

-DENTAL

- Increase dental limit to \$1200.
- Cleanings/exams/x-rays free.
- Dental implants now covered
- Wisdom teeth extractions will now be covered under medical.

Health care concessions

- 20% in/out network differential
- Change Rx Copay structure from 3 to 5 tiers (generic, brand, preferred brand, specialty, preferred specialty)
- Mandatory generic drugs

NON ECONOMIC

Article 18, Section 4 (order ins)

-Must take a minimum 2 days off before order in event or a week off after the order in event to be excluded from the order in. (Vacation or Comp may be used.)

Committee to explore take home cars

Article 13, section 4 (shift adjustment)

-management shall not allow employees to voluntarily adjust their shift hours for a duration of more than one pay period without consent of the union president.

Article 11, Section 6 (promotions)

-If a bargaining unit member passes the promotional exam, he/she shall remain eligible for 3 years without have to retake the exam.

Article 23 (Health Insurance Oversight Committee)

-Committee comprised of one representative from each of the City's bargaining unit. Committee will meet periodically to monitor the performance of the health insurance plan and make recommendations to the plan administrator.

Article 14, Section 5 (overtime)

-replace outdated language with language as to how overtime is currently assigned.

Supplemental agreements to be put in contract

- FTO PAY (Difference between F-Step Sergeant pay and Senior Officer pay)
- Disability pensions (language added that psychologist may be used in the case of a mental health disability). Prior language only allowed psychiatrist.
- Voluntary wellness / physical fitness program. Receive 5 hours of personal leave each time taken. Will be offered twice a year and done on duty.

