Order 58B

CITY OF ECORSE
AND
ECORSE FIRE FIGHTERS, LOCAL 684

IMPLEMENTATION ORDER OF DOCUMENT PA 4

December 2, 2011

EFFECTIVE DECEMBER 5, 2011:

1. The Implementation Order shall be effective for 2 years – July 1, 2011 to June 30, 2013.

2. City shall schedule the number of Firefighters it needs per day. No guarantee. The City has the right to schedule as needed, Part-Time, and/or Reserves as determined by the City. City may also recruit and utilize paid or unpaid volunteer Firefighters.

3. Should the City decide to subcontract, merge, share, consolidate or otherwise determine how Fire services will be continued and provided to the community, the City will discuss the impact of that decision with the union. Final decision is to be made by the City of Ecorse.

4. The City will provide thirty (30) calendar day notice of layoffs.

5. Effective July 1, 2011 a $ 1.00 per hour wage reduction for all Full Time Firefighters.

6. Eliminate EMT pay.

7. Effective July 1, 2011, the holiday pay article will be amended to reflect nine (9) holidays per year. (New Year's Day, President's Day, Memorial Day, July 4, Labor Day, Thanksgiving Day, Christmas Eve, Christmas Day, and Veterans Day)

8. Hospital and Dental

   A. The City shall provide all current employees and retirees HAP medical and dental coverage with $100 ER/$30 office visit and Rx Copays of $ 5/$25/$50 with Step and Prior Authorization. City may adjust this further as needed.

B. All eligible retirees in this Bargaining Unit will be required to enroll in Medicare Part A and B at their expense.

C. Premium Sharing.

Employees will be required to pay through a payroll deduction 20 % of their healthcare cost monthly.

Upon retirement, the member's actual value of premium share shall be locked at the rate imposed at date of retirement.

D. The City will have the right to move to self-insurance, wrap around plans and/or consolidating carriers as long as a similar level of coverage is provided.

E. To be eligible for retiree health insurance, a member must have 25 years of actual full-time service with the City's Fire Department and be age 55.

F. The City will pay for the retiree and the spouse at the time of retirement only, for eligible members.

G. Eliminate Retiree Healthcare for new hires. Effective July 1, 2011, the City shall implement a VEBA, Medical Health Plan, or Retirement Savings Account or other similar vehicle in lieu of the City of Ecorse Retiree Health Insurance.

The Employer shall contribute an amount equal to 1% of base wage into the plan. The employee may add an additional amount into the plan if authorized by the plan carrier.

H. Health Care Opt-out: Change to read: The payment shall be quarterly rather than one time per year. Opt out is not available to employees who receive their medical coverage through the City.

9. Eliminate life insurance for retired employees and the City shall provide life insurance coverage only for active full time employees.

10. Pensions

A. All employees will contribute 8% of their annual income on a bi-weekly basis as the Employee's contribution towards retirement.

Effective upon ratification, sick leave at retirement, cleaning and clothing allowance and food allowance will not be included in F.A.C.

B. Add New Section for new hires:

"Effective upon implementation of this agreement, new hires will be in a hybrid plan under MERS or similar plan with a multiplier to be determined by the City which will not exceed 1.5% which will not be payable until age 55 with 30 years of service. Only base salary will be included in Final Average Compensation."

11. Modify vacation schedule as follows:

After 1-7 Years	7 vacation days
After 8-14 Years	11 vacation days
After 14 Years	13 vacation days

12. Sick Leave change to four (4) 24 Hour days per year.

13. Comp Time—Reduce Cap to 216 Hours (9 days) (equal to one month)

14. All provisions of the previous expired contract which are in any way inconsistent with the above or prior Emergency Manager directives are no longer in effect.

Any provision in the previous, expired contract which in any way restricts the ability of the City to deliver services or it is alleged restricts the City's ability to utilize a different service model are eliminated. The City retains the full right to determine how it will deliver services, who will perform these services and whether, and if and how, the Fire Department will continue.

CITY OF ECORSE

Jerry A. Parker 12/2/11

BY: **DATE**

BY: **DATE**