

# Letter of Agreement

Addendum to the Collective Bargaining Agreement  
between  
City of Ferndale  
And  
Police Lieutenants and Sergeants Association

The 2005-2009 Collective Bargaining Agreement between the parties above, and as amended for 2010-2011, states the following in reference to optical insurance:

## **ARTICLE XVII - HOSPITALIZATION, DENTAL, GROUP LIFE & OPTICAL INSURANCE**

### **Section 5. OPTICAL INSURANCE**

*Each permanent, full-time employee will be provided with optical insurance, as provided for under the Sterling Vision Shoppes, Inc., "Program A" Prepaid Family Eye Care Plan, or the equivalent plan of such insurance.*

*Employees may elect to not participate in the above described plan, in which case the employee will receive fifty (\$50.00) dollars per year for each year of non-coverage. Should an employee elect not to be covered by the plan, such election will be for a minimum of two plan years.*

The members of the Police Lieutenants and Sergeants Association (Police Command) are now interested in moving the members of their unit to the vision/optical plan offered by Blue Cross Blue Shield of Michigan (BCBSM), known as Vision Service Plan or "VSP", and are willing to drop their ability to waive optical coverage for a payment of \$50/annually in order to move to the VSP. The City does not object to this change.

Both the City and the Police Command agree that the BCBSM VSP optical plan is acceptable as "*the equivalent plan of such insurance*" as stated in the current contract.

The parties agree that following language addressing optical coverage will be put into effect on April 1, 2009, or as soon as possible thereafter:

### **Section 5. OPTICAL INSURANCE**

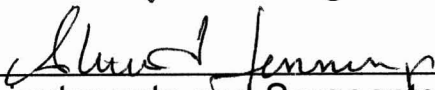
*Each permanent full-time employee will be provided with optical insurance under the BCBSM VSP plan, or the equivalent plan of such insurance.*



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For Lieutenants and Sergeants Association

3-19-09

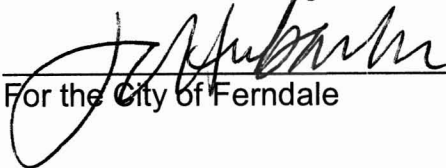
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For Lieutenants and Sergeants Association

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For the City of Ferndale

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