

..Title

Resolution to Approve the Collective Bargaining Agreement between the City of Ann Arbor and Police Service Specialists, effective January 1, 2021 – December 31, 2023

..Memorandum

Human Resources Services recommends approval of the new Collective Bargaining Agreement between the City of Ann Arbor and the Police Service Specialists, who are civilian employees who assist the Police Department with a wide range of administrative tasks.

Budget/Fiscal Impact: The recommended changes are within the FY2021/FY2022 adopted budget.

Highlights of the negotiated agreement include:

- 1) Three (3) year agreement;
- 2) 0% wage adjustment for 2021, with a 2% wage increase in both 2022 and 2023;
- 3) A \$1,500 signing bonus for regular PSS employees who are active employees on January 1, 2021;
- 4) Parking fees increased to \$85/month for the duration of the agreement;
- 5) Paid Parental Leave added as a time off benefit.

Other major changes of the negotiated agreement include:

- 1) The PSS Cadets were added to this agreement;
- 2) The time period for which the Chief can consider past discipline for infractions related to public engagement was increased to forty-eight (48) months.

Human Resources Services recommends approval of the attached Resolution to approve the January 1, 2021 – December 31, 2023 Collective Bargaining Agreement negotiated between the City and the Police Service Specialists.

..Staff

Prepared by: Heather Koch, Human Resources Service Partner

Reviewed by: John Fournier, Interim Human Resources & Labor Relations Director

Approved by: Tom Crawford, City Administrator

..Body

Whereas, The parties have reached a settlement on a new agreement, which includes a three year term (January 1, 2021 to December 31, 2023); and

Whereas, The City Administrator recommends approval of the negotiated agreement;

RESOLVED, That the City Council approve the three year collective bargaining agreement ending December 31, 2023; and

RESOLVED, That the Mayor and City Clerk are authorized and directed to execute the Collective Bargaining Agreement for the term January 1, 2021 to December 31, 2023 on behalf of the City, after approval as to substance by the City Administrator and approval as to form by the City Attorney.