



Legislation Details (With Text)

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**File created:** 12/15/2014      **In control:** City Council  
**On agenda:** 12/15/2014      **Final action:** 12/15/2014  
**Enactment date:** 12/15/2014      **Enactment #:** R-14-408

**Title:** Resolution to Approve the Collective Bargaining Agreement with the Command Officers Association of Michigan, effective January 1, 2015 - December 31, 2017

**Sponsors:** Stephen Kunselman, Christopher Taylor, Chuck Warpehoski, Julie Grand, Jane Lumm

**Indexes:**

**Code sections:**

**Attachments:** 1. COAM executed contract 12312017

Date	Ver.	Action By	Action	Result
12/15/2014	1	City Council	Approved	Pass

Resolution to Approve the Collective Bargaining Agreement with the Command Officers Association of Michigan, effective January 1, 2015 - December 31, 2017  
Human Resources Services recommends approval of the attached Resolution for the new Collective Bargaining Agreement between the City of Ann Arbor and Command Officers Association of Michigan.

Highlights of the negotiated agreement include:

- 1) Three (3) year contract
- 2) No across the board increase except for maintaining contractual differentials between Police Officers and Sergeants
- 3) Increase in differentials between Sergeants and Lieutenants of 3% over 3 years
- 4) Agreement that new members will maintain the pension plan that they have when they enter the unit
- 5) Elimination of city-provided cell phones with an increase in equipment and maintenance allowance for all members (\$400)

Budget/Fiscal Impact - The recommended changes to the agreements are within the FY2015 adopted budget and consistent with FY2016/FY2017 projections that were recently shared with Council.

Prepared by: Evelyn Algarin-Jackson, Human Resources Safety Services Partner  
Reviewed by: Robyn Wilkerson, Human Resources and Labor Relations Director  
Approved by: Steven D. Powers, City Administrator

Whereas, The current collective bargaining agreement between the City of Ann Arbor and Command Officers Association of Michigan expires on December 31, 2014;

Whereas, the parties have reached a settlement which includes a three (3) year contract, no across the board increase except for maintaining contractual differentials between Police Officers and

Sergeants, increase in differential between Sergeants and Lieutenants of 3% over 3 years, agreement that new members will maintain the pension plan that they have when they enter the unit, and elimination of city provided cell phones with an increase in equipment and maintenance allowance for all members (\$400); and

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

RESOLVED, That the City Council approve the settlement agreement which includes a three (3) year contract, no across the board increase except for maintaining contractual differentials between Police Officers and Sergeants, increase in differential between Sergeants and Lieutenants of 3% over 3 years, agreement that new members will maintain the pension plan that they have when they enter the unit, and elimination of city provided cell phones with an increase in equipment and maintenance allowance for all members (\$400); and

RESOLVED, That the Mayor and City Clerk are authorized and directed to execute the Collective Bargaining Agreement effective January 1, 2015 to December 31, 2017 on behalf of the City, after approval as to substance by the City Administrator and approval as to form by the City Attorney.

Sponsored by: Councilmembers Kunselman, Warpehoski, Grand, Lumm and Mayor Taylor