

**..Title**

Resolution to Approve the Collective Bargaining Agreement between the City of Ann Arbor and Ann Arbor Police Deputy Chiefs, Teamsters Local 214, effective January 1, 2019 – December 31, 2021

**..Memorandum**

Human Resources Services recommends approval of the new Collective Bargaining Agreement between the City of Ann Arbor and the Ann Arbor Police Deputy Chiefs.

Budget/Fiscal Impact: The recommended changes are within the FY2020/FY2021 adopted budget.

Highlights of the negotiated agreement include:

- 1) Three (3) year agreement;
- 2) 2.75% base wage increase effective January 1 of each year of the contract, retroactive to January 1, 2019;
- 3) The City's actuarial contribution to the eligible DC members' Retiree Health Reimbursement Accounts (RHRA) increased from \$2,500 to \$3,500, retroactive to January 1, 2019;

Other major changes of the negotiated agreement include:

- 1) An annual wellness checkup will be offered to each Deputy Chief, to include a mental health component. The City Administrator and Chief can also request a psychological checkup at any time;
- 2) The car allowance has been transitioned into an equipment allowance, and Deputy Chief's will have the optional use of a take home vehicle which eliminates parking of their personal vehicles and mileage reimbursement;

City Administration recommends approval of the attached Resolution to approve the January 1, 2019 – December 31, 2021 Collective Bargaining Agreement negotiated between the City and the Police Deputy Chiefs.

**..Staff**

Prepared by: Heather Koch, Human Resources Service Partner

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

Approved by: Howard S. Lazarus, City Administrator

**..Body**

Whereas, The parties have reached a settlement on a new agreement, which includes a three year term (January 1, 2019 to December 31, 2021); 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, 2021; and

RESOLVED, That the Mayor and City Clerk are authorized and directed to execute the Collective Bargaining Agreement for the term January 1, 2019 to December 31, 2021 on behalf of the City, after approval as to substance by the City Administrator and approval

as to form by the City Attorney.