



## Legislation Text

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**File #:** 18-0748, **Version:** 1

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Resolution to Approve the Collective Bargaining Agreement with the Command Officers Association of Michigan (COAM), effective January 1, 2018 - December 31, 2020  
Human Resources Services recommends approval of the new Collective Bargaining Agreement between City of Ann Arbor and the Command Officers Association of Michigan (COAM).

Budget/Fiscal Impact: The recommended changes are within the FY2018 adopted budget and are consistent with FY2019/FY2020 projections that were shared with Council.

Highlighted of the negotiated agreement include:

- 1) Three (3) year contract;
- 2) No across the board increase except for maintaining the differentials between Police Officers (AAPOA) and Sergeants as required by the contract;
- 3) Tuition Reimbursement increased from \$2,500 to \$5,000 per Fiscal Year;
- 4) The City's actuarial contribution increased from \$2,500 to \$3,500 per year for all affected COAM members in the Retiree Health Reimbursement Account;
- 5) One-time lump sum payment of \$1,000 for COAM members who have obtained or who do obtain a Master's Degree.

City Administration recommends approval of the attached Resolution to approve the 2018-2020 Command Officers Association of Michigan (COAM) Collective Bargaining Agreement.

Prepared by: Heather Koch, Human Resources Coordinator

Reviewed by: Robyn Wilkerson, Human Resources and Labor Relations Director

Approved by: Howard S. Lazarus, City Administrator

Whereas, The current agreement between the parties expired on December 31, 2017;

Whereas, The parties have reached a settlement on a new agreement, which includes a three year term (January 1, 2018 to December 31, 2020); and

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

RESOLVED, That the City Council approve the agreed upon terms of the January 1, 2018 - December 31, 2020 collective bargaining agreement, including an increase from \$2,500 to \$5,000 in annual tuition reimbursement; an increase in the RHRA City annual actuarial contribution from \$2,500 to \$3,500 for affected COAM members; and a one-time lump sum payment of \$1,000 for COAM members who have obtained or do obtain a Master's Degree; and

RESOLVED, That the Mayor and City Clerk be authorized and directed to execute the Collective Bargaining Agreement for the term January 1, 2018 to December 31, 2020 on behalf of the City, after approval as to substance by the City Administrator and approval as to form by the City Attorney.