



## Legislation Text

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**File #:** 17-1858, **Version:** 1

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### Resolution to Approve the 2017-2019 Ann Arbor Police Officers Association Collective Bargaining Agreement Mandated by the Act 312 Award (**8 Votes Required**)

The City and the AAPOA, pursuant to a state-mandated binding arbitration award issued under Act 312, have a new collective bargaining agreement for the January 1, 2017 to December 31, 2019 period. The Arbitration Panel's mandatory award was issued on October 24, 2017, and executed by the entire arbitration panel on October 31, 2017.

Highlights of the new agreement include:

- A three year term of contract;
- 2.50% wage increase for all steps contained in the Collective Bargaining agreement for the years 2017, 2018 and 2019;
  - The wage increase will be retroactive to January 1, 2017 for all hours compensated

Other changes to the Collective Bargaining Agreement agreed to by the parties in negotiations, and included as part of the Collective Bargaining Agreement reached by the state mandated binding arbitration, to be effective January 1, 2017, include

- Tuition Reimbursement increased from \$2,500 to \$5,000 per Fiscal Year;
- Retiree Health Reimbursement Account City actuarial contribution increased from \$2,500 to \$3,500 per year for all affected AAPOA members (those hired after July 1, 2012);
- Employee cost for purchase of military time for pension purposes increased from 5 % to 6%;

City Administration recommends approval of the attached Resolution to approve the 2017-2019 Ann Arbor Police Officers Association (AAPOA) Collective Bargaining Agreement, the terms of which are mandated by the Arbitration Panel's Act 312 award.

Prepared by: Heather Koch, HR Coordinator

Sponsored by: Mayor Taylor

Whereas, The current collective bargaining agreement between the City and the Ann Arbor Police Officers Association expired December 31, 2016;

Whereas, A binding arbitration award was issued on October 24, 2017, and executed by the Arbitration Panel pursuant to Act 312 on October 31, 2017, which details a new agreement between the parties;

Whereas, The Arbitration Panel's award includes a three year term of agreement;

Whereas, The Arbitration Panel's award includes a 2.50% wage increase for the years 2017, 2018, and 2019, to be paid retroactively to January 1, 2017;

Whereas, Pursuant to the Collective Bargaining Agreement negotiated by the parties and included as part of the state mandated binding arbitration award, the employee cost for purchase of military time for pension purposes increased from 5% to 6%;

Whereas, The Collective Bargaining Agreement negotiated by the parties and included as part of the state mandated binding arbitration award includes an increase of tuition reimbursement to \$5,000;

Whereas, The Collective Bargaining Agreement negotiated by the parties and included as part of the state mandated binding arbitration award includes an increase in the City's actuarial contribution for the Retiree Health Reimbursement Account from \$2,500 to \$3,500 per year for all affected AAPOA members (those hired after July 1, 2012); and

Whereas, The City Administrator recommends approval of the contract attained through state mandated binding arbitration and negotiations;

RESOLVED, That the City Council approve the 2017-2019 Collective Bargaining Agreement providing for a three year collective bargaining agreement, a 2.50% wage increase for each of the three years, an increase in the employee cost of purchase of military time for pension purposes from 5% to 6%, an increase in the City's actuarial contribution to the Retiree Health Reimbursement Account from \$2500 to \$3,500 per year for affected members, and tuition reimbursement increase to \$5,000; and

RESOLVED, That the Mayor and City Clerk are hereby authorized to sign the collective bargaining agreement reached through negotiations and state mandated binding arbitration on behalf of the City, after approval as to substance by the City Administrator and approval as to form by the City Attorney.