



Legislation Text

File #: 07-0188, **Version:** 1

Resolution to Approve the 2005 - 2009 Ann Arbor Police Officers Association for Community Services Assistants and Professional Services Assistants Collective Bargaining Agreement

Human Resources Services recommends approval of the attached Resolution for the new Collective Bargaining Agreement between the City of Ann Arbor and the Ann Arbor Police Officers Association For Community Services Assistants and Professional Services Assistants (CSA/PSA)

Highlights of the negotiated contract include:

Contract term: July 1, 2005 to June 30, 2009.

Health care plan redesign effective October 1, 2007: The new health care plan adds deductibles of \$250 single and \$500 family per year. In addition, the new plan includes increased co payments for office visits and chiropractic services, and cost differentiation between brand and generic drugs (\$25/\$10) and mandatory mail order for maintenance drugs. An annual \$500 HRA deposit will be established for each active employee upon contract approval.

Effective July 1, 2005 there will be a 3% retroactive wage adjustment.

Upon ratification, each active employee will receive a lump sum payment in the amount of \$1,500.

Effective July 1, 2007 each active CSA will receive a \$750 lump sum payment and each active PSA will receive a \$1,250 lump sum payment.

Effective January 1, 2008 one classification, PSA, will be created.

Effective July 1, 2008 there will be a 2.5% wage increase.

Prepared by: Janet Carpenter, Management Assistant

Reviewed by: Carol Schuler, Director of Human Resources and Labor Relations

Approved by: Roger W. Fraser, City Administrator

Whereas, The current collective bargaining agreement between the City and the Ann Arbor Police Officers Association For Community Services Assistants and Professional Services Assistants (CSA/PSA) expired June 30, 2005;

Whereas, The parties have reached a settlement on a new agreement, which provides a redesigned health care plan effective October 1, 2007 which adds deductibles of \$250 single and \$500 family per year with increased co payments for office visits and chiropractic services and cost differentiation between brand and generic drugs with mandatory mail order for maintenance dugs and an annual \$500 HRA deposit for each active employee upon contract approval;

Whereas, Effective July 1, 2005 there will be a 3% retroactive wage adjustment;

Whereas, Upon ratification each active employee will receive a lump sum in the amount of \$1,500;

Whereas, Effective July 1, 2007 each active CSA will receive a \$750 lump sum payment and each active PSA will receive a \$1,250 lump sum payment;

Whereas, Effective January 1, 2008 one classification, PSA, will be created;

Whereas, Effective July 1, 2008 there will be a 2.5% wage increase; and

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

RESOLVED, That the City Council approve the settlement agreement providing for a redesigned health care plan effective October 1, 2007, with a 3.0% retroactive wage adjustment effective July 1, 2005, and upon ratification a \$1,500 lump sum for each active employee; effective July 1, 2007 each active CSA will receive a \$750 lump sum payment and each active PSA will receive a \$1,250 lump sum payment; and one PSA classification will be created effective January 1, 2008, and a 2.5% wage increase effective July 1, 2008; and

RESOLVED, That the Mayor and City Clerk are hereby authorized to sign the bargaining agreement on behalf of the City, after approval as to substance by the City Administrator and approval as to form by the City Attorney.