



## Legislation Text

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**File #:** 23-2012, **Version:** 1

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Resolution to Approve the Collective Bargaining Agreement between the City of Ann Arbor and the Command Officers Association of Michigan, effective January 1, 2024 - December 31, 2027  
Human Resource Services recommends the approval of the new Collective Bargaining Agreement between the City of Ann Arbor and the Command Officers Association of Michigan, who are the Sergeants and Lieutenants of the Ann Arbor Police Department.

Highlights of the negotiated agreement include:

- 1) Four (4) year agreement;
- 2) The Employer shall employ the principles of progressive discipline, with the exception of major infractions, which may result in immediate reassignment, demotion, suspension, or termination. A list of major infractions is included in this new section;
- 3) The timeline in which investigations are completed has been extended from fourteen (14) calendar days to thirty (30) calendar days;
- 4) Clarified vacation payout at termination of employment;
- 5) Added opportunity for mediation of grievances prior to arbitration;
- 6) Gender neutral language has been included.

Budget/Fiscal Impact: The recommended changes are within the FY2024 budget for Police Department wages and shall be budgeted in future years.

Economic impacts of the negotiated agreement include:

- 1) The increase of an employee's RHRA to \$3,750.00 annually (previously was \$3,500.00 annually);
- 2) All employees in the bargaining unit as of January 1, 2024, will receive a legacy sick bank deposit of an additional 24 hours annually granted at the end of each calendar year;
- 3) Effective January 1, 2024, employee pension contribution is 6.5%. Effective January 1, 2026, employee pension contribution is 7%. Pension contributions will be pre-tax;
- 4) Longevity increases to \$600.00 dollars after ten (10) years (previously was \$500.00);
- 5) No across the board wage increase will take effect January 1, 2024. Effective January 1, 2025, a 1% across the board wage increase. Effective January 1, 2026, a 2% across the board wage increase;
- 6) Wage differential will be maintained using highest paid AAPOA classification.

For the above stated reasons, Staff recommends approval of the attached Resolution to approve the January 1, 2024 - December 31, 2027, Collective Bargaining Agreement negotiated between the City and the Command Officers Association of Michigan.

Prepared by: Evelyn Algarin-Jackson, Human Resources Service Manager

Reviewed by: Marti Praschan, CFO and Financial Services Area Administrator

Reviewed by: Marc Thompson, Interim Chief Human Resources Officer

Reviewed by: Margaret Radabaugh, Deputy City Attorney

Reviewed by: Aimee Metzer/Patrick Maguire, Interim Police Chief

Approved by: Milton Dohoney Jr., City Administrator

Whereas, The parties have reached a settlement on a new agreement, which includes a three year term (January 1, 2024 to December 31, 2027); 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, 2027; and

RESOLVED, That the Mayor and City Clerk are authorized and directed to execute the Collective Bargaining Agreement for the term January 1, 2024 to December 31, 2027 on behalf of the City, after approval as to substance by the City Administrator and approval as to form by the City Attorney.