



## Legislation Text

---

**File #:** 11-1182, **Version:** 1

---

### Resolution to Approve the 2009-2013 Ann Arbor Police Officers Association Collective Bargaining Agreement as Specified in the Act 312 Award **(8 Votes Required)**

Human Resources Services recommends approval of the attached Resolution to approve the 2009-2013 Ann Arbor Police Officers Association (AAPOA) Collective Bargaining Agreement mandated by the Arbitration Panel's Act 312 award.

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 July 1, 2009-June 30, 2013 period. The Arbitration Panel's mandatory award was signed on September 14, 2011. Highlights of the new agreement mandated by the Arbitration Panel's award include:

- ◆ Effective January 1, 2012 (per the Act 312 decision), a redesigned health care plan which offers three options for health care contributions on a January 1 - December 31 plan year:
  - Low Plan offers no monthly premium with \$1,000 deductible for single, \$2,000 deductible for family with co-insurance up to out of pocket annual maximum of \$2,400 for single, \$4,800 for family;
  - High Plan has a 10% monthly contribution with \$300 deductible for single, \$600 deductible for family with co-insurance up to out of pocket annual maximum of \$1,200 for single, \$2,500 for family; and
  - 20% Premium Plan has a 20% monthly contribution with \$300 deductible for single, \$600 deductible for family with no co-insurance
  - A one time \$500.00 HRA deposit on January 1, 2012 for each active employee;
- ◆ This agreement offers no across the board wage increases;
- ◆ Pension contribution will increase from 5% to 6% of pay on a pre-tax basis effective January 1, 2012
- ◆ A new hire (for employees hired on or after January 1, 2012) pension program which includes an increase in vesting to 10 years, final average compensation based on a 5 year calculation and an access-only type retiree healthcare plan with a retiree healthcare reimbursement account.

Prepared by: Janet Carpenter, HR Analyst

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

Approved by: Tom Crawford, Interim City Administrator

Whereas, The current collective bargaining agreement between the City and the Ann Arbor Police Officers Association expired June 30, 2009;

Whereas, A binding arbitration award was issued on September 14, 2011 by the Arbitration Panel pursuant to Act 312, which details a new agreement between the parties, including a redesigned

health care plan effective January 1, 2012, which offer three options for health care: Low Plan with no monthly premium; High Plan with a 10% monthly premium; and a 20% Premium Plan with a 20% monthly premium and no co-insurance and a \$500.00 HRA deposit on January 1, 2012 for each active employee;

Whereas, The Arbitration Panel's award includes no across the board wage increases;

Whereas, Pursuant to the award, the pension contribution will increase from 5% to 6% of pay on a pre-tax basis effective January 1, 2012;

Whereas, The award includes changes in pension for employees hired on or after January 1, 2012, including a 10 year vesting period, final average compensation based on a 5 year calculation and an access-only retiree health care plan with a retiree healthcare reimbursement account; and

Whereas, The City Administrator recommends approval of the contract attained through binding arbitration;

RESOLVED, That the City Council approve the 2009-2013 Collective Bargaining Agreement providing for a redesigned health care plan offering three contribution options effective January 1, 2012, with no across the board pay increases, and new hire retiree pension changes; and

RESOLVED, That the Mayor and City Clerk are hereby authorized to sign the collective 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.