



Legislation Text

File #: 18-0303, **Version:** 1

Resolution to Approve the Collective Bargaining Agreement between the City of Ann Arbor and the Ann Arbor Police Officers Association for Police Service Specialists Effective January 1, 2018 - December 31, 2020

Human Resources Services recommends approval of the attached Resolution for the new Collective Bargaining Agreement between the City of Ann Arbor and Ann Arbor Police Officers Association for Police Service Specialists (PSS).

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

Highlights of the negotiated agreement include:

- 1) Three (3) year agreement;
- 2) 2.25% base wage increase effective January 1 of each contract year;
- 3) Tuition Reimbursement increased from \$2,500.00 to \$5,000.00 per Fiscal Year;
- 4) Retiree Health Reimbursement Account City actuarial contribution increased from \$2,500.00 to \$3,500.00 per year for all affected PSS members;
- 5) PSS members will begin paying for parking with an incremental increase each contract year until they are paying the same as non-union employees; and
- 6) PSS members hired after January 1, 2018 will be a part of the Dual Retirement Plan.

The City Administration recommends approval of the Agreement as presented.

Prepared by: Heather Koch, Human Resources Coordinator

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

Approved by: Howard Lazarus, City Administrator

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

Whereas, The parties have reached a settlement on a new agreement, which includes a three year term (January 1, 2018 - 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 a 2.25% base wage increase effective January 1 of each contract year; an increase in annual Tuition Reimbursement from \$2,500.00 to \$5,000.00; an increase in the City's actuarial contribution to the Retiree Health Reimbursement Account amount from \$2,500.00 to \$3,500.00 for all affected PSS members; an incremental increase in parking fees to be paid by affected PSS members until they are paying the same rate as non-union employees; and inclusion of PSS members hired after January 1, 2018 in the Dual Retirement Plan; 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.

Sponsored by: Mayor Taylor