Legislation Details (With Text)

File #:	22-1998	**Version:**	1	**Name:**	12/19/22 Resolution to Approve AAPOA CBA 2023-2026
Type:	Resolution			**Status:**	Passed
File created:	12/19/2022			**In control:**	City Council
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Title: Resolution to Approve the Collective Bargaining Agreement between the City of Ann Arbor and Ann Arbor Police Officers Association effective January 1, 2023 - December 31, 2026

Sponsors:

Indexes:

Code sections:

Attachments: 1. AAPOA 2023 - 2026 Clean 12.7.22.pdf

Date	Ver.	Action By	Action	Result
12/19/2022	1	City Council	Approved	Pass

Resolution to Approve the Collective Bargaining Agreement between the City of Ann Arbor and Ann Arbor Police Officers Association effective January 1, 2023 - December 31, 2026
Human Resources Services recommends approval of the new four-year Collective Bargaining Agreement between the City of Ann Arbor and the Ann Arbor Police Officers Association commencing as of January 1, 2023 and expiring December 31, 2026.

Important non-economic achievements (requested by both the City and through bargaining objectives set forth by ICPOC) that have been achieved in this contract include:

1) While imposing discipline, the new contract allows the Chief to take into consideration any prior written reprimands that occurred up to 48 months previously, an increase from 24 months, and any suspension that member has received at any time in their employment with the City, without regard to time limits. ICPOC had requested a seven year look back window for instances of disciplinary issues, and so the results of bargaining have exceeded the requested bargaining goal.
2) The new contract gives the Chief the ability to completely waive progressive discipline for instances that involve seven additional major infractions. The existing contract only allowed for progressive discipline to be waived for excessive use of force, mishandling of a weapon, and mishandling of evidence. In addition to these three major types of infractions, the following list, although not all inclusive, was added: dishonesty, cowardice, theft, insubordination, criminal conduct, harassment, and discrimination.
3) The new contract adds a voluntary mediation step to the grievance procedure, which allows the parties to mutually agree to enter into mediation through the Michigan Employment Relations Commission (MERC), prior to filing a request for arbitration. This will allow the parties to further discuss grievances in a neutral setting prior to either party determining that arbitration is needed. This should provide another means of hopefully avoiding arbitration risk and cost.
4) The new contract set forth an on-call system for detectives to provide more consistent around-

the-clock coverage.

Budget/Fiscal Impact: The recommended changes can be accommodated within the approved FY 2023 General Fund Operations budget and the budget target for the remaining term of the contract as determined by Finance.

Economic changes in the collective bargaining agreement include:

1) All members will be subject to a new pay scale, effective January 1, 2023. This new pay scale compresses the existing pay schedule which will allow officers to reach the maximum allowable wage at 10 years of service instead of 18 years of service.
2) For years 2023 and 2024 there are no additional base wage adjustments (0% increase) on the new pay scale aside from a member's regularly scheduled step increase;
3) A 1% base wage increase for all members will be effective January 1, 2025, and a 2% base wage increase for all members will be effective January 1, 2026;
4) Effective January 1, 2023, all members will increase their pension contributions from 6% to 6.5%, and effective January 1, 2025, all members will increase their pension contributions from 6.5% to 7%;
5) Effective January 1, 2023, the maximum benefit payable to an employee of this bargaining unit will not exceed 80% of the employee's final average compensation (FAC), for pension calculation purposes;
6) In the new contract, patrol vehicles will no longer be required to be replaced after 80,000 miles or reaching the age of six years. Patrol cars will remain in use for as long as they are considered to be safe and repairs are maintained, which will eliminate the need to purchase new vehicles as often resulting in cost savings to the City.

City Administration recommends approval of the attached Resolution to approve the January 1, 2023 - December 31, 2026 Collective Bargaining Agreement negotiated between the City and the Police Officers Association of Michigan.
Prepared by: Heather Koch, Human Resources Service Partner
Reviewed by: Marti Praschan, CFO and Financial Services Area Administrator
Reviewed by: Debra Buckson, Chief Labor Relations and Human Resources Officer
Reviewed by: Margaret Radabaugh, Deputy City Attorney
Reviewed by: Aimee Metzer, Interim Police Chief
Approved by: Milton Dohoney Jr., City Administrator
Whereas, The parties have reached a settlement on a new four-year agreement (January 1, 2023 to December 31, 2026); and

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

RESOLVED, That the City Council approve the four-year collective bargaining agreement ending December 31, 2026; and

RESOLVED, That the Mayor and City Clerk are authorized and directed to execute the Collective Bargaining Agreement for the term January 1, 2023 to December 31, 2026 on behalf of the City, after approval as to substance by the City Administrator and approval as to form by the City Attorney.