



Legislation Details (With Text)

File #:	23-2013	Version:	1	Name:	12/18/23 PSS CBA 2024-2026
Type:	Resolution	Status:	Passed		
File created:	12/18/2023	In control:	City Council		
On agenda:	12/18/2023	Final action:	12/18/2023		
Enactment date:	12/18/2023	Enactment #:	R-23-460		
Title:	Resolution to Approve the Collective Bargaining Agreement between the City of Ann Arbor and Police Service Specialists, effective January 1, 2024 - December 31, 2026				
Sponsors:					
Indexes:					
Code sections:					
Attachments:	1. PSS 2024-2026 Final.pdf				

Date	Ver.	Action By	Action	Result
12/18/2023	1	City Council	Approved	Pass

Resolution to Approve the Collective Bargaining Agreement between the City of Ann Arbor and Police Service Specialists, effective January 1, 2024 - December 31, 2026

Human Resources Services recommends approval of the new Collective Bargaining Agreement between the City of Ann Arbor and the Police Service Specialists, who are civilian employees who assist the Police Department with a wide range of administrative tasks.

Budget/Fiscal Impact: The average wage increases of 8.39% associated with this contract was not anticipated in the FY24 Police Department budget, however, due to vacancies, the Police Department will be able to absorb the additional cost for FY24. The wage increase shall be included in the FY25 City Administrator's recommended budget.

Highlights of the negotiated agreement include:

- 1) Three (3) year agreement;
- 2) PSS career employees will have their wage scale brought to parity with that of the Police Professional Assistants;
- 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) Change in sick leave accrual to reflect current practice for current employees as of 5/26/2023 - COVID related;
- 5) Added clarifying language to the Fit for Duty process;
- 6) PSS Cadets will not receive a wage increase for January 2, 2024 - December 31, 2026;
- 7) Timelines for Discipline & Discharge and Grievance language will mirror that of AAPOA;
- 8) Adopted City Funeral Leave Policy;
- 9) Added Juneteenth as an observed holiday;
- 10) Reviewed by ICPOC;
- 11) Gender neutral language included.

Human Resources Services recommends approval of the attached Resolution to approve the

January 1, 2024 - December 31, 2026, Collective Bargaining Agreement negotiated between the City and the Police Service Specialists.

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: 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, 2026); 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, 2026; 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, 2026, on behalf of the City, after approval as to substance by the City Administrator and approval as to form by the City Attorney.