



Legislation Text

File #: 18-0928, **Version:** 1

Resolution to Approve the Collective Bargaining Agreement with the Ann Arbor Police Professional Assistants (AAPPA), effective January 1, 2018 - December 31, 2021
Human Resources Services recommends approval of the new Collective Bargaining Agreement between City of Ann Arbor and the Ann Arbor Police Professional Assistants (AAPPA)

Budget/Fiscal Impact: The recommended changes are within the FY2018 adopted budget and are consistent with FY2019/FY2020 projections that were shared with Council.

Highlighted of the negotiated agreement include:

- 1) Four (4) year contract;
- 2) 2% base wage increase effective the first payroll after the approval of this resolution, and a 2% base wage increase effective January 1 of each remaining contract year;
- 3) Tuition Reimbursement increased from \$2,500 to \$5,000 per Fiscal Year;
- 4) The City's actuarial contribution to the eligible AAPPA members' Retiree Health Reimbursement Accounts (RHRA) increased from \$2,500 to \$3,500 per year;
- 5) The parking fee for AAPPA members will increase each contract year until all members are paying the same as non-union employees in the third year of the contract; and
- 6) AAPPA members hired after January 1, 2018, will be part of the Dual Retirement Plan.

City Administration recommends approval of the attached Resolution to approve the January 1, 2018 - December 31, 2021 Collective Bargaining Agreement negotiated between the City and Ann Arbor Police Professional Assistants (AAPPA).

Prepared by: Heather Koch, Human Resources Coordinator

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

Approved by: Howard S. Lazarus, City Administrator

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

Whereas, The parties have tentatively agreed to a new collective bargaining agreement, which includes a four year term (January 1, 2018 to December 31, 2021); 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, 2021 collective bargaining agreement, including a 2% base wage increase effective the payroll after this resolution is approved and each January 1 of the remaining contract years; an increase from \$2,500.00 to \$5,000.00 in annual tuition reimbursement; an increase to the City's annual actuarial contribution to the RHRA from \$2,500.00 to \$3,500.00 for eligible AAPPA members; an annual incremental increase in parking fees to be paid by affected AAPPA members until they are paying the same rate as non-union employees; and inclusion of AAPPA 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, 2021 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 Christopher Taylor