



COUNTY ADMINISTRATOR
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TO: Barbara Levin Bergman
Chair, Ways & Means Committee

THROUGH: Robert E. Guenzel
Washtenaw County Administrator

FROM: Diane M. Heidt
Human Resources / Labor Relations Director

DATE: October 15, 2008

SUBJECT: Tentative Agreement – Police Officers Association of Michigan

BOARD ACTION REQUESTED:

The Negotiating Team recommends approval of the Resolution approving the Union ratified agreement with the Police Officers Association of Michigan (POAM).

BACKGROUND:

Beginning in February 2007, Administration and Human Resources / Labor Relations brought to the Board of Commissioners an overview of the collective bargaining process, including the status and process for negotiations with those labor union contracts which were set to expire 12/31/2007. On April 4, 2007, May 25, 2007, June 13, 2007, and on September 20, 2007, the Washtenaw County Board of Commissioners provided their approval of a recommended strategy for negotiations. Small group discussions subsequently held with the Board of Commissioners to further discuss and analyze economic parameters.

The vision for the process has been “To create a product and process that both the union and management are satisfied with.” The guiding principles that were followed include:

- Partnership
 - Purpose
 - Right to say “No” ... ensure that everyone is heard
 - Honesty (full disclosure)
 - Accountability
- Engagement – Communication
- Fit with the 10-year Financial Projections
- Even Application of Policy
- Employee Morale (openness & communication)
- Professional Approach (respect & trust)

- Measures of Success / Checkpoints
- Communication (engagement & employee morale)

Further, the County and the Unions engaged in Interest-Based Bargaining (IBB), which is a process that provides the following structure for communication and understanding:

- Identify Issues (problem to be solved)
- Focus on Interests, not Positions (needs and concerns underlying the issues)
- Identify Options (alternatives)
- Look at Standards (Time, \$\$\$, Legality)

It is clear that the IBB process assisted both parties in building trust, through full-disclosure, and enhancing communication to reach the settlements in the professional manner and timeframe that had been determined.

The collective bargaining agreement with the POAM expired on December 31, 2007. The bargaining unit consists of the following employees:

All general staff of the Sheriff's Department including Deputies, Correction Officers, Communication Dispatchers and Support Staff
The Union has ratified an agreement.

DISCUSSION:

The terms and conditions of the ratified agreement are set forth in the attachment to the Resolution. The highlights are as follows:

LENGTH OF CONTRACT

2008 – 2012

WAGES

2008	0%
1/1/2009	.5%
1/1/2010	2%
1/1/2011	2%
2012	Wage Reopener

PAYSCALE ADJUSTMENT

1/1/2010	Increase top step of paycales by 1%
1/1/2011	Increase top step of paycales by 1%

RECLASSIFICATIONS – Effective date of BOC approval

Current

Court Officer	Grade 52
Property Technician	Grade 55B

New

Court Officer Grade 56
Property Technician Grade 56

HEALTHCARE

Active Healthcare – Effective 1/1/09

CORE plan for existing employees will be Community Blue PPO1 with \$0/\$30 prescriptions

CORE plan for employees hired 1/1/09 and beyond will be tiered as follows:

First 3 years of employment Community Blue PPO10
Years 4-7 of employment Community Blue PPO2
Years 8+ of employment Community Blue PPO1

Through the Flexible Benefit Program, employees shall be allowed the opportunity to purchase or elect healthcare options other than their designated CORE plan.

Mail Order Optional for Maintenance Drugs providing a 1-month co-pay for 3-month supply

Provide Delta Dental or equivalent coverage

Prescription Drugs will be carved out with a 3rd party Prescription Benefit Manager

Remove healthcare plan riders:

- ML Rider
- CB-ET (Emergency Treatment)
- CB-MH (Mental Health 20% co-pay)

Retiree Healthcare – for employees hired 1/1/09 and thereafter

Tiered retiree healthcare eligibility / premium share commensurate with years of services. For each year of service, employees shall be credited with 5% employer contribution toward retiree healthcare

PENSION

Effective date of BOC approval	Reduce employee contributions to MERS by .5%
1/1/2009	Reduce employee contributions to MERS by .5%
1/1/2010	Cap employee contribution to MERS at 8%
1/1/2012	Pension Multiplier Re-Opener

Retiree Healthcare Contributions (VEBA)

1/1/2010	.5% contributing 0.5% toward retiree healthcare
1/1/2011	1% contribution toward retiree healthcare

Employee contributions for VEBA / Retiree Healthcare are held in a trust separate from the official VEBA trust for retiree healthcare use ONLY. At such time the employee retires, his/her contributions and interest shall be officially deposited in the VEBA trust.

WEAPONS ALLOWANCE

Deputies, Correction Officers and Animal Control Officers shall be eligible to train and qualify to carry a firearm. Those who are not qualified by the agency will be provided at least one opportunity per year to be trained and qualified by the agency. To receive the weapons allowance, these personnel must successfully qualify each year prior to December 31st of the previous year.

1/1/2009	\$600 per employee
1/1/2010	\$600 per employee
1/1/2011	\$650 per employee
1/1/2012	\$650 per employee

CLOTHING/MAINTENCE ALLOWANCE – Effective 1/1/2009

\$1,500	Deputies / Detectives
\$1,450	Corrections Officers
\$1,100	Community Service Officers, Court Officer, Communications, Property Clerk, Animal Control
\$400	All others not listed

LONGEVITY – Effective for employees hired 1/1/09 and thereafter

<u>Years of Service</u>	<u>% Longevity</u>
10-14	4
15-19	8
20+	10

There were several other operational non-economic matters and/or housekeeping issues that were agreed to between the parties and incorporated into the final collective bargaining agreement document.

All other provisions of the collective bargaining agreement apply.

IMPACT ON HUMAN RESOURCES:

Reclassifications are within guidelines of factoring system.

IMPACT ON BUDGET:

The wage adjustments and other benefit modifications have been considered as part of the budget.

IMPACT ON OTHER COUNTY DEPARTMENTS OR OUTSIDE AGENCIES:

None

CONFORMITY TO COUNTY POLICIES:

The proposed tentative agreement conforms to County policies.

A RESOLUTION APPROVING THE AGREEMENT WITH THE POLICE OFFICERS
ASSOCIATION (POAM) AND WASHTENAW COUNTY FOR THE FIVE YEAR PERIOD
JANUARY 1, 2008 THROUGH DECEMBER 31, 2012

WASHTENAW COUNTY BOARD OF COMMISSIONERS

November 5, 2008

WHEREAS, beginning in February 2007, Administration and Human Resources / Labor Relations brought to the Board of Commissioners an overview of the collective bargaining process, including the status and process for negotiations with those labor union contracts which were set to expire 12/31/2007; and

WHEREAS, on April 4, 2007, May 25, 2007, June 13, 2007, September 20, 2007, and May 7, 2008 the Washtenaw County Board of Commissioners provided their approval of a recommended strategy for negotiations. Small group discussions subsequently held with the Board of Commissioners to further discuss and analyze economic parameters; and

WHEREAS, the vision for the process has been "To create a product and process that both the union and management are satisfied with"; and

WHEREAS, the guiding principles that were followed include partnership, engagement, fit with the 10-year financial projections, even application of policy, employee morale, professional approach, measures of success / checkpoints, and communication; and

WHEREAS, the County and the Unions engaged in Interest-Based Bargaining (IBB), which is a process that provides a structure for communication and understanding between the parties; and

WHEREAS, it is clear that the IBB process assisted both parties in building trust, through full-disclosure, and enhancing communication to reach the settlements in the professional manner and timeframe that had been determined; and

WHEREAS, the collective bargaining agreement with the Police Officers Association of Michigan (POAM), expired December 31, 2007; and

WHEREAS, the Union has ratified an agreement.

NOW THEREFORE BE IT RESOLVED that the Washtenaw County Board of Commissioners hereby approves the agreement with the POAM and Washtenaw County for the period January 1, 2008 through December 31, 2012 as attached hereto and made a part hereof

BE IT FURTHER RESOLVED that the Human Resources / Labor Relations Director is authorized to draft a new collective bargaining agreement to be presented and signed by the Washtenaw County Board of Commissioners

TENTATIVE AGREEMENT

Washtenaw County & Police Officers Association of Michigan (POAM)

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