



500 West Big Beaver  
Troy, MI 48084  
troymi.gov

## CITY COUNCIL AGENDA ITEM



Date: February 18, 2022

To: Mark F. Miller, City Manager

From: Robert J. Bruner, Assistant City Manager  
Robert Maleszyk, Chief Financial Officer  
Frank Nastasi, Police Chief  
Jeanette Menig, Human Resources Director

Subject: Police Officer Recruitment Incentives

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### **History**

The ever-shrinking limited pool of qualified, eligible candidates to fill Police Officer vacancies continues to be one of our greatest recruitment challenges. While Human Resources and the Police Department work together to streamline our processes, the unique aspects required by Act 78 limit our abilities to creatively fill these vacancies.

All of our neighboring communities are competing to attract and retain the same pool of candidates. Some local municipalities have recently enhanced vacation schedules beyond the traditional multi-year graduated schedules tied to years of service and are now providing four weeks of vacation time immediately upon hire.

In an effort to remain competitive, City Management seeks to match this enhanced vacation and also accelerate Police Officer pay steps within the current structure. City Management reached agreements with the Troy Police Officers Association (TPOA) and the Troy Command Officers Association (TCOA) to modify the current collective bargaining agreements. The attached tentative agreements detail the changes.

### **Financial**

The costs for implementing these changes includes both future costs as we hire new officers and immediate costs as we bring officers who were below the new four-week threshold up to four or five weeks, and adjust pay for current officers to the accelerated steps.

Many of the command officers are already at the maximum vacation accrual rates, however, some adjustments need to be made to ensure that the vacation benefit is maintained as officers promote up the ranks.

There are currently 35 members of the TPOA and TCOA at the maximum vacation accrual. The remaining 67 officers, depending on their hire dates and relevant position in the vacation accrual timeline, will realize between a half week and four weeks of additional vacation. Additionally, the majority of the TPOA members have already attained the top pay step, but 14 current employees

would see a pay adjustment according to the accelerated pay schedule. The cost of these adjustments is estimated at \$270,000 for fiscal year 2022/2023.

It should be noted that City Management continues to explore options for Police Officer retention in addition to these immediate recruitment incentive strategies. However, it was necessary to move forward now with the recruitment incentives due to an upcoming recruitment cycle for Police Officer.

### **Recommendation**

We recommend that City Council ratifies the agreements attached, accelerating the TPOA vacation accrual schedule and pay steps and the TCOA commensurate vacation accrual. Resolution A modifying the TPOA agreement should be considered first, as resolution B modifying the TCOA agreement is predicated on the approval of A.

### **Legal Review**

This item was submitted to the City Attorney for review pursuant to City Charter Section 3.17.



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TENTATIVE AGREEMENT  
City of Troy and TPOA

February 8, 2022

The City and the Union agree to modify Article 42 – Wages as follows:

	Advancement	Certified PO No Experience  Starts at Step 1	Part-time & certified PO with less than one year experience  Starts at Step 2	More than one but less than two years of full-time sworn PO experience  Starts at Step 3	Two or more years of full-time sworn PO experience  Starts at Step 4 6
Step 1		\$52,658	-	-	
Step 2	6 months from Step 1	\$57,924	\$57,924	-	
Step 3	6 months from Step 2	\$63,189	\$63,189	\$63,189	
Step 4	6 months from Step 3	\$69,508	\$69,508	\$69,508	\$69,508
Step 5	6 months 1 year from Step 4	\$72,668	\$72,668	\$72,668	\$72,668
Step 6	1 year from Step 5	\$76,880	\$76,880	\$76,880	\$76,880
Step 7	1 year from Step 6	\$81,718	\$81,718	\$81,718	\$81,718

Effective July 1, 2022:

	Advancement	Certified PO No Experience  Starts at Step 4 4	Part-time & certified PO with less than one year experience  Starts at Step 2	More than one but less than two years of full-time sworn PO experience  Starts at Step 3	Two or more years of full-time sworn PO experience  Starts at Step 4 6
Step 1		\$53,714	-	-	-
Step 2	6 months from Step 1	\$59,082	\$59,082	-	-
Step 3	6 months from Step 2	\$64,453	\$64,453	\$64,453	-
Step 4	6 months from Step 3	\$70,898	\$70,898	\$70,898	\$70,898
Step 5	6 months 1 year from Step 4	\$74,121	\$74,121	\$74,121	\$74,121
Step 6	1 year from Step 5	\$78,418	\$78,418	\$78,418	\$78,418
Step 7	1 year from Step 6	\$83,352	\$83,352	\$83,352	\$83,352

All existing employees will transition to the new pay schedule starting the next complete pay period following ratification.

The City and the Union agree to modify Article 31 – Vacation as follows:

A. All officers hired as new full-time employees shall receive four weeks (160 hours) of available vacation upon hire and a new available bank of four weeks (160 hours) on January 1 of the next calendar year.

Thereafter, officers shall qualify for vacation leaves on January 1 of each calendar year according to the following schedule:

1. ~~For all months worked in the previous calendar year prior to the third service date with the City, an officer shall accumulate vacation leave at the rate of 6 2/3 hours for each month worked.~~
2. ~~For all months worked in the previous calendar year beyond the third and prior to the eighth service date with the City, an officer shall accumulate vacation leave at the rate of 10 hours for each month worked.~~
3. For all months worked in the previous calendar year beyond the eighth and prior to the fifth service date with the City, an officer shall accumulate vacation leave at the rate of 13 1/3 hours for each month worked. (12 months = 160 hours)
4. ~~For all months worked in the previous calendar year beyond the thirteenth service date with the City, an officer shall accumulate vacation leave at the rate of 15 hours for each month worked.~~
5. For all months worked in the previous calendar year beyond the fifth service date with the City, an officer shall accumulate vacation leave at the rate of 16 2/3 hours for each month worked. (12 months = 200 hours)

Current City of Troy full-time employees who transfer from another employee group will receive the vacation accrual according to the schedule above, based upon their City of Troy service date.

Additionally:

Officers who have accrued less than 4 weeks (160 hours) of vacation for use in 2022 will be increased to 4 weeks (160 hours) in their available 2022 vacation leave bank. All current officers will be transitioned to the new accrual rate and schedule above within one month of ratification. (All TPOA members will be at 4 weeks of vacation time or 5 weeks of vacation time.)


FOR THE UNION:

  
KOS 2.8.22 T/A

Date: 02/10/2022



FOR THE CITY:

  
Jeanette Meunier

Date: 2/8/22





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TENTATIVE AGREEMENT  
City of Troy and TCOA

February 16, 2022

The City and the Union agree to modify Article 27 – Vacation as follows:


A. All officers shall qualify for vacation leaves on January 1 of each calendar year according to the following schedule:

- ~~1. For all months worked in the previous calendar year prior to the third service date with the City, an officer shall accumulate vacation leave at the rate of 6 2/3 hours for each month worked.~~
- ~~2. For all months worked in the previous calendar year beyond the third and prior to the eighth service date with the City, an officer shall accumulate vacation leave at the rate of 10 hours for each month worked.~~
- ~~3. For all months worked in the previous calendar year beyond the eighth and prior to the thirteenth service date with the City, an officer shall accumulate vacation leave at the rate of 13 1/3 hours for each month worked.~~
- ~~4. For all months worked in the previous calendar year beyond the thirteenth service date with the City, an officer shall accumulate vacation leave at the rate of 15 hours for each month worked.~~
- ~~5. For all months worked in the previous calendar year beyond the eighteenth service date with the City, an officer shall accumulate vacation leave at the rate of 16 2/3 hours for each month worked.~~

Additionally:

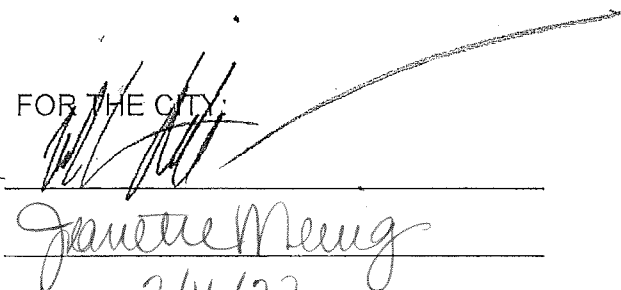
*Officers who have accrued less than 4 weeks (160 hours) of vacation for use in 2022 will be increased to 4 weeks (160 hours) in their available 2022 vacation leave bank. All current officers will be transitioned to the new accrual rate within one month of ratification. (All TCOA members will be accruing at the 5 weeks rate in 2022.)*

FOR THE UNION:

 FRANK SHULAR

Date: 2/21/22

FOR THE CITY:



Date: 2/16/22