



Hamburg Township Public Safety Department

PO BOX 157 · HAMBURG, MICHIGAN 48139
PHONE: (810) 231-9391 · FAX: (810) 231-9401
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RICHARD DUFFANY, DIRECTOR OF PUBLIC SAFETY



TO: Hamburg Township Board
FROM: Chief Richard Duffany
DATE: September 25, 2024
RE: Agenda Item Topic: **Memorandum of Understanding – Police**
General Ledger #: N/A
Number of Supporting Documents: 1
NEW/OLD BUSINESS: **XXX** New Business

Requested Action

- Motion to approve the attached Memorandum of Understanding between Hamburg Township and the Police Officers Labor Council to amend Article 16 of the current Collective Bargaining Agreement.

Background

Recruitment of qualified police officer candidates has been an issue nationwide for law enforcement agencies for several years and has worsened since 2020. To combat the shortages of candidates, many police departments throughout Michigan have tried to incentivize officers from other departments to leave their current department by offering a “lateral pay” incentive. That is, new officers come to their new department and their seniority from their previous department counts toward determining where they fall in the wage scale. In short, an officer with 4 or more years of experience would start our department at the top rate of pay for an officer.

Police officer candidates are aware that there are many opportunities for jobs at departments that offer lateral pay and I had numerous candidates reach out to me to relate that they would apply to our department if we offered lateral pay. We also had one of our top candidates withdraw from our hiring process after the first interview when he realized that we did not offer lateral pay.

I reviewed the feasibility of lateral pay prior to this most recent hiring process for our two new officers and it simply wasn’t financially viable. The lateral pay incentive would conservatively cost upwards of \$150,000 over the 4 years it would take our new officers to reach top pay.



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RICHARD DUFFANY, DIRECTOR OF PUBLIC SAFETY



After the most recent hiring process, we only had two candidates that achieved an acceptable rating and made it onto our eligibility list. Our current top candidate is an officer at another department and will be taking a significant pay cut to come to our department at the starting rate of pay. The second candidate initially appeared interested in taking a position with our department but then withdrew during the background phase citing the disparity in pay between our department and his current department.

In an effort to reduce the initial financial impact to our current candidate and any future candidate, I am proposing that they be hired in at the second step of the wage scale contained in the applicable Collective Bargaining Agreement (CBA). I worked with the Union on this matter and the attached Memorandum of Understanding (MOU) to amend Article 16: *Wages* of the CBA is the product of our collaboration. The Township Attorney has reviewed and approved the MOU.

Budget Impact

Approval of this MOU would cause an additional expenditure in the FY 24/25 budget of approximately \$2100 per officer this fiscal year.

Respectfully,

A handwritten signature in cursive script, appearing to read "Richard Duffany".

Chief Richard Duffany
Director of Public Safety

MEMORANDUM OF UNDERSTANDING

by and between

Hamburg Township

and

Police Officers Labor Council/

Hamburg Township Police Officers Association

This agreement is made and entered into this _____ day of October, 2024, by and between Hamburg Township, (hereinafter the “Township”) and the Police Officers Labor Council/Hamburg Township Police Officers Association, (hereinafter the “Union”). The Township and the Union agree to modify the current Collective Bargaining Agreement between the parties effective July 1, 2021 – June 30, 2025 and agree to the following:

1. Persons hired into the bargaining unit as full-time police officers on or before June 30, 2025, shall begin their employment at the second step (“.5 year”) of the wage scale as contained in Article 16: Wages. They shall then receive a wage increase as contained in the wage scale after their first, second, third and fourth year anniversary dates.
2. The terms and conditions of this Agreement are specific to this one-time adjustment and nothing in this Agreement shall be construed as changing or amending any other rights of either party as contained in the current Collective Bargaining Agreement or otherwise creating any type of precedent for future negotiations, agreements or other labor actions.

FOR THE TOWNSHIP:

FOR THE UNION:

Pat Hohl, Township Supervisor

James O’Connor, POLC

DATE: _____

DATE: _____

Michael Dolan, Township Clerk

Justin Harvey, HTPOA President

DATE: _____

DATE: _____