



Hamburg Township Public Safety Department

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RICHARD DUFFANY, DIRECTOR OF PUBLIC SAFETY



TO: Hamburg Township Board
FROM: Chief Richard Duffany
DATE: May 30, 2023
RE: Agenda Item Topic: **Memorandum of Understanding**
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 amending Article 8 of the current Collective Bargaining Agreement between Hamburg Township and the Police Officers Labor Council/Hamburg Township Police Officers Association.

Background

Article 8 of the current Collective Bargaining Agreement by and between Hamburg Township and the Police Officers Labor Council/Hamburg Township Police Officers Association outlines the process for filling special assignments within the department. The accompanying Memorandum of Understanding amends the current language by changing the term "Personnel Committee" to the more appropriate "Personnel Management Team" and eliminating the step requiring Township Board approval for selections to special assignments. The Union has reviewed the proposed changes and approves them.

Budget Impact

The adoption of this Memorandum of Understanding will not have any adverse effect on the budget.

Respectfully,

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 June, 2023, 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 amend the current Collective Bargaining Agreement between the parties effective July 1, 2021 – June 30, 2025 and agree to adopt the following:

ARTICLE 8 **JOB POSTING**

Prior to filling a special assignment within the Bargaining Unit, it shall be posted for ten (10) calendar days. Employees interested shall apply in writing within the Employer designated posting period. All employee responses to a specific posting shall be reviewed by the Chief of Police who in turn will provide a written recommendation for the filling of the special assignment to the Township's designated Personnel Management Team. The Township's designated Personnel Management Team, after review of the candidates and Chief's recommendation, will then give final approval for the selection. The special assignment shall be filled from within the Bargaining Unit unless there are no qualified persons to fill the position, in which case the Employer may seek applicants from outside the Bargaining Unit.

- A. Upon ratification of this agreement, all current and future special assignments shall be a maximum of five (5) years in duration.
- B. Employees may serve in subsequent special assignments provided that no employee shall be permitted to work the same special assignment in consecutive postings, unless no other employee applies for the special assignment.

FOR THE TOWNSHIP:

Pat Hohl, Township Supervisor

DATE: _____

Michael Dolan, Township Clerk

DATE: _____

FOR THE UNION:

James O'Connor, POLC

DATE: _____

Justin Harvey, HTPOA President

DATE: _____