



Hamburg Township Public Safety Department

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RICHARD DUFFANY, DIRECTOR OF PUBLIC SAFETY



TO: Hamburg Township Board

FROM: Chief Richard Duffany

DATE: July 31, 2025

AGENDA ITEM TOPIC: Memorandum of Understanding (Police)

Number of Supporting Documents: 1

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 Collective Bargaining Agreement.

Background

On October 1, 2024, the Township Board approved a Memorandum of Understanding (MOU) between the Township and Police Officers Labor Council to amend Article 16: *Wages* of the Collective Bargaining Agreement. The MOU stated that all 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.

The purpose of the MOU was to help attract more qualified/experienced police officer candidates by increasing the starting pay. As I indicated in my memo to the Board last year, 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. Lateral pay, however, is not financially feasible within our current budgetary constraints.

The MOU entered into last year expired on June 30, 2025. As we will have at least two police officer vacancies during this fiscal year and will be conducting a hiring process in the near future to fill these vacancies, I am requesting the Township Board approve entering into another MOU that allows all persons hired into the bargaining unit as full-time police officers on or before June 30, 2026, to begin their employment at the second step (".5 year") of the wage scale. I have spoken



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with the Union and they are agreeable to extending the MOU through June 30, 2026. The Township Attorney reviewed and approved the already executed MOU.

Fiscal Considerations

Does the agenda item require the expenditure of funds? Yes ☒ No ☐

If YES, are funds budgeted? Yes ☒ No ☐

Fiscal year affected: 2025/2026

Is a budget amendment required? Yes ☐ No ☒

General Ledger numbers affected: 207-000.000-702.000

Respectfully,

A handwritten signature in black ink, 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 August, 2025, 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 as follows:

1. Persons hired into the bargaining unit as full-time police officers on or before June 30, 2026, 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:

Jason Negri, Township Supervisor

James O’Connor, POLC

DATE: _____

DATE: _____

Michael Dolan, Township Clerk

Justin Harvey, HTPOA President

DATE: _____

DATE: _____