




City of Hartford * County of Van Buren * State of Michigan

TO: Mayor Hall and the Hartford Commission

FROM: Nicol Brown, City Manager 

DATE: February 24, 2025

RE: **APPROVAL OF THE HARTFORD'S POLICE INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 214 MOU**

ITEM BEFORE THE COMMISSION:

The item before the Commission is to approve the International Brotherhood of Teamsters Municipal and County Workers Local 214 and its members of the Hartford Police Department Memorandum of Understanding.

DISCUSSION:

The University of Michigan's Center for Local, State, and Urban Policy completed a Michigan Public Policy survey. One of the key findings reported was the “Sheriffs, chiefs, and local government leaders all rank recruitment and retention efforts as among their highest priorities for potential new spending on law enforcement. However, sheriffs (71%) and police chiefs (68%) are significantly more likely to say increasing pay or benefits for current officers would be a “very high” priority, compared with 36% of local officials.

The union needed to consider increasing the pay scale to market and attract outstanding officers to Hartford's police department. Therefore, the memorandum of Understanding was presented to the City Manager to increase the pay scale. Officer Poole researched the pay scales of cities surrounding Hartford and presented the following pay scale.

This would be the third MOU amendment. The first was in 2023 to increase wages, and the second was to add additional holidays consistent with the employee handbook. The Hartford Police International Brotherhood of Teamsters Local 214 agreement expires on 6/30/2025.

Article XII WAGES

Section 2. Pay Rates. Effective March 5, 2025, the following pay rates will apply to members of the Hartford Police Department who are active members of the International Brotherhood of Teamsters Municipal and County Workers Local 214. The City of Hartford recognizes police officers' prior police

experience by offering 50% of the time of service spent as a certified officer at another police agency, which is applied to the pay scale.

	2024/25	2025/26
Probation	\$23.74	\$25.15
Completion of Probation after 6 months		
After Probation		\$30.00
1 Year	\$25.14	
2 Years		\$31.50
3 Years	\$25.93	
5 Years		\$32.13
6 Years	\$26.26	
8 Years		\$32.77
10 Years	\$26.45	
Sergeant	2024/25	2025/26
1 Year	\$25.14	\$30.50
3 Years	\$25.94	\$32.00
6 Years	\$26.48	\$32.64
8 Years		\$33.29
10 Years	\$26.67	

RECOMMENDATION:

The City of Hartford City Commission approves the International Brotherhood of Teamsters Municipal and County Workers Local 214 and its members of the Hartford Police Department Memorandum of Understanding.

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (this “MOU”) is made and entered into on this ____ day of February 2025 (“Effective Date”) by and between:

The City of Hartford, MI, a municipal corporation located at 19 West Main Street, Hartford Michigan 49057 (the “City”)

and

The International Brotherhood of Teamsters Municipal and County Workers Local 214 and its members of the Hartford Police Department located at 19 West Main Street, Hartford Michigan 49057 (the “Union”),

both of whom are collectively known as the “Parties,”

WHEREAS the City and the Union desire to enter into an agreement in which they will work together to achieve the various aims and objectives relating to the Union Contract Dated July 1, 2020, through June 30, 2025 (the “Project”).

AND WHEREAS the City and the Union are desirous to enter into an MOU between them, setting out the working arrangements that each of the two agree are necessary to complete the Project.

1. Purpose & Scope. The purpose of this MOU is to provide an update to the Pay Schedule previously approved upon the signed and executed Agreement between the City of Hartford and the International Brotherhood of Teamsters Municipal and County Workers Local #214 (the “Original Agreement”). Effective March 5, 2025, the updated wage scale shall be that set out in Addendum B to this MOU. Except as provided in Addendum B, all other terms and conditions of the Original Agreement shall remain in full force and effect.

2. The Parties Obligations. The Parties desire and wish that this document will create a formal agreement between the Parties to work together in such a manner that would promote a genuine atmosphere of collaboration in support of an effective and efficient partnership and leadership meant to maintain, safeguard, and sustain sound and optimal financial, managerial, and administrative commitment with regards to all matters related to the Agreement.

3. Dispute Resolution. The Parties to this MOU agree that if any dispute arises through any aspect of this agreement, including, but not limited to, any matters, disputes, or claims, the Parties shall follow the dispute resolution plan outlined in the Original Agreement.

4. Governing Law. This MOU shall be construed in accordance with the laws of the State of Michigan.

5. Assignment. Neither Party may assign or transfer the responsibilities or agreement made herein without the prior written consent of the non-assigning party.

6. Prior Agreements Superseded. This MOU constitutes the entire Memorandum between the Parties relating to the subject matter of this MOU and supersedes all prior or simultaneous representations, discussions, negotiations, and Memorandums, whether oral or written.

7. Severability. Any part or provision of this MOU that is found to be unenforceable, illegal, void, or prohibited in any jurisdiction will be ineffective without invalidating the remaining provisions and parts of the MOU. In such a scenario, the Parties will use reasonable efforts to employ and find an alternative way to achieve the same or substantially the same result as contemplated by such part or provision.

16. Authorization and Execution. The signing of this MOU constitutes a formal understanding and as such it intends that the Parties shall attain the objectives stated herein.

The MOU shall be signed by

Nicol Brown, City Manager

Marty Bingaman, Business Agent

RoxAnn Rodney-Isbrecht, Clerk

Shawn Poole, Steward

Date of City Signatures

Date of Union Signatures

Addendum B

Article XII WAGES

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