

**CITY OF HARTFORD
COUNTY OF VAN BUREN
STATE OF MICHIGAN
RESOLUTION 2025– 045**



**APPROVAL OF THE CITY OF HARTFORD & INTERNATIONAL BROTHERHOOD OF
TEAMSTERS CONTRACT JULY 1, 2025 – JUNE 30, 2027**

At a Regular meeting of the City of Hartford Commission, located at 19 West Main Street and called to order by Mayor Richard A. Hall on June 23, 2025

The following resolution was offered:

Moved by Commissioner _____ and supported by Commissioner _____.

WHEREAS, the contract between the City and the Teamsters Local 214, affiliated with the International Brotherhood of Teamsters, will expire on June 30, 2025. The City Manager, Chief Matthews, and Union Steward Officer Poole have been in negotiations for several months regarding the requested changes for both parties; and

WHEREAS, the City Manager met with union representative Marty Bingaman and Officer Poole to discuss the changes to be submitted to the City Commission; and

WHEREAS, the following changes were agreed upon:

1. Proposal 1

Article 3 – Union Security and Check Off

Replace section 1 language to state membership in the union is not compulsory.

2. Proposal 2

Article 6 – Grievance and Arbitration

Section 1, Step 4: Replace the federal Mediation and Conciliation Service with the Michigan Employment Relations Commission (MERC).

3. Proposal 3

Article 11 – Sick Leave

Section 1 – Remove Accumulation of Sick Time. Add PTO Accumulation

Sick time and Vacation time will be consolidated as Paid Time Off (PTO). Twelve (12) hours/month of PTO will be placed in each full-time employee's PTO bank. PTO will begin at 6 months of service as a certified/licensed police officer per the State of Michigan. Employees in their probation period will accumulate PTO at a rate of 2 hours per month until the end of their probation. PTO can be carried over from year to year to a maximum of 30 days (360 hours). (The 12 hours of PTO will start after the 6-month probationary period. If they continue service past the 6 months, they will have earned 2 hours per month for 6 months of PTO to use immediately after the probationary period ends. Therefore, the officer will have at least one day to use after completing the probationary period.)

Section 2 – Remove Conversion of Sick Pay. Add Payment of Accrued PTO

An employee will be paid 60% of the value of their PTO balance upon separation from employment with the City of Hartford.

- (a) Employees can sell back PTO time at 60% of the value as long as they have at least a week's worth of PTO left in their PTO bank.

Section 3 – PTO Request (new section. Wording is from Article XIV Vacations, section 1c)

PTO requests should be submitted to the Chief of Police at least two (2) weeks prior to the next work schedule posting. The Police Chief may determine the number of employees who may be off duty during any particular period. Vacation requests may be granted at the Chief's discretion. The granting of such requests will not be detrimental to the efficient operation of the department.

When two (2) employees request PTO time for the same period, and if only one employee can be spared, then approval shall be granted to the employee with the most seniority. However, if any employee submits a PTO request ninety (90) days or more in advance, s/he will be assured the time off.

4. Proposal 4

Article 12 – Wages

Section 1 - Work Week

Change from the normal work week from an average of 40 hours or 2080 minimum hours a year.

New:

The work week for an officer shall consist of 12-hour shifts. The shifts will consist of an alternation between a 36-hour and a 48-hour work week. The Sergeant position will be a 10 or 12-hour shift, depending on department needs, with an average of 42 hours per week.

Section 2 – Pay Rates

Effective July 1, 2025, the following rates of pay will apply to members of the Hartford Police Department (in hourly rate of pay): The city recognizes 50% of service spent as a licensed police officer with another agency as experience to be applied to the pay scale when determining where a new employee will be placed on the wage scale. The 50% experience will not apply to seniority with the City of Hartford Police Department. Officers with 2 years of prior experience will have a probationary wage of \$30/hour.

Officer	2025/26(1.5%)	2026/27(1.5%)
Probation	\$25.53	\$25.91
After Probation	\$30.45	\$30.91
2 Years	\$31.97	\$32.45
5 Years	\$32.61	\$33.10
8 Years	\$33.26	\$33.76
10 Years		

Sergeant	2025/26	2026/27
1 Year	30.96	31.42
3 Year	32.48	32.97
6 Year	33.13	33.63
8 Year	33.79	34.30

All classifications within the bargaining unit will receive a minimum 1.5% raise each year of the contract.

1. Proposal 5

Article 13 – Schedules

Section 2 – Shift Schedules – change the number of employees from 4 to 3 full-time police officers. Add one full-time police Sergeant.

It is understood that the bargaining unit shall be comprised of at least four (4) three (3) full-time police officers and one (1) full-time police Sergeant.

2. Proposal 6

Article 14 – Vacations
Section 1 - Eligibility – remove

3. Proposal 7

Article 15 - Holidays
Remove the wording “plus holiday pay”.

NOW THEREFORE, BE IT RESOLVED, the City Commission approves the July 1, 2025 – June 20, 2027 contract with Teamsters Local 214, Affiliated with the International Brotherhood of Teamsters, Municipal and County Workers, and authorizes the City manager to execute the contract.

YEAS: Commissioners’

NAYS: ABSENT:

RESOLUTION DECLARED ADOPTED

DATE: June 23, 2025

RoxAnn Rodney-Isbrecht, City Clerk

I RoxAnn Rodney-Isbrecht, Clerk for the City of Hartford, do hereby certify that the foregoing is a true and complete copy of a Resolution duly adopted by the City Commission of the City of Hartford during a meeting held on June 23, 2025 and the public notice of said meeting was held in compliance with Act 267 of the Public Acts of Michigan of 1976, as amended.
DATE: , 2025

RoxAnn Rodney-Isbrecht, City Clerk
City of Hartford 19 West Main Street, Hartford MI 49057