

MEMORANDUM



TO: VICTOR CARDENAS, CITY MANAGER
DANIELLE MAHONEY, ASSISTANT CITY MANAGER
FROM: TIA GRONLUND-FOX, DIRECTOR OF HUMAN RESOURCES
SUBJECT: POLICE COMMAND LABOR UPDATE
DATE: JUNE 8, 2026

CONFIDENTIAL

Ahead of tonight's closed session discussion regarding ongoing labor negotiations, staff wanted to provide Council with a brief status update on the City's active collective bargaining agreements, including recent progress, upcoming meetings, and anticipated next steps.

We are scheduled for our next mediation session with the Command Officers Association of Michigan (COAM) bargaining unit today at 1:00 PM. As directed by City Council, the City's latest proposal is prepared for presentation as part of this next step in the negotiation process. If a settlement cannot be reached through mediation, the parties will likely proceed to Act 312 binding arbitration. Staff will provide City Council with an update following today's session, including any developments and anticipated next steps.

Separately, negotiations with the Michigan Association of Public Employees (MAPE) City Hall bargaining unit have successfully concluded. A tentative agreement has been reached, and the membership has voted to ratify the contract. Staff will bring the agreement forward for City Council consideration and approval at the June 22, 2026 Council meeting.

Negotiations with the MAPE Department of Public Works bargaining unit remain ongoing. The parties are scheduled to meet again tomorrow afternoon, and staff is hopeful that the discussions will result in a tentative agreement. Additional updates will be provided to Council as negotiations progress.