
RULE OF THE CHAMBER

Any person wishing to address City Council shall step up to the lectern, state their name and address in an audible tone of voice for the record, and unless further time is granted by the presiding officer, shall limit their address to three (3) minutes.

A person may not give up or relinquish all or a portion of their time to the person having the floor or another person in order to extend a person's time limit in addressing the Council.

Any person who does not wish to address Council from the lectern, may print their name, address and comment/question which he/she would like brought before Council on a card provided by the Clerk/Treasurer and return the card to the Clerk/Treasurer before the meeting begins. The Clerk/Treasurer will address the presiding officer at the start of Citizen Comments on the Agenda, notifying him of the card comment, and read the card into the record for response.

Those who want to use audio and image recording equipment in Council Chambers that requires a monopod, tripod or other auxiliary equipment for the audio and image devices shall notify the City Clerk before the meeting begins. Arrangements will be made to accommodate the request in a manner that minimizes the possibility of disrupting the meeting. No additional illuminating lights may be used in Council Chambers unless a majority of City Council members consent. Additionally, cell phones and pagers should be set to vibrate or silent mode when inside Council Chambers.

Should any person fail or refuse to comply with any Rules of the Chamber, after being informed of such noncompliance by the presiding officer, such a person may be deemed by the presiding officer to have committed a breach of the peace by disrupting the public meeting, and the presiding officer may then order such person excluded from the public meeting under Section 3 (6) of Open Meetings Act, Act 267 of 1976.

You will notice a numbering system under each heading. There is significance to these numbers. Each agenda item is numbered consecutively beginning in January and continues through December of each calendar year.

The City of Monroe will provide necessary reasonable auxiliary aids and services to individuals with disabilities at the meeting/hearing upon one weeks' notice to the City Clerk/Treasurer. Individuals with disabilities requiring auxiliary aids or services should contact the City of Monroe by writing or calling: City of Monroe, City Clerk/Treasurer, and 120 E. First St., Monroe, MI 48161, (734) 384-9136. The City of Monroe website address is www.monroemi.gov.

**AGENDA - CITY COUNCIL SPECIAL MEETING
THURSDAY, OCTOBER 28, 2010
12:00 P.M.**

- I. CALL TO ORDER.**
- II. ROLL CALL.**
- III. CLOSED EXECUTIVE SSESSEION TO DISCUSS COLLECTIVE BARGANING.**
- IV. INVOCATION/PLEDGE OF ALLEGIANCE.**
- V. CONSENT AGENDA.**

243 Patrol Officers Association – Letter of Understanding.

- 1. Communication from the Director of Human Resources, submitting a Letter of Understanding between the Police Officers Association of Michigan (POAM) and the City of Monroe that proposes the POAM be afforded the opportunity to participate in Firefighter I & II certification training, and recommending that Council consider and approve the attached agreement with the POAM.
- 2. Supporting documents.
- 3. Action: Accept, place on file and the recommendation be carried out

- VI. ADJOURNMENT.**



CITY COUNCIL AGENDA FACT SHEET

RELATING TO: PATROL OFFICERS

DISCUSSION: The Police Officers Association of Michigan (representing the patrol officers) has proposed to the City that Police Officers be afforded the opportunity to participate in Firefighter I & II certification training so they may enhance their skills and ability to pursue new career directions as public safety officers should the City decide to adopt and implement a public safety operation in the future.

The City Management team, including the Police and Fire Chiefs, recommends Mayor and Council consideration and approval of the attached agreement with the POAM.

CITY MANAGER RECOMMENDATION:

- For *[Signature]*
 For, with revisions or conditions
 Against
 No Action Taken/Recommended

APPROVAL DEADLINE: N/A

REASON FOR DEADLINE: N/A

STAFF RECOMMENDATION: For Against

REASON AGAINST: N/A

INITIATED BY: Peggy A. Howard

PROGRAMS, DEPARTMENTS, OR GROUPS AFFECTED: Patrol Officers

FINANCES

COST AND REVENUE PROJECTIONS:

Cost of Total Project	\$ N/A
Cost of This Project Approval	\$ N/A
Related Annual Operating Cost	\$ N/A
Increased Revenue Expected/Year	\$ N/A

SOURCE OF FUNDS:

City

Account Number

Amount

101-50.301-702.000

\$ 60,312

101-55.336-818.020

\$ 12,000

\$ N/A

\$ N/A

\$ N/A

Other Funds

\$ N/A

\$ N/A

\$ N/A

\$ N/A

Budget Approval: 

FACT SHEET PREPARED BY: Peggy A. Howard, Human Resources Director

DATE: 10/27/10

REVIEWED BY: 

DATE:

COUNCIL MEETING DATE: 10-28-10

LETTER OF UNDERSTANDING
RE: FIREFIGHTER I & II TRAINING

WHEREAS, the members of the Police Officers Association of Michigan ("Association") and the City of Monroe ("City") recognize that the provision of appropriate public safety services for City residents is a high priority;

WHEREAS, the Association and the City recognize that the financial resources to provide these and other public services have been significantly reduced for the long-term;

WHEREAS, the Association and the City agree that it is in the public interest to explore and, subject to the City's bargaining obligations with its respective labor unions, adopt more contemporary, efficient, and sustainable methods and models to provide public safety services to the community;

WHEREAS, the Association has proposed to the City that Police Officers be afforded the opportunity to participate in Firefighter I and II certification training so they may enhance their skills and ability to pursue new career directions as public safety officers should the City subsequently decide to adopt and implement a public safety operation; and

WHEREAS, the City recognizes that having trained personnel who are fully capable of responding to both fire and police emergencies will enhance its total response capability, and be a more efficient and cost effective approach to the delivery of sustainable public safety services.

NOW, THEREFORE, it is hereby agreed as follows:

1. Up to twelve (12) police officers hired on or before September 10, 2010, may, but shall not be required to, volunteer for Firefighter I and II training. If there are more than twelve (12) volunteers, selection shall be made on the basis of seniority, most senior first. In the event the City decides to adopt and implement a PSO operation, the remainder of the police officers represented by the Association will be given the opportunity to volunteer for Firefighter I and II training and attend the next scheduled program offered by the Michigan Firefighters Training Council.

2. The City shall cover required training program fees for up to twelve (12) officers attending the Firefighter I and II certification training program(s) provided by the Michigan Firefighter Training Council commencing November 1, 2010 – March 20, 2011. Meal and mileage expenses will be covered in accordance with the provisions of the parties' collective bargaining agreement. Police officers who attend training during their regularly scheduled hours of work shall be compensated at straight time rates. Police officers who attend outside their regularly scheduled hours of work shall be compensated at overtime rates.

3. Should the City subsequently decide to adopt and implement a public safety operation, police officers who possess the required certifications will be reclassified to the position of Public Safety Officer (PSO), with such duties and responsibilities as may be determined by the City. Officers who were hired by the City prior to September 10, 2010, who are subsequently reclassified to the position of PSO shall initially be compensated at a rate of five percent (5%) above the rate to be paid a police officer of like service with the City. One year after such reclassification each PSO's compensation shall be further increased by an additional three and one-half percent (3.5%).

4. Effective with the commencement of the first full pay period in July 2011, the City and the Association also agree that all employees will be assigned a regular work schedule of eighty-four (84) hours per bi-weekly pay period (i.e., fourteen (14) day cycle). Notwithstanding any provision in the parties' collective bargaining agreement to the contrary, such time will be paid at normal straight time compensation in accordance with the provisions of Section 207 (k) of the federal Fair Labor Standards Act.

5. The City and the Association further agree that all employees hired after September 10, 2010, shall not be eligible for the gun proficiency allowance referenced in Article 12, Compensation, Section 3, of the parties' collective bargaining agreement.

6. Should the City subsequently adopt and implement a public safety operation, the Association agrees that the City may require as a condition of employment that all new hires obtain Firefighter I & II certification on a schedule determined by the City. It is further agreed that in such event all new hires probationary period shall extend from their date of hire until one (1) year after they have acquired Firefighter I & II certification.

This Agreement has been ratified and approved by the City and the Association and is agreed to this _____ day of _____, 2010.

CITY OF MONROE

POLICE OFFICERS ASSOCIATION
OF MICHIGAN

Robert E. Clark, Mayor

Bryan P. Gee, President

George A. Brown, City Manager

Darryl B. Tamsen, Vice President

Thomas C. Moore, Chief of Police

Tyler R. Dickerson, Secretary/Treasurer

Peggy A. Howard, Director of Human
Resources

John M. Schiappacasse, Member

Charles D. Evans, Clerk/Treasurer

James Tignanelli, President/POAM