



AGENDA - City Council

DATE: June 29, 2026 8:00 AM City Council Chambers

- I. Call to Order
- II. Roll Call
- III. Pledge of Allegiance
- IV. Public Comment (Agenda Items)
- V. Approval of Regular Agenda
- VI. Closed Session MCL 15.26(a)
- VII. New Business
 - I. Approval of TPOAM and Dispatch Union Contracts
- VIII. Adjournment

Public Comment: Public Comments are limited to three minutes.

Live Stream: The meeting will be livestreamed to the Official City of Grosse Pointe Park YouTube Channel.



CITY COUNCIL MEETING

DATE: June 29, 2026

SUBJECT: Approval of TPOAM and Dispatch Union Contracts

SUMMARY: City Administration wants to thank our two bargaining units and business agent for conducting fair and productive labor negotiations with the following two bargaining units. Below is a summary of these agreements. The City recommends approval of these agreement(s).

TPOAM (DPW/Clerical) Tentative Agreement: The proposed three-year agreement (July 1, 2026–June 30, 2029) modernizes the existing collective bargaining agreement through a combination of housekeeping updates and operational changes while providing general wage increases of 3.5%, 3.5%, and 3.0% over the contract term. Key provisions include restructuring and retitling DPW positions into a new Utility Operator career ladder tied to water distribution licensing, eliminating reduced starting wage percentages for new hires, increasing the City's 457 retirement match by 1% for existing participants, maintaining HSA contributions (\$750 single/\$1,500 family), and continuing health insurance opt-out incentives (\$6,000 single/\$7,500 family). The agreement also creates several new non-union administrative positions (Deputy Clerk, Accounts Payable Clerk, and Permit Technician), moves the Facilities Operations Manager into the bargaining unit under an MOU, updates insurance language, swaps Juneteenth for Presidents Day beginning in 2027, revises grievance and probationary procedures, and includes numerous legal and housekeeping updates to bring the contract into compliance with current law and City practices.

POAM Dispatchers Tentative Agreement: The proposed three-year dispatcher agreement if ratified prior to July 1st (July 1, 2026–June 30, 2029) includes annual wage increases of 3.0%, 2.5%, and 2.5%, updated wage scales for Chief and Full-Time Dispatchers, and increases the shift differential to \$0.75 per hour, paid bi-weekly rather than through lump-sum payments. Additional economic improvements include a \$500 incentive for employees moving their 457 plan to MERS, adding Juneteenth as a 13th paid holiday, increasing annual holiday compensation to \$2,112.50, HSA contributions of \$750 single/\$1,500 family, and health insurance opt-out payments of \$6,000 single/\$7,500 family. The agreement also updates vacation and personal leave language, allows employees a one-time option to convert to the defined contribution pension plan by December 31, 2026, clarifies tuition reimbursement, expands holiday and ESTA benefits for part-time dispatchers, and includes numerous housekeeping revisions to modernize the contract.

FINANCIAL IMPACT: TPOAM (DPW) 3 Year Contract of 3.5%, 3.5% and 3% Wage Increases

POAM (Dispatch) 3 Year Contract of 3%, 2.5% and 2.5% Wage Increases

RECOMMENDATION: Motion to Approve the Tentative Agreement(s) of POAM Dispatch and TPOAM DPW as presented

PREPARED BY: Nick Sizeland, City Manager

**TECHNICAL PROFESSIONAL AND OFFICEWORKERS
ASSOCIATION OF MICHIGAN
AND
CITY OF GROSSEPOINTE PARK**

*This is a summary of the tentative agreement reached on April 30, 2026, as amended on June 10, 2026, and revised on June 16, 2026, following discussions between City Administration and Union leadership. All items are tentatively agreed upon as a **package proposal** with final approval dependent upon Union ratification no later than June 19, 2026, and City Council approval prior to July 1, 2026, unless otherwise agreed by the parties.*

Housekeeping

- Gender neutral language updates throughout
- Typo/formatting throughout
- Use accurate department name throughout: Department of Public Work (DPW) instead of Public Service (DPS)
- Correct plan top from HCSA to HCSP

Article VII – Compensation, Section 1 – Base Pay – DPS & Section 2 – Clerical

- 3.5/3.5/3%
- Also eliminate New Hires 80% 0-12 months, 90% 13-18 months, and bring everyone to full pay. Sec 1, Sec 2, and Sec 9.

Article VII – Compensation, Section 1 – Base Pay DPS

- Titles changed per the graphic pasted below.
- The City will create a promotional ladder by adding new positions of Utility Operator I-III. An S2 license is required for all Utility Operator I positions, S3 required for Utility Operator II, and S4 required for Utility Operator III.
- Retitling shall not result in loss of current pay rate (with proposed increase) for any current employee.

Article VII – Compensation, Section 10 – Water Distribution License

Old Title	New Title	Current Base Pay	3.5%	3.5% ²	3%
Crew Chief	Crew Chief	\$33.32	\$34.49	\$35.69	\$36.76
Alternate Crew Chief	Crew Leader	\$32.06	\$33.18	\$34.34	\$35.37
Crew Chief Mechanic	Chief Mechanic	\$33.32	\$34.49	\$35.69	\$36.76
Alternate Crew Chief	Utility Operator II	\$32.06	\$33.18	\$34.34	\$35.37
Maintenance III	Utility Operator III	\$30.74	\$31.82	\$32.93	\$33.92
Maintenance III	Utility Operator III	\$30.74	\$31.82	\$32.93	\$33.92
Maintenance III	Utility Operator III	\$30.74	\$31.82	\$32.93	\$33.92
Water Operations Manager	Utility Operator I	\$33.50	\$34.67	\$35.89	\$36.96
Maintenance III	Utility Operator III	\$30.74	\$31.82	\$32.93	\$33.92
Operator I	Operator I	\$20.80	\$21.53	\$22.28	\$22.95

- Employees shall receive stipend and/or title change upon attainment of licensure (assignment to a specific area of water/sewer is not required to receive the stipend).

Article VII – Compensation, Section 7 – Deferred Compensation

- Provide a 1% increase in the 457 match, provided that the employee is enrolled in MERS or Equitable. The City will assist employees in making the plan change, if needed.
- Match shall only apply to current participants in 457 and shall not be open to non-participant/new hires.

Article VII – Compensation, Section 2 – Base Pay – Clerical

- Clerical positions shall remain the CBA wage section. Three non-represented positions shall be created (tentative titles: Deputy Clerk/Accounts Payable Clerk/Permit Tech).
- Union employees currently in the clerical positions may apply for these non-union positions—current work tasks will be included in the newly created positions.
- The Facilities Operations Manager position shall be placed in the union as a represented position. Current compensation determined for this title shall transfer into the Union wage scale. The incumbent shall be named in an MOU that allows incumbent to current benefit provisions (i.e., keep PTO hours/benefits currently provided in non-union position, etc.). Upon vacancy by incumbent, benefit allocation shall revert to that described in the CBA.

Article VIII – Insurance and Pension, Section 1 Insurance (F) Insurance Option

- Employees opting out of City-sponsored healthcare insurance plans shall receive 50% of annual premium, up to \$6,000 for a single person and \$7500 for a family plan.

Article VIII – Insurance and Pension, Section 1 Insurance (2)

- Employees enrolled in an individual plan shall receive an HSA payment of \$750 and employees enrolled in the family plan shall receive \$1500.

ARTICLE I – GENERAL PROVISIONS

Section 3 – Recognition of Union

- Maintain current clerical positions in Article VII, Section 2 and one parking meter attendant.
No elimination of positions in the event clerical staff is needed within DPW.
- Create Administrative positions that are excluded from CBA, as confidential and/or non-DPW exclusive employees (titles are tentative and TBD)
 - Deputy Clerk (Appointed by Council pursuant to Charter and statute/Confidential employee reports to Clerk, supports elections, records, and manages electives agenda packet, etc.)
 - Accounts Payable Clerk (Confidential employee reported to the Finance Director and/or City Manager, prepare confidential reports, access confidential employee data, etc.)
 - Permit Tech (Reports to Building Official/Director)
- Remove reference to specialized schedule/clerical unit
- Delete limitation on number of temporary employees “Temporary Employees will not exceed five (5) people and these people will not exceed entry level positions (Laborer, Clerk/Typist, etc.)”

ARTICLE II – UNION MEMBERSHIP AND DUES

- Clarify that the Union (not the employee) shall be responsible for notifying payroll of membership changes. The responsible reporting party is not currently designated in the CBA.

ARTICLE III – STEWARDS AND ALTERNATES

Section 2 – Steward Conducting Union Business During Work Hours

- Clarify that advance notice is expected for stewards to support matters of dispute/resolution: “The Local Union Steward shall be allowed time off, *with advance notice from the immediate supervisor*, without loss of pay to perform the following: ...”
- Provide steward time off to discuss resolution of informal (non-written) grievance: “Present *an informal or a written grievance.*” And “Discuss *resolution of an informal or a written grievance* with the designated representative of the Employer.
- Remove restriction in time request to resolve matters: “~~It is understood that the time mentioned above will be allotted on the day of the request, to be no more than half (1/2) hour following the lunch period or prior to end of work shift.~~”
- For disciplinary matters, the Union may request that the Chief steward is notified and available to attend, absent an unreasonable delay in process.

ARTICLE IV – GRIEVANCE PROCEDURE

Section 1

- Include provision in grievance steps that if the grievance is not pursued to the next step, the City’s last response shall stand.
- Step 2 shall include presentation of written grievance to DPW Director in addition to the immediate supervisor: “Step 2. The grievance shall be immediately presented in writing, signed by the employee to the employee’s immediate supervisor *and DPW Director* who shall give his written decision within three (3) business days of his receipt of the grievance and, if such decision does not satisfy the employee.

- Clarify grievance continues when the grieving party is not satisfied with the outcome of the prior step: “Step 3. If such decision does not satisfy the grieving party, ~~a meeting~~ ~~The employee may immediately request~~ a meeting with the City Manager, ~~or in his absence,~~ his or her designee *may be requested*, to review the grievance and such meeting shall be held within ten (10) business days of such request, and if the employee is not satisfied with the result of such meeting, the Union may request an additional meeting with the City Manager, such meeting shall include representatives of TPOAM. The City Manager, or ~~his or her~~ designee, shall submit ~~his~~ a written response to the Union within fifteen (15) business days following the meeting.

ARTICLE V – PROBATIONARY EMPLOYEES

Section 1

- Add provision requiring the City to provide written notice of improvement required to end extended probationary period: “The City may extend the probationary period for an additional six (6) consecutive calendar months for new hires. In the event the City extends the probationary period prior to expiration of the initial twelve (12) months of employment, it will notify the Union and the employee *in writing* of the areas in which the employee must show improvement in order to gain permanent status.

Section 3 – Loss of Seniority

- Housekeeping throughout CBA, including this section regarding gender neutral references to members/employees: “An employee shall forfeit his seniority only for the following reasons:
 - A. ~~He~~ voluntarily *resignation/quits*; ...”

Section 6 – New Employees

- Strike this provision and use MOU dated December 20, 2023, to update time off benefits in the CBA.: ~~“New employees will not have the benefit of or accrue a floating holiday/birthday off provisions of the contract during their probationary period. For a period of one year after his or her date of hire a new employee shall not be entitled to the optical allowance. New employees upon completing their probation period shall be paid in accordance with the schedules provided in Article VII.”~~

ARTICLE VI – PROMOTIONS

Section 1

- Clarify this provision is related to promotional opportunities with first rights to union members:
“Promotions within the respective bargaining units shall be made on the basis of seniority, ability and qualifications within the respective units required for the position where the ~~vacancy~~ *promotional opportunity* exists. The Employer shall post any such ~~job~~ *promotional* vacancies on the Union Bulletin Board for a period of seven (7) calendar days during which time any interested employee shall make application, provided, the applicant with the greatest seniority, ability and qualifications shall be given priority by the Employer. The Employer has the right during a period of vacancy to fill these jobs on a temporary basis subject to the procedures noted above. ~~In the event the position is not filled within the unit where the vacancy exists, then applications from the other unit shall be considered on the same basis.~~ In no event shall the City fill a position covered by this Agreement until existing bargaining unit employees, ~~within each respective department,~~ have been given the opportunity to fill such *promotional* vacancy in accordance with probationary procedures.

- Eliminate restriction on assignment: ~~“Regardless of the foregoing, assignment to the position of Crew Chief is at the complete discretion of management. Any reassignment from the position will not be below a Maintenance III classification.”~~

Section 2 – Temporary Assignments

- Increase time limit for temporary assignments so that it begins at the start of the 3rd full work day: ~~“Pay incentive for On temporary assignments for periods that extend beyond *eight (8)* two (2) hours shall begin at the start of on the ~~second~~ third consecutive scheduled workday, due to emergencies, illness or vacations, the employee will be paid the higher rate of pay for all hours worked on the upgraded job. No employee shall be removed from a temporary assignment to an upgraded job solely to prevent his or her fulfillment of the minimum period for payment at the higher rate of pay.~~
- Include provision to allow Director to assign employee to higher classification, with corresponding compensation, in the event of an employee injury/illness.

Section 10 – Water Distribution License.

- Move to Compensation Article
- Allow extension up to 18 months for licensure following hire at the discretion of Management:
- S4 license required within 12 months of hire or extension period for employees hired after July 1, 2026.

ARTICLE VIII – INSURANCE AND PENSION

Section 1 – Insurance

- Clarify access to healthcare is provided and employees are not required to accept same (opt-out option). “The City shall provide access to...”
- Remove limitations on plan options to allow best options available instead of only specific BCBS plans
- Remove redundant language regarding child-dependents coverage from 19-26 (already required under the ACA)
- Update language to comply with plan design for prescriptions (10 generic/40 name brand/80 formulary) Current drug costs to be confirmed and included in CBA
- Revise section 1(H) to mirror benefit booklet retiree benefit language.
 - A Health Care Savings Program (HCSP) through Municipal Employees Retirement System (MERS) has been established to create funding for retirement health care. Employee is required to contribute 2% of base wage, Employer is required to contribute 2% of base wage into a HCSP administered by MERS. Health insurance provided by the City of Grosse Pointe Park while an active employee, will be terminated at retirement.
- Clarify City will provide access to and pay 100% of vision insurance premium.
- Clarify City will provide access to and pay 100% of the dental insurance premium.
- ~~Add provision so that employee may opt out of retiree healthcare and receive payment only if not covered by other insurance or spouse coverage.~~

ARTICLE IX – VACATIONS

- Language to be added to clarify unused vacation time shall not be paid upon separation from employment . LOU drafted to pay most recent separation.

ARTICLE X – HOLIDAYS

- Swap Juneteenth instead of President’s Day to accommodate summertime off and provide holiday pay for 2026 Juneteenth (extra day of holiday pay). Swap will occur in 2027. LOU provided to outline terms of swap for 2026.

ARTICLE XIII – HOURS OF WORK – OVERTIME

Section 1 – Hours of Work

- Remove Clerical work schedule
- Replace “coffee” with “work break”

Section 4 – Standby and Call-In Pay

- Modify to provide standby/call-in: “Stand-by pay will be paid annually ~~for~~ to crew chiefs, the alternative Crew Chief, employees assigned to the Water Board, and for DPSW employees, provided such employees are on City payroll at the time payment is required. Such payments will be paid ½ in December and ½ in June. This payment will represent the fee for employees to be on stand-by to perform functions for which they are qualified to perform. The City shall oversee stand-by scheduling.”
- Remove penalty for failure to report: “~~A penalty of \$20 will be imposed against such payment for failure to report when scheduled due to fault of employee.~~”

ARTICLE XVII – WATER DEPARTMENT ASSIGNMENT

- Housekeeping. Remove to align organizational structure—DPW is the representative department.

ARTICLE XVIII – CREW CHIEFS

- Housekeeping. Remove Crew Chief (title updated) residency requirement.

ARTICLE XIX – NON-DISCRIMINATION

- Housekeeping/Legal Update: Revise provision to include all applicable protected classes and prohibition on retaliatory action.

ARTICLE XX – TERM

- Revise term of CBA to end June 30, 2029
- Move Emergency Manager provision to an eliminated Article
- Housekeeping/legal update: Use eliminated provision to address statutory requirement for City to provide contact information to union following new hire and quarterly.

Steve Sehn 6/26/2026
Tom Middle 6/26/2026