



POLICE DEPARTMENT

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HONORABLE CITY COUNCIL

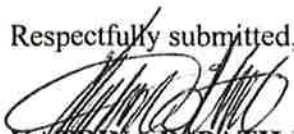
RE: Implementation of 4% Wage Increase for Non-Union Uniformed Police Executives - Amended

Pursuant to the collective bargaining agreement with the Detroit Police Command Officers Association, the Detroit Police Lieutenants and Sergeants Association and the Detroit Police Officers Association, all of their members will receive a 4% wage increase on July 1, 2024. However, there are Non-Union Uniformed Police Executives (Chief, Assistant Chiefs' and Deputy Chiefs') who are not subject to a collective bargaining agreement as they are appointed members and serve at the sole discretion of the Mayor or the Chief, depending upon their ranks. Historically, it has been the policy and practice of the City of Detroit to extend to Non-Union Police Department Executive employees the same wage increases and economic benefits that are received by their unionized peers and subordinate personnel. This historic practice enables the City to attract and retain the highest quality employees for these executive positions.

The Non-Union Uniformed Police Executives at the ranks of Assistant Chief and Chief of Police are not included in a request for a general wage increase. The Chief of Police has a current active contract and is not seeking inclusion in this general wage increase. The Assistant Chiefs' have a current active contract and are not seeking inclusion in this general wage increase that would occur on July 1, 2024. The Assistant Chiefs' contracts were necessary to ensure that the Detroit Police Department is able to retain the Assistant Chiefs' and remains competitive in a market amongst other law enforcement agencies, which are actively seeking a new Chief or Assistant Chiefs'.

Therefore, we are recommending that your Honorable Body approve the attached resolution to provide for that same 4% wage increase, effective July 1, 2024, for the Non-Union Uniformed Police Executives at the rank of Deputy Chiefs' in the attached Schedule A.

Respectfully submitted,



KATRINA D. PATILLO
Director, Police Personnel
Human Resources Bureau

Attachment: Schedule A

BY COUNCIL MEMBER _____ :

WHEREAS, it is the longstanding policy and practice of the City of Detroit to extend on to Non-Union Uniformed Police Department Executives the fringe benefit changes received by their unionized uniformed subordinates, and

NOW THEREFORE BE IT RESOLVED, that the 4% wage increase for Non-Union Uniformed Police Department Executives at the rank of Deputy Chiefs' shall be implemented in accordance with the foregoing communication and attached Schedule A, and be it further

RESOLVED, that the Finance Director is hereby authorized to honor payrolls and vouchers in accordance with the foregoing communication, this resolution, and standard City procedures.

SCHEDULE A

BU CODE	CLASS CODE	CLASSIFICATION	PROPOSED SALARY
9145	01-18-29	Deputy Chief of Police - Sworn	\$98,613 - \$164,476
9145	01-18-30	Deputy Chief of Police - Sworn - Education	\$100,599 - \$167,767