



**DETROIT  
BOARD OF POLICE COMMISSIONERS**

1301 Third Street  
Suite 767  
Detroit, Michigan 48226

Phone 313•596•1830 TTY: 711  
Fax 313•596•1831  
[www.detroitmi.gov](http://www.detroitmi.gov)

June 27, 2023

Attorney Anita Ellsworth  
Labor Relations  
City of Detroit  
Coleman A. Young Municipal Center 2  
Woodward Ave.  
Detroit, Michigan 48226

**RE: BOARD OF POLICE COMMISSIONERS RECOMMENDATIONS FOR 2023  
U.A.W. 212 UNION CONTRACT NEGOTIATIONS**

Dear Attorney Ellsworth:

On behalf of the Board of Police Commissioners ('Board' or 'BOPC'), please accept this letter requesting your consideration regarding BOPC recommendations/modifications for the upcoming U.A.W. Local 212 Police Commission Investigators Union Collective Bargaining Negotiations. The U.A.W. 212 Contract spans from 2019-2023 and is preparing to undergo contract negotiations.

Over the past few years, the City (i.e. BOPC Administrative Staff who represent the City and are responsible for enforcing the contract provisions) observed several contract provisions that require enhancement in the best interest of the union, the City, and the BOPC. One of our main oversight objectives is to create a healthy, productive workplace environment for our staff towards creating a positive workplace experience and to ensure we achieve all of our civilian oversight and charter mandates.

As the oversight Board of the Police Department, staff plays a vital role in helping the Board achieve its charter mandates in a vast number of areas including but not limited to: policy, discipline, promotions and complaints to name a few. To that end, it is important that we actively engage with the U.A.W. 212 union to ensure the collective bargaining agreement and charter mandates are consistent. Moreover, these governing documents help safeguard all stakeholders' interests, and we would like to ensure that all agreements accomplish this goal.



**DETROIT  
BOARD OF POLICE COMMISSIONERS**

1301 Third Street  
Suite 767  
Detroit, Michigan 48226

Phone 313•596•1830 TTY: 711  
Fax 313•596•1831  
www.detroitmi.gov

In summary, we respectfully ask for your consideration regarding the following recommendations:

**Recommendations that U.A.W. Local 212 Union Contract Align with 21<sup>st</sup> Century  
Civilian Oversight Best Practices and Updated Administrative Procedures:**

**1. Increased pay for investigative staff:**

Request that a Wage Audit be completed to conduct a market survey regarding industry pay for all OCI Investigator positions. This will assist with reconciling any pay discrepancies between all Investigator-level positions. Currently, the Investigator and Senior Investigator pay ranges overlap and the Senior Investigator and Supervising Investigator pay ranges overlap. Thus, salary ranges are not significant given the increased responsibilities for the upper-level positions. Additionally, to our awareness, no compensation study has been conducted in at least the last ten (10) years regarding the Investigator compensation as compared to other similarly situated Investigator positions across the country.

**2. UAW Union Contract Article 20 Equitable Distribution:**

Request to modify Article 20 - to reflect that the parties expressly recognize that the City, including the Office of the Chief Investigator, must comply with the Detroit City Charter Article VII, Chapter 8. The proposed new language would read as follows: *"The Office of the Chief Investigator management and the administrative staff will ensure the intake process of citizen complaint cases will be distributed in an equitable manner to all investigators. Management and the administrative staff reserves the right to reasonably distribute cases based on the need and urgency of the BOPC OCI operations and/or extenuating circumstances. Investigators are expected to complete their cases timely and thoroughly."*

**3. UAW 212 Union Contract Article 8 Grievance Procedure:**

Request to modify Sec. M. Step 3 – *"Any unresolved grievance which relates only to the interpretation, application, or enforcement of any specific article or section of this Agreement or any written supplementary agreement and which has been fully processed through Step 2 of the grievance procedure may be submitted to the Board for a hearing. The Board may, but is not required to, refer the matter to a committee for review and recommendation back to the full Board. A hearing before the Board shall be invoked by written request to the Secretary to the Board of Police Commissioners within ten (10) calendar days of the notice of an unsatisfactory decision at step 2 of the grievance procedure. The Union's written appeal to Step 3 shall state the facts in dispute and/or reasons for the dissatisfaction with the Step 2 answer."* Cascade language as appropriate to align with this approach.



**DETROIT  
BOARD OF POLICE COMMISSIONERS**

1301 Third Street  
Suite 767  
Detroit, Michigan 48226

Phone 313-596-1830 TTY 711  
Fax 313-596-1831  
[www.detroitmi.gov](http://www.detroitmi.gov)

**4. UAW 212 Union Contract Article 17 Labor Management Committee:**

Request to modify Article 17. Labor Management Committee. The Secretary to the Board should also be included in this provision regarding the Labor Management Committee (i.e. Personnel Committee) having the opportunity to establish a forum of open dialogue for the Chief Investigator and the Board Secretary to communicate current issues and future plans of the organization, as well as the bargaining unit to present issues in search of resolutions.

**5. New Memorandum of Understanding:**

Request to write a new memorandum of understanding making clear BOPC/OCI Management's intention to develop and implement a quality program and productivity standard during the life of this contract.

As one of the oldest civilian oversight boards in the country with a rich history of monumental advances in law enforcement and civilian oversight, we have a unique opportunity to impact these key areas. Civilian Oversight and Law Enforcement Agencies look to the City as the model example for oversight and law enforcement. We hope that we are able to continue this standard by establishing and maintaining a collaborative relationship with the union toward the Board's and City's advancement.

Thank you for the opportunity to submit recommendations for your consideration. We look forward to helping the Board, the Union, and the City succeed in its endeavors.

Should you have any questions, please do not hesitate to contact me.

Thank you.

Sincerely,

 6/27/2023  
Bryan Ferguson, Chairperson Detroit Board of Police Commissioners