



Outlook

Re: Scheduling, Building Access Code, and Camera System Information

From Jeffrey Buerman <president@villageofpinckney.org>

Date Wed 8/5/2026 1:18 PM

To Village Council Members 25 / 26 <villagecouncilmembers2526@villageofpinckney.org>

Cc Office Manager <OfficeManager@villageofpinckney.org>; Tabitha Dolan <treasurer@villageofpinckney.org>; Mike Szafranski <michael.szafranski.yawz@statefarm.com>; krautb33@gmail.com <krautb33@gmail.com>; Julie Amy <forkidssakeelc@sbcglobal.net>

 1 attachment (250 KB)

Appendix B Wages 2026 Contract.pdf;

Good Afternoon Council,

I wanted to make you aware of an item that came to my attention regarding the Police Officers' Collective Bargaining Agreement.

The Police Officers' Union pointed out a provision in **Appendix B – Wages** that we overlooked during our budget discussions. Specifically, Section D states that **if the Village reverts to 8-hour shifts (2,080 regular hours per year), the annual wage levels based on the 2,184-hour schedule will be maintained, and the hourly wage rates will increase accordingly.**

Since the department is currently working 8-hour shifts, this provision would increase the hourly wage rates while maintaining the same annual salary. For example, the top wage step would increase from **\$30.03 per hour to approximately \$31.53 per hour**, with the annual compensation remaining unchanged.

I take responsibility for not catching this provision earlier. During our review of the agreement, we did not focus on the language contained in Appendix B, and it was subsequently brought to our attention by the Union.

I wanted to ensure the Council is aware of this contractual obligation as we continue our budget planning and discussions.

Please let me know if you have any questions.

Respectfully,

Jeff Buerman
Village President
Village of Pinckney

From: Jeffrey Buerman <president@villageofpinckney.org>

Sent: Thursday, July 30, 2026 2:15 PM

To: Village Council Members 25 / 26 <villagecouncilmembers2526@villageofpinckney.org>

Cc: Jeffrey Garrison <jgarrison@villageofpinckney.org>; Mike Trenkle <2903@villageofpinckney.org>; Office

Manager <OfficeManager@villageofpinckney.org>; Tabitha Dolan <treasurer@villageofpinckney.org>; Dustin Moma <d.moma@villageofpinckney.org>; Mike Szafranski <michael.szafranski.yawz@statefarm.com>; krautb33@gmail.com <krautb33@gmail.com>; Julie Amy <forkidssakeelc@sbcglobal.net>

Subject: Fw: Scheduling, Building Access Code, and Camera System Information

Council,

As Village President and Village Manager, I believe it is important that we provide clear direction, establish consistent expectations, and work together to make the best use of the Village's limited resources.

Our shared goal is to provide dependable police protection when our residents need it most. At Monday open meeting, Chief Garrison stated that most crime occurs between midnight and 6:00 a.m. He also publicly stated that the Police Department would not have coverage after midnight.

I do not believe publicly identifying specific gaps in police coverage is in the best interest of the Village or our residents. While Council must receive accurate information regarding staffing and service levels, operational details that could affect public safety should be communicated thoughtfully and through the appropriate channels.

Based on the Chief's statement regarding when most crime occurs, I am asking, demanding as the Village's chief administrative officer that police coverage be prioritized between midnight and 6:00 a.m. Coverage should also be prioritized from Thursday afternoon through Sunday, when activity within the Village is generally higher.

If gaps in coverage are necessary, I believe Monday through Wednesday daytime hours should be considered first. This would align our staffing with the times of greatest need and make the best use of the department's available resources.

The Police Department has an approved budget of \$500,000. I am confident that, with thoughtful planning and cooperation, an effective schedule can be developed within that budget while complying with the collective bargaining agreement and all applicable employment requirements.

Going forward, all departmental schedules and proposed schedule changes must be submitted to the Village Manager for review and approval before implementation. This will help ensure that staffing decisions remain within the approved budget and support the Village's operational priorities. This process is intended to provide consistency, accountability, and better coordination across all departments.

I was also informed at our department head meeting that the Chief would like to replace the patrol vehicle that was totaled. I agree that our officers need safe and dependable equipment. However, I believe we have an opportunity to meet that need while also making a responsible financial decision.

My recommendation is that the Village:

1. Use the insurance proceeds from the total vehicle.
2. Sell the oldest remaining police vehicle.
3. Combine those funds to purchase one new patrol vehicle with a manufacturer's warranty.
4. Retain compatible equipment from the third vehicle for installation in the new vehicle or for future replacement needs.
5. Operate with two safe and dependable police vehicles!

This approach could allow us to improve the reliability of the police fleet, reduce maintenance expenses, and purchase a new vehicle without using additional General Fund dollars. Any purchase or sale would follow the Village's purchasing requirements and receive the necessary Council approval.

I am also asking that all departmental ideas, proposals, and requests be presented to the Village Manager before being brought to the Council. This will allow proposals to be reviewed for their financial, operational, contractual, and legal impact. It will also help ensure that Council receives complete and accurate information before being asked to make a decision.

This process is not intended to limit communication between department heads and Council members. It is intended to strengthen our chain of communication, improve coordination, and help everyone work from the same information.

We have difficult decisions ahead, but I believe we can meet these challenges by communicating clearly, respecting the approved budget, and working together toward solutions that best serve our residents.

Thank you,

Jeff Buerman
Village President and Village Manager

From: Jeffrey Buerman <president@villageofpinckney.org>
Sent: Wednesday, July 29, 2026 1:04 PM
To: Jeffrey Garrison <jgarrison@villageofpinckney.org>; Mike Trenkle <2903@villageofpinckney.org>
Cc: Village Council Members 25 / 26 <villagecouncilmembers2526@villageofpinckney.org>; Ryan Hamlin <rhamlin@villageofpinckney.org>
Subject: Scheduling, Building Access Code, and Camera System Information

Good afternoon, Chief Garrison,

I want to clarify a misunderstanding regarding police scheduling. The Police Department's approved budget is \$500,000, and the department's staffing schedule must operate within that amount. Neither I nor the Village Council directed the department to eliminate 24/7 coverage. My understanding of the Council's direction is that you are responsible for developing a schedule that provides the best possible coverage while remaining within the approved budget.

Please also have the access code for the rear door changed and provide the new code to the appropriate authorized personnel.

In addition, please provide me with a written overview of the Village's camera system addressing the following:

1. The history and original purpose of the camera system, including when and why the cameras were installed.
2. Whether there are any subscription, licensing, maintenance, storage, or other recurring costs.
3. The results or successes the Police Department has had using the cameras.
4. Who has access to and monitors the cameras and recorded footage.
5. Who authorized or approved the installation of the cameras, including the date and form of approval, if available.
6. The applicable policies for accessing, retaining, sharing, and deleting recorded footage.

Please provide this information as soon as possible. If any requested information or supporting records are unavailable, please identify that in your response.

Thank you,

Jeff Buerman
Village President / Village Manager / Zoning Adm
Village of Pinckney
president@villageofpinckney.org
Cell 810-263-3449
Work 734-878-6206

APPENDIX B

WAGES

A. July 1, 2025. (6.0% increase)

	Starting	1 Years' Service**	2 Years' Service**	3 Years' Service**	4 Years' Service**	5 Years' Service**
Annual*	\$50,864.30	\$52,898.87	\$55,014.83	\$57,215.42	\$59,504.03	\$61,884.20
Hourly	\$23.29	\$24.22	\$25.19	\$26.19	\$27.24	\$28.33

*Annual based on 2184 hours

** See Subsection E below

B. July 1, 2026. (6.0% increase)

	Starting	1 Years' Service**	2 Years' Service**	3 Years' Service**	4 Years' Service**	5 Years' Service**
Annual*	\$53,916.16	\$56,072.80	\$58,315.72	\$60,648.34	\$63,074.27	\$65,597.25
Hourly	\$24.69	\$25.67	\$26.70	\$27.76	\$28.88	\$30.03

* Annual based on 2184 hours

** See Subsection E below

C. Shift Differential. Shift differential is \$0.60 per hour for working midnights (6:00 pm to 6:00 am). If the Village returns to 8 hour shifts, the premium differential will be \$0.25 per hour for afternoon shift (3:00 pm to 11:00 pm) and \$0.50 per hour for midnight shift (11:00 pm to 7:00 am).

D. If the Village reverts to 8 hour shifts (2080 regular hours per year), the annual wage levels based on the above scales and the 2184 regular hours per year will be maintained and the hourly rates increased accordingly.

E. Years of Service for Wage Steps only shall be calculated on all full-time service with the Village as a Police Officer.

F. Adjustment for Field Training Officer Functions: Field Training Officer instructors shall receive one hour premium time for every full shift for time actually engaged in training/instructing.