

cityofnovi.org

CITY of NOVI CITY COUNCIL

**Agenda Item J
October 20, 2008**

SUBJECT: Approval of the Collective Bargaining Agreement between the City and the Police Command Officers Association for the contract period July 1, 2006 through June 30, 2011.

SUBMITTING DEPARTMENTS: Human Resources
Finance

CITY MANAGER APPROVAL: 

BACKGROUND INFORMATION:

The Collective Bargaining Agreement between the City and the Novi Police Command Officers (COAM) Union has been expired since July 1, 2006. The City was scheduled to begin Act 312 Binding Arbitration on November 3, 2008. The COAM Bargaining team presented the City with a Counter Offer to Settle in June of 2008. The City's bargaining team presented a counter offer on October 8th. A Union Membership meeting was scheduled for that same evening and the group ratified the City's Counter Offer.

The City did obtain all of its priority issues which included:

- Employee health care premium contribution at 7.5%
- Employee Family Continuation premium contribution at 50%
- Prescription co-payment of \$10/\$20/\$40
- Elimination of personal business and compensatory time from Final Average Compensation calculation
- Cap of 350 hours on overtime included in Final Average Compensation calculation
- Status quo on retirement pension

RECOMMENDED ACTION: Approval of the Collective Bargaining Agreement between the City and the Police Command Officers Association for the contract period July 1, 2006 through June 30, 2011.

	1	2	Y	N
Mayor Landry				
Mayor Pro Tem Capello				
Council Member Crawford				
Council Member Gatt				

	1	2	Y	N
Council Member Margolis				
Council Member Mutch				
Council Member Staudt				

Off-the-record Thru the Mediator City of Novi Counter Proposal to COAM
October 8, 2008


A. Wages

	2006-7	2007-8	2008-9	2009-10	2010-11
City Proposal	3.25%	3.25%	3.0%	3.0%	2.5%

- B. Salary Adjustment - The City recommends a salary adjustment for the two lieutenants in the amount of \$1,987 beginning in the first year of the contract.
- C. Tuition Reimbursement increased to \$3,500 annually.
- D. Clothing allowance for four administrative positions from \$625 to \$800 per year, and would be applied to first payment after the signing of the contract.
- E. Health Insurance (within 60 days of signing agreement or January 1, 2009 for consideration during open enrollment)
- ◆ 7.5% contribution towards health insurance premiums; to be deducted the first pay of each month.
 - ◆ Prescription co-pay \$10/\$20/\$40.
 - ◆ Members shall contribute 50% of premium costs for Family Continuation.
 - ◆ Orthodontics shall be lifetime max of \$1,500 per dependent under age 19.
- F. Retiree Health Care Provider language: "Upon retirement, or disability retirement, as defined by MERS, the City shall provide an eligible employee and his/her spouse the health care insurance benefits that are in effect at the date of retirement."
 "All employees who retire after the January 1, 2009 shall make retiree health care premiums by way of Direct Payment Program offered by the City."
- G. Final average compensation factors used in computing pension benefit
- ◆ All personal business days included in final payout eliminated from FAC computation.
 - ◆ All comp time payments will be excluded from FAC computation.
 - ◆ Overtime hours would be capped at 350 hours per year for purposes of calculating FAC. For purposes of this provision the limitation would be applied to straight-time overtime earnings first and then time and a half earnings.

This Counter-proposal has been accepted by the parties as identified below and is subject to the approval of the Novi City Council.

For the City:


 Tia Gronlund-Fox
 Director of Human Resources

For the Union:


 Jerry Radovic
 Police Officers Association
 Business Agent

Dated: 10/9/08