



**CITY OF NOVI CITY COUNCIL**  
**FEBRUARY 5, 2024**

**SUBJECT:** Approval of Letters of Understanding with City of Novi Collective Bargaining groups for a one-time Cost-of-Living Adjustment (COLA).

**SUBMITTING DEPARTMENT:** Human Resources

**BACKGROUND INFORMATION:**

Considering the persistently high inflation rates experienced over the past three years, staff recommends implementing a one-time Cost-of-Living Adjustment (COLA) of up to 4% for City employees. This measure aims to alleviate the financial impact of rising living expenses and assists in recruitment and retention efforts. The following Bargaining Groups have agreed as follows:

- Michigan Association of Public Employees (MAPE)- 4% salary increase, .5% increase added to current 7/1/24 contractual increase of 2.5% for a total increase of 3%, with a one-year contract extension and 3% salary increase in the last year of the contract (to expire 6/30/26);
- Police Clerks and Dispatchers - 4% salary increase with a one-year contract extension and a 3% salary increase in the last year of the contract (to expire 6/30/28);
- Novi Professional Fire Fighters - 3% salary increase with a one-year contract extension and a 3% salary increase in the last year of the contract (to expire 6/30/27);
- Michigan Association of Fire Fighters (Part-time MAFF)- \$1.00/hour increase with a one-year contract extension and a 3% salary increase in the last year of the contract (to expire 6/30/27);
- Police Officers Labor Council (POLC)- 4% salary increase with Union agreement to adopt Lateral Hiring as attached. (contract expires on 6/30/25)

**RECOMMENDED ACTION:** Approval of Letters of Understanding with City of Novi Collective Bargaining groups for a one-time COST-OF-LIVING Increase (COLA).



**Collective Bargaining Agreement Modification  
and One Year Extension**

**LETTER OF UNDERSTANDING**

The City of Novi (hereinafter, "City") and the Michigan Association of Public Employees (MAPE), (hereinafter, "Union") are parties to a Collective Bargaining Agreement for the term of July 1, 2021 – June 30, 2025;

**WHEREAS;** The Parties wish to extend the terms and conditions of the Collective Bargaining Agreement for an additional one-year period;

**WHEREAS;** The provisions of the Collective Bargaining Agreement shall remain unchanged except for as specified below.

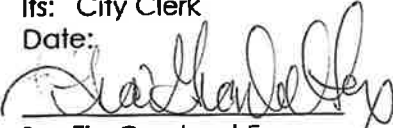
**NOW THEREFORE,** the Parties agree as follows:

1. The current Collective Bargaining Agreement shall be extended for a period of one (1) year, which shall now expire on **June 30, 2026**.
2. The wage scales for all members of the Union shall be adjusted as follows:
  - **4%** increase to all classifications and steps following the first full pay period after City Council ratification.
3. The contractual July 1, 2024 wage increase shall include a **.5%** increase for a total 7/1/24 increase of **3.0%**.
4. All members of the Union shall receive a **3.0%** pay raise effective July 1, 2025.
5. The Parties acknowledge that all other provisions of the Collective Bargaining Agreement shall remain in force and carry over until the expiration date contained in this Extension Agreement and LOU. This Letter of Understanding is subject to ratification by both parties.

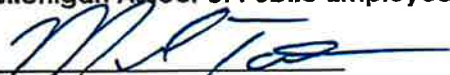
**City of Novi**


\_\_\_\_\_  
By: Justin Fischer  
It's: Mayor  
Date:

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By: Cortney Hanson  
It's: City Clerk  
Date:

  
\_\_\_\_\_  
By: Tia Gronlund-Fox  
It's: Director of Human Resources  
Date: 1-31-24

**Michigan Assoc. of Public Employees**

  
\_\_\_\_\_  
By: Mike Tate  
It's: Chief Union Steward  
Date: 1/29/2024

  
\_\_\_\_\_  
By: Chad Trussler  
It's: Business Agent  
Date: 1-29-24



**Collective Bargaining Agreement Modification and One Year Extension Letter of Understanding**

The City of Novi (hereinafter, "City) and the Clerk's & Dispatchers Association of the Police Officers Association of Michigan POAM, (hereinafter, "Union") are parties to a Collective Bargaining Agreement with a term of July 1,2023 - June 30, 2027;

**WHEREAS;** The Parties wish to extend the terms and conditions of the Collective Bargaining Agreement for an additional one-year period;

**WHEREAS;** The provisions of the Collective Bargaining Agreement shall remain unchanged except for as specified below.

**NOW THEREFORE,** the Parties agree as follows:

1. The current Collective Bargaining Agreement shall be extended for a period of one (1) year, which shall now expire on June 30, 2028.
2. The wage scales for all members of the Union shall be adjusted as follows:
  - 4% increase to all steps effective the first full pay period after City Council ratification.
3. All members of the Union shall receive a 3.0% pay raise effective July 1, 2027.
4. The Parties acknowledge that all other provisions of the Collective Bargaining Agreement shall remain in force and carry over until the expiration date contained in this Extension Agreement and this Extension Agreement is conditioned upon the acceptance by the City of Novi, and the Novi Clerks & Dispatchers Association of the Patrol Officers Association of Michigan.

City of Novi

Police Officers Association of Michigan

\_\_\_\_\_  
By: Justin Fischer  
It's: Mayor  
Date:

\_\_\_\_\_  
By: Karen Patterson  
Its: Union President  
Date:

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By: Cortney Hanson  
Its: City Clerk  
Date:

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By: Susan Brockmann  
It's: Business Agent  
Date: 1/18/24

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By: Tia Gronlund-Fox  
Its: Director of Human Resources  
Date: 1-31-24

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By: Susan Brockmann  
It's: Business Agent  
Date: 1/18/24



**Collective Bargaining Agreement Modification  
and One Year Extension**

**LETTER OF UNDERSTANDING**

The City of Novi (hereinafter, "City") and the **Novi Professional Fire Fighters Union** Local 3232, (hereinafter, "Union") are parties to a Collective Bargaining Agreement for the term of July 1, 2022 – June 30, 2026;

**WHEREAS;** The Parties wish to extend the terms and conditions of the Collective Bargaining Agreement for an additional one-year period;

**WHEREAS;** The provisions of the Collective Bargaining Agreement shall remain unchanged except for as specified below.

**NOW THEREFORE,** the Parties agree as follows:

1. The current Collective Bargaining Agreement shall be extended for a period of one (1) year, which shall now expire on June 30, 2027.
2. The wage scales for all members of the Union shall be adjusted as follows:
  - 3% increase to all steps following the first full pay period after City Council ratification.
3. All members of the Union shall receive a 3.0% pay raise effective July 1, 2026.
4. The Parties acknowledge that all other provisions of the Collective Bargaining Agreement shall remain in force and carry over until the expiration date contained in this Extension Agreement. The Parties agree that this Letter of Understanding is subject to ratification by both Parties.

**City of Novi**


\_\_\_\_\_  
By: Justin Fischer  
It's: Mayor  
Date:


\_\_\_\_\_  
By: Cortney Hanson  
It's: City Clerk  
Date:



By: Tia Gronlund-Fox  
It's: Director of Human Resources  
Date: 1-31-24

**Novi Professional Fire Fighters**

  
\_\_\_\_\_  
By: Mike Olando  
It's: Union President  
Date: 1/31/2024

  
\_\_\_\_\_  
By: Phil Duczminski  
It's: Vice President  
Date: 1/31/2024



**COLLECTIVE BARGAINING AGREEMENT MODIFICATION  
AND LETTER OF UNDERSTANDING – LOU**

The City of Novi (hereinafter, "City") and the City of Novi Paid on Call & Auxiliary Fire Fighters Association MAFF, (hereinafter, "Union") are parties to a Collective Bargaining Agreement for the term of July 1, 2020 – June 30, 2026;

**WHEREAS;** The Parties wish to extend the terms and conditions of the Collective Bargaining Agreement for an additional one-year period;

**WHEREAS;** The provisions of the Collective Bargaining Agreement shall remain unchanged except for as specified below.

**NOW THEREFORE,** the Parties agree as follows:

1. The current Collective Bargaining Agreement shall be extended for a period of one (1) year, which shall now expire on June 30, 2027.
2. The wage scales for all members of the Union shall be adjusted as follows:
  - Rates of pay shall be increased by \$1.00 per hour at all levels, following the first full pay period after ratification by both parties.
3. All members of the Union shall receive a 3.0% pay raise effective July 1, 2026.
4. The Parties acknowledge that all other provisions of the Collective Bargaining Agreement shall remain in force and carry over until the expiration date contained in this Extension Agreement and this Extension agreement is conditioned upon the acceptance by the City of Novi and the City of Novi Paid on Call & auxiliary Fire Fighters Association MAFF.

City of Novi

Michigan Association of Fire Fighters - MAFF

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By: Justin Fischer  
 It's: Mayor  
 Date:

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By: Matt Tunnard  
 It's: Union President  
 Date: 11/31/24

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By: Cortney Hanson  
 It's: City Clerk  
 Date:

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By: Joe O'Connor  
 It's: Business Agent  
 Date: 1-31-2024

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By: Tia Gronlund-Fox  
 It's: Director of Human Resources  
 Date: 1-31-24



**COLLECTIVE BARGAINING AGREEMENT MODIFICATION  
AND LETTER OF UNDERSTANDING – LOU**

The City of Novi (hereinafter, "City") and the Police Officers Labor Council of Michigan, (hereinafter, "Union") are parties to a Collective Bargaining Agreement for a period of July 1, 2021 – June 30, 2025;

**WHEREAS:** The provisions of the Collective Bargaining Agreement shall remain unchanged except for as specified below.


**NOW THEREFORE,** the Parties agree as follows:

1. The wage scales for all members of the Union shall be adjusted as follows:
  - 4% increase to all steps and classifications following the first full pay period after City Council ratification.
2. The attached Letter of Understanding – Lateral Hire shall be incorporated into the Collective Bargaining Agreement.
3. The Parties acknowledge that all other provisions of the Collective Bargaining Agreement shall remain in force and carry over until the expiration date.
4. This Letter of Understanding is subject to ratification by both parties.

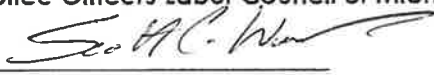
**City of Novi**


\_\_\_\_\_  
By: Justin Fischer  
Its: Mayor  
Date:

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By: Cortney Hanson  
Its: City Clerk  
Date:

  
By: Tia Gronlund-Fox  
Its: Director of Human Resources  
Date: 2/2/2024

**Police Officers Labor Council of Michigan**

  
\_\_\_\_\_  
By: Scott Woodley  
Its: Union President  
Date: 2/2/24

  
\_\_\_\_\_  
By: Jim O'Connor  
Its: Business Agent  
Date: 2/2/24





**LETTER OF UNDERSTANDING**  
**Between**  
**CITY OF NOVI**  
**and**  
**POLICE OFFICERS LABOR COUNCIL (POLC)**

**LATERAL HIRING**

The City of Novi (hereinafter, "City") and the Police Officers Labor Council (POLC), (hereinafter, "Union"), agree to the following:

WHEREAS, the City of Novi has experienced a sharp decline in police officer applicants over the past few years;

WHEREAS, in an effort to provide a more attractive recruitment opportunity, the parties have agreed to incorporate Lateral Hiring into the Collective Bargaining Agreement effective January 26, 2024;

WHEREAS, to qualify for Lateral Hiring, an employee hired by the City must have worked for a governmental (city, village, township, county, state, or federal) law enforcement agency in the position of police officer, for a minimum of two (2) years;

WHEREAS, an employee who qualifies for Lateral Hiring, will be moved to the appropriate pay level associated with their experience upon hire;

WHEREAS, a maximum of 4 years of credit may be granted to an employee with four years of prior law enforcement experience;

WHEREAS, any service time granted under this Lateral Hiring agreement will apply only to rate of pay pursuant to attachment A, Wage Schedule of the collective bargaining agreement in effect as of the date of this agreement. This agreement shall not affect seniority for any other purpose;

THEREFORE, the parties hereby agree to Lateral Hiring as stated above.

**Police Officers Labor Council (POLC)**



By: Scott Woodley, Union President

2/2/24

Date



By: Jim O'Connor, POLC Business Agent

2/2/24

Date

**City of Novi**



By: Tia Gronlund-Fox, Director of Human Resources

2/2/2024

Date



By: Erick Zinser, Director of Public Safety/Police Chief

2-2-2024

Date

