



# CITY of NOVI CITY COUNCIL

**Agenda Item 1  
November 28, 2016**

**SUBJECT:** Approval of Collective Bargaining Agreement between the Novi Police Lieutenants and Sergeants Association (NPLSA) and the City of Novi for a four year term, July 1, 2016 through June 30, 2020.

**SUBMITTING DEPARTMENT:** Human Resources

**CITY MANAGER APPROVAL:** 

**BACKGROUND INFORMATION:**

The current Collective Bargaining Agreement between this group and the City expired on June 30, 2016. The parties have been meeting on a regular basis to reach a tentative agreement. A tentative agreement was reached by the parties on November 17, 2016.

The union ratified the attached tentative agreement which is now before City Council.

**RECOMMENDED ACTION:** Approval of Collective Bargaining Agreement between the Novi Police Lieutenants and Sergeants Association (NPLSA) and the City of Novi for a four year term, July 1, 2016 through June 30, 2020.

	1	2	Y	N
Mayor Gatt				
Mayor Pro Tem Staudt				
Council Member Burke				
Council Member Casey				

	1	2	Y	N
Council Member Markham				
Council Member Mutch				
Council Member Wrobel				

**Tentative Agreement between NPLSA and the City of Novi  
Pending union ratification and City Council approval**

**11/1/16**

Contract Term 7/1/16 through 6/30/20

**A. Wages:**

- a. 7/1/16-2% and a \$1,000 stipend payable on the first pay in December 2016
- b. 7/1/17-2.5%
- c. 7/1/18-2.5%
- d. 7/1/19-2% and a \$1,000 stipend payment on the first pay in December 2019

**B. Health Care-**

New section: Section 14, shall replace existing Article A.

Hospitalization: The City shall provide a health care plan which coverage (to include copays, deductibles, prescription coverage and network....) shall be on the whole substantially equal to or better than the level of coverage in effect as of June 30, 2016 attached hereto (plan documents and summary of benefits).

New section: Section 14, shall replace existing Article E.

The City shall provide group optical insurance coverage for each officer and his dependents, comparable to the benefits in effect as of June 30, 2016 attached (included in plan documents for health care).

New section: to replace Article G.

The City shall provide each employee with a dental plan on the whole substantially equal to or better than the level of coverage in effect as of June 30, 2016 attached hereto (plan documents and summary of benefits).

**C. Retiree Health Care-**

New section 27, shall replace existing Article B.

Upon retirement or disability retirement as defined by MERS the City shall provide an eligible employee and spouse (as defined by law) or retiree's child up to their 26<sup>th</sup> birthday, with health care benefits that are on the whole substantially equal to or better

than the level of coverage in effect as of June 30, 2016 attached hereto (plan documents and summary of benefits). All employees who retire after January 1, 2009 shall make retiree health care premiums by way of direct payment program offered by the City.

The City maintains the same rights as contained in section 14, article H.

#### D. Evaluations

1. Adopt the Current COAM semiannual Lieutenant Promotional Evaluation form and categories (documents attached).
  - a. Change scoring to a scale of 1 through 10.
  - b. Standards will be defined as; 1-2, Does not Meet Standards; 3-4, Below Standards; 5-6, Meets Standards; 7-8, More Than Meets Standards; 9-10, Exceeds Standards
2. Lieutenants complete evaluations of their subordinate sergeants. The evaluations are reviewed by the Assistant Chief for completeness. The Assistant Chief may add commentary, but may not change the scores. If the sergeant(s) are in a division with no assigned lieutenants, the Assistant Chief of the division will complete the evaluation.
3. An Assistant Chief completes evaluations for Lieutenants.
4. Evaluation scores may be appealed to the Chief by the employee.
5. Evaluations will be retained for two years only and then expunged.
6. The purposes of evaluations will be to provide a feedback mechanism for the Department to communicate with sergeants and lieutenants with information on their performance.
7. Evaluations will not be used in any disciplinary process against any employee.

#### E. Video Review

1. The purpose of random review of employee video footage is to provide quality assurance.
2. The random review may be conducted by the employee's direct supervisor. Approximately fifteen minutes of footage will be reviewed every quarter. A report will be generated documenting the results of the random review. The purpose of the report will only be to provide proof that the random review was completed.

Documents and reports generated as a result of random video reviews shall be expunged after two years.


3. Substantial and/or Recurring violations or deficiencies identified as part of the review shall be handled in accordance with Directive 310. Lesser violations shall not be subject to discipline.

F. Members on an 80 hour per pay period schedule will be allowed to have holidays off that occur on a regular day off without loss of compensation. If the member is required to work a holiday, they will be paid double time for the hours worked.

G. Shift switches are limited to the pay period of the shift switch and the pay period following. This is not to prohibit the long term switching of shifts (i.e. midnight sergeant switching the remainder of their entire shift bid period with a day shift sergeant).

H. Union accepts City's proposal eliminating the opt-out payments for married couples both working for the City of Novi. Couples already married and working for the City as of December 1, 2016 are grandfathered.

I. Shift premium shall be paid only for those hours actually worked between 7 PM and 7 AM.

  
Adam Eben #250  
-NPLSA President

  
Tia Gronlund-Fox 11-22-16