



**CITY OF NOVI CITY COUNCIL
MAY 24, 2021**

SUBJECT: Consideration of approval of successor labor agreement between the City of Novi and the Police Officers Labor Council (POLC) for a contract term of July 1, 2021 through June 30, 2025.

SUBMITTING DEPARTMENT: Human Resources

BACKGROUND INFORMATION: The collective bargaining agreement between the City and the Police Officer Labor Council (POLC) expires on June 30, 2021. The City and POLC have reached a tentative agreement. The City's bargaining team is asking City Council to approve for a successor agreement to be effective July 1, 2021 through June 30, 2025. The tentative agreement is attached hereto.

RECOMMENDED ACTION: Approval of successor labor agreement between the City of Novi and the Police Officers Labor Council (POLC) for a contract term of July 1, 2021 through June 30, 2025.

Tentative Agreement between the City of Novi and The Novi Police

Officers Labor Council (POLC) May 5, 2021

This Tentative Agreement shall be subject to final City Council Approval
Contract term, 7-1-21 through 6-30-25

Wages:

- 7-1-21: 3.00% wage adjustment
- 7-1-22: 2.50% wage adjustment
- 7-1-23: 2.50% wage adjustment
- 7-1-24: 2.50% wage adjustment

- A Effective January 1, 2022, employees who are enrolled in Health Alliance Plan (HAP) shall pay 15% of the monthly premium (currently 20%), paid through payroll deduction on the first and second pay of the month. Should the City lower the monthly premium of the Health Alliance Plan (HAP) below 15% to any other unit within the City, employees within the NPOA shall also receive the reduced monthly premium.
- B Effective July 1, 2021, Eliminate BCBS Community Blue 2 as an option for health care
- C Effective date of City Council approval, eligible employees shall receive employer contributions to employees Retiree Health Savings Account (RHS) as follows:
 - a. 1-5 years of service City to contribute 3% of base wages into RHS account
 - b. 6-9 years of service City to contribute 5% of base wages into RHS account
 - c. 10+ years of service City to contribute 8% of base wages into RHS account
- D Effective date of City Council approval, eligible employees shall contribute 3% of their wages into their Retiree Health Savings Account (RHS).
- E Effective date of City Council approval employees who participate in the MERS Hybrid Plan shall contribute an additional 1% (for a total of 5%) of wages into their defined contribution plan within the Hybrid Retirement Plan. At such time City shall contribute an additional 1% (for a total of 4%) into the eligible employee's defined contribution plan within the Hybrid Retirement Plan
- F Eight (8) hours of comp time shall be earned per week for each week a detective is on-call

I agree to the above Tentative Agreement pending Union ratification and City Council approval

Police Officers Labor Council (POLC)

John O'Connor
John O'Connor, Business Agent, POLC

Tim Farrell
Tim Farrell, Union President

Scott P. Woodley
Scott Woodley, Union Vice President

City of Novi

Dated 5/5/21

Tia Gronlund-Fox
Tia Gronlund-Fox, Director of HR

Dated 5/6/21

Dated: 3/4/2021

Dated: 5/6/2021