

**CITY OF NOVI
AND
NOVI PROFESSIONAL FIREFIGHTER'S UNION, LOCAL 3232**

TENTATIVE AGREEMENT

June 28, 2023

TENTATIVE AGREEMENT BETWEEN

CITY OF NOVI

AND

NOVI PROFESSIONAL FIREFIGHTER'S UNION, LOCAL 3232

June 28, 2023

All previous Stipulations (Dated February 2023) unless otherwise specifically modified below plus:

1. Wages:

1st year 4% effective upon ratification/settlement

2nd year \$1000 wage adjustment + 3% effective upon ratification/settlement

July 1, 2024 3% + \$750 wage adjustment

July 1, 2025 3%

2. All Call – As agreed Union LBO

3. In lieu of retro pay, upon ratification/settlement of arbitration a one-time lump sum payment of \$2,000 not on base, paid within 30 days

4. CTO –

Employees working the forty-eight (48) hour schedule shall be granted combined time off in the calendar year in accordance with the following schedule:

0 - 4 years of service = 22 days per year (264 hours)

5 - 9 years of service = 26 days per year (312 hours)

10 - 15 years of service = 31 days per year (372 hours)

16+ years of service = 34 days per year (408 hours)

Employees working the forty (40) hour schedule shall be granted combined time off in the calendar year in accordance with the following schedule:

5 - 9 years of service = 28 days per year (224 hours)

10 - 15 years of service = 33 days per year (264 hours)

16+ years of service = 36 days per year (288 hours)

All additional hours effective upon ratification/settlement. Days to be converted to hours per contract and difference between accruals credited on January 1, 2023 and new accruals for 40, 42, and 48 hour employees to be credited within 30 days.

5. For the Defined Contribution Plan:

Upon ratification increase current Employer contribution to 12% into eligible employee's Defined Contribution Plan.

Effective 7/1/24 Employer contribution increases to 13% into eligible employee's Defined Contribution Plan. Employee's contribution remains at 6%.

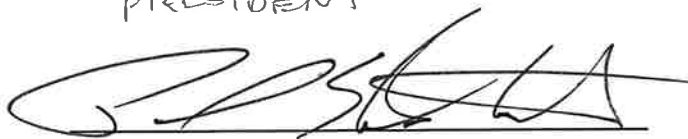
6. Retiree Health Care – Tackett language, mirrored benefit. (final language to be resolved by attorneys prior to ratification).
8. Agree to Union's LBO regarding Chain of Command.
9. Effective 2024 add Juneteenth as paid holiday
10. All Union and City issues not included are withdrawn.

The Union shall vote prior to the City Council Meeting on 7/10/23 and the City shall vote at its 7/10/23 meeting if ratified by the Union prior to the 7/10/23 City Council meeting.

Executed June 28, 2028

Novi Fire Fighters, Local 3232


MICHAEL ORLANDO
PRESIDENT


PAUL E BOSTWICK
TREASURER

City of Novi


Tia Grondlund, FOX
Director of Human Resources


City Council

