



**Collective Bargaining Agreement Modification
and
LETTER OF UNDERSTANDING**

The City of Novi (hereinafter, "City") and the **Command Officers Association of Michigan**, (hereinafter, "Union") are parties to a Collective Bargaining Agreement for a period of July 1, 2021 – June 30, 2026;

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

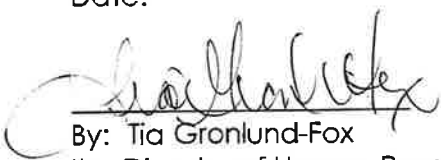
NOW THEREFORE, the Parties agree as follows:

1. The wage scales for all members of the Union shall be adjusted as follows:
 - 2.0% increase to all steps and classifications effective January 7, 2024.
2. The Parties acknowledge that all other provisions of the Collective Bargaining Agreement shall remain in force and carry over until the expiration date.
3. 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: 2/7/2024

Command Officers Assoc. of Michigan



By: Dan Jenkinson
It's: Union President
Date:



By: David La Montaine
It's: Business Agent
Date: 2/7/24