



CITY OF NOVI CITY COUNCIL DECEMBER 1, 2025

SUBJECT: Consideration of a Labor Agreement between the City of Novi and the Police Officers Labor Council (POLC) for a term of July 1, 2025 through June 30, 2028.

SUBMITTING DEPARTMENT: Human Resources

KEY HIGHLIGHTS:

- Contract was ratified by a majority vote of the POLC membership on Tuesday, November 18, 2025.
- Draft Contract with changes attached.
- Three-year contract, expiring on June 30, 2028
- Annual salary increases (percentages) are 5%, 4% and 4%

BACKGROUND INFORMATION:

The City and Union bargaining teams began negotiating in good faith in March of 2025 to secure a successor labor agreement. The parties reached a Tentative Agreement in October. The Union board met with its membership, and held a vote, which was tallied on November 18, 2025. The vote passed overwhelmingly, and the draft successor agreement is attached for City Council consideration and approval.

RECOMMENDED ACTION: Approval of Labor Agreement between the City of Novi and the Police Officers Labor Council (POLC) for a term of July 1, 2025 through June 30, 2028.