



CITY OF NOVI CITY COUNCIL
FEBRUARY 5, 2024

SUBJECT: Approval of Letters of Understanding with City of Novi Collective Bargaining groups for a one-time Cost-of-Living Adjustment (COLA).

SUBMITTING DEPARTMENT: Human Resources

BACKGROUND INFORMATION:

Considering the persistently high inflation rates experienced over the past three years, staff recommends implementing a one-time Cost-of-Living Adjustment (COLA) of up to 4% for City employees. This measure aims to alleviate the financial impact of rising living expenses and assists in recruitment and retention efforts. The following Bargaining Groups have agreed as follows:

- Michigan Association of Public Employees (MAPE)- 4% salary increase, .5% increase added to current 7/1/24 contractual increase of 2.5% for a total increase of 3%, with a one-year contract extension and 3% salary increase in the last year of the contract (to expire 6/30/26);
- Police Clerks and Dispatchers - 4% salary increase with a one-year contract extension and a 3% salary increase in the last year of the contract (to expire 6/30/28);
- Novi Professional Fire Fighters - 3% salary increase with a one-year contract extension and a 3% salary increase in the last year of the contract (to expire 6/30/27);
- Michigan Association of Fire Fighters (Part-time MAFF)- \$1.00/hour increase with a one-year contract extension and a 3% salary increase in the last year of the contract (to expire 6/30/27);
- Police Officers Labor Council (POLC)- 4% salary increase with Union agreement to adopt Lateral Hiring as attached. (contract expires on 6/30/25)

RECOMMENDED ACTION: Approval of Letters of Understanding with City of Novi Collective Bargaining groups for a one-time COST-OF-LIVING Increase (COLA).