



**Collective Bargaining Agreement Modification
and One Year Extension**

LETTER OF UNDERSTANDING

The City of Novi (hereinafter, "City") and the Michigan Association of Public Employees (MAPE), (hereinafter, "Union") are parties to a Collective Bargaining Agreement for the term of July 1, 2021 – June 30, 2025;

WHEREAS: The Parties wish to extend the terms and conditions of the Collective Bargaining Agreement for an additional one-year period;

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

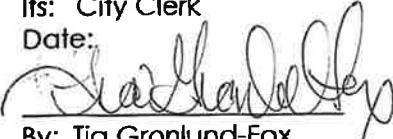
NOW THEREFORE, the Parties agree as follows:

1. The current Collective Bargaining Agreement shall be extended for a period of one (1) year, which shall now expire on **June 30, 2026**.
2. The wage scales for all members of the Union shall be adjusted as follows:
 - **4%** increase to all classifications and steps following the first full pay period after City Council ratification.
3. The contractual July 1, 2024 wage increase shall include a **.5%** increase for a total 7/1/24 increase of **3.0%**.
4. All members of the Union shall receive a **3.0%** pay raise effective July 1, 2025.
5. The Parties acknowledge that all other provisions of the Collective Bargaining Agreement shall remain in force and carry over until the expiration date contained in this Extension Agreement and LOU. This Letter of Understanding is subject to ratification by both parties.

City of Novi

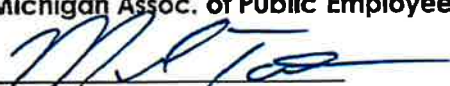
By: Justin Fischer
It's: Mayor
Date:

By: Courtney Hanson
It's: City Clerk
Date:



By: Tia Gronlund-Fox
It's: Director of Human Resources
Date: 1-31-24

Michigan Assoc. of Public Employees



By: Mike Tate
It's: Chief Union Steward
Date: 1/29/2024



By: Chad Trussler
It's: Business Agent
Date: 1-29-24



Collective Bargaining Agreement Modification and One Year Extension Letter of Understanding

The City of Novi (hereinafter, "City") and the Clerk's & Dispatchers Association of the Police Officers Association of Michigan POAM, (hereinafter, "Union") are parties to a Collective Bargaining Agreement with a term of July 1, 2023 - June 30, 2027;

WHEREAS; The Parties wish to extend the terms and conditions of the Collective Bargaining Agreement for an additional one-year period;

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 current Collective Bargaining Agreement shall be extended for a period of one (1) year, which shall now expire on June 30, 2028.
2. The wage scales for all members of the Union shall be adjusted as follows:
 - 4% increase to all steps effective the first full pay period after City Council ratification.
3. All members of the Union shall receive a 3.0% pay raise effective July 1, 2027.
4. The Parties acknowledge that all other provisions of the Collective Bargaining Agreement shall remain in force and carry over until the expiration date contained in this Extension Agreement and this Extension Agreement is conditioned upon the acceptance by the City of Novi, and the Novi Clerks & Dispatchers Association of the Patrol Officers Association of Michigan.

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: 1-31-24

Police Officers Association of Michigan



By: Karen Patterson
It's: Union President
Date:



By: Susan Brockmann
It's: Business Agent
Date: 1/18/24



**Collective Bargaining Agreement Modification
and One Year Extension**

LETTER OF UNDERSTANDING

The City of Novi (hereinafter, "City") and the **Novi Professional Fire Fighters Union** Local 3232, (hereinafter, "Union") are parties to a Collective Bargaining Agreement for the term of July 1, 2022 – June 30, 2026;

WHEREAS; The Parties wish to extend the terms and conditions of the Collective Bargaining Agreement for an additional one-year period;

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 current Collective Bargaining Agreement shall be extended for a period of one (1) year, which shall now expire on June 30, 2027.
2. The wage scales for all members of the Union shall be adjusted as follows:
 - 3% increase to all steps following the first full pay period after City Council ratification.
3. All members of the Union shall receive a 3.0% pay raise effective July 1, 2026.
4. The Parties acknowledge that all other provisions of the Collective Bargaining Agreement shall remain in force and carry over until the expiration date contained in this Extension Agreement. The Parties agree that this Letter of Understanding is subject to ratification by both Parties.

City of Novi

By: Justin Fischer
It's: Mayor
Date:

By: Courtney Hanson
It's: City Clerk
Date:



By: Tia Gronlund-Fox
It's: Director of Human Resources
Date: 1-31-24

Novi Professional Fire Fighters



By: Mike Olando
It's: Union President
Date: 1/31/2024



By: Phil Duczminski
It's: Vice President
Date: 1/31/2024



**COLLECTIVE BARGAINING AGREEMENT MODIFICATION
AND LETTER OF UNDERSTANDING – LOU**

The City of Novi (hereinafter, "City") and the City of Novi Paid on Call & Auxiliary Fire Fighters Association MAFF, (hereinafter, "Union") are parties to a Collective Bargaining Agreement for the term of July 1, 2020 – June 30, 2026;

WHEREAS; The Parties wish to extend the terms and conditions of the Collective Bargaining Agreement for an additional one-year period;

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 current Collective Bargaining Agreement shall be extended for a period of one (1) year, which shall now expire on June 30, 2027.
2. The wage scales for all members of the Union shall be adjusted as follows:
 - Rates of pay shall be increased by \$1.00 per hour at all levels, following the first full pay period after ratification by both parties.
3. All members of the Union shall receive a 3.0% pay raise effective July 1, 2026.
4. The Parties acknowledge that all other provisions of the Collective Bargaining Agreement shall remain in force and carry over until the expiration date contained in this Extension Agreement and this Extension agreement is conditioned upon the acceptance by the City of Novi and the City of Novi Paid on Call & auxiliary Fire Fighters Association MAFF.

City of Novi

By: Justin Fischer
Its: Mayor
Date:

By: Courtney Hanson
Its: City Clerk
Date:


By: Tia Gronlund-Fox
Its: Director of Human Resources
Date: 1-31-24

Michigan Association of Fire Fighters - MAFF


By: Matt Tunnard
Its: Union President
Date: 1/31/24


By: Joe O'Connor
Its: Business Agent
Date: 1-31-2024



COLLECTIVE BARGAINING AGREEMENT MODIFICATION AND LETTER OF UNDERSTANDING – LOU

The City of Novi (hereinafter, "City") and the Police Officers Labor Council of Michigan, (hereinafter, "Union") are parties to a Collective Bargaining Agreement for a period of July 1, 2021 – June 30, 2025;

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:
 - 4% increase to all steps and classifications following the first full pay period after City Council ratification.
2. The attached Letter of Understanding – Lateral Hire shall be incorporated into the Collective Bargaining Agreement.
3. The Parties acknowledge that all other provisions of the Collective Bargaining Agreement shall remain in force and carry over until the expiration date.
4. This Letter of Understanding is subject to ratification by both parties.

City of Novi

By: Justin Fischer
Its: Mayor
Date:

By: Cortney Hanson
Its: City Clerk
Date:

By: Tia Gronlund-Fox
Its: Director of Human Resources
Date: 2/2/2024

Police Officers Labor Council of Michigan

By: Scott Woodley
Its: Union President
Date: 2/2/24

By: Jim O'Connor
Its: Business Agent
Date: 2/2/24



LETTER OF UNDERSTANDING
Between
CITY OF NOVI
and
POLICE OFFICERS LABOR COUNCIL (POLC)

LATERAL HIRING

The City of Novi (hereinafter, "City") and the Police Officers Labor Council (POLC), (hereinafter, "Union"), agree to the following:

WHEREAS, the City of Novi has experienced a sharp decline in police officer applicants over the past few years;

WHEREAS, in an effort to provide a more attractive recruitment opportunity, the parties have agreed to incorporate Lateral Hiring into the Collective Bargaining Agreement effective January 26, 2024;

WHEREAS, to qualify for Lateral Hiring, an employee hired by the City must have worked for a governmental (city, village, township, county, state, or federal) law enforcement agency in the position of police officer, for a minimum of two (2) years;

WHEREAS, an employee who qualifies for Lateral Hiring, will be moved to the appropriate pay level associated with their experience upon hire;

WHEREAS, a maximum of 4 years of credit may be granted to an employee with four years of prior law enforcement experience;

WHEREAS, any service time granted under this Lateral Hiring agreement will apply only to rate of pay pursuant to attachment A, Wage Schedule of the collective bargaining agreement in effect as of the date of this agreement. This agreement shall not affect seniority for any other purpose;

THEREFORE, the parties hereby agree to Lateral Hiring as stated above.

Police Officers Labor Council (POLC)



By: Scott Woodley, Union President



Date



By: Jim O'Connor, POLC Business Agent

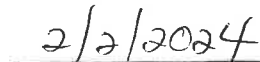


Date

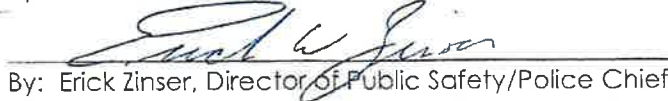
City of Novi



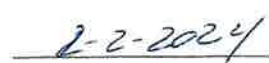
By: Tia Gronlund-Fox, Director of Human Resources



Date



By: Erick Zinser, Director of Public Safety/Police Chief



Date