

MEMORANDUM



TO: VICTOR CARDENAS, CITY MANAGER
FROM: TIA GRONLUND-FOX, DIRECTOR OF HUMAN RESOURCES
SUBJECT: POLICE CLERICAL AND DISPATCH LABOR UPDATE
DATE: JUNE 20, 2023

CONFIDENTIAL

The labor agreement between the City and the Police Clerical and Dispatch group will expire on June 30, 2023. This labor agreement has been in effect since July 1, 2019.

This labor group consists of six (6) budgeted clerical (1 vacant) and 14 budgeted dispatchers (1 vacant).

We have concluded our salary and benefit comparisons with other communities in our area. Those communities include:

Bloomfield Township	Farmington Hills	Madison Heights
Northville Twp. (Dispatch)	Royal Oak	Southfield
Troy	Waterford Twp.	West Bloomfield Twp.
White Lake Twp.		

We have reached a tentative agreement (TA) with this group. The group will take the TA to their membership for a ratification vote on June 22nd. I respectfully request that this matter be presented to City Council at the June 26th Executive Session for their consideration and approval.

DISPATCH

The focus for the Dispatch group was turnover, and how the wage packages of surrounding communities, especially those that dispatch for multiple communities/call volume, compares with Novi's wage and compensation package. As you know, Novi dispatches for the City of Novi as well as the City of South Lyon. Calls have increased by 71% from the beginning of 2021 to the end of 2022.

Their proposal is as follow:

- 4 year Contract (7/1/23 – 6/30/27);
- 3% each year of the contract;
- \$1,500 one-time stipend (does not affect base wages) on 7/1/24;
- \$1,500 one-time stipend (does not affect base wages) on 7/1/26;
- 11% City contribution (currently 10%) to Defined Contribution retirement plan on 7/1/23;

- 12% City contribution to Defined Contribution retirement plan on 7/1/25;
- Increase shift differential for employees working 7:00 PM to 7:00 AM by .25 per hour to .75 per hour;
- Revise language to allow for any dispatcher who must skip their lunch due to staffing shortages to receive one-hour of pay;
- Dispatch on-call pay to mirror Michigan Association of Municipal Employees (MAPE) contract – one-hour of pay per day on call.

The above is in line with other internal, as well as external comparisons.

POLICE CLERICAL

The clerical members focused primarily on internal wage equity, almost identical discussions as the last round of negotiations in 2019. Their concerns were focused on the wages of the clerical employees within the MAPE group who have similar job responsibilities.

During the last contract negotiations we made some adjustments to more equitably align the salaries of the police clerical group with the MAPE clerical employees. The intention was to close any remaining gap during this round of negotiations. However, the wage spread widened after the last MAPE contract was settled. This group is again asking for salary comparability with these MAPE clerical employees. The offer below provides for internal wage equity with the MAPE group.

Additionally, the police clerks will also be taking on additional responsibilities when the police body cameras are implemented during the term of this contract.

We have also been successful in converting our last bargaining group, with the exception of Police, from the traditional Vacation, Sick and Personal Business leave banks to one Paid Time Off bank. This one-leave time bank will limit payouts, is easier to track, and is appealing to job seekers as a recruitment tool. The remaining items mirror other bargaining agreements within the City.

- 4 year Contract (7/1/23 – 6/30/27)
- 3% each year of the contract
- \$1,500 one-time stipend (does not affect base wages) on 7/1/24
- \$2,000 wage adjustment on 7/1/26
- 9% City contribution (currently 8%) to Defined Contribution retirement plan on 7/1/23
- 10% City contribution to Defined Contribution retirement plan on 7/1/25 (mirrors MAPE in 2024)
- Conversion to Paid Time Off leave bank

In addition to the above, both groups will see an increase in their opt-out bonus (\$200) which affects 4 employees. This payment is made monthly to employees who decline City offered health care. This amount mirrors other employee groups within the City.

The last two issues are concerning health and dental benefits. The group is requesting that their contract mirror other employee contracts within the City. A 15% employee contribution toward their health care premiums (currently 20%) for those enrolled in the self-funded Health Alliance Plane, as well as a \$1,500 annual cap on dental benefits (currently \$1,000).

If approved, the cost of the above employee contract for the Police Clerical and Dispatch group would be 3.4% over the 4 year contract term, which includes wage increases, as well as the wage adjustment to the police clerical employees. As requested, I have attached a copy of the red-lined proposed contract for your review and consideration.

I look forward to discussing this matter on Monday evening.

Thank you.