



CITY OF NOVI CITY COUNCIL
FEBRUARY 12, 2024

SUBJECT: Approval of Letter of Understanding between the City of Novi and the Command Officers Association of Michigan (COAM) for a one-time Cost-of-Living Adjustment (COLA) of 2% effective January 7, 2024.

SUBMITTING DEPARTMENT: Human Resources

BACKGROUND INFORMATION:

Addressing persistently high inflation rates experienced over the past three years, City Council approved Letters of Understanding (LOU) for five of the six bargaining groups at their February 5, 2024, regular city council meeting. Since that meeting, City Administration has come to an agreement with the group representing the Command Officers (Sergeants and Lieutenants) from the City's Police Department for a one-time Cost-of-Living Adjustment (COLA) of 2%. This measure aims to alleviate the financial impact of rising living expenses and assists in recruitment and retention efforts. The LOU applies only to this one-time COLA increase and does not extend their contract, which expires on June 30, 2026. The LOU does take into consideration Council's decision on February 5th and provides retroactivity to the first pay of 2024.

RECOMMENDED ACTION: Approval of Letter of Understanding between the City of Novi and the Command Officers Association of Michigan (COAM) for a one-time Cost-of-Living Adjustment (COLA) of 2% effective January 7, 2024.



**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


Command Officers Assoc. of Michigan

By: Justin Fischer
It's: Mayor
Date:


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

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


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


By: Tia Gronlund-Fox
It's: Director of Human Resources
Date: 2/7/2024