



**CITY of NOVI CITY COUNCIL**

**Agenda Item H  
June 22, 2015**

**SUBJECT:** Approval of Labor Agreement between the City of Novi and the Full-Time Fire Fighters Association for a term of July 1, 2015 through June 30, 2018.

**SUBMITTING DEPARTMENT:** Human Resources *[Signature]*

**CITY MANAGER APPROVAL:** *[Signature]*

**BACKGROUND INFORMATION:**

The Collective Bargaining Agreement between the City and the Full-Time Fire Fighters Association expires on June 30, 2015. The parties have come to an agreement, which was ratified by the Union on June 11, 2015. The highlights of the agreement are as follows:

- Rates of Pay within City Council directive (at or below 2% annually/contains a pay stipend.
- Health Care Language – Omit reference to insurance vendor by name thereby providing greater flexibility to negotiate with other insurance carriers for competitive rates and coverages.
- Change payroll date – All employee groups now on the same pay schedule allowing for efficiencies in payroll as well as ability to implement electronic time and attendance program for all employees citywide.
- Remove seniority points in promotional process.
- Successor Agreement ratified prior to expiration.

**RECOMMENDED ACTION:** Approval of Labor Agreement between the City of Novi and the Full Time Fire Fighters Association for a term of July 1, 2015 through June 30, 2018.

	1	2	Y	N
Mayor Gatt				
Mayor Pro Tem Staudt				
Council Member Casey				
Council Member Markham				

	1	2	Y	N
Council Member Mutch				
Council Member Poupard				
Council Member Wrobel				