



CITY of NOVI CITY COUNCIL

Agenda Item E

September 15, 2014

SUBJECT: Approval of Labor Agreement between the City of Novi and the Michigan Association of Fire Fighters (MAFF) for a term of July 1, 2013 through June 30, 2017

SUBMITTING DEPARTMENT: Human Resources

CITY MANAGER APPROVAL: 

BACKGROUND INFORMATION:

The labor agreement between the City and the Michigan Association of Fire Fighters expired on June 30, 2013. This group includes approximately 60 paid-on-call and auxiliary fire fighters. These employees are all part-time, working between 24-29 hours per week. They receive no health or retirement benefits. Additionally, they have not received an increase to their hourly rate of pay since 2008.

The union ratified the attached Tentative Agreement at a union meeting on September 7, 2014. A revised and signed Collective Bargaining Agreement will be presented for the Mayor's signature by the next City Council meeting.

This agreement allows the City to change its pay period in order to discontinue the long-standing practice of pre-paying employees (issuing payroll on bi-weekly Fridays however paying through Saturday). Once accepted by all employee groups (one group remaining on prior pay date) this change will allow the City potential options when obtaining quotes for a Time and Attendance Time Sheet Module. Additional major points of this tentative agreement are as follows:

- 2.0% wage increase upon ratification by City Council
- \$200 one-time stipend paid on or about October 3, 2014 at time of pay period change
- \$400 one-time stipend (effective 7/1/2015)
- 2.0% wage increase (effective 7/1/2016)
- Compensate Officers at regular hourly rate of pay for all mandatory Department meetings
- Update management rights section of the Contract to specify part-time employees cannot work more than 1500 hours annually pursuant to Affordable Care Act
- Expand and amend Promotional language
- Eliminate Certification stipend and Level II of pay schedule.

RECOMMENDED ACTION: Approval of Labor Agreement between the City of Novi and the Michigan Association of Fire Fighters (MAFF) for a term of July 1, 2013 through June 30, 2017.

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

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

Union Ratified Tentative Agreement between City and MAFF 9-8-2014

Contract Term: 7-1-13 – 6-30-17

Amend language Article 5 Management Rights, as follows:

The City and the Union agree that the operation of the Novi Fire Department's Auxiliary and POC operations is considered a part-time program and premised on the fact that those employees do not receive any City funded health care insurance benefit. Thus, pursuant to the Affordable Care Act, no Auxiliary or POC employee shall be permitted to work more than 1500 hours in any twelve month period.

Article 11 Promotion Process – as follows:

In the event there is a promotional opportunity, the employer will establish an eligibility list for that position. The eligibility list will remain in effect for two (2) years. The employer will appoint the individual who is the top composite score on the eligibility list. After each appointment a new designation of the top on the eligibility list will be made.

- 1) The preparation of an eligibility roster will be announced as follows:
 - A) The Director of Public Safety or his/her designee will announce the promotional opportunity and all interested candidates will have ten (10) business days to submit their written intent to participate.
 - B) To the extent possible, the Director of Public Safety or his/her designee will furnish a bibliography and outline covering the contents of the written examination.
 - C) Competitive Examination: Those employees with a minimum of five (5) Years of experience and a minimum of 2,000 hours worked as a fire fighter with the City of Novi will be eligible to participate in the competitive examination, provided the employee submits an intent to participate as outlined above.
- 2) The competitive elements of the examination will consist of a written examination, department evaluation and an oral examination (in this order).
 - A) A candidate must achieve a minimum score of 70% on the written examination in order to proceed to the next step of the promotional process.
- 3) Candidates will be ranked on the basis of a composite score computed as follows:
 - A) The percentage attained on the written examination multiplied by

fifty (50%) percent.

- B) The Percentage attained on the oral examination multiplied by twenty five (25%) percent.
 - C) The percentage attained on the departmental evaluation multiplied By twenty five (25%) percent.
- 4) All individuals promoted to a new rank shall serve a one (1) year probationary period.

Article 13, Salary and Wages

Eliminate Section 6, Certification Stipend.

Eliminate Level II of Salary Schedule.

Eliminate Level III of the Salary Schedule once current (and only) employee who is in that level leaves their employment.

Wages:

Date of signing: 2.0% wage increase

- 9/26/14 \$200 one-time stipend payment to each current member of the bargaining group, paid at time of new pay period (effective on October 3, 2014 or contingent upon date of council ratification /optional date of October 17, 2014) see new pay dates attached
- 7/01/15 \$400 one-time stipend payment to each current member of the bargaining group
- 7/01/16 2.0% wage increase

Add new Article under Article 13.

Members of the bargaining unit will be paid according to the wage schedule attached. Effective October 3, 2014 or October 17, 2014 depending upon date of council ratification, members will be paid in accordance with standardized payroll practices which will include building a one week accrual (pay schedule attached). The total compensation will not be impacted, but the timing will be moved to allow adequate time to input actual hours worked instead of the current practice of advancing pay.

Captain and Lieutenant to receive hourly rate of pay for attending departmental meetings, status quo on Officer Stipend

The City reserves the right to amend its offer until an agreement is ratified by both parties.

APPENDIX A

Wage Schedule

Level	9/1/2014	+2% Date of Signing	10/1/2014	7/1/2015	+2% 7/1/2016
Recruit	8.15*	\$8.31	\$200 Stipend	\$400 Stipend	\$8.48
I	\$11.07	\$11.29			\$11.52
II (formerly Level III)	\$16.59	\$16.92			\$17.26
III (formerly Level IV)	\$18.81	\$19.19			\$19.57
Auxiliary	\$18.81	\$19.19			\$19.57

Officer's Annual Stipend (paid in quarterly installments)

Captain	\$1,200
Lieutenant	\$900
Mechanic	\$600

* wage reflects increase in minimum wage to \$8.15