

Ratified 2/17/09
Thomas J. Marsh

TENTATIVE AGREEMENT

The City of Southfield and the Southfield Police Command Officers Association agree that subject to ratification by both parties, the parties' agreement for July 1, 2002 through June 30, 2006 is amended as follows.

1. The term of the agreement shall be July 1, 2006 through June 30, 2009
2. Wages:
 - 2.0% across-the-board increase to base wages effective July 1, 2006
 - 2.0% across-the-board increase to base wages effective July 1, 2007
 - 1.0% RHC contribution effective July 1, 2007
 - 1.0% across-the-board increase effective July 1, 2008 or the total economic package given to management, whichever is greater
 - Additional 1.0% RHC contribution effective July 1, 2008
3. Effective upon the ratification of the agreement by both parties: The Prescription Drug Co-Pay for all plans for active employees and individuals who retire after the ratification of the agreement by both parties shall be \$5 generic and \$10 brand (whether or not there is a generic equivalent).
4. For participants in an HMO, members will pay the Brand Drug Copayment when a physician requests a Brand Drug as "Dispensed as Written" and a Generic equivalent is available. Members who request a Brand Drug when a Generic Drug is available will be responsible to pay the Generic Copayment plus the difference between the cost of the Generic equivalent and the Brand Drug where this is required by HMO rules. After the ratification of the agreement by both parties, there will be a 30-day open enrollment for health insurance.
5. Add Section 15.4: Employees who retire from employment in the 4th quarter of a calendar year (Oct.-Dec.) shall receive payment for accumulated vacation time on the second pay in January following their date of retirement.
6. Add Section 13.9: Employees who retire from employment in the 4th quarter of a calendar year (Oct.-Dec.) shall receive payment for accumulated sick leave on the second pay in January following their date of retirement.

- 7. Add to section 40.1: Effective June 30, 2009, increase the cleaning allowance by \$50 to \$525 per year.

Date:

FOR THE CITY

Thomas J. Maest 1/13/09
 Laurie Siskind 1/13/09
 Valerie L. Crump 1/13/09
 J.W. Witkowski 1/13/09
 James B. Schmitt 1/13/09

FOR THE UNION

Tom Cuff 1-13-09
 John Peter 1/13/9
 [Signature] 1/13/09
 John P. [Signature] 1/13/9

**Southfield Police Command Officers Association
Salary Schedule - Effective July 1, 2006**

**.36 AFT/SHIFT
.51 MID/SHIFT**

Position	Start	6 Mos	12 Mos
Sergeant	\$68,846	\$71,011	\$73,164
Fixed	\$2,647.92	\$2,731.19	\$2,814.00
Hourly 1	\$33.0990	\$34.1399	\$35.1750
Hourly 2	\$33.4590	\$34.4999	\$35.5350
Hourly 3	\$33.6090	\$34.6499	\$35.6850
 Lieutenant	 \$74,961	 \$77,092	 \$79,259
Fixed	\$2,883.12	\$2,965.08	\$3,048.42
Hourly 1	\$36.0389	\$37.0635	\$38.1053
Hourly 2	\$36.3989	\$37.4235	\$38.4653
Hourly 3	\$36.5489	\$37.5735	\$38.6153

**Southfield Police Command Officers Association
Salary Schedule - Effective July 1, 2007**

**.36 AFT/SHIFT
.51 MID/SHIFT**

Position	Start	6 Mos	12 Mos
Sergeant	\$70,223	\$72,431	\$74,627
Fixed	\$2,700.88	\$2,785.81	\$2,870.27
Hourly 1	\$33.7611	\$34.8226	\$35.8784
Hourly 2	\$34.1211	\$35.1826	\$36.2384
Hourly 3	\$34.2711	\$35.3326	\$36.3884
 Lieutenant	 \$76,460	 \$78,634	 \$80,844
Fixed	\$2,940.77	\$3,024.38	\$3,109.38
Hourly 1	\$36.7596	\$37.8048	\$38.8673
Hourly 2	\$37.1196	\$38.1648	\$39.2273
Hourly 3	\$37.2696	\$38.3148	\$39.3773

**Southfield Police Command Officers Association
Salary Schedule - Effective July 1, 2008**

**.36 AFT/SHIFT
.51 MID/SHIFT**

Position	Start	6 Mos	12 Mos
Sergeant	\$70,925	\$73,155	\$75,373
Fixed	\$2,727.88	\$2,813.65	\$2,898.96
Hourly 1	\$34.0986	\$35.1707	\$36.2370
Hourly 2	\$34.4586	\$35.5307	\$36.5970
Hourly 3	\$34.6086	\$35.6807	\$36.7470
Lieutenant	\$77,225	\$79,420	\$81,652
Fixed	\$2,970.19	\$3,054.62	\$3,140.46
Hourly 1	\$37.1274	\$38.1827	\$39.2558
Hourly 2	\$37.4874	\$38.5427	\$39.6158
Hourly 3	\$37.6374	\$38.6927	\$39.7658