

CITY OF SOUTHFIELD
PROPOSAL AFSCME 329
December 2, 2025

The City of Southfield, ("The City") proposes to the AFSCME local 329 ("The Union") that the respective bargaining parties enter into the following tentative settlement. The tentative settlement would be subject to ratification by the Union and the Southfield City Council, but the bargaining parties would agree to recommend the tentative settlement for ratification.

1. The parties' new contract will be the same as the parties' prior contract that will expire June 30, 2025.
2. The duration of the new contract will be the date of full ratification by both parties through June 30, 2028. All relevant sections of the Collective Bargaining Agreement ("CBA") shall be modified accordingly.
3. Wages:
Employees will receive base rate increase as listed:
 - Effective July 1, 2025 – 3 % increase
 - Effective July 1, 2026 – 3 % increase
 - Effective July 1, 2027 – 3 % increase
 - a. New wage rates will become effective on July 1, 2025, or upon ratification by both parties, whichever is later, and shall be processed within 60 days after the last party to the agreement has approved the tentative agreement.
 - b. Employees on payroll on the date of ratifications will receive a \$2,000 signing bonus.
 - c. The signing bonus will be paid by separate electronic check and will not count toward pension calculations.
4. The Union will notify the City in writing when the contract has been ratified by the Union membership. The City will notify the Union in writing when the contract has been ratified by the City Council.
5. Upon ratification of TA, AFSCME 329 will construct the collective bargaining agreement within 60 days.
6. The parties agree to inclusion of new classification of Flex employees. Terms of Flex employees are listed as Attachment A.
7. The City agrees to provide same annual percent wage increase and bonuses amount to Union members as received by other non-Police/Fire unions negotiated as part of 2025 negotiations.
8. Any amendments to the Michigan Earned Sick Time Act (ESTA) will apply as of the contract end date, following the effective date of any amendment.
9. The parties have agreed to amend Article 13.5 Bereavement Leave to five (5) paid days for all occurrences for full time career employees if the bereavement is for immediate family.
10. The parties have agreed to amend Article 21.8 Operators' Pay from \$.25 to \$.75, to include all Maintenance Workers and Public Works Workers, and to add the Camera Truck, Skid Steer, Excavator and Sign Truck to the equipment list.

11. The parties have agreed to add the classification(s) of Public Works Worker I, Worker II and Worker III. Public Works (PW) Worker classification will be eligible to work in both the highway department and the water department, including Forestry and Sign Shop. The Public Works Worker classification will be eligible for overtime from the area assigned. Maintenance Workers in DPW hired before July 1, 2025 will be eligible to apply for change in classification to Public Works Worker and will go through a cross-training program per training and certification criteria developed by DPW management subject to revisions as needed. Reclassified workers who demonstrate competence in the necessary tasks, equipment, and certifications to the Superintendents' satisfaction may be promoted without having to go through the full program. Newly hired Public Works Workers will be required to cross-train and will progress to higher classifications upon meeting the training and certification criteria developed by DPW management subject to revisions as needed. The Public Works Worker classifications will be one pay grade above corresponding DPW highway and water Maintenance Worker classifications.
- Maintenance Worker I reclassifies to PW Worker I to the nearest step in the new pay grade (312)
 - Maintenance Worker II reclassifies to PW Worker I with a step increase (MW II and PWW I are both at pay grade 312)
 - Maintenance Worker III reclassifies to PW Worker II with a step increase (MW III and PWW II are both at pay grade 313)
- PW Workers listed in item (11) will receive a step increase at the end of 6 months probation.
 - Employees will be given two notifications by management during probation of unsatisfactory performance prior to removal from PW worker program.
 - Employees in probationary status in PW Worker program may voluntarily return to prior classification.
12. 21.5 Crew Leader.
- (a) Crew Leaders, when assigned, will be at the discretion of the Department Head or his or her designees. The temporary assignment of a more senior worker to an established crew shall not result in a change of the Crew Leader.
 - (b) An employee assigned to work in the capacity of Crew Leader shall be paid, in addition to the regular rate for each hour worked in this assignment, as follows: \$1.00 per hour when two or more employees, excluding the Crew Leader, are being lead.
 - (c) Any employee that has been tasked with training another employee shall be paid Crew Leader pay of \$1.00 per hour more than their current rate of pay, regardless of the number of employees that are being trained. The duration the employee will receive this increase in pay will be determined by the Department Head or his or her designee as well as the level of training the employee(s) will receive.
 - (d) Crew Leader pay is inclusive of Operator pay. A Crew Leader may be required to operate equipment in order to complete the assigned task and will not be compensated separately for operating equipment with the exception of Vector truck operations.
13. The parties have agreed that, with the approval of their department head, bargaining unit members may request an additional step increase, subject to HR and Administration approval.
14. The parties have agreed that the PW Worker classifications will be subject to the following criteria and requirements, to be revised from time to time per Department needs:
- Public Works Worker I:
 - Pay grade 312
 - 0 years of experience required at hire/promotion
 - Minimum 1-year rotation in Water, 6-month rotation in Forestry, 6-month rotation in Sign Shop, 6-month rotation in Sewer, 6-month rotation in Roads. Remainder of time as PWW I will be assigned per Department needs. Must obtain CDL-A within

1 year of hire/promotion. Must obtain certification in following equipment and tasks: skid steer, forklift, backhoe, loader, mowing, winter maintenance, chipper, hydroseeder, water meters, water service lines including curb boxes, lift station maintenance, catch basin repairs, restorations (dress-ups) sanitation (dead animal, trash collection, etc), safety (work zone, excavation, PPE, etc).

- Public Works Worker II:

- Pay grade 313
- At least 4 years of experience and S-4 license at hire/promotion
- Minimum 1-year rotation in Water, 1-year rotation in Sewer, 1-year rotation in Roads. Remainder of time as PWW II will be assigned per Department needs. Must obtain CDL-A within 1 year of hire/promotion. Obtain certification in equipment and advanced tasks: vactor, gradall, ditching, camera truck, road grader, excavator, water main repair and maintenance, fire hydrant repair and maintenance, guard rail repair and maintenance, concrete flatwork, sweeper, Miss Dig, asphalt.

- Public Works Worker III:


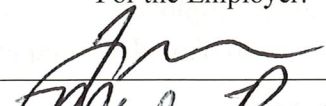




- Pay grade 314
- At least 7 years of experience and S-3 license at hire/promotion
- Assigned to areas of work as-needed. Preferences will be accommodated to the extent practicable. Cannot be assigned to one area of work for more than 6 months and not less than 1 month, unless approved by the Director. May be given the opportunity to fill in as Acting Supervisor in the event of extended absence of a Supervisor. Must obtain CDL-A within 1 year of hire/promotion.

15. The City rejects Union proposed \$2.00 per hour increase for mechanics who are certified as skilled trade journeymen. The City propose the following for the Motor Pool employee's certification:



In order for a Fleet Technician I to receive promotion to Fleet Technician II, they must obtain and maintain the Master Automobile Mechanic certification from the State of Michigan or National Institute for Automotive Service Excellence (ASE). In order for a Fleet Technician II to receive promotion to Fleet Technician III, they must obtain and maintain the Master Heavy-Duty Truck Mechanic certification from the State of Michigan or ASE in addition to the Master Automobile Mechanic certification.

For Fleet Technicians employed by the City as of July 1, 2025, a Fleet Technician II will receive a step increase for obtaining the Master Automobile Mechanic certification and immediate promotion to Fleet Technician III upon also obtaining the Master Heavy-Duty Truck Mechanic certification. A Fleet Technician III will receive a step increase for the Master Automobile Mechanic certification and the Master Heavy-Duty Truck Mechanic certification will receive two step pay increase.

City will provide quarterly training for Mechanic certification for employees of the Motor Pool upon request.

For the Union:	Date:	For the Employer:	Date:
	12/2/25		2025-12-2
	12/2/25		12/02/25
	12-2-25		12/2/25

The City reserves the right to add to, amend, or delete from this proposal during the course of negotiations. This proposal is off the record and may not be used in mediation, fact finding, arbitration, or any other proceedings.

 12-2-25
 12-2-25

CITY OF SOUTHFIELD

Flex Employee Classification – AFSCME 329

September 18, 2025

1. Flex employee positions shall be classified employees in Unions/ACS/Management positions.
2. Flex employees working non-bargaining unit classifications may be hourly, ACS or Management Group employees, depending on the position.
3. Flex employee positions that correspond to bargaining unit (Union) classifications shall be positioned within the respective Unions and shall be subject to the position's respective bargaining unit's collective bargaining agreement (CBA), except as expressly stated herein.
4. Flex employees in Union positions will be eligible to apply for open positions within their Union after full time employees.
5. Flex employees shall not exceed 20% of the total Union membership.
6. Flex employees will be utilized for work prior to non-career and temporary employees.
7. Flex employees will regularly be scheduled to work part-time, between 10-30 hours per week. Flex employees will be available for overtime after all full-time employees on overtime list have been exhausted in the department.
8. Flex employees may be subject to temporary schedule changes due to emergency upon twenty-four (24) hours' notice.
9. Flex employees may periodically be scheduled to work 40 or more hours per week, on an as needed or emergency basis, which shall be defined as significant increase in department work requirements or to cover employee absents, for a maximum of 12 weeks per calendar year, (January 1 – December 31).
10. Flex employees will be subject to layoff before career employees shall be subject to layoff, in accordance with their City seniority date.
11. Flex employees will be eligible to enroll in a city-sponsored group health insurance plan as designated by the City. If not enrolled in a city-sponsored group health insurance plan will be eligible for the City opt out payment.
12. Flex employees will be enrolled in a retiree health savings account consistent with career employees hired after 2020. [Biweekly employee contribution of 2% of salary with 2% matching City contribution.]
13. Flex employees will be enrolled in the Defined Contribution Retirement (401A) with 3% required employee contribution and 3% employer matching contribution.
14. Flex employees who are later hired as career employees will be offered the opportunity to enroll into the Southfield Employee Retirement System's Blended Pension Plan (SERS-BP) within 60 days of hire as a career employee. If the employee does not select SERS-BP plan in writing, employee will remain in 401A with 3% required employee contribution and 3% employer matching contribution.
15. All parties must agree, including the employee, department, Union, and Human Resources, before a current full time career employee may be changed in status to a Flex employee.
16. Career employees who are members of SERS and who become Flex employees will be required to freeze their credited service time in SERS upon their classification date as a Flex employee and will be enrolled in the City's 401A plan with a required 3% employee contribution and 3% employer matching contribution.

17. Career employees who are enrolled in the SERS-BP who become Flex employees will be required to freeze their credited service time for the SERS portion of their retirement plan upon their classification date as a Flex employee, and will continue to be enrolled in the 401A plan only.
18. Employees enrolled in a SERS plan will be allowed to purchase three (3) years of retiree service credits. All cost(s) for purchase, including employer contributions and interest, will be paid by the employee through lump sum, rollover of other retirement funds, or payroll deduction which must be completed within 36 months. No retiree healthcare may be purchased as part of this service credit purchase.
19. New flex employees will serve a probationary period for eight (8) months as “At-will” employees. Current full-time AFSCME 329 employees who change their status to Flex positions will serve a three (3) month probation period.
20. Flex employees who are vested in SERS must have the approval of the Human Resources Director to serve as Flex employees beyond 24 months. Approval must be granted for each subsequent year by the Human Resources Director for continued employment.
21. Flex employees will be eligible for Personal Time Off (PTO) under the following conditions:
 - a. Forty (40) hours after six (6) months of employment
 - b. Sixty (60) hours yearly after five (5) years of employment
 - c. Eighty (80) hours yearly after ten (10) years of employment
 - d. PTO will at no time accrue less than the Michigan Paid Time Off Statutes

After five (5) years of service, Flex employees may request a payout of twenty (20) hours yearly. Employees may accumulate up to two (2) years of PTO. Any PTO hours exceeding two years will be forfeited on January 1 of each calendar year.

Employees will be paid PTO time not used, if separated from the City employment.

Full time employees converted to Flex employees must cash out or waive all vacation accruals and all sick hours in excess of eighty (80) hours; the 80 or less hours remaining of an employee's vacation or sick leave accruals will then be converted to PTO hours.

PTO hours and sick reserve hours accrued from Career employment are not subject to payment.

Apart from PTO leave time, Flex employees are eligible for sick leave in accordance with the Earned Sick Leave Act, as amended.

Flex employees do not accrue credited service time for purposes of the SERS plan.

22. Purchase of years of service, if approved by City Council.
 - a. Members may purchase up to three years of service time including vesting.
 - b. Purchase of years of service will not be counted toward earning retiree healthcare eligibility.
 - c. Purchase of years of service will not alter a member's seniority date.
 - d. Members will pay full cost of purchase of years of service and the purchase may be funded by, cash, other retirement plan rollover or payroll deduction. If payroll deduction is chosen, the purchase of years of service must be completed within three years from the date of making the payroll deduction election.

