CITY OF SOUTHFIELD PROPOSAL
AFSCME 3636
October 5, 2022

The City of Southfield, ("The City") proposes to the AFSCME local 3636 ("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 expired June 30, 2022.

2. The duration of the new contract will be the date of full ratification by both parties through June 30, 2025. All relevant sections of the Collective Bargaining Agreement ("CBA") shall be modified accordingly. Retroactivity is limited to those provisions that are specifically indicated to have retroactive effect, and any such sections are limited to the period of retroactivity so stated.

3. Wages: The wages are as listed on the attachment (A)

   a) New wage rates will take effect 30 days after both parties have approved the tentative agreement.
   b) New employees hired after ratification will be placed on the new wage rates. New employees maybe hired up to step 7 based on experience and qualifications.
   c) Current employees on City payroll, will be placed on the new chart attachment (A) at pay step closest but higher than their current pay. The new pay step must be a minimum increase of 3%. In no case shall this pay increase cause an employee's salary to exceed the maximum of the salary range for the position.
   d) Employees on pay roll on the date of ratifications by both partis will receive a $2000 signing bonus.
   e) The bonus of amount may increase to equal the signing bonus of another SERS union with the city that settles its CBA prior to 31 December 2022. The signing bonus will be paid by separate electronic check.
   f) The City will offer a hiring bonus of $1,000 for new employees for 1 year following ratification. Bonus is payable half after of completion of probation and half after three years of employment. The City may extend hiring bonus and will advise the Union of extension.
   g) Employees will receive base rate increase of 3% effective July 1, 2023, 3% increase July 1, 2024.
   h) Employees scheduled for yearly step wage increase under prior wage scale that would have occurred on after or after 1 July 2022 to date of ratification of this agreement will receive the step increase prior to (c) above.
   i) Employees scheduled for yearly step wage increase that would have occurred on or after 1 July 2022 to ratification of this agreement will receive the step increase on the new wage scale including employees already at step 8 of prior 8 step pay plan.

4. All new employees hired after the ratification of this agreement (not currently in SERS, but employee can choose a blended plan) and placed on the new pay scale will receive retirement through a blended Pension plan administered through the City of Southfield.

   Defined Benefits
   a) 1.5% multiply for all years of service
   b) 3 years final average compensation
   c) 10 years vesting
   d) 5% Employee contribution

<u>Defined Contribution</u>
a) 3% City contribution (The City will match up to 3% of employee contribution)
b) 3% Employee contribution (employee minimum contribution)
c) 5 years vesting

5. The parties agree the City may contribute to organizations for employee benefits/support such as Safety Committee, Employee Service Awards and similar organizations.

6. 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.

_10/11/22_

Date

For the Union: For the Employer:

Jim Mai pres 3636

_J. Bl_ vp 3636   _Frederick E. Zorn_ 10.12.22

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.