

CITY OF SOUTHFIELD PROPOSAL
POAM/PSS
June 27, 2025

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Union Ratified
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(5 of 5)

The City of Southfield, ("The City") proposes to the Police Officer Association of Michigan/Public Safety Supervisors (POAM/PSS) ("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
Current employees on the City payroll will receive a minimum increase of 3% and will be placed on the pay step that is closest to, but higher than their current pay in accordance with the Migration Chart.
 - Effective July 1, 2026 – 3 % increase
 - Effective July 1, 2027 – 3 % increase
 - All wage adjustments will be retroactive to July 1, 2025, per PA 312.
- a) The new wage table will be established that will include 6 steps:
All wages are based on a 2080 annual schedule (LOU dated 08-16-2018 is continued).

Migration Wage Chart	
Step 1	\$56,107.19
Step 2 (6 months)	\$61,701.12
Step 3	\$67,295.05
Step 4	\$72,888.98
Step 5	\$78,482.91
Step 6	\$84,076.84

ADD NEW POSITION: Effective July 1, 2025, a new position called Senior Public Safety Supervisors (SPSS) shall be added to the recognition article of the successor CBA and to the wage chart. This position shall be compensated at a rate of ten percent (10%) above the regular rate of hourly pay of the Step 6 Public Safety Supervisor (PSS).

July 1, 2025 = \$92,484.52
July 1, 2026 = \$95,259.06
July 1, 2027 = \$98,116.83

- b) 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

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the tentative agreement.

- c) The parties have agreed to amend Article 45, adding the following:

New members entering the bargaining unit can be placed on the wage chart at any step up to Step 4. Except for Step 2 (6 months) all members shall progress through the wage chart to the next step on their respective anniversary date of hire.

- d) Employees on payroll on the date of ratifications will receive a \$2,000 signing bonus.
- e) The signing bonus will be paid by separate electronic check and will not count toward pension calculations.

4. The parties agree to continue the 20/80 Letter of Understanding for work scheduled dated August 16, 2018
5. 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.
6. The parties agree to inclusion of new classification of Flex employees. Terms of Flex employees are listed as Attachment A.
7. Upon ratification of TA, the City will construct the collective bargaining agreement within 60 days.
8. In the event the wage percentage increases proposed above are less than, the wage percentage increases approved by other non-Police/Fire unions, 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.
9. 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.

Michigan Complied Laws:

408.971 Other law, regulation, requirement, policy, or standard, including collective bargaining agreement; scope and limitation of act.

Sec. 11. (1) This act provides minimum requirements pertaining to earned sick time and shall not be construed to preempt, limit, or otherwise affect the applicability of any other law, regulation, requirement, policy, or standard, including a collective bargaining agreement, that provides for greater accrual or use of time off, whether paid or unpaid, or that extends other protections to employees.

10. The parties have agreed to amend Article 31, Bereavement Leave to five (5) paid days for all occurrences for full time career employees if the bereavement is for immediate family.
11. The parties agree to the following addition(s) to Article 18., section 18.1:
Employees shall be paid at a double time (2x) rate for all overtime hours worked beyond twenty-five (25) hours of overtime worked during the same two (2) week pay period.

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Employees shall be paid at a double time (2x) rate for all overtime hours worked beyond fifty (50) hours of overtime work during the same one (1) calendar month period.

The parties agree to the following addition to Article 33., Section 33.1 (4) (A):

An employee who is eligible for normal retirement benefits may be paid in a lump sum for all accumulated hours of regular sick time standing to his/her credit as of the effective retirement date, up to a maximum of 400 hours.

- 12. The parties have agreed to implement a Pilot Program for the establishment of a new classification, known as the Senior Public Safety Supervisor (SPSS). This classification shall be assigned based upon interview with Department Head and will receive ten (10) percent pay above the Step 6 Public Safety Supervisor (PSS) rate for all hours worked. The position will be for the term of the contract and will be rebid with each new contract. The position will be assigned additional duties as directed by the Department Director.

This Pilot Program shall be effective until 06/30/2028, at which time it will sunset unless renegotiated for inclusion in the successor Collective Bargaining Agreement (CBA). Alternatively, the parties may mutually agree to incorporate the terms of this Pilot Program into the successor CBA.

- 13. The parties have agreed to increase the Dispatch premium from \$1.50 to \$2.50.

- 14. The parties have agreed to amend Article 21.1 adding the following:

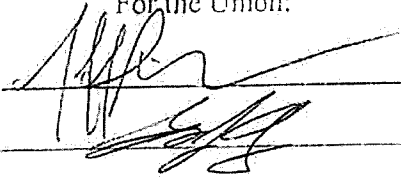
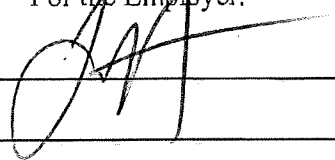
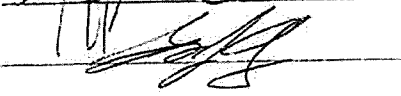
"An employee who is required to work a hourly 2 afternoon rate shift or hourly 3 rate nightshift shall be paid a shift premium as follows: \$0.27 for the hourly 2 rate afternoon shift; \$0.35 for hourly 3 night rate shift.

- 15. The parties have agreed to amend Article 21.2 adding the following:

"Employees scheduled for midnight/afternoon, hourly 2/hourly 3 shift should be paid shift differential for all hours worked, including scheduled overtime.

- 16. The parties have agreed to amend Article 2., adding Senior Public Safety Supervisor position and Flex Employee classification(s) to the bargain unit.

- 17. The parties have agreed to amend Article 19.1., increasing the maximum allowable accumulation of compensatory time from 80 to 100 hours.

For the Union:	Date:	For the Employer:	Date:
	7/2/25		
	07-03-25		
_____	_____	_____	_____

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PSS CURRENT MIGRATION CHART
7/1/2025

Employee ID	Employee Name	Current Salary	Position Description	Hire Date at PSS	Months	Union ID 1	Projected wage increase based on current salary
005350	MERSER, JEFFREY P	\$ 81,627.10	PUBLIC SAFETY SUPERVISOR	5/13/2005	240.67 months	MAP	\$84,076.84
012111	RICHARDS, LAURENT	\$ 72,575.78	PUBLIC SAFETY SUPERVISOR	8/2/2021	46.02 months	MAP	\$78,482.91
012261	KENNEDY, NICO R	\$ 68,049.90	PUBLIC SAFETY SUPERVISOR	3/17/2024	14.55 months	MAP	\$72,888.98
012520	RINEHART, KARRYN E	\$ 63,524.03	PUBLIC SAFETY SUPERVISOR	3/20/2025	2.46 months	MAP	\$67,295.05

LETTER OF UNDERSTANDING

IT IS HEREBY AGREED between the City of Southfield ("the City"), the Police Officers Association of Michigan, Public Safety Supervisors ("the Supervisors"), and the Police Officers Association of Michigan, Public Safety Technicians ("the Technicians") as follows:

1. The parties recognize that the current staffing shortage will be addressed by the change in work schedules set forth below, commencing on August 30, 2018.
2. A schedule consisting of two (2) eight-hour and two (2) twelve-hour shifts per week for each member of the Technicians bargaining unit will be posted and subject to bid on the basis of seniority.
3. A schedule consisting of two (2) eight-hour and two (2) twelve-hour shifts per week for each member of the Supervisors bargaining unit will be posted and subject to bid on the basis of seniority.
4. For Public Safety Technicians, the current schedule of five (5) eight-hour shifts per workweek will be reinstated once the combined number of members of the bargaining unit who are non-probationary, and fully capable of performing the required work reaches eleven (11) in number.
5. For Public Safety Supervisors, the current schedule of four (4) ten-hour shifts per work week will be reinstated once the combined number of members of the bargaining unit who are non-probationary, and fully capable of performing the required work reaches five (5) in number.
6. Nothing contained in this Agreement is to be construed as precedent or past practice in future situations. Moreover, nothing contained in this Agreement shall have any effect upon the legal and/or contractual rights possessed by any party at the time this Agreement is executed.
7. This document represents the parties' complete agreement as to the matters set forth herein, and no other such agreement shall be binding unless in writing and signed by the parties.

THE CITY

By: _____
 Its: _____
 Date: _____

THE SUPERVISORS

By: _____
 Its: President
 Date: 8-16-18

THE TECHNICIANS

By: Debra Rice
 Its: President
 Date: 8-16-18

By: _____
Business Agent COAM
08-16-18

CITY OF SOUTHFIELD

Flex Employee Classification – PSS

June 3, 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 have the same eligibility to apply for open positions within their Union as other employees in their Union.
5. Flex employees shall not exceed 25% 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.
8. Flex employees may be subject to schedule changes 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 full time 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. Career employees or Departments may make a request to reduce status of employees to Flex status as allowed by City and Union agreement (if the position a PSS bargaining unit position).

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. Flex employees will serve a probationary period for eight (8) months as "At-will" employees.
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 and 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.