

CITY OF SOUTHFIELD PROPOSAL
POAM/PST
June 4, 2025

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.
 - d) The City will offer a hiring bonus of \$1,000 for new employees for 1 year following ratification. The bonus is payable half after completion of probation and half after three years of employment. The City may extend the hiring bonus and will advise the Union of extension.
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. The parties agree to the inclusion of new classification of Flex employees. Terms of Flex employees are listed as Attachment A.
6. Upon ratification of TA, the City will construct the collective bargaining agreement within 60 days.
7. 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.

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 25.2 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 agree to the following addition(s) to Article XVII (17), section 17.1:

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.

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

The parties agree to the following addition to Article XXIV (24), Section 24.1 (1.):

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 affective retirement date, up to a maximum of 400 hours.

A new employee classification of “Senior Dispatcher” shall be established within the unit for the tenure of one (1) employee with over 10 years of service upon ratification. The Senior Dispatcher classification wages shall include a 5% base wage increase for all hours worked in Dispatch. The employee will be selected for the position by interview. The position will be for one (1) year term and will be rebid each year. The position will be assigned additional duties by the Department Director.

11. The parties have agreed to amend Article 45.1 to state as follows:

“Compensatory time may be accumulated up to one hundred (100) hours.”

12. The parties have agreed to amend Article 21.4 to state as follows:

“An employee who is not scheduled to work, and does work any designated holiday shall receive time and one-half for all hours worked plus an additional one (1) hour of compensation time for each hour worked. If the worked holiday is the seventh day worked in the week, the employee shall receive double time for all hours worked plus an additional one-half hour of compensatory time for each hour worked.”

13. The parties have agreed to amend Article 21.3 to state as follows:

“An Employee who is scheduled to work and who does work any designated holiday as scheduled shall receive one (1) hour of compensatory time for each hour worked.”

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

15. The parties have agreed to amend Article 39.2 adding the following:

“Employees scheduled for midnight/afternoon should be paid shift differential for all hours worked, including scheduled overtime.

For the Union:

Date:

For the Employer:

Date:

Mark H
John H
Mark L Suh

6/9/25
6/9/25
6/9/25

John
24 June 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.

The City reserves the right to negotiate with Union for the development and inclusion of parties in a Regional Public Safety organization during the term of the contract.

