

**CITY OF SOUTHFIELD PROPOSAL**  
**POAM/PST**  
**September 15, 2022**

The City of Southfield, ("The City") proposes to the Police Officer Association of Michigan/Public Safety Technicians (POAM/PST) ("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 follows:

• Start	\$44,354
• After 6 months	\$47,144
• After 18 months	\$49,934
• After 30 months	\$52,724
• After 42 months	\$55,514
• After 54 months	\$58,304
• After 60 months	\$61,094

- 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 4, based on experience and qualifications.
  - c) Current employees on City payroll, will be placed on the pay step closest but higher than their current pay and receive a \$1,000 signing bonus. Employees must be on city payroll at time of ratification to receive bonus.
  - d) 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.
  - e) Employees will receive base rate increase of 3% effective July 1, 2023, and 3% increase July 1, 2024.
4. All new employees hired after the ratification of this agreement 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

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Defined Contribution

- a) 3% City contribution
- b) 3% Employee contribution
- c) 5 years vesting

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.

9-23-2022

Date

For the Union:

For the Employer:

Meagan T. president

Margaret Thomas V.P.

[Signature] Secretary

[Signature]

Fredrick P. G. J.

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

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