

THE SOUTHFIELD DEPUTY CHIEFS ASSOCIATION
Tentative Agreement
June 1, 2026

1. Term

3 Year Term: July 1, 2025-June 30-2028

2. Wages:

A. Place members on City Wage Scale Grade 412

1. Effective July 1, 2025 - place members on grade 412 step 9.

- Members shall move to the next step on the wage scale shall receive the corresponding wage increase on their bargaining unit seniority date. (Date of hire into a position within the bargaining unit).
- Members shall also receive across-the-board wage increases on July 1 for each successive year in accordance with the City across-the-board wage increases.
- To correct the error in parity created by the SFD Deputy Chief skipping step 10 on the 412 pay grade, **current members only** shall be allowed to skip step 10 on grade 412 in accordance with step increases due on their bargaining unit seniority date. The parties agree this shall be allowed only once and shall not be precedent setting.
- All wage adjustments effective July 1, 2025, will be retroactive and shall include Holiday Pay. Retro pay shall not be included in the normal payroll check but be paid via a separate check upon ratification.

3. Command Time:

When contacted by a Direct Report off-hours, in reference to an incident, Deputy Chiefs shall receive 3 hours of comp time per incident in which they are contacted for.

4. Cleaning and Clothing Allowance:

Revise ARTICLE XXIII (23.1) to read "Effective 7/1/25, a clothing allowance of five hundred dollars (\$500.00) shall be credited to each employee's account annually (July 1)."

Revise ARTICLE XXIV (24.1) to read "Effective 7/1/25, a cleaning allowance of seven hundred fifty dollars (\$750.00) shall be paid annually as a lump sum in the first pay period in July."

5. Holiday Time:

For each holiday hour worked, Deputy Chiefs will receive one hour of comp time.

For the City:

Frederick P. Z... 6-17-2026
Name Date

Marcileen C. Pruitt 06/17/2026
Name Date

J. Bamer 6-18-2026
Name Date
CHIEF OF POLICE

For the Union:

D/C [Signature] 6/5/2026
Name Date

D/C [Signature] 6/5/26
Name Date