

**Memorandum of Understanding  
Southfield Proposal to SDCA  
November 3, 2022**

1. The new Labor agreement will be three (3) years. The dates of the agreement will be from July 1, 2022, through June 30, 2025.
2. The parties have agreed to the following changes:
  - Annual wages rates and increment steps effective July 1, 2022

**Southfield Police Deputy Chief Association  
Salary Schedule - July 2022**

Position	Start	12 Mos	24 Mos
Deputy Chief	\$126,500	\$129,500	\$132,500

- Effective July 1, 2023, 3% wage increase

**Southfield Police Deputy Chief Association  
Salary Schedule - July 2023  
3% increase**

Position	Start	12 Mos	24 Mos
Deputy Chief	\$130,295	\$133,385	\$136,475

- Effective July 1, 2024, 3% wage increase

**Southfield Police Deputy Chief Association  
Salary Schedule - July 2024  
3% increase**

Position	Start	12 Mos	24 Mos
Deputy Chief	\$134,204	\$137,387	\$140,569

Members will be placed on appropriate steps/rates within 30 days of parties approving the agreement. Eligible parties are those who become members of the SDCA prior to July 1, 2025.

3. Members will contribute an additional 1% of pay toward their pension during drop periods.
4. All hours worked in excess of forty (40) hours per week shall be entered into a compensation bank at a rate of hour for hour. The compensation bank is not to exceed eighty (80) hours and the balance of the bank shall roll over from year to year. Members are limited to a total of 120 hours of pay/leave time from the compensation bank per calendar year.

D/c Jeffery J. Smith  
Union  
A.K. [Signature]  
Union  
Elvin Barren  
Police Chief  
Elvin Barren

[Signature] 12.1.2022  
City  
[Signature]  
City  
11-7-2022  
Date

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.