

Memorandum of Understanding
Southfield Proposal to SPCOA
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 Command Association
Salary Schedule - July 2022

.36 AFT/SHIFT
.51 MID/SHIFT

Position	Start	6 Mos	12 Mos	24 Mos	36 Mos
Sergeant	\$98,000	\$100,000	\$102,000	\$104,000	\$106,000
Lieutenant	\$102,500	\$110,000	\$112,500	\$114,000	\$116,500

- Effective July 1, 2023, 3% wage increase

Southfield Police Command Association
Salary Schedule - July 2023
3% Increase

.36 AFT/SHIFT
.51 MID/SHIFT

Position	Start	6 Mos	12 Mos	24 Mos	36 Mos
Sergeant	\$100,940	\$103,000	\$105,060	\$107,120	\$109,180
Lieutenant	\$105,575	\$113,300	\$115,875	\$117,420	\$119,995

- Effective July 1, 2024, 3% wage increase

Southfield Police Command Association
Salary Schedule - July 2024
3% Increase

.36 AFT/SHIFT
.51 MID/SHIFT

Position	Start	6 Mos	12 Mos	24 Mos	36 Mos
Sergeant	\$103,968	\$106,090	\$108,212	\$110,334	\$112,455
Lieutenant	\$108,742	\$116,699	\$119,351	\$120,943	\$123,595

Members will be placed on appropriate steps/rates within 30 days of parties approving the agreement.

3. Members will contribute an additional 1% of pay toward their pension during drop periods. Employees promoted in to the SPCOA unit or from the position of Sergeant to Lieutenant will be placed on the step above their current pay on their new pay chart.

LT: Sharon Russell
Union

Michael Gerald
Union

Elvin Barren
Police Chief
Elvin Barren

Frederick [Signature] 12-22-2022
City

[Signature]
City

1-3-2023
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.