

**CITY OF SOUTHFIELD  
PROPOSAL SPCOA  
October 22, 2025**

The City of Southfield ("the City") and the Southfield Police Command Officers Association ("SPCOA") hereby agree to the following tentative agreements and agree to recommend ratification of these tentative agreements to their respective principals:

1. **Contract term** – 3 years beyond current collective bargaining agreement (CBA), 07/01/2025 - 06/30/2028.
2. **Wages:**
  - a. Annual Wages effective each year July 1<sup>st</sup> on the date indicated below. Increases are above all wage categories (Sergeant and Lieutenant)
  - b. 7/1/25 – 5% increase across all wage categories
  - c. 7/1/26 – 3% increase across all wage categories
  - d. 7/1/27 – 3% increase across all wage categories
  - e. All wage adjustments will be retroactive to July 1, 2025, including Public Safety Retention Pay and Holiday Pay.
3. **Public Safety Retention Pay.** Reinstate Public Safety Retention Pay for SPCOA members.

**ARTICLE XXIII**

XXIII.1 Public Safety Retention Pay shall be paid annually in December based upon the formula indicated below. Percentages shall be computed on base rate of pay December 1 immediately preceding payment. Years of service shall be continuous years of service with the City through December 31 of the payment year. Employees must be actually in the employ of the City on date of payment to be eligible for Public Safety Retention Pay. Employees on disability leave shall continue to accrue and be paid Public Safety Retention Pay.

XXIII.2 Public Safety Retention Pay at retirement shall be paid on the basis of the full quarter from date of actual retirement (January 1 through March 31 - one quarter (1/4); April 1 through June 30 - one half (1/2); July 1 through September 30 - three quarters (3/4); October 1 through December 31- full).

Public Safety Retention Pay Effective March 1, 2014

	<u>5 Years</u>	<u>10 Years</u>	<u>15 Years</u>	<u>20 Years</u>
Percentage	2%	4%	6%	8%

Employees Hired on or After March 1, 2014

Public Safety Retention Pay for employees hired on or after March 1, 2014, shall be capped at \$4,000 and the Public Safety Retention Pay schedule for such employees shall be as follows:

Years of Service	5 Years	10 Years	15 Years	20 Years
Amount	\$750	\$2,500	\$3,000	\$4,000

4. **FAC for SPCOA members hired after 2/19/13.** Highest 3 of last 10 years.
5. **DROP accrued interest.** Revise Article XLI, 41.11, F. add, "Effective as of the date of ratification of this agreement, and prospectively until modified, interest credited to the members accumulated balance in the city of Southfield fire and police defined contribution plan at the fixed rate of 4% annum."
6. Revise ARTICLE XXXVIII 38.1 to read "Effective 7/1/25, an allowance of five hundred dollars (\$500.00) shall be credited to each employee's account annually (July 1)."  
  
Revise ARTICLE XXXIX 39.1 to read "Effective 7/1/25, a cleaning allowance of \$750.00 per year shall be paid annually as a lump sum in July.

7. **Purchase of years of service, if approved by City Council.**

- a. Members may purchase up to three years of service time for vesting purposes only.
- b. Purchase of years of service will not be counted toward earning retiree healthcare eligibility.
- c. Purchase of years of service will not alter a member's seniority date.
- d. Members will pay full cost of purchase of years of service, and the purchase may be funded by cash, other retirement plan rollover or payroll deduction. If payroll deduction is chosen, the purchase of years of service must be completed within three years from the date of making the payroll deduction election.

8. **Revised DROP**

- a. Members in DROP program who are unable to work, due to illness or disability, for more than 180 working days, in a calendar year will be removed from DROP program.
- b. For members hired after July 1, 2025, the number of members in the DROP program will not be more than 35% of total SPCOA bargain unit.

9. Employees must be employed by the City on date of ratification by both parties for provision of the TA to apply.

Shane Russell

Union

EU Banner

Police Chief

[Signature]

City

12/3/25

Date

12-3-25

Date

3 Dec 25

Date

