

Memorandum of Understanding

Southfield Proposal to SPOA

July 14, 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 Officers Association
Salary Schedule - July 2022

.36 AFT/SHIFT
.51 MID/SHIFT

| Position | Start | 6 Mos | 12 Mos | 24 Mos | 36 Mos |
|---------------------------------|----------|----------|----------|----------|----------|
| Police Officer | \$51,820 | \$59,557 | \$67,293 | \$75,030 | \$82,766 |
| Specialist | \$57,002 | \$65,513 | \$74,022 | \$82,533 | \$91,043 |
| Police Officer - Investigations | \$54,929 | \$63,130 | \$71,331 | \$79,531 | \$87,732 |
| Corporal | \$54,929 | \$63,130 | \$71,331 | \$79,531 | \$87,732 |
| Senior Specialist | \$60,422 | \$69,443 | \$78,464 | \$87,485 | \$96,505 |
| Senior PO Investigations | \$58,225 | \$66,918 | \$75,610 | \$84,303 | \$92,996 |

- Effective July 1, 2023, 3% wage increase

Southfield Police Officers Association
Salary Schedule - July 2023
3% increase

.36 AFT/SHIFT
.51 MID/SHIFT

| Position | Start | 6 Mos | 12 Mos | 24 Mos | 36 Mos |
|---------------------------------|----------|----------|----------|----------|----------|
| Police Officer | \$53,375 | \$61,343 | \$69,312 | \$77,280 | \$85,249 |
| Specialist | \$58,712 | \$67,478 | \$76,243 | \$85,009 | \$93,774 |
| Police Officer - Investigations | \$56,577 | \$65,024 | \$73,470 | \$81,917 | \$90,364 |
| Corporal | \$56,577 | \$65,024 | \$73,470 | \$81,917 | \$90,364 |
| Senior Specialist | \$62,235 | \$71,527 | \$80,818 | \$90,110 | \$99,400 |
| Senior PO Investigations | \$59,972 | \$68,925 | \$77,879 | \$86,832 | \$95,786 |

- Effective July 1, 2024, 3% wage increase

Southfield Police Officers Association
Salary Schedule - July 2024
3% increase

.36 AFT/SHIFT
.51 MID/SHIFT

| Position | Start | 6 Mos | 12 Mos | 24 Mos | 36 Mos |
|---------------------------------|----------|----------|----------|----------|-----------|
| Police Officer | \$54,976 | \$63,183 | \$71,391 | \$79,598 | \$87,806 |
| Specialist | \$60,473 | \$69,502 | \$78,530 | \$87,559 | \$96,587 |
| Police Officer - Investigations | \$58,274 | \$66,975 | \$75,674 | \$84,375 | \$93,075 |
| Corporal | \$58,274 | \$66,975 | \$75,675 | \$84,375 | \$93,075 |
| Senior Specialist | \$64,102 | \$73,673 | \$83,242 | \$92,813 | \$102,382 |
| Senior PO Investigations | \$61,771 | \$70,993 | \$80,215 | \$89,437 | \$98,659 |


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


- Members that have completed (10) years of pensionable service will receive senior rank pay which comes with (6%) a pay increase.

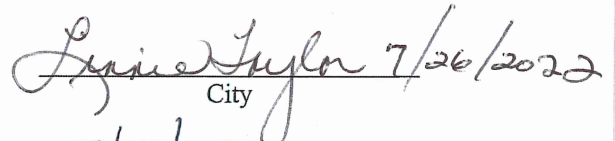
Members who are assigned to either detective or specialist grade prior to (10) years, shall receive senior rank pay (6%), after completing three (3) years pensionable service within that assignment. If they transfer between detective and specialist, or vice versa, the combination of that time shall be three (3) years to receive senior rank pay, assuming the members has a minimum total of (10) years pensionable service.

Members currently eligible for senior rank will be assigned senior rank pay within (90) days of agreement by parties.

- Longevity pay will cease for all members at ten (10) years of service.
- Members will contribute an additional 1% of pay toward their pension during drop periods.


Union


Police Chief
Elvin Barren


City
7/15/22
Date