

Tentative Agreement to SPOLC

March 10, 2025

The City of Southfield (“the City”) and the Southfield Police Officers Labor Council (“SPOLC”) 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 1st on the date indicated below. Increases are above all wage categories (Police Officer, Specialist, Investigations, Corporal, Senior Specialist, Senior Investigations)
 - 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
3. **6 percent wage increase at 5 years of service.** Additional 6% wage increase at 5 years of service across all wage categories. Remove language that gives 6% increase at 10 years of service. The title of Corporal, Senior Detective and Senior Specialist will still be achieved at 10 years of service.
4. **Public Safety Retention Pay.** Reinstate Public Safety Retention Pay for SPOLC members, to establish a new article with the same language as in the Southfield Fire Fighters Association CBA (SFFA Article 21, 21.1-21.2).

ARTICLE XX

XX.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.

XX.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).

Employees Hired Prior to September 12, 2011

	<u>3 Years</u>	<u>5 Years</u>	<u>10 Years</u>	<u>15 Years</u>	<u>20 Years</u>
Percentage	1%	2%	4%	6%	8%

Employees Hired on or After September 12, 2011

Public Safety Retention Pay for employees hired on or after September 12, 2011, shall be capped at \$2,500 and the Public Safety Retention Pay schedule for such employees shall be as follows:

Years of Service	3 Years	5 Years	10 Years	15 Years	20 Years
Amount	\$312.50	\$625	\$1,250	\$1,875	\$2,500

5. **FAC for SPOLC members hired after 2/19/13.** Revise SPOLC Article XXXII, 32.1 (b) to “FAC highest 3 of last 10 years.” (Current SFFA language Article 36, 36.4.)
6. **DROP accrued interest.** Revise Article XXXII, 32.7, E. 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.”
7. **Observance of City holidays.** Revise Article XXIII, 23.2. Remove and replace the last sentence vise to read, “For each hour worked on a holiday, the employee shall have one-half hour of compensatory time credited to his/her time bank. Effective as of the date of SPLC ratification.

Revise ARTICLE XXIX 29.1 to read “An allowance of five hundred dollars (\$500.00) shall be credited to each employee’s account annually (July 1).”

Revise ARTICLE XXX 30.1 to read “Effective 7/1/25, a cleaning allowance of \$750.00 per year shall be paid annually as a lump sum in July.

8. **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.
9. **a) Revise DROP retirement contributions by the union from 1% to 4 %.**

Article XXXII, 32.7, G. “Effective as of the date of ratification, members will contribute a total of 4% of pay toward their pension during DROP periods.”

 - b) 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.
 - c) For members hired after July 1, 2025, the number of members in the DROP program will not be more than 35% of total SPOLC bargain unit.

 SPWA/P/0005

Union

3/28/25

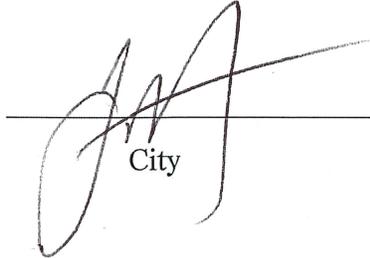
Date



Police Chief

3-28-2025

Date



City

31 March 2025

Date

