

CITY OF SOUTHFIELD

TPOAM

March 12, 2025

The City of Southfield, ("The City") proposes to the Technical Professional and Office Workers Association of Michigan ("The Union") that the respective bargaining parties enter into the following tentative settlement. The tentative settlement would be subject to ratification by the Union and the Southfield City Council, but the bargaining parties would agree to recommend the tentative settlement for ratification.

1. The parties' new contract will be the same as the parties' prior contract that will expire June 30, 2025.
2. The duration of the new contract will be the date of full ratification by both parties through June 30, 2028. All relevant sections of the Collective Bargaining Agreement ("CBA") shall be modified accordingly.
3. Wages:
Employees will receive base rate increase as listed:
 - Effective July 1, 2025 – 3 % increase
 - Effective July 1, 2026 – 3 % increase
 - Effective July 1, 2027 – 3 % increase
 - a) New wage rates will become effective on July 1, 2025, or upon ratification by both parties, whichever is later, and shall be processed within 60 days after the last party to the agreement has approved the tentative agreement.
 - b) Employees on payroll on the date of ratification will receive a \$2,000 signing bonus.
 - c) The signing bonus will be paid by separate electronic check and will not count toward pension calculations.
4. The Union will notify the City in writing when the contract has been ratified by the Union membership. The City will notify the Union in writing when the contract has been ratified by the City Council.
5. The parties agree to inclusion of new classification of Flex employees. Terms of Flex employees are listed as Attachment A.
6. Upon ratification of TA, TPOAM will construct the collective bargaining agreement within 60 days.
7. The City agrees to provide same annual percent wage increase and bonuses amount to Union members as received by other non-Police/Fire unions negotiated as part of 2025 negotiations.

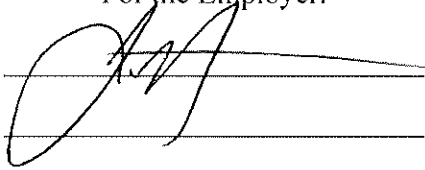
8. Any amendments to the Michigan Earned Sick Time Act (ESTA) will apply as of the contract end date, following the effective date of any amendment.
9. The parties have agreed to amend Article 25.2 Bereavement Leave to five (5) paid days for all occurrences for full time career employees if the bereavement is for immediate family.
10. The parties have agreed to amend Article 20.3 Flexible working hours for full time employees to include the following:

An alternative work schedule may be worked by employees with the approval of the Department head and Human Resources, to include but not limited to:

- Eight (8) 9-hour days and one (1) 8-hour day per pay period.
- Four (4) 10-hour days per week.

A start and end time within which the workdays must occur: the earliest start time is 7:00 a.m. and the latest end time is 8:00 p.m. The department must be staffed at least 60% between 8:00 a.m. and 5:00 p.m., Monday to Friday.

11. Articles 15.5 Competitive Promotion and 15.6 Noncompetitive Promotion will have the following language added: "Employees transferred or promoted under this article may be moved up to Step 7 of the pay scale for the new position, with the approval of the Department and the Human Resources Director.
12. An employee who is eligible for normal retirement benefits may be paid in a lump sum for all accumulated hours of regular sick time standing to his/her credit as of the affective retirement date, up to a maximum of 400 hours.

For the Union:	Date:	For the Employer:	Date:
<u>Carolyn Daniels</u>	<u>04/03/2025</u>	<u></u>	<u>4 Apr 25</u>
<u>Michael Gerald</u>	<u>04/03/25</u>	_____	_____
_____	_____	_____	_____

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.