

*Ratified 2/17/09*  
*Thomas Marsh*

## TENTATIVE AGREEMENT

The City of Southfield and the Southfield Police Command Officers Association agree that subject to ratification by both parties, the parties' agreement for July 1, 2002 through June 30, 2006 is amended as follows.

1. The term of the agreement shall be July 1, 2006 through June 30, 2009
2. Wages:
  - 2.0% across-the-board increase to base wages effective July 1, 2006
  - 2.0% across-the-board increase to base wages effective July 1, 2007
  - 1.0% RHC contribution effective July 1, 2007
  - 1.0% across-the-board increase effective July 1, 2008 or the total economic package given to management, whichever is greater
  - Additional 1.0% RHC contribution effective July 1, 2008
3. Effective upon the ratification of the agreement by both parties: The Prescription Drug Co-Pay for all plans for active employees and individuals who retire after the ratification of the agreement by both parties shall be \$5 generic and \$10 brand (whether or not there is a generic equivalent).
4. For participants in an HMO, members will pay the Brand Drug Copayment when a physician requests a Brand Drug as "Dispensed as Written" and a Generic equivalent is available. Members who request a Brand Drug when a Generic Drug is available will be responsible to pay the Generic Copayment plus the difference between the cost of the Generic equivalent and the Brand Drug where this is required by HMO rules. After the ratification of the agreement by both parties, there will be a 30-day open enrollment for health insurance.
5. Add Section 15.4: Employees who retire from employment in the 4<sup>th</sup> quarter of a calendar year (Oct.-Dec.) shall receive payment for accumulated vacation time on the second pay in January following their date of retirement.
6. Add Section 13.9: Employees who retire from employment in the 4<sup>th</sup> quarter of a calendar year (Oct.-Dec.) shall receive payment for accumulated sick leave on the second pay in January following their date of retirement.

7. Add to section 40.1: Effective June 30, 2009, increase the cleaning allowance by \$50 to \$525 per year.

Date:

FOR THE CITY

FOR THE UNION

Thomas J. Maest 1/13/09  
 Laurie Siskind 1/13/09  
 Valerie L. Crump 1/13/09  
 Dan Wilkowi 1/13/09  
 James B. Schant 1/13/09

Tom Cuffe 1-13-09  
 John Peter 1/13/9  
 [Signature] 1/13/09  
 John P. [Signature] 1/13/9

**Southfield Police Command Officers Association  
Salary Schedule - Effective July 1, 2006**

**.36 AFT/SHIFT  
.51 MID/SHIFT**

<b>Position</b>	<b>Start</b>	<b>6 Mos</b>	<b>12 Mos</b>
<b>Sergeant</b>	<b>\$68,846</b>	<b>\$71,011</b>	<b>\$73,164</b>
Fixed	\$2,647.92	\$2,731.19	\$2,814.00
Hourly 1	\$33.0990	\$34.1399	\$35.1750
Hourly 2	\$33.4590	\$34.4999	\$35.5350
Hourly 3	\$33.6090	\$34.6499	\$35.6850
<b>Lieutenant</b>	<b>\$74,961</b>	<b>\$77,092</b>	<b>\$79,259</b>
Fixed	\$2,883.12	\$2,965.08	\$3,048.42
Hourly 1	\$36.0389	\$37.0635	\$38.1053
Hourly 2	\$36.3989	\$37.4235	\$38.4653
Hourly 3	\$36.5489	\$37.5735	\$38.6153

**Southfield Police Command Officers Association  
Salary Schedule - Effective July 1, 2007**

**.36 AFT/SHIFT  
.51 MID/SHIFT**

<b>Position</b>	<b>Start</b>	<b>6 Mos</b>	<b>12 Mos</b>
<b>Sergeant</b>	<b>\$70,223</b>	<b>\$72,431</b>	<b>\$74,627</b>
Fixed	\$2,700.88	\$2,785.81	\$2,870.27
Hourly 1	\$33.7611	\$34.8226	\$35.8784
Hourly 2	\$34.1211	\$35.1826	\$36.2384
Hourly 3	\$34.2711	\$35.3326	\$36.3884
 <b>Lieutenant</b>	 <b>\$76,460</b>	 <b>\$78,634</b>	 <b>\$80,844</b>
Fixed	\$2,940.77	\$3,024.38	\$3,109.38
Hourly 1	\$36.7596	\$37.8048	\$38.8673
Hourly 2	\$37.1196	\$38.1648	\$39.2273
Hourly 3	\$37.2696	\$38.3148	\$39.3773

**Southfield Police Command Officers Association  
Salary Schedule - Effective July 1, 2008**

**.36 AFT/SHIFT  
.51 MID/SHIFT**

<b>Position</b>	<b>Start</b>	<b>6 Mos</b>	<b>12 Mos</b>
<b>Sergeant</b>	<b>\$70,925</b>	<b>\$73,155</b>	<b>\$75,373</b>
Fixed	\$2,727.88	\$2,813.65	\$2,898.96
Hourly 1	\$34.0986	\$35.1707	\$36.2370
Hourly 2	\$34.4586	\$35.5307	\$36.5970
Hourly 3	\$34.6086	\$35.6807	\$36.7470
<b>Lieutenant</b>	<b>\$77,225</b>	<b>\$79,420</b>	<b>\$81,652</b>
Fixed	\$2,970.19	\$3,054.62	\$3,140.46
Hourly 1	\$37.1274	\$38.1827	\$39.2558
Hourly 2	\$37.4874	\$38.5427	\$39.6158
Hourly 3	\$37.6374	\$38.6927	\$39.7658