

MASTER AGREEMENT

BETWEEN THE

CITY OF DETROIT

AND

MICHIGAN AFSCME 925

OF THE

**AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES, AFL-CIO
(NON-SUPERVISORY BARGAINING UNIT)**

2024 - 2028

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Preamble

This Agreement is entered into between the City of Detroit (the "City"), Michigan AFSCME 925 of the American Federation of State, County and Municipal Employees, AFL-CIO ("AFSCME") and the AFSCME Local unions, (collectively, the "Union") as listed in Appendix A. Any provisions between the City of Detroit and AFSCME, collective bargaining agreements, memoranda of understanding, practices, and/or supplemental agreements that are not expressly referenced in this Agreement, or any addenda thereto and that are inconsistent with this Agreement or any addenda thereto are null and void as of the effective date of this Agreement.

NOTE: The headings used in this Agreement neither adds to nor subtracts from the meanings but are for reference only.

1. Purpose and Intent

- A. The primary objective of this Agreement is to specifically delineate the wages, hours, terms and conditions of employment for the duration of this Agreement. With the aim of fostering orderly and harmonious employment relations conducive to serving the City of Detroit's populace.
- B. In pursuit of this objective, this Agreement serves to establish employment relations and delineate workplace protocols that prioritize community welfare, elevate standards of customer service, and pursue excellence in servicing the Citizens of the City of Detroit, commercial entities, and its visitors. Additionally, this agreement ensures fiscal resilience and financial stability for the City, a bolstering of effective community policing initiatives, providing safe and enriching programs for a diverse demographic, improving the environment in neighborhoods to instill civic pride and encourage new development, while safeguarding the employment stability of City employees. Therefore, the City and the Union encourage to the fullest degree, friendly and cooperative relations between the respective representatives at all levels and among all employees.
- C. The City is legally and morally obligated to provide equality of opportunity, consideration and treatment to all employees in an objective manner. Accordingly, it will establish reasonable policies, practices and rules, and exercise its discretion within this Agreement. The City will act without regard to race, color, creed, national origin, age, political orientation, sex, sexual orientation, marital status, or disability or any other protected category in accordance with applicable State and Federal laws. The City will continue to comply with all laws, rules and regulations which apply to it and its agents.
- D. Nothing in this Agreement will be interpreted to limit an individual employee's right to file a claim with a Federal or State agency or court. However, in the event that an employee files such a claim, the employee will not be entitled to seek

duplicative monetary remedies through the grievance arbitration procedure of this Agreement. The grievance and arbitration procedure will be exclusive, final and binding with respect to any type of claim alleging a violation of this Agreement.

- E. The City and Union acknowledge that each AFSCME Local may execute supplemental agreements addressing unique terms and conditions of employment in addition to those addressed herein. These supplemental agreements listed in the Memorandum of Understanding will be for the same duration as this Agreement.

Unless specifically stated in any supplemental agreements or in a successor agreement, the terms and conditions in this Agreement will supersede any inconsistent provisions in any other agreements between the City and the Union. Any midterm modification of this Agreement must be in writing and signed by authorized representatives of the parties.

2. Union Recognition

- A. Consistent with applicable law, the City recognizes the Union as the exclusive bargaining representatives as applicable, for all employees within the classifications listed in Appendix A.
- B. In accordance with applicable law, the classifications covered by this agreement are subject to modification, which includes but is not limited to changes in title, duties, responsibilities, and qualifications.

Such modification shall not affect bargaining unit status or representation except when two or more classifications are consolidated.

If this exception occurs, the parties will negotiate the bargaining unit and/or representation status. Unresolved disagreements will be referred to the Michigan Employment Relations Commission (MERC).

Positions may be added or removed as permitted by law and the terms of this agreement. New positions with similar duties will be included in the existing bargaining unit. The City may not change a position to discriminate against the Union or remove bargaining unit work covered by this agreement.

- C. Non-bargaining unit members (e.g., provisional, temporary or contracted employees) will not perform bargaining unit work to discriminate against the Union or remove work covered by this agreement. Provisional and temporary employees will not replace or supplement bargaining unit employees in recognized classifications unless hiring permanent Civil Service employees (either internally or externally) is impossible, or in an emergency.

- D. When an operational function performed by a bargaining unit member remains unchanged, but changes location, representation rights will not be affected by the location change. Employees will have the right to remain members in the applicable bargaining unit.
- E. No provision in Article 2 is intended to, and should not be interpreted to, limit the rights of a party to this Agreement under Article 17 (Contractual Work).

3. Management Rights and Responsibilities

- A. The City has the right and obligation to operate and manage its affairs in all respects in accordance with its responsibilities and powers of authority in accordance with applicable law.
- B. Every incidental duty connected with operations enumerated in job descriptions is not always specifically described.
- C. The City will have the right and obligation to determine and establish the policies, goals and scope of its operations. Consistent with its operational needs, the City may reasonably determine and implement work schedules/shifts, vacation schedules, flex time, the goals and methods and processes by which such work is performed, the qualifications of employees assigned to do the work, and the below-listed rights and obligations provided they do not conflict with the terms of this Agreement. Except as specifically limited by the terms of this Agreement or applicable law, these rights and obligations include, but are not limited to:
 - 1. Implement changes in the structure of department operations, including establishment or consolidation of service areas and work locations within the department;
 - 2. Cease or outsource functions or operations, consistent with this Agreement;
 - 3. Initiate new functions or operations;
 - 4. Provide appropriate training, education, performance evaluation and job assignments for employees;
 - 5. Establish reasonable qualifications and methods for hire, transfer, assignment and promotion in employment;
 - 6. Revise, create, combine, and/or eliminate classifications, duties and/or positions, subject to the terms of this Agreement. The City will notify the applicable Union President and participate in a meeting to discuss implementation of any revised, new or eliminated classification, duty or position, at least ten (10) working days prior to implementation. The

applicable Union President may provide input during the meeting with respect to any proposed changes;

7. Initiate promotions and disciplinary actions;
8. Determine personnel hiring and reductions;
9. Discipline and discharge employees for just cause;
10. Recruit, assign, transfer employees to positions within the employee's department;
11. Establish reasonable rules and policies, consistent with the operational needs of the City; adopt and enforce work rules and policies applicable to this unit and/or all employees, including but not limited to, the City of Detroit Corrective Action Guidelines and Attendance Policy. The City will notify the applicable Union President and participate in a meeting to discuss implementation of any revised and/or, new rules and policies applicable to this unit and/or all employees at least ten (10) working days prior to implementation.
12. Determine the requirements related to an employee's job functions including, but not limited to, equipment, tools, clothing and uniforms;
13. Enforce state and local licensing and other requirements; the City will pay for a bargaining unit employees' attainment or renewal of required licenses, bonding, training, registration or certification to the extent such payments are incorporated in the applicable department's budget as of the effective date of this Agreement; nothing in this Agreement obligates the City to include such payments in a department's budget;
14. Lay off employees for lack of work or lack of funds;
15. Determine methods, means and employees necessary for departmental operations; and
16. Control the departmental budget.

4. City and Union Rights and Obligations

- A. Any member will have access to a Union Representative from their bargaining unit. When such a request is made to a supervisor, permission for services from or discussion with a designated bargaining unit representative will be granted without undue delay with regard to reasonable consideration of whether the request adversely impacts operations. Permission will not be unreasonably withheld. This

right will not be abused. When a Union representative goes into a City operation for the purpose of conducting Union business, the City must be notified of their presence and the nature of their business, prior to arrival or as soon as reasonably possible. If the employee's requested representative is unavailable, the respective AFSCME Local will promptly substitute another Union representative in the applicable unit, if on duty and available. The Union shall have one working day to provide an employee with representation. If the Union fails to respond, attend and/or seek an extension, the City may proceed with any scheduled meeting or disciplinary action without further delay.

The City will provide phone numbers of designated City agents to Union stewards. These agents are to be contacted when a need arises for Union representatives to make a visit to a location. If the Union representative is unable to reach the designated City agent(s) using the provided phone numbers, the representative may contact the immediate supervisor who oversees the area of concern. Both the Union and City will act reasonably and with consideration for departmental operations, in arranging for Union representative(s) to have access to the work site for the purpose of conducting Union business.

The Union and City will have the right and obligation to assist and cooperate with each other in executing the provisions of this Agreement. Both parties also have the right to file grievances regarding the interpretation and application of the terms stated herein, and to exercise any other rights outlined in this Agreement.

- B. Activities involving internal management of the Union, unless otherwise addressed in a Supplemental Agreement, may be conducted during non-working hours. These activities will not interfere with normal operations of any department or work area of the City.
- C. Requests for meetings by Union officials, other than Special Conferences will be made in writing and scheduled at a mutually agreeable time. Both sides will act reasonably when scheduling the meeting(s).
- D. Upon request, the City will timely provide the Union, information, data, and/or records that are relevant to the Union's obligations as exclusive bargaining representative. The requests and responses will be reasonable and carried out in good faith. The duty to provide information pursuant to this Article 4 is limited to information, data and/or records that are in the City's possession, custody or control.

5. Union Orientation

- A. Within thirty (30) days of a new employee being hired, the City of Detroit will provide employment and contact information in accordance with the Public Employee Relations Act (PERA) 336 of 1947. The City shall also provide the Union with the name, address, classification and rehire date of any employee returning

from layoff or otherwise separated from payroll or from a leave of longer than six (6) months.

- B. The City shall allow a designated Union official to meet with new bargaining unit employees for up to a half hour for union orientation at a location determined by Labor Relations and a time mutually agreed upon by the parties. Management officials shall not be present during the meeting.
- C. The City and the Union will agree on a schedule for each local president to address their bargaining unit employees annually. This meeting shall be held during the employees' workday for up to twenty (20) minutes subject to departmental operations, available space and any other pertinent considerations.

6. Dues and Fees Check-Off

A. Dues Deductions

- 1. The City agrees to deduct Union dues and initiation fees from the wages of any employee who executed a written authorization for payroll deduction of such dues and initiation fees. An employee's written authorization for Union dues deduction and/or initiation fees will remain in full force and effect during the term of this Agreement unless revoked by written notice, executed by the employee, received by the City Finance Department and the Union. At the expiration of this Agreement, the dues and fee obligations continue yearly, unless revoked as outlined above. However, an employee may revoke in writing such authorization for Union dues payroll deduction at any time. The City will provide the Union with a legend accompanying dues payments--or a similar document, either in hard copy or electronic form -- that identifies the Union's dues paying members as well as the amount of dues and/or fees paid by each member for that payroll cycle.
- 2. Dues and/or initiation fees will be authorized, levied and certified in accordance with AFSCME's Constitution and By-Laws. Each employee and the Union hereby authorize the City to rely upon and to honor certifications by the applicable designated Union official, regarding the amounts to be deducted and the legality of the adopting action specifying such amounts of Union dues. The City agrees to comply with such dues deduction authorization form which were executed by City employees.
- 3. Where administratively feasible, (a) dues deduction authorizations of employees who are transferred or who work out-of-class, in a position represented by the Union, on a temporary basis will not be canceled as a result of such transfer or out-of-class work, and (b) if an employee returns from a leave of absence, layoff, or temporary promotion, or transfer out of

the bargaining unit, the authorization will resume and will not require any further action on the part of the employee or the Union.

B. Other Deductions.

1. The City agrees to deduct from the wages of any employee who is a member of the Union a Political Action Committee ("PAC") deduction as provided for in a written authorization executed by the employee in accordance with the standard form used by the City or previously executed by the employee. This deduction may be revoked by the employee at any time by giving written notice to both the Finance Department and to the Union.
2. Where administratively feasible, (a) PAC deduction authorizations of employees who are transferred or who work out-of-class on a temporary basis will not be canceled as a result of such transfer or out-of-class work, and (b) if an employee returns from a leave of absence, layoff, or temporary promotion, the authorization will continue in effect and will not require any further action on the part of the employee or the Union.

In the event the law changes, the parties agree to meet to discuss the impact of the legal changes.

C. Administrative Costs

The City agrees to refrain from reinstituting the recurring administrative fee previously charged to the Union. The parties acknowledge that the cost of establishing and administering payroll deductions has been considered by the parties in their negotiation of the overall terms of this Agreement.

7. Union Representation and President Release Time

It is standard practice to use a balanced representation system as a fair and effective way to determine the number of Union representatives needed.

In each department, district, building, work location, unit, area, site, division or floor (collectively referred to as "Work Unit"), bargaining unit employees on each shift will be represented by one Union representative who will be a regular employee working in that work unit on that shift. Work Units will be defined by the Employer. Where such work unit is permanently or temporarily discontinued in its current form, Union representation will be adjusted consistent with Article 7 – Union Representation and President Release Time.

In the absence of the designated Union representative, an alternate Union representative will take their place. It is the Union's responsibility to promptly notify Labor Relations of the names and locations of representatives selected or elected.

In the absence of a Union representative and their alternate, the Union will notify the department of a designated representative and will promptly confirm such designation in writing.

Union President Release

1. Release for Union President under this Article shall be allowed for no more than one (1) President in a department.
2. For all Michigan AFSCME 925, there shall be no more than five (5) full-time release Presidents and if applicable, three (3) part-time release Presidents.
3. Michigan AFSCME 925 will certify in writing the names of all local presidents who meet the agreement's criteria, along with the respective locals they represent. Any subsequent changes to this list, will be similarly certified in writing, specifying the effective date of each change.
4. Presidents must represent all classifications within their locals across all City departments. Employees must have passed probation in their current job title/specification to be eligible for release time.

A. Working President

In locals that have less than 149 members, the President shall be considered a working President. The working President shall report daily to their scheduled work assignment unless excused by management with prior approval. When required to conduct union business, the working President will be excused from their work assignment upon notice to management without any loss of time or pay.

B. Part-time Release President

1. In locals that have 150 – 199 members, the President shall be considered part-time release. A part-time release President shall be released twenty (20) hours weekly to conduct union business and must report to their scheduled work assignment twenty (20) hours weekly. If an issue arises and the part-time release President is required to intervene on union issues during their part-time scheduled work assignment hours, then upon prior approval from management, the part-time release President shall be excused for that day/time to conduct union business without loss of time or pay.

As the current local membership requirement remains unmet, this provision will stay closed for the life of this Agreement. Any future change in status will require the parties to formally meet and confer.

2. Part-time release Presidents may be eligible for overtime.

C. **Full-Time Release President**

1. In locals that have two hundred (200) or more members, the President shall be considered full-time release. A full-time release President shall be released forty (40) hours weekly from the scheduled work assignment to conduct union business without loss of time or pay. Full-time Presidents will not be entitled to overtime pay unless they are specifically requested to work overtime by the Department Management. The recognized locals are 542, 1023 and 1227. Due to the uniqueness of Transportation Operations, the Presidents of Local 214 and Local 312 shall be considered Full-Time Release.
 2. In the event a full-time release President is not available for duty, they must notify supervision of how they wish their time to be charged (i.e., vacation, sick leave, etc.). Said notice may be furnished in writing on any given day, but in all cases must be indicated on their time sheet.
 3. The full-time release President is considered available if they are in the city or surrounding area. This means that if they are out of town or outside of the city or surrounding area, they are considered unavailable for fulfilling their duties and responsibilities as the union president. This ensures that the released president is readily accessible to union members for urgent matters as well as the City or negotiations, or other critical concerns.
 4. A full-time release President must notify a designated City representative that they are on duty on each regular City business day. The full-time release President shall be required to complete a time sheet and submit it to the City representative in accordance with that President's department's policies and procedures. They must furnish said representative with a phone number where they can be contacted.
 5. A full-time release President who has been released from their job assignment for one (1) year or more shall be subject to re-training in their classification as required by the department.
- D. All Presidents (regardless of their status) shall work solely on matters pertaining to their respective local unions and the bona fide City of Detroit/AFSCME contract-servicing duties as prescribed to them by the Michigan AFSCME 925. Other members of the local union will not be excused to attend meetings or grievance hearings as a substitute for the Local President unless the member's department is notified in advance that the President is not available due to excused time (vacation, sick leave, etc.).
- E. All Presidents must adhere to all City policies and, rules relating to requests for time off such as leaves of absences, sick leave and vacation time. Presidents must also adhere to all other City rules, policies and Executive Orders.

- F. It is expected that on one day per week, Presidents make themselves available to City of Detroit Labor Relations for meetings, such as Special Conferences, involving labor matters.
- G. All other Union officials will request time off for representation of employees at disciplinary meetings, grievance processing and investigation from their supervisor. Whenever operationally feasible, the Department shall grant the time off request. When it is not possible to immediately grant the request, the Department shall provide an explanation in writing and specify a date when the employee can be released. The Department shall not unreasonably deny or delay approval of time for a representative to engage in union business.
- H. This article extinguishes any and all MOUs, supplementals or side letters predating the effective date of this contract also as referenced in Article I, Purpose and Intent.

8. Grievance and Arbitration Procedures

- A. **Exclusive Remedy:**
Should any dispute arise between the City and the Union concerning the application or interpretation of this Agreement, the grievance procedure contained therein will be the exclusive remedy for all members of the bargaining unit claiming a violation of this Agreement. An earnest effort will be made to settle any such dispute promptly in accordance with the below Grievance Procedure.
- B. **Timely Filing:**
Any grievance falling under this Agreement must be filed within fifteen (15) working days (excluding Saturdays, Sundays and recognized holidays) from the time the grievant became aware or reasonably should have become aware of its occurrence. Otherwise, the grievance shall not be deemed timely.
- C. **Document Exchange:**
The parties acknowledge the importance of exchanging pertinent information to facilitate the resolution of grievances. The City agrees to inform the Union of the factors considered in the imposition of discipline and the Union will have the right to request copies of all information or statements pertaining to it including information which the City proposes to present in defense of the grievance. Management will be advised of the basis of the grievance and have the right to request copies of all information or statements pertaining thereto which the Union proposes to present to support the grievance. The parties agree that any information sought in accordance with the aforementioned provision, yet not provided by opposing parties, shall be deemed inadmissible as evidence during any subsequent arbitration proceedings.

D. **Binding Resolution:**

Any agreement reached between the City and the Union under the Grievance Procedure will be final and binding upon the City, the Union and the employees concerned and cannot be changed by any individual.

E. **Limitations on Back Wages:**

All claims for back wages will be limited to the amount the employee would have earned, subtracting any compensation from employment obtained subsequent to their removal from the City payroll, employment in another City department, and payments from Unemployment Insurance, Social Security Disability, City-Funded Long-Term Disability Insurance, or Income Replacement Insurance. Where appropriate, the City will reimburse these agencies and insurance funds to preserve the equity of the employee.

F. The City shall not be obligated to compensate for back wages beyond a period of fifteen (15) working days preceding the submission date of a timely written grievance.

G. In instances where an employee experiences an unforeseen pay shortage, any pay adjustment shall be applied retroactively to the beginning of the covered pay period where the shortage occurred. The provision shall be contingent upon subsection B-Timely Filing.

H. Released Union representatives will have no loss of pay while representing employees during the grievances process below.

I. **Grievance Steps**

Step 1. Supervisor Level

An employee who believes there is cause for a grievance may orally discuss the matter with their supervisor. The employee may request a steward or other union representative and the three (3) will attempt to resolve the matter. If the grievance is not resolved at Step 1, then the grievance must be reduced to writing and may be filed at Step 2.

Step 2. Department Head Level

Grievances involving a supervisor's actions or failure to act, including without limitation employee suspensions and discharges, shall be filed at this step initially. Grievances not resolved at Step 1, will be reduced to writing on a standard grievance form setting forth all facts believed to be relevant to the dispute, and the grievance will be signed by the applicable Union President or Steward. When the grievance involves allegations concerning an individual employee, the Union will ask the employee to sign the grievance. An employee's failure to sign a grievance will not affect the progression of the grievance. The written grievance must then be submitted to the Department Head. A meeting will be held at a

mutually convenient date and time to discuss the grievance within ten (10) working days (excluding Saturdays, Sundays, and recognized holidays). Up to two (2) Union Representatives, and the Grievant, may attend the Step 2 meeting. If the grievant is a union representative, they may not act on their own behalf unless they have waived the right to union representation. Any resolution reached at this meeting will be reduced to writing. For grievances involving contract violations and/or suspensions less than ten (10) days, the Department Head will furnish the Union with their written decision within twenty (20) working days of the Step 2 meeting, excluding Saturdays, Sundays and holidays. For grievances involving suspensions of ten (10) days or more and/or discharges the Department Head will furnish the Union with their written decision within fifteen (15) working days of the Step 2 meeting, excluding Saturdays, Sundays and holidays.

Step 3.

Labor Relations Division Level

Grievances involving actions or failure to act at the department head level may be filed at this step initially. In instances where a grievance is not resolved or a timely decision is not rendered at Step 2, the Union may request a Step 3 meeting with the Labor Relations Director. The appeal to Labor Relations Director must be made in writing within ten (10) working days from receiving the Department Head's timely Step 2 answer. Not more than two (2) Union Representatives may attend the Step 3 meeting, and the Labor Relations Director may designate members of their staff to represent the City. The grievant may not attend the Step 3 meeting even if the grievant is a union representative. Any resolution reached at this meeting will be reduced to writing. The Labor Relations Director or their designee will furnish the Union with a decision within thirty (30) working days of the Step 3 meeting.

Step 4.

Arbitration

- a. If a grievance is not settled after it has gone through Step 3 of the Grievance Procedure, the Union must file a written notice of appeal and intent to submit the dispute to arbitration with the Labor Relations Director. The Notice of Intent to Arbitrate must be filed within fourteen (14) working days from receipt of the Labor Relation Director's Step 3 answer. The Union shall not file a notice of intent to arbitrate before the Step 3 meeting has been completed or before thirty (30) working days allotted for issuing the Step 3 response has expired.
- b. Any claim regarding whether the City or the Union acted within the required time frame must be resolved by the arbitrator before the hearing on the merits can proceed.
- c. Arbitrations will generally be heard by a member of a permanent

umpire panel consisting of individuals mutually agreed-to by the City and the Union. Arbitrators will hear cases on a rotating basis. The Arbitrator's fees and expenses will be shared equally by the parties, and all other expenses will be borne by the party incurring them. The Grievant, one (1) witness, and one (1) Union Representative will not lose pay for time off the job while attending the arbitration proceeding. Other employees may use banked time to attend the hearing for the purpose of offering testimony or to prepare for the hearing.

- d. The decision of the Arbitrator will be final and binding on the Union and its members, the employees involved and the City and its agents and employees. The Arbitrator will have no power to add to, subtract from, or modify any of the terms of this Agreement. The authority of the Arbitrator is limited to the interpretation and application of the provisions of this Agreement. The Arbitrator will have no authority to apply the provisions of an expired collective bargaining agreement between the Union and the City, unless the grievance at issue was submitted or occurred during the term of that agreement, or grant any right or relief for any alleged grievance under the terms of an expired collective bargaining agreement between the Union and the City, unless the grievance at issue was submitted or arose during the term of that agreement.
- K. The arbitrator will limit their decision strictly to the interpretation, application or enforcement of this Agreement and they will be without power and authority to make any decision:
- 1. Contrary to, or inconsistent with, or modifying or varying in any way, the terms of this Agreement.
 - 2. Concerning grievances filed with the mayor pursuant to applicable State Law.
 - 3. Granting any wage increases or decreases.
 - 4. Granting any right or relief for any period of time whatsoever prior to the execution date of this Agreement.
- L. No settlement at any Step of the grievance procedure will be used as a precedent for the resolution of future grievances or in any arbitration and will not be admissible in evidence in any future arbitration proceeding, unless the parties otherwise stipulate in writing.
- M. A grievance will be deemed untimely, settled and withdrawn unless advanced timely (exclusive of Saturdays, Sundays and holidays) through the grievance procedure,

unless the parties have agreed in writing that the time limits would be waived or extended. If the City fails to provide a timely answer at Step 2 or Step 3 of the grievance procedure, the grievance will advance to the next step after the Union notifies Labor Relations of the City's failure to provide a timely response, unless the Union withdraws the grievance in writing.

- N. Any extensions of time limits provided for in this Article 8 – Grievance and Arbitration Procedures must be agreed to by Labor Relations in writing.
- O. **Expedited Arbitration:** An **expedited arbitration** system shall be used for all appeals to arbitration that involve discharge/termination of a City of Detroit employee. The next arbitrator on the panel shall be contacted within five (5) calendar days of the appeal.

The selected Arbitrator shall be requested to hear the case within forty-five (45) calendar days of being assigned the case. The forty-five (45) day calendar limit may be waived by mutual written agreement of the parties. If the selected Arbitrator provides notice that the forty-five (45) calendar day time limit cannot be met, the next arbitrator in rotation on the panel will be selected to meet the expedited time frame.

Briefs, if any, shall be filed by the parties simultaneously with the Arbitrator within fourteen (14) calendar days from the last day of the arbitration hearing. There shall be no extension for the filing of briefs.

The Arbitrator shall render a written decision within fourteen (14) calendar days from the closing of the record. By mutual agreement, the Arbitrator shall issue a bench decision.

The cost of the arbitration shall be shared equally by the parties in accordance with the Grievance Procedure.

Court Reporting and transcript costs, if any, shall be paid by the party requesting the services unless the parties agree to share the cost. In any event, each party shall pay the cost for their copy of the transcript.

9. Mediation Process

Mediation is a process designed to resolve disputes and conflicts efficiently and effectively, emphasizing the achievement of mutually agreeable resolutions. It fosters creative thinking and analytical approaches, providing innovative solutions that other processes may not offer.

A. Formation of the Mediation Panel:

By mutual agreement, the parties may submit certain disputes to an abbreviated binding mediation procedure in lieu of arbitration. The parties will identify at least

one (1) permanent arbitrator from the permanent panel selected under Article 8 who shall schedule one (1) additional hearing date each month. Prior to each scheduled mediation hearing date, each party may submit up to five (5) grievances for a binding recommendation by the arbitrator serving as a mediator. Each party shall provide the other party and the arbitrator with advance notice of the matters to be presented, including relevant documentation. Either party may reject a matter that is proposed to be heard. The mediation hearing shall be informal, and the parties agree to be bound by the decision of the arbitrator serving as a mediator.

B. Eligible Grievances:

Grievances involving a suspension of ten (10) days or less are eligible for mediation. Grievances involving contract interpretation or alleged contract violation(s) may only be submitted by mutual agreement of the parties.

C. Presentation at Mediation Hearing:

The parties will present opening and closing statements and submit relevant supporting documentation. There will be no submission of post hearing briefs. The parties will be limited to one (1) witness for each grievance.

The Union and the City shall each be entitled to have two (2) representatives present at Mediation. The number of representatives for each party may be increased by mutual written agreement.

D. Mediator:

The Mediator shall render a written decision within ten (10) calendar days from the close of the record.

10. Discipline Procedure

- A. The City retains the right to promulgate, amend and modify disciplinary rules, procedures and penalties, giving the Union at least twenty-one (21) days advanced notice, or if not practicable, as much advance notice as possible taking into account the operational needs of the City.
- B. All disciplinary action taken against an employee will be for just cause and subscribe to the general philosophy that the primary purpose of disciplinary action is to correct employee behavior or conduct. The City will utilize a progressive discipline process; however, the City reserves the right to reasonably invoke more severe discipline, up to and including, termination. The issuance of disciplinary action will take place in a timely manner with due regard for the Employer's right to conduct workplace investigations of employee misconduct. Any dispute

regarding the timeliness of the discipline will be resolved through the grievance procedure.

- C. **NOTIFICATION REQUIREMENTS:** Notification will be given to the appropriate Union representative of any disciplinary action taken against any member which may result in any official entries being added to the employee's personnel file. Both employee and the Union representative will be given a copy of such official entry. In all cases when a supervisor contemplates issuance of disciplinary action, the supervisor will inform the employee and allow the employee the opportunity to have Union representation. If the employee's requested representative is unavailable, the Union will promptly substitute other Union representatives in the represented unit, if on duty and available. If the employee declines Union representation, they will indicate so in writing and a copy will be given to the Union.

When the department has decided to issue discipline, the employee will be allowed adequate time and an available area to discuss the discipline with their steward, or in the absence of a steward an appropriate Union representative. In the case of a suspension or discharge, where Union representation is available, this discussion will take place prior to the employee leaving City property. Upon request the management representative who is present and issuing the action will discuss the disciplinary action with the employee and their steward. Exceptions to this procedure would be in situations where the suspended or discharged employee is absent without leave, or the parties agree that such discussion would not be beneficial at this time.

In the case of an oral reprimand, a notation by date and subject only will be placed in the employee's personnel file.

- D. All disciplinary actions will be subject to the grievance procedure. It will be the responsibility of the grievant to keep the Union and City informed of their mailing address and telephone number(s) at which they may be reached for purposes of notification. Certified mail to the address of record will constitute proper notification to the grievant.
- E. During investigation, an employee will have the right to request to have their steward present if the employee reasonably believes that their statements may lead to disciplinary action. Before an employee is required to make any statements pertaining to their possible misconduct, the employee will have the opportunity to discuss the matter first with their steward.
- F. **PERSONNEL RECORDS:** All employees covered by this Agreement will have the right to review their personnel records pursuant to applicable law.
- G. **USE OF PAST RECORD:** In imposing any discipline on a current charge or in evaluating an employee for promotion or transfer, management will not take into

account any prior infractions or disciplinary action taken which occurred more than sixteen (16) months previously.

H. GUIDELINES FOR ADMINISTRATION OF A CORRECTIVE DISCIPLINE PROGRAM:

1. Disciplinary action should be appropriate and take into account both the offense and the employee.

Factors which should be considered in imposing discipline in each case are:

- a. The seriousness and circumstances of the particular offense.
 - b. The employment history of the employee involved including length of service.
 - c. The recency and nature of prior disciplinary action taken with respect to the employee.
 - d. Prior departmental action in comparable situations.
2. Any published departmental standards or rules governing employee conduct or expected work performance should be fairly and consistently applied.

11. Special Conference

Special Conferences are reserved for subjects that require clarification of contract language and/or issues that cannot be resolved by the parties. This includes important matters such as problems of health and safety and periodic discussions of substantial issues which are of concern to Union members. Special Conferences may be arranged for a mutually agreeable date and time between the Union President and the Department Head or their designated representative upon the request of either party within ten (10) working days. The parties must agree to extend the time frame for scheduling the Special Conference. The department and the Union shall each have three (3) representatives at the Special Conference. Either party may request the presence of a representative from Labor Relations.

At least one (1) week prior to the scheduled date, the requesting party shall provide an agenda for all issues to be discussed at the Special Conference.

12. Health and Safety

- A. The City recognizes its responsibility to provide safe and healthful working conditions, and the Union recognizes it's their obligation to cooperate in the maintenance and improvement of those conditions.

- B. All existing safety practices and provisions in expired agreements will remain in effect until such time as the City may amend them pursuant to the terms of this Agreement, consistent with the operational needs of the City and any applicable safety standards.
- C. All protective equipment and devices, first aid kits or similar provisions, physical examination or other tests required by the Employer will be provided at no cost to the employee.
- D. The City will act in compliance with Federal, State and Local legislation relating to use or storage of hazardous materials and incidence of contagious disease in the work place. Union representatives will be informed of any testing of employees or precautionary steps taken because of exposure to hazardous materials or a contagious disease which has occurred within the worksite where members of their Union are employed.

13. Seniority

- A. **SENIORITY** is hereby defined as the length of continuous service beginning on the date of legal certification to a position in the classified service of the City of Detroit. Seniority, as defined above, is established to serve as a basis for determining employee seniority rights provided for in this Agreement including the order of demotion or lay off in the event of a reduction in force and the reemployment rights of employees.

Note: Seniority is not the same as "service time" as utilized for the various economic benefit provisions.

- B. **CONTINUOUS SERVICE** will mean employment by the City of Detroit without interruption or breaks. The following will not be considered breaks in service.

Note: Seniority is not the same as "service time" as utilized for the various economic benefit provisions.

1. Service in the Armed Forces of the United States up to four (4) years, or five (5) years if requested by the Government as provided under Federal law.
2. Absence from work due to injuries compensated for under the Workers' Compensation Act of the State of Michigan.
3. Appointment or election to an exempt non-classified position of the City of Detroit.

4. Lay off as a result of a reduction in force for a period not exceeding three (3) years.
5. Leave of absence to serve in a qualifying employee labor organization for the term of said employment.
6. Leaves of absence for Peace Corps service up to two (2) years.
7. Other approved leaves of absence for a period not exceeding one (1) year.

Employees may be granted a personal leave by the City for up to one (1) year. Seniority accrued prior to the leave will be retained but employees will not accumulate additional seniority for the period of the leave, except that this provision will not apply to leaves related to military or Peace Corps.

C. LOSS OF SENIORITY: An employee will lose their seniority for the following reasons only:

1. Discharge or permanent removal from the payroll and the separation is not reversed through the grievance procedure.
2. Retirement.
3. Resignation or voluntary quit, which will include:
 - (a) Failure to report within five (5) working days after receiving notice of recall from lay off.
 - (b) Failure to report back to work within five (5) working days after expiration of an approved leave of absence or extension thereof.
 - (c) Absence from work for three (3) consecutive working days without notice to the Employer unless they can demonstrate that they were physically or mentally incapable of notifying the department of their inability to come to work.
4. For Seasonal Employees, failure to report for work in any given season within five (5) days of the date of notice to report for work for that season.

D. ADJUSTMENT FOR SEASONAL, TEMPORARY OR PART-TIME EMPLOYMENT:

If an employee in a special service classification employed on a seasonal, temporary or part-time basis is subsequently placed in a regular full-time classified position the following adjustments to seniority will be made:

1. In the case of the seasonal or temporary employee, for each twelve (12) month period of employment in which the employee worked six (6) months or less, six (6) months will be deducted from the length of continuous employment.
2. In the case of the part-time employee, for each period of employment in which the employee worked on a half-time or less basis, the employee will be awarded one-half seniority credit and the length of continuous employment adjusted accordingly.

Any adjustment of seniority under this section will be made from the employee's certification date as a seasonal, temporary or part-time employee.

E. RESOLVING TIES IN SENIORITY:

1. Where two (2) or more persons have the same seniority date, the employee with the highest standing (examination rating) on the eligible register from which the employees were certified will be deemed as having the greater seniority. In the event of identical examination ratings, the employee with the earliest examination date will be deemed as having the greater seniority. In the further event of identical examination dates, the employee who first submitted their employment application (as measured by the examination number) will be deemed as having the greater seniority.
2. In the case of inducted employees with the same seniority date, employees will be ranked in accordance with their length of continuous service in the department, agency or activity in which they were employed when inducted into the classified service. Insofar as possible to determine, such continuous service will include any adjustments in accordance with procedures outlined in this Article.
3. Notwithstanding the above, in all cases of identical seniority dates, persons entitled to preference under the Michigan Veteran's Preference Act will be deemed as having greater seniority than those employees without such preference.

F. PROBATIONARY EMPLOYEES:

New employees hired by the City and others initially placed into the bargaining unit will be considered as probationary employees for the first six (6) months of their employment depending on the classification. The City may extend in its sole discretion the probationary period for up to an additional six (6) months. This decision may not be grieved. The reasons for the extension will be given in writing to the employee, and a copy given to the Union President.

The Union may advocate on behalf of probationary employee(s) for the following purposes only:

1. Discrepancies related to wages, hours and conditions of employment,
2. Reversion to their formerly held title because of alleged union activity,
3. Separation from city service because of alleged union activity.

For probationary employees with prior City service, the Union will represent such employees when a department issues a suspension or discharge for cause instead of taking action to revert the employee to their prior status.

- G. **SENIORITY LISTS:** Each quarter the City will provide to the union disclosure of employee employment and contact information, pursuant to the Public Employee Relations Act (PERA) 336 of 1947, Section 11(a) as follows:

- (a) First, middle, and last name,
- (b) Department or agency,
- (c) Classification,
- (d) Address or primary work location,
- (e) Home address (If it's a confidential address, provide designated address)
- (f) Personal telephone number,
- (g) Personal email address,
- (h) Work email address,
- (i) Date of hire,
- (j) Employee identification number, if applicable,
- (k) Full-time or part-time employment status,
- (l) Wage.

Upon request, the City will annually furnish the Union its applicable city wide seniority list by classification. The lists will be based on official Human Resources Department documents which have been approved and processed as of the date submitted. Any questions concerning this information or alleged errors should be submitted to the Human Resources Department.

- H. **CLASSIFICATION SENIORITY:** Classification seniority will be preserved where it is utilized in prior agreements.

14. Seniority of Union Representatives

- A. Except as follows and as provided in Article 34 - Overtime, there will be no exceptions or special seniority provisions for Union officers. Notwithstanding their position on the seniority list, all Union Representatives who provide "Weingarten" representation to employees in the bargaining unit, or who are responsible for the adjustment of grievances, will in the event of a layoff or reduction in force, be retained in employment so long as there are:

1. Full-time positions remaining in their current classification in their respective Department;
 2. Full-time positions remaining in their current classification in any other Departments within the bargaining unit; and
 3. Full-time positions remaining in any classification other than their current one in which the employee has had prior year service or occupational series and be able to perform the duties and functions of the new job as determined by the Employer.
- B. The provisions of this Article will apply only so long as Union Representatives engage in the representation and grievance adjustment functions set forth above.
- C. Should a Union Representative lose their Weingarten representation or grievance adjustment functions, they will be subject to displacement by employees with greater seniority who have been laid off or demoted as a result of reductions in force made prior to the former representative's loss of representation or grievance adjustment functions.

15. Reductions in Force, Lay Off, Demotion, and Recall

- A. **NOTICE TO THE UNION:** Where practical, the City will provide notice to the Union at least thirty (30) days prior to the issuance of any layoffs.
- B. **ORDER OF REMOVAL:** Reduction in force will be by job classification in a City department. Within the department, the following categories of employees in the class will be removed first in the following order.
1. Provisionally-hired employees.
 2. Newly-hired employees who have not completed the probationary period.
 3. Employees hired on a seasonal, temporary or other limited term basis.
 4. Seniority employees who have recently been promoted into the class and have not completed the required trial period, and employees promoted to the class on a limited-term basis. Such employees will revert to the classification in the department from which they were promoted.
 5. Seniority employees who are in the class on a permanent basis and have completed the required trial period. Such employees will be removed from the class in accordance with their total City seniority and have those displacement rights described below.

C. **UNIT-WIDE DISPLACEMENT:** Permanent seniority employees who are being removed from a given class will have the following optional displacement rights in their bargaining unit:

1. To displace the least senior employee in a lower class in the same occupational series; provided the employee can perform the duties of the new position as determined by the applicable department in accordance with the civil service rules.
2. To displace the least senior employee in some other classification which the senior employee previously held; provided the employee can perform the duties of the new position as determined by the applicable department in accordance with the civil service rules.

In addition, employees who are unable to displace the least senior employee in their bargaining unit may be transferred or demoted to other available vacant positions in the bargaining unit for which they are judged to be qualified.

Those employees who are unable to displace the least senior employee or are not status-changed to other available vacancies in the bargaining unit will be laid off by issuance of a layoff notice from their department.

Employees who have an opportunity to displace the least senior employee in the next lower class in their occupational series, will have those recall, reemployment and restoration rights set forth in Section D.

D. **EMPLOYEE RECALL, REEMPLOYMENT AND RESTORATION RIGHTS:** Employees will be recalled by seniority for available positions either: (a) in their current classification, or (b) in the classification in the same occupational series; provided they have prior service in such classification within the last one (1) year and can perform the duties in the position they are recalled into. The City's right to fill vacancies through transfer, promotion, or new hire will be done in accordance with the Management Rights or the Transfer and Promotion provisions of this Agreement.

E. **MULTIPLE TITLES:** In determining an employee's rights under this Article, an employee can have permanent seniority in only one (1) class at a time. An employee who carries a multiple title will be treated as having permanent seniority in the lowest part of their multiple title.

Exceptions to this general rule would be where the employee previously held a higher part of the multiple title on a single title basis, or where the parties agree that the employee's permanent seniority should be in a higher part of the multiple title based on the employee's nature and history of employment. Such agreement must be in effect no later than ninety (90) days prior to the announcement of a reduction in force.

- F. **NOTICE REQUIREMENTS:** Following notice, a representative of the department will meet with the Union to discuss the circumstances of the department's reduction in force.
1. Employees to be laid off will receive notice of layoff no less than two (2) calendar weeks prior to the effective date of the separation. A Union representative will be permitted to attend the notification meeting. A copy of such notice will be sent to the Union.
 2. Employees displaced as a result of a reduction in force, will receive notice of displacement and/or layoff no less than two (2) calendar weeks prior to the demotion or separation. A Union representative will be permitted to attend the notification meeting. A copy of such notice will be sent to the Union.
 3. Notice of recall or offer of reemployment to laid off employees will be sent by certified mail to the person's last address of record. It will be the responsibility of the laid off employee to notify the Human Resources Department immediately of any change of address. Failure of the laid off employee to report to Human Resources within five (5) calendar days of the date of the notice will be considered a voluntary quit and result in loss of seniority unless good cause for the employee's failure to report is shown.
 4. Exceptions to the above notice requirements will be allowed in individual cases where the failure to give timely notice resulted from error or unforeseen circumstances beyond the control of management.
- G. To exercise bumping rights, an employee must have prior service in such classification within the last one (1) year provided the employee can perform the duties of the new position as determined by the applicable department in accordance with the civil service rules. Employees will be permitted to work outside their classification.

16. Transfers and Promotions

- A. The City will have the right to transfer and/or promote employees within any department or to any new department in its reasonable discretion that will consider an employee's seniority, training, education, expertise, performance, attendance, and discipline history, as well as any possible disruption that may result from an inter-departmental transfer. Transfers and promotions will occur without loss of seniority. Such transfer and/or promotion will be on a six (6) month probationary period, during which time the City may reasonably determine that the transferred/promoted employee is unable to perform the duties and functions of the

new position and may reasonably exercise its right to transfer that employee back to their former position or to another position.

- B. During the probationary period, the employee shall have the opportunity within forty-five (45) days to revert to their former classification. Notice of the decision shall be given in writing to the employee's immediate supervisor and Human Resources at least five (5) working days prior to the reversion.
- C. Employees who do not successfully pass the probationary period may be reverted back to the last classification in which they held permanent status. The employee will receive notice of and the reason for the action in writing. The local president will be provided with the notice of and reason for the employee's reversion.
- D. The City agrees to provide notice regarding promotions and access to examination scores as required by the Civil Service Rules.

17. Contractual Work

- A. It is the intent of this Article to preserve the jobs of City employees, while maintaining the rights of the City of Detroit to handle its affairs in an efficient, cost effective contract approval process for the good and welfare of its citizens.
- B. The City agrees to abide by Detroit City Ordinance, City Code Section 17-5-301 et seq. (for purposes of this Article 17, the "Code"). This Article 17 (Contractual Work) will not apply to City contracts that fall under Code Section 17-5-303. Application of the terms of the Code pursuant to this Agreement will be subject to the grievance and arbitration procedures of this Agreement, however in no event will an employee or the Union be permitted to pursue the same claim under both the Code and the grievance and arbitration procedure. The arbitrator will not have the authority to amend, terminate or modify this Agreement or to interpret or apply the Code in a manner that is inconsistent with its terms or as it may have been judicially interpreted.
- C. In the event the City, in its discretion, determines that it will recommend a contract for services as defined in the City Code to the Detroit City Council (other than those contracts covered by Code Section 17-5-303), the applicable union(s) will be notified reasonably in advance prior to a final decision of the City Council on the contract being awarded, or as soon as possible in emergency situations (as defined by Code Section 17-5-302). Such notice to the union(s) will be in writing and will include the information described in City Code Section 17-5-305 (C), to the extent not already provided to that union.

The City has the unrestricted right to contract or subcontract work with third parties, which will not be used to undermine the Union or discriminate against its members.

The City maintains the right to contract out work for legitimate business reasons. The City is only obligated to provide overtime opportunities to a seniority employee if they possess the necessary qualifications to perform the work. The determination of those qualifications rests solely with the City.

Nothing in this article shall limit the City's ability to contract with third parties to ensure timely services for its citizens.

- D. The Union may prepare alternate plans to the City recommendation upon review of the above information, working with management employees if it chooses to do so. The final decision to act is vested solely and exclusively in the City which will not act in an arbitrary and capricious manner.
- E. Nothing in this Article should be construed to waive, abridge or impair the rights reserved to an emergency manager appointed pursuant to Public Act 436, MCL §§ 141.1541 *et seq.* to reject, modify or terminate any provision of this Article subject to Section 12(k) of PA 436 (§141.1552(k)).
- F. Insourcing
 - 1. The Union will be granted the opportunity to offer to have work which is currently performed by private individuals or companies, to be performed by City employees. This is referred to as "Insourcing."
 - 2. The Union may submit an Insourcing proposal to the City's Purchasing Director and the Department Head of the relevant Department. Such proposal will contain sufficient detail demonstrating the economic and/or qualitative advantages of Insourcing contracted services. The City will review such proposal on a fair and reasonable basis and respond to the Union within sixty (60) days of receipt of the union's Insourcing proposal.

18. Preferential Hiring

Any non-governmental entity awarded work by the City pursuant to Article 17 of this Agreement – Contractual Work (for purposes of this Article 18 a "Contractor") will give City employees who have been or will be separated from employment as a result of the award of the contract preferential hiring rights for open positions for which they are qualified based on their level of skill and ability as of the date the contract is awarded.

- A. "Preferential hiring rights" for purposes of this Article means that City employees separated from employment as a result of the contract award will be offered employment by the Contractor into any open positions covered by the contract for which City employees are qualified based on their level of skill and ability prior to offering employment to any non-City employees. Neither the City nor any Contractor will be obligated to provide any training, education, or any other form

of assistance, without limitation, to any employees seeking employment with a Contractor pursuant to this Article.

- B. Qualification requirements will be determined in the Contractor's sole discretion. Nothing in this Article is intended to restrict a Contractor's right to set its own terms and conditions of employment and/or its own hiring qualifications and employment standards. However, any contract pursuant to Article 17 will include a provision that prohibits discrimination against former City employees based upon their union affiliation or for any other reason prohibited by law.
- C. The City will require that all contracts awarded pursuant to Article 17 will, as a condition of such contracts with the City, comply with the terms of this Article 18. Contractors will establish appeal procedures, culminating in neutral arbitration, for the processing of complaints from former City employees who claim to have been denied the preferential hiring rights established by this Agreement. An arbitrator will have the authority to order back pay, but not any other form of remedy or relief in the event of a violation by the Contractor of such preferential hiring rights. The arbitrator will be selected by the Contractor from a list of five arbitrators provided by the Union and the City. The fees and expenses of the arbitrator will be borne by the Contractor.
- D. The City will not be responsible for the Contractor's hiring criteria or employment decisions but will take reasonable measures, including written requirements that obligate a Contractor to comply with this Article in any request for proposal and any subsequent contract by the City awarded pursuant to Article 17 to ensure Contractor compliance with this Article.
- E. The parties acknowledge that a Contractor may not have any open positions at the time a contract is awarded if the Contractor's then-current workforce is sufficient to perform the work covered by the contract.

19. Leaves of Absence

- A. **FAMILY AND MEDICAL LEAVE ACT OF 1993 (FMLA):** The City will promulgate reasonable FMLA policies in accordance with the law. A full explanation of the employees' FMLA rights will be included in the New Employee Orientation. Employees may seek information about their FMLA rights from Human Resources.
- B. **CITY LEAVES OF ABSENCES:** The City may grant leaves of absence for medical, educational, military, personal or other reasons in its sole discretion, consistent with the terms of this Agreement and applicable law. The City's Human Resources department holds the authority to approve all leaves of absence, as well as any requests for extensions to those leaves. Employees seeking information regarding leave policies or procedures should contact Human Resources directly.

- C. **UNION LEAVES OF ABSENCE:** If a union member is elected or selected to perform union work that requires them to be away from their regular job for more than six (6) consecutive months, they are eligible for a leave of absence. To initiate this process, the employee and Union must submit a formal request to the department head. The request should specify the duration of the leave and include supporting documentation regarding the union position to be held. The department head will forward the request to the HR Director for review and approval.

The leave of absence granted for Union service shall not exceed two (2) years. Extension beyond this period may be considered, subject to the approval of the HR Director. Upon their return, the employee will be reinstated in their former position or a similar position with equivalent duties and pay, provided the employee is otherwise qualified and the position is still available. If the position is no longer available, the employee may be reassigned in accordance with seniority and available openings. While on leave, the employee will not accumulate additional seniority. However, upon re-employment, their previously accrued seniority will be fully restored.

20. Union Bulletin Board

The City will furnish, for the use of the Union, space for a bulletin board at locations to be agreed on by the Union and the City where bargaining unit members are assigned, as practicable. The bulletin boards will not contain anything of a political or libelous nature.

21. Strikes and Lockouts

- A. No employee covered by this Agreement shall engage in, induce, or encourage any strike, work stoppage, slowdown, sit down, stay-in coordinated absences, or withholding of services. The Union agrees that neither it nor any of its officers or agents will call, institute, authorize, participate in sanction, ratify, or encourage any such strike, work stoppage, slowdown, sit down, stay in, coordinated absences, or withholding of services.
- B. The Union and the City recognize the importance of uninterrupted service. The Union agrees to actively discourage any strike, work stoppage, slowdown, sit-down, stay-in, withholding of services, or other interruption of work by its members. Should any such activity occur, the Union shall not recognize any related picket line and shall cooperate with the City, taking all reasonable means to resolve the situation and restore normal operations.
- C. The City shall have the right to discipline or discharge any employee(s) participating in such interference and the Union agrees not to oppose such action when properly taken in accordance with the applicable law. The parties agree that

the Grievance Procedure shall be available to such employees that contend they had not participated or engaged in such prohibited conduct.

To the extent that the Union and all its officers and agents fully comply with Sections A and B of this Article, there shall be no liability on the part of the Union or its officers and agents for any damages resulting from the unauthorized breach of this Article by individual members of the Union.

- D. The City will not lockout any employee in furtherance of a labor dispute. However, if any employee is unable to work because equipment or facilities are not available due to a strike, work stoppage, slowdown or other interference by other employees, such inability to work will not be deemed a lockout under the provisions of this section.
- E. If an employee is not engaging in conduct outlined in section A of this article but is unable to work because equipment or facilities are not available due to a strike, work stoppage, slowdown, sit down, stay in, coordinated absences, withholding of services or other interference by other employees, such inability to work will not be deemed to violate section A of this Article.

22. Severability

If any Article, Section or provision of this Agreement or any Supplement thereto, should be held invalid by operation of Law or by any Tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by such Tribunal, the remainder of this Agreement and supplements will not be affected thereby, and Employer may negotiate a satisfactory replacement for such Article or Section.

23. Employee Assistance Program

- A. The City and the Union recognize and acknowledge that behavioral-medical problems have an adverse effect on the employee's job performance and merits special attention. Examples of these problems include but are not limited to substance abuse, including alcohol and drugs, physical illness, mental or emotional illness, marital or family maladjustments and other personal problems. These behavior-medical problems impair the employee's ability to function, and contribute to increased absenteeism and tardiness, and violations of other rules, regulations, and procedures. The combination of factors is recognized as having potentially damaging effects on the employee, the work site and the well-being of co-workers. The City and the Union believe most behavioral-medical problems are treatable. The Employee Assistance Program is designed to aid employees who are experiencing behavior-medical problems that may result in deteriorating job performance.

- B. The City may continue to provide an Employee Assistance Program through a third party vendor.
- C. Nothing in this statement is to be interpreted as constituting any waiver of management's responsibility to maintain discipline or the right to invoke progressive disciplinary measures when applicable in the case of misconduct which may result from or be associated with the abuse of any substance or other personal problem; the Union may exercise its right to process grievances concerning such matters in accordance with this Agreement.
- D. During or following treatment, the employee should not expect any special privileges or exemptions from standard personnel practices; however, employees with substance abuse problems or personal problems will be allowed to liquidate sick leave for the purpose of treatment or rehabilitation upon presentation of satisfactory medical evidence.
- E. When a leave of absence is necessary so that an employee may undergo behavioral-medical treatment for alcoholism, drug abuse, or other personal problems in or from an appropriate facility in accordance with this program, and when the employee has voluntarily submitted themselves for such treatment, they may be granted a leave of absence if the employee has completed one (1) year of continuous classified service immediately prior to the leave.
- F. The confidential nature of medical records of affected employees will be preserved in the strictest manner as all other medical records. To the extent feasible, employee assistance facilities will be located in areas separate from other City activities.

24. Career Development and Training

- A. The City and the Union recognize the need to provide training and career development opportunities for employees which will develop their skills, knowledge, and abilities to effectively carry out duties and responsibilities of their current classification, and to qualify for more responsible positions in the future.
- B. The City subscribes to the principle of promotion from within, and, in keeping with that principle, the City agrees to focus some of its resources toward those employees in lower job classifications in order to provide opportunities to train and enter new careers.
- C. The City and the Union agree that a major goal of training and career development is improvement of the status of female and minority employees in order to fulfill the City's and the Union's commitment to effective affirmative action programs, and to make the work force at all levels reasonably representative of the sex and ethnic composition of the City.

- D. The City and the Union recognize that technological or other changes may occur during the term of this Agreement. Whenever such changes occur, bargaining unit members may be offered opportunity for training, retraining or reassignment whenever possible.
- E. To insure that employees are adequately trained, The Human Resources Department may conduct periodic training need assessments and employee performance reviews.

25. Non-Discrimination

- A. The City will adhere to a policy of equal opportunity for all employees and to continue to prohibit discrimination because of race, color, creed, national origin, citizenship status, religion, age, political orientation, sex, sexual orientation, or disability, or any other protected category in accordance with applicable local, state, and federal laws.
- B. The City agrees that a crucial part of an effective affirmative action program is the development of an effective program, designed to provide existing employees maximum opportunity to advance so as to perform at their highest potential.

Upon request, the City agrees to provide the Union with copies of statistical minority employment information reports and reports concerning policies and programs for equal opportunity in employment for employees of the City of Detroit.

26. Defense and Indemnification of Employees

Current City policy regarding the defense of and indemnification of employees against damage suits, claims, etc. is set forth in the Detroit City Code Section 35-2-101 et. seq., and is incorporated herein.

27. Confidential Employees

The parties agree that certain City employees are designated as confidential employees and are, therefore, to be exempt from membership in the bargaining units covered by this Agreement. The City will not designate other employees as confidential without the agreement of the applicable bargaining unit President; but may, if the bargaining unit fails to agree, petition the Michigan Employment Relations Commission to approve such designation.

29. Copies of the Agreement

The City will provide the Union with an electronic copy of this Agreement and will post this Agreement on the City's website.

30. Unemployment Benefits

Employees covered by this Agreement will receive unemployment benefits in accordance with the unemployment insurance plan administered by the Michigan Employment Security Commission under the Michigan Employment Security Act.

31. Funeral Leave

- A. If a death occurs among members of the employee's immediate family, the employee upon request, provided they attend the funeral and submit documentation of such upon return to work, will be granted two (2) days leave not to be charged to sick leave. An employee may take an additional three (3) days of funeral leave to be charged against current sick leave and then reserve sick leave upon their request.

Funeral leave shall be limited to a fourteen (14) calendar day period beginning the day of the funeral. The Funeral leave is not required to be consecutive days and is subject to Employer approval.

- B. **DEFINITION OF IMMEDIATE FAMILY:** The immediate family is defined as wife, husband, son, daughter, brother, sister, father, mother, step-father, step-mother, step-son, step-daughter, grandchild, grandmother, grandfather, and a member of the employee's household that has had the same permanent address as the employee for at least one (1) year prior to the household member's death. "Household member" will not include temporary guests or visitors to the employee's home.
- C. In extenuating circumstances, the department head has the discretion to accommodate the needs of the employee for granting funeral leave for an immediate family member or relative as described in this article.
- D. If a death occurs among the relatives of the employee, the employee, upon request will be granted one (1) day leave, not to be charged to sick leave provided they attend the funeral and submit documentation of such upon return to work. If the funeral which the employee attends is more than 300 miles from their residence, the employee may extend the leave by two (2) days to be charged against current sick leave and then reserve sick leave upon their written request.

Funeral leave shall be limited to a fourteen (14) calendar day period beginning the day of the funeral. The Funeral leave is not required to be consecutive days and is subject to Employer approval.

- E. **DEFINITION OF RELATIVES:** Relatives are defined as brother-in-law, sister-in-law, uncle, aunt, mother-in-law, and father-in-law.

If the Local Union President is not available to attend the funeral of a City employee who is a member of their local, a representative of the Union, with proper notification to the department head, will be allowed one (1) funeral day, not to be charged to sick leave, to attend the funeral, provided they submit documentation of such upon return to work.

32. Sick Leave

- A. All employees who have completed three (3) months of continuous service will be granted one (1) day of sick leave for every service month in which they have worked 80% of their scheduled hours, not to exceed twelve (12) sick leave days in any one fiscal year. With respect to sick leave accrual, employees have the following, as applicable based on an individual employee's accrued time: 1) A Reserve Bank that consists of all reserve sick leave hours accrued on or before July 18, 2012. The award of reserve sick days was eliminated as of July 18, 2012, 2) A Prior Bank that consists of any sick leave hours accrued on or before April 30, 2014. Additional accruals into the Prior Bank will be frozen as of April 30, 2014, and 3) A Current Bank that will consist of any sick leave hours accrued on or after May 1, 2014. Current Banks will be capped at 480 hours, with no additional accrual unless the balance falls below 480 hours, and any accrual thereafter will not exceed the 480-hour cap. Sick leave usage will first be drawn from the Current Bank, followed by the Prior Bank and finally the Reserve Bank.

All employees must be on the payroll for the entire month to be credited with sick leave.

- B. Sick leave may not be granted in anticipation of future service.
- C. Sick leave balances will be expressed in terms of hours and will be posted on the employee's check stub.
- D. Employees will have access to Departmental Leave Days in accordance with the Municipal Code. Permission shall not be unreasonably withheld.

33. Work Week, Work Day, Shift Premium

A. STANDARD SERVICE WEEK:

1. The standard payroll work week will begin at 12:01 a.m. Monday, and end at 12:00 p.m. Sunday. It will consist of five (5) regularly scheduled eight (8) hour work periods on as many work days. The two (2) remaining days in the payroll work week will be known as "off days." In accordance with the Management Rights Clause, the City reserves the right to determine, and change start and quit times, as well as modify employee schedules, with at least fourteen (14) days' notice, or as much advance notice as possible where fourteen (14) days is not practicable.
2. The first scheduled "off day" within the payroll work week will be designated as the "sixth day" and the second scheduled "off day" within the payroll work week will be designated as the "seventh day."
3. Off days in the work week will be scheduled consecutively unless such scheduling will adversely affect or add cost to operations of the department.
4. The City and the Union will review departmental work schedules which currently do not provide for consecutive off days. If the parties can agree that scheduling changes which allow for consecutive off days are feasible, such changes will be implemented, provided that such changes do not result in increased costs or loss of productivity.
5. The City and the Union will also review those departmental operations which currently require rotating shifts. If the parties can agree that a more productive schedule can be established without an increase in cost, the City will take the steps necessary to implement such schedules.
6. Employees will be allowed to submit shift preferences within locations for any new work schedule established pursuant to reviews made in accordance with Section A-3 and A-4.

B. SERVICE DAY AND WORK DAY:

1. The thirty-five-hour work week will be eliminated.
2. Two (2) coffee breaks of not less than fifteen (15) minutes per shift will be permitted.
3. When an employee is called to work, they will be guaranteed no less than four (4) hours of pay for "show up" time at the appropriate rate.

4. A flex-time work schedule may be established in certain departments where the appropriate working conditions exist.
5. Employees assigned to seven-day operations will be required to call in two (2) hours prior to the start of their shift when requesting a sick day.

C. AFTERNOON AND NIGHT SHIFTS:

1. **Shift Premium Rates:** Employees who work regularly scheduled afternoon and night shifts will receive, in addition to their regular pay, a premium of fifty cents (50¢) per hour for the afternoon shift and a premium of seventy-five cents (75¢) per hour for the night, if the employee works their entire regularly scheduled shift.
2. **Shift Premium Times:** The afternoon shift will be any full-time shift commencing between the hours of 11:00 a.m. and 6:59 p.m.

The night shift will be any full-time shift commencing at the hour of 7:00 p.m. or between the hours of 7:00 p.m. and 3:59 a.m. in accordance with Chapter 35, Article 2, Section 33, of the Municipal Code of the City of Detroit.

- D. Unless provided for otherwise within this Agreement, all of the provisions of this Article will be in accordance with Chapter 35, Article 2, Section 33, of the Municipal Code of the City of Detroit.
- E. Currently all hourly paid employees will receive their pay for regularly scheduled hours not later than Friday following the payroll week in which it is worked.
- F. Supervisors shall not perform work normally performed by bargaining unit employees, except in emergencies, for the purpose of instruction or training or for testing new equipment. An emergency is defined as an unexpected situation that requires immediate action. In such cases, supervisors may perform bargaining unit work for the duration of the emergency.

34. Alternative Work Schedules

The City of Detroit operates various non-standard work schedules. These alternative schedules affect how employees earn and use paid time off.

For example, employees assigned to 12-hour shifts will have work schedules that are outside of the traditional 40-hour workweek.

All employees will earn and use vacation and sick time in a manner that corresponds to their specific assigned work schedule.

35. Overtime

- A. The City has the right to schedule overtime work and to require employees to work mandatory overtime.

In any represented unit where overtime is not equalized, overtime work will be offered starting with the senior employee. When there are not enough volunteers, overtime assignments will be made according to inverse seniority. Seniority-based overtime offers will not be required where an unexpected emergency arises or it is impractical to seek volunteers.

In any represented unit where the City currently equalizes overtime, the department will determine the equalization scheme and the sole remedy for a violation of the equalization scheme will be working the next available overtime opportunity and not payment of any back pay. In no circumstance will employees be paid for time not worked. Departments may discontinue equalization of overtime with prior notice to the Union and approval of Labor Relations Director.

In certain cases, Departments may seek the written approval of the Labor Relations Director to schedule overtime based on factors other than seniority, including but not limited to experience, work performance, and/or demonstrated abilities. Written approval, with a copy to the Union, must state the reason relied upon in approving such requests.

B. TIME AND ONE-HALF OVERTIME:

1. Employees – Time and one-half (one-hundred and fifty percent (150%)) will be paid to hourly-rated employees for all hours worked over forty (40) in one (1) service week inclusive of a seventh day or a holiday. and on a daily basis for all hours worked in excess of an employee's normal work day.
2. Notwithstanding the above paragraph, departmental leave, vacations and holidays shall be counted as time worked for the purpose of computing overtime.
3. When a schedule indicates a lunch period but conditions make it impractical to enjoy same, the employee or employees involved will be paid the prevailing overtime rate in lieu of their lunch period. The provisions of this section will not apply to employees whose work day is designated on a measured task basis. In no instance will payments be made for lunch periods not worked.
4. Premium payments will not be duplicated for the same hours worked.

5. Except for any contrary provisions above, all of the above will be in accordance with Chapter 35, Article 2 of the Municipal Code of the City of Detroit and the Michigan Minimum Wage Law.

36. Holidays and Excused Time Off

- A. Employees will be entitled to the following seven (7) holidays: New Year's Day, Martin Luther King's Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day, during which premium time will be paid for time worked as set forth below. Employees will be granted eight (8) hours of "Excused Time" on Good Friday, or eight (8) hours on the last scheduled paid day prior to Good Friday, eight (8) hours of "Excused Time" on Juneteenth or eight (8) hours on the last scheduled paid day prior to Juneteenth and eight (8) hours of "Excused Time" on the last scheduled paid day before Christmas Day and before New Year's Day and for Veteran's Day, and the day after Thanksgiving. Employees will be paid holiday pay for excused time days, but if employees are required to work on such days, only straight time pay will be paid for hours worked.
- B. Employees will receive eight (8) hours straight time pay for the above mentioned holidays. Where a holiday is concurrent with the employee's sixth or seventh work day, the Department Head will have the option of paying for the holiday or granting equivalent time off with pay with at least seven (7) days advanced notice to the employee and the Union where practicable. When the City elects to give the employee time off, said time will be granted at the request of the employee with the approval of the Department Head.
- C. An employee will be eligible for holiday pay or excused time pay provided they have received at least eight (8) hours of pay (exclusive of overtime and sick leave) the workday before and the day after the holiday or excused time day. Provided, however, the employee continues on the payroll through the holiday or excused time day and is otherwise qualified for the holiday or excused time day.

For the purpose of this section, an employee will be considered off the payroll if they are discharged, voluntarily quit, or is on a formal leave of absence approved by the Human Resources Department (generally over 30 days), is on workers' compensation, or is laid off. An employee's payroll status not covered by the above will be subject to a Special Conference. Criteria to be used to determine payroll status will be if the absence of the employee will be for more than thirty (30) days.

- D. If an employee is absent without just cause on a holiday or excused time day on which they are scheduled to work, they will receive no pay for the holiday.
- E. Time and one half (1.5) will be paid for all hours worked on a holiday in addition to the straight time holiday pay due for a holiday as such. Straight time pay will be paid for all hours worked on an Excused Time day, in addition to the Excused Time pay above.

- F. Premium payments will not be duplicated for the same hours worked.
- G. Employees who are scheduled to work on any holiday, but who fail to report to work, will not be eligible for holiday pay.
- H. For the purpose of this Article, an employee will be considered off the payroll if they engage in a work stoppage which extends through a holiday or excused time day. All benefits under this Article will be forfeited for the holiday or excused time in question.
- I. If a holiday or excused time day falls on Saturday it will be observed on the preceding Friday, and if a holiday or excused time day falls on Sunday it will be observed on the following Monday for all employees except those assigned to six and seven day operations. Should two (2) consecutive holidays or excused time days occur on a Friday and Saturday, or on a Sunday and Monday, Friday and Monday, respectively, will be designated as the official holidays.
- J. If an employee engaged in six or seven day operations work either the actual calendar holiday or the substitute holiday, they will receive the holiday premium, but they will not be allowed to pyramid holiday premium for working both days.
 - 1. An employee assigned to a six or seven day operation may be scheduled off for the holiday on either the calendar holiday or the substitute holiday.
 - 2. When an employee works both the calendar holiday and the substitute holiday, the day selected as a holiday for pay purposes will be the day which allows the employee the maximum pay credit for working both days.
 - 3. If an employee works either the calendar holiday or the substitute holiday, but not both, they will be paid holiday premium for the day worked.
 - 4. If an employee is off sick on the calendar holiday, or the substitute holiday, or both, they will receive sick pay. If they work either of the two days they will receive holiday premium.
 - 5. If an employee is AWOL on the actual calendar holiday, but works the substitute holiday, they will not be entitled to holiday pay or holiday premium.
- K. The City will have the option to close all or part of its facilities for the Christmas and New Year's holiday season consistent with operating needs and the public service. Employees will have the option of using vacation, compensatory time or no-pay for any days off during this period. If an employee has none of the above listed accrued time, departmental leave may be used if available. If an employee has no paid time accrued, and wishes to work, the Department will make every attempt to place an employee in their department on a job assignment consistent

with their job classification and ability to perform the work.

The City will determine optional holiday season closing dates and will notify the Union by November 1st of each year of whether it intends to implement a holiday closedown.

Any scheduled time off or uses of departmental leave days during these periods will not be counted against the employees' attendance records nor adversely affect their benefits.

37. Unused Sick Leave on Retirement

- A. Employees will be entitled to payment for unused sick leave on retirement as follows:

Upon retirement, or death with twenty (20) years of service, employees will be entitled to payment of sixty percent (60%) of their unused sick leave hours in their Reserve Bank (as defined in Sick Leave Article 31 of this Agreement) plus the sick leave hours accrued prior to July 18, 2012 in their Prior Bank (as defined in Sick Leave Article 31 of this Agreement), reduced by any sick leave that has been taken after July 18, 2012 from those Banks. All sick leave hours accrued after July 18, 2012 and remaining unused upon retirement or death will not be paid.

This payment will be made pursuant to City policy, which may be amended consistent with the terms of this Agreement with respect to the administration of such benefit but not with respect to the value of the benefit to the employee/retiree.

- B. The payments will be made as part of the Employee's Pension Program, or the Employee's Benefit Plan, or through the Finance Department.

38. Vacations

Employees hired during the course of the fiscal year will not be eligible for vacation leave until they have earned at least one thousand (1000) hours of paid time, exclusive of overtime or premium time, and six (6) months of City employment.

When employees qualify, as written above, they will be entitled to five (5) days of vacation leave.

Once employees have earned at least sixteen hundred (1600) hours of paid time, exclusive of overtime, and have attained status as employees for at least twelve (12) months, they are entitled to five (5) additional vacation days.

In order that an employee's time may be computed on a fiscal year basis, on the July 1st following their first year anniversary date of employment the employee will be entitled to a prorated vacation

leave, (computed by multiplying the number of months remaining from the anniversary date, to the end of the fiscal year by 8.3 percent of ten (10) days and rounding the product to the nearest whole number). Thereafter, vacation will be computed on a fiscal year basis.

VACATION SCHEDULE: The vacation schedule for employees shall be as follows:

Service time required	Worked paid hours required	Earned vacation days
0 – 6 Months	N/A	No Vacation
6 months	1000 hours	5 days
1 year	1600 hours	Additional 5 days
2 years	1600 hours	11 days
3 years	1600 hours	12 days
4 years	1600 hours	13 days
5 years	1600 hours	14 days
6 years	1600 hours	15 days
7 years	1600 hours	16 days
8 years	1600 hours	17 days
9 years	1600 hours	18 days
10 years	1600 hours	19 days
11 years or more	1600 hours	20 days

Effective October 1, 2014, vacation hours will be capped at 160 hours and accrual over this number of hours must be used before September 30th of each year.

The vacation policy promulgated by the Human Resources Department, as amended from time to time with respect to administration but not value, is at the sole discretion of the City. The vacation policy will govern all aspects of vacations. Requests for vacation will not be unreasonably denied.

On July 1st of each year, employees will have sixteen (16) hours of their vacation time converted to compensatory time. An employer's request to use this compensatory time will not be unreasonably denied.

39. Temporary Assignments

- A. The Employer reserves the right to assign employees to positions outside their classification on a temporary basis.
- B. **OUT-OF-CLASS ASSIGNMENTS:**
 - 1. For purposes of this Article, an employee is deemed to be working "out-of-class" if they are reassigned by management from their regularly assigned duties to perform duties and responsibilities not normally performed and characteristic of and requiring the qualifications of a higher classification.

Assignment of some duties normally performed by an absent employee will not constitute an out-of-class assignment if such duties are appropriate to the classification of the person assigned.

2. If an employee is so assigned the duties of a higher classification to replace an absent employee for one or more consecutive workdays, they will be compensated on an out-of-class basis at the rate for the appropriate classification for all such out-of-class hours worked.
3. For out-of-class assignments, the most senior pre-qualified employee will be offered the out-of-class work provided they are readily available and able to do the work. Pre-qualified means being on the most recent promotional list for the class. If there is no pre-qualified employee in the work unit, the out-of-class assignment will be offered to the most senior person provided they are readily available and able to do the work.
4. The parties recognize that out-of-class work assignments will not be used to circumvent established procedures for filling vacant positions by transfer or promotion as provided in this Agreement, nor will supervisors avoid out-of-class payment by arbitrarily alternating out-of-class assignments.
5. The Union will be notified when the department submits a request for approval of an out-of-class assignment.

C. TEMPORARY PLACEMENT OF EMPLOYEES INTO OTHER DUTIES AND/OR DEPARTMENTS:

1. Employees temporarily placed under these provisions will retain their promotional opportunities at their original location and will be treated as if they had not been temporarily reassigned.
2. If a moved employee had vacation time approved at their new location, that vacation will still be honored at their original location, provided it does not negatively affect operations.

40. Jury Duty

- A. In the event that an employee reports for jury duty but does not actually serve on a jury, they will be excused for the remaining portion of the day.
- B. In order to be excused to serve on jury duty, an employee must be scheduled to work, must give reasonably prompt prior notice to their immediate supervisor that they have been summoned for jury duty, and must furnish proof of service to their immediate supervisor for the days which they served.

- C. Jury duty will be considered as time worked. An employee on jury duty will be continued on the payroll and be paid at their straight time hourly rate their normally scheduled hours of work, with a guaranteed eight (8) hours pay which shall be counted towards overtime computation.

41. Hospitalization, Medical, Dental and Optical Care Insurance

- A. During the term of this Agreement, regular full-time employees who have reached their eligibility date will be entitled to participate in one of the City's Group Health Care Plans including a Prescription Drug Program in accordance with the City of Detroit's Health Care Plan Options for Active Employees Booklet.

The City shall have the right to change or add insurance carriers occasionally, at its sole discretion, to reduce costs, provided such changes do not cause a material change in benefits offered.

- B. Blue Care Network HMO for New Hires

1. Newly hired employees will be automatically enrolled in the Blue Care Network HMO plan unless the employee elects to waive the coverage during their initial enrollment process. If an employee waives the Blue Care Network HMO coverage, the employee will have no other health care options until the next regularly scheduled city-wide open enrollment for the subsequent plan year.
2. The Blue Care Network HMO health insurance will be effective thirty (30) days after the new employee's hire date.
3. The new employee enrolled in the Blue Care Network will have the option to enroll in any City of Detroit offered health plan during the next regularly scheduled city-wide open enrollment for the subsequent plan year.

- C. Employees will be required to make monthly contributions for their benefits based upon the plan and coverage tier selected by the Employee. Monthly contributions will be deducted from Employee payroll disbursements on a pre-tax basis (if authorized by the employee), in accordance with applicable law.

- D. Except as provided in this Article, the extent of coverage under the City's Medical Plans will be governed by the terms and conditions set forth in the City of Detroit's Health Care Plan Options for Active Employees Booklet during the term of this Agreement. Plan documents may be modified or amended by the City from time to time in accordance with the terms of the applicable plan documents, provided that such amendments do not violate the terms of this Article. Any questions or disputes concerning the denial of a claim or coverage will be resolved in accordance

with the terms and conditions set forth in the applicable insurance policies or plan documents and will not be subject to the Grievance & Arbitration Procedures set forth in Article 8 of this Agreement.

- E. The failure of any insurance carrier(s) or plan administrator(s) to provide any benefit for which it has contracted or is obligated will not result in any liability to the City. The failure of the insurance carrier or plan administrator to provide a contracted benefit or obligation will not be considered a breach by the City of any obligation undertaken under this Agreement or any other agreement. However, nothing in this Agreement will be construed to relieve any insurance carrier(s) or plan administrator(s) from any liability it may have to bargaining unit Employees or beneficiaries of bargaining unit Employees.
- F. Except as set forth in this Article, during the term of this Agreement, the Medical Plans provided by the City will provide benefits to eligible bargaining unit employees with an actuarial value (as determined by the Plan Actuary) that would fall within the acceptable range for the "Gold" level as defined by the ACA. In the event that the actuarial value of the medical benefits provided by the City under this Article falls below the "Gold" level as determined by the Plan Actuary during the term of the Agreement. The selection of a new "Gold" level medical plan will be at the sole discretion of the City; however, the City will meet with the Union to explain modifications to the Medical Plan.
- G. Notwithstanding any provision in this Article that could be construed to the contrary, this Article will not be construed to require the City to fall out of compliance with the requirements Public Act 152 of 2011 MCL § 15.561 *et. seq.* ("PA 152"). The City's Plan Actuary will be responsible for periodically monitoring compliance with the requirements of PA 152. In the event that the Plan Actuary determines that the City is reasonably likely to fall out of compliance with PA 152, the City will provide written notice to the Union, and offer to meet and confer with the Union for a period not longer than thirty (30) days in order to explain potential modifications to the terms of the Medical Plans or to the allocation of contributions to the cost of medical coverage by the City and the Employees in order to comply with the requirements of PA 152.

41. Workers' Compensation

All Employees will be covered by the applicable Workers' Compensation laws.

42. Death Benefits

A. DEATH BENEFITS:

Death benefits for all regular City employees are authorized by the City Charter, Title IX, Chapter VIII. The City Code, Chapter 35, Article 3, Section 171, currently provides a death benefit of \$10,000.

1. Membership will be mandatory for regular employees.
2. For the term of this Agreement, contributions will remain at the rate in effect as of the Effective Date of this Agreement.

B. PAYMENT FOR EMPLOYEES KILLED OR PERMANENTLY DISABLED IN LINE OF DUTY:

1. A lump sum duty death benefit of \$10,000 will be paid to the beneficiaries or estate of employees who are killed or who die as a direct result of injuries sustained in the actual performance of their duties.
2. Employees who receive a permanent disability payment under this Article will be ineligible for the \$10,000 Duty Death Benefit described above.

43. Wages

A. WAGE INCREASES:

1. Effective upon the ratification of this Agreement and approval of City Council, certain classifications in the bargaining unit will transition to Step Code D in accordance with the attached wage schedule Appendix A. All classifications will receive general wage increases as follows:
 - Effective July 1, 2024 2%
 - Effective July 1, 2025 2%
 - Effective July 1, 2026 2%
 - Effective July 1, 2027 2%
2. Employees in Step Code D may be hired within the range commensurate with documented experience and will be paid equitability to current employees with similar experience at the discretion of the department management.
3. No bargaining unit employees shall be paid more than the maximum of the pay range for their respective classification.

4. Effective upon the ratification of this Agreement and approval of City Council, former SAAA and APTE employees who are on active rolls with at least one (1) year of service and had no written attendance and/or disciplinary actions and have received a performance rating of achieved expectations or above, for 2024-2025 fiscal year, are eligible for a merit increase and bonus if applicable, for 2024-2025 fiscal year.

B. MARKET ADJUSTMENTS:

Effective upon the ratification of this Agreement and approval of City Council, certain classification in the bargaining unit shall receive the salary range adjustment as specified in the attached wage schedule Appendix A.

Effective upon union ratification and approval by City Council, the following classifications shall receive a salary range adjustment as listed below:

- General Auto Mechanic FIRE APP (723137) - \$58,240 - \$71,760.
- General Auto Mechanic GSD (723138) - \$58,240 - \$71,760.
- General Auto Mechanic DDOT (723139) - \$58,240 - \$71,760.

In addition, all members of the above classifications with five (5) years or more of service will receive a one-time service recognition adjustment of \$1.25 per hour added to their adjusted rate.

C. PERFORMANCE/MERIT PLANNING PROCESS:

1. All bargaining unit members on Step Code D may be eligible for an annual merit increase based on a performance evaluation to be completed by their supervisor and/or manager. The annual performance review period will be from July 1st through June 30th of the preceding fiscal year. The merit increase may be distributed as a percentage increase to an employee's base wage or as a lump sum bonus or potentially a combination of both at management's discretion.
2. Employees who achieve a satisfactory performance rating, have at least one (1) year of service and have no written attendance and/or disciplinary actions are eligible for merit increases.
3. A merit increase cannot result in an increase that is more than the maximum of the current pay range.
4. Employees that are at the maximum of the pay range may receive a lump sum payment in lieu of a percentage increase.

5. Employees who receive an economic adjustment and/or a promotion or transfer during the performance evaluation period, are not eligible for a merit increase.

D. **MISCELLANEOUS:**

1. All salaried employees will have their hourly rate computed by dividing their annual salary by 2080 hours.
2. Salary and Rate Adjustments: The pay rates of hourly-rated employees will be rounded up to the nearest whole cent.

E. **CORRECTION OF PAYROLL ERRORS:**

Whereby payroll error an employee is underpaid or overpaid the City is expressly authorized to correct underpayment or overpayment by payroll adjustment pursuant to applicable law. The City will provide written notice of any payroll error to the affected employee, prior to making any adjustments.

The City reserves the right to seek immediate recovery through appropriate legal proceedings.

44. Clothing and Uniform Allowances

- A. For employees who are required to wear and maintain specific clothing and/or shoes, the clothing allowance will be \$200 yearly.
- B. For employees who are required to furnish a specific uniform at their own expense, the allowance will be \$350 yearly.
- C. Clothing and uniform allowances will be paid by the last pay period in September.
- D. This Article will be administered according to the Resolution of the City Council of May 9, 1974 (7.C.C. p. 1107).

45. Private Car Mileage Reimbursement

A. **RATES OF PAYMENT:**

When an employee covered by this Agreement is assigned to use their automobile to perform their job, they will be paid mileage established pursuant to at the current IRS per mile rate governed by IRS regulations, subject to change when that rate changes higher or lower.

B. DEFINITION OF REIMBURSABLE MILEAGE:

1. Trips from home to headquarters and back home will not constitute reimbursable mileage.
 2. Trips in either direction between home and any officially designated point (when there is no specific headquarters) will not constitute reimbursable mileage.
 3. Trips from headquarters (or from the designated starting point if the employee has no headquarters) to a job, from job to job, and if directed, back to headquarters or starting point, will constitute reimbursable mileage.
- C. In the event of an employee's automobile breaks down during regular working hours, the time, allowed for servicing and repairs will be determined by departmental policies.
- D. When an employee covered by this Agreement is regularly assigned to a job which requires the use of an automobile during their normal working hours, they will be required to furnish that vehicle.
- E. An employee is eligible for mileage reimbursement only when they actually use a personal automobile for City business.
- F. Employees will be subject to the City's Private Car Mileage Reimbursement Policy, which may be amended from time to time. In case of conflict, the Policy will take precedence.

46. Long Term Disability Benefits (Income Protection Plan)

Employees will be eligible for Long Term Disability Benefits ("Income Protection") pursuant to the terms of the Plan purchased by the City within the cost parameters. The City will meet with the Union to explain any changes to the benefit.

47. Retirement Benefits

The parties agree in accordance with the provisions of the Plan of Adjustment, the Union may request to open this provision of the Agreement to bargain after April 1, 2026. The City will bargain in good faith with the Union regarding this provision.

48. Modification and Duration

It is agreed between the parties that this Agreement will be effective upon the approval of the City Council, and will continue in full force and effect until 11:59 P.M., June 30, 2028.

If either party desires to modify this Agreement, it may give written notice to the other party as early as 90 days prior to the expiration and the parties thereafter will bargain in good faith towards a successor agreement to take effect after June 30, 2028. Any failure to bargain prior to expiration of this Agreement will not be subject to the Grievance and Arbitration procedure set forth in Article 8 and will not otherwise be subject to penalty.

In the event the parties fail to arrive at an agreement on wages, fringe benefits, other monetary matters, and non-economic items by June 30, 2028, this Agreement will remain in effect on a day-to-day basis. Either party may terminate the Agreement by giving the other party ten (10) calendar day's written notice on or after June 30, 2028.

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IN WITNESS WHEREOF, the parties hereto have affixed their signatures below:

Dated this 25th day of November, 2025.

Michigan AFSCME 925



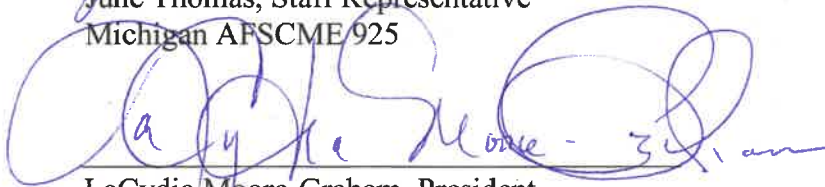
DeAngelo Malcolm, Staff Representative
Michigan AFSCME 925



Melvin Brabson, Staff Representative
Michigan AFSCME 925



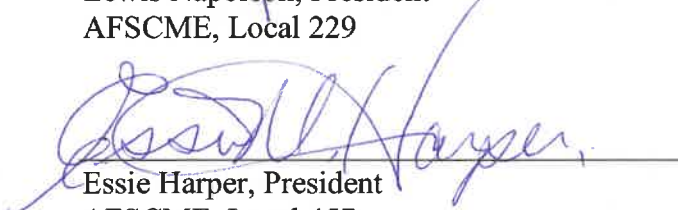
June Thomas, Staff Representative
Michigan AFSCME 925



LaCydia Moore-Graham, President
AFSCME, Local 62



Lewis Napoleon, President
AFSCME, Local 229



Essie Harper, President
AFSCME, Local 457



Phyllis McMillon, President
AFSCME, Local 542

CITY OF DETROIT



Michael Duggan, Mayor
City of Detroit

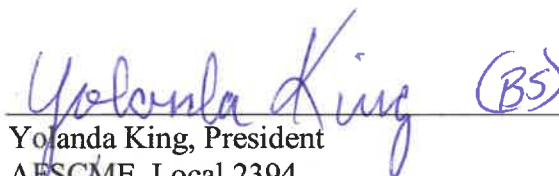


Valerie A. Colbert-Osamuede
Interim Director Labor Relations


Dorothy Hughes, President
AFSCME, Local 836


Jomo James, President
AFSCME, Local 1023

 GP
Kevin Pierson, President
AFSCME, Local 1227

 (BS)
Yolanda King, President
AFSCME, Local 2394


Kimnola Graham, President
AFSCME, Local 2799

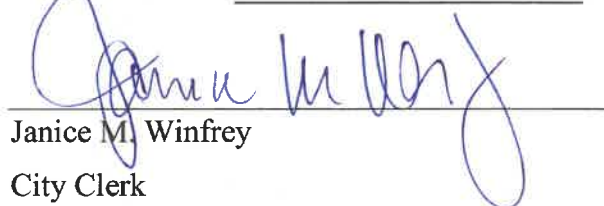

Angela T. Jones, President
AFSCME, Local 3198


Tony Herring, Sr., President
AFSCME, Local 214


Muneer Islam, President
AFSCME, Local 312


Kevin Marshall
AFSCME, Local 3134

APPROVED AND CONFIRMED BY THE
CITY COUNCIL 11/25/2025


Janice M. Winfrey
City Clerk

LETTER OF UNDERSTANDING

Retiree Medical Benefits

To: Union Officials

Retiree medical benefits for eligible bargaining unit employees and certain eligible non-bargaining unit employees who retire from employment on and before December 31, 2013 have been established through a voluntary employees' beneficiary association trust ("Non-Safety VEBA") in accordance with Section 501(c)(9) of the Internal Revenue Code of 1986, as amended. The City shall contribute 2% of base salary earnings, for all Eligible Employees as defined to the Non-Safety VEBA for retiree health benefits during the life of this agreement.

39. A RETIREE MEDICAL BENEFITS

- A. Effective January 1, 2019, and each month thereafter during the term of this Agreement, the City will contribute toward the cost of retiree health benefits for active Bargaining Unit members an amount equal to two percent (2%) of the straight-time hourly earnings (and paid time-off, but exclusive of any overtime compensation, premium/differential payments, etc.) of active employees in the bargaining unit and non bargaining unit eligible employees to the City of Detroit-Post 2014 Non-Safety Employee Retiree Health Care Trust. (the "Retiree Medical Subsidy") Such Retiree Medical Subsidy shall be contributed by the fifteenth of each month calculated on the straight-time hourly earnings by such active bargaining unit member and non bargaining unit eligible employees in the second previous month to the month of payment. The City shall not be required to pay any additional amounts in connection with retiree health for Bargaining Unit represented active employees and non bargaining unit eligible employees during the term of the Agreement, other than as specified herein. The parties agree that the City of Detroit-Post 2014 Non-Safety Employee Retiree Health Care Trust shall have sole responsibility for maintaining and investing all funds contributed by the City pursuant to this article and shall be solely responsible for determining the benefit design and form, amount and timing of all benefit payments to Eligible Retirees pursuant to this Agreement, and the City of Detroit-Post 2014 Non-Safety Employee Retiree Health Care Trust shall have sole responsibility to ensure that all the City of Detroit-Post 2014 Non-Safety Employee Retiree Health Care Trust acts or omissions with respect to the provision of benefits to Eligible Retirees comply with applicable law. As such, other than its obligation to pay the Retiree Medical Subsidy, the City shall have no responsibility and shall face no liability to any party with respect to the provision of benefits to Eligible Retirees pursuant to this article.
- B. The Union agrees to indemnify the City, and hold the City harmless, against any and all claims asserted by bargaining unit employees or third parties against the City or any of its elected or appointed officials, employees, agents, attorneys, or consultants that are in any way related to or connected with employee or Eligible Retiree participation in the City of Detroit-Post 2014 Non-Safety Employee Retiree Health Care Trust, including but not limited to any claims for benefits provided to, or denied, City employees or Eligible Retirees (or their spouses or dependents) by the City of Detroit-Post 2014 Non-Safety Employee Retiree Health Care Trust, as well as any and all claims by other persons that

are in any way related to any acts or omissions by the City of Detroit-Post 2014 Non-Safety Employee Retiree Health Care Trust, or its officers, directors, trustees, employees or agents.

The Non-Safety VEBA shall hold 2% base salary contributions made by the City toward retiree health benefits under the CBA and contributions for other employee groups eligible to participate in the City of Detroit General Retirement System. The City shall have no other contribution or payment obligations to the Non-Safety VEBA. The Non-Safety VEBA trust may be amended solely by the express written agreement of the parties to the CBA (for amendments relating to administration that do not materially and significantly increase the cost of retiree health benefits and those required by law, the parties shall consent without demanding bargaining or concessions of any sort).

The trustees of the Non-Safety VEBA shall establish and administer a health plan for non-safety retirees of the City of Detroit (the "Plan"), which shall provide a Health Reimbursement Arrangement ("HRA") for each Eligible Retiree, as described herein.

Eligibility for retiree health benefits under the Plan will be made available to:

1. Covered employees under the CBA;
2. City employees who are not represented by a member of the Coalition who are participants in the GRS; and
3. Employees of entities where the City (or its General Retirement System) administers the retirement benefits of the entity (i.e., Detroit Public Library) and the entity itself makes contributions to the VEBA for such employees, in an amount as outlined above, unless determined otherwise by the VEBA Board;

(herein defined as "Eligible Employees") provided that any such employees shall only be eligible to receive a benefit if (a) they retire from the City during the term of the CBA, but on or after January 1, 2015; (b) they commence their monthly pension from the GRS (irrespective of any delay from GRS in payment of said benefit), unreduced as a result of early retirement, and (c) they are not ineligible for these retiree medical benefits as a City employee (such retirees, "Eligible Retirees"). No other employees, retirees, or persons shall be treated as Eligible Retirees, Eligibility for retiree health, benefits under the Plan for the above-described individuals shall be under terms materially identical to those described herein, including the City's obligation to contribute 2% of base salary to the VEBA.

The Plan shall be administered by a third-party administrator acceptable to the VEBA trustees. The cost of HRA administration and other related costs shall be assumed by the Non-Safety VEBA. The Plan shall be structured and implemented in the following manner:

1. The City shall afford each Eligible Retiree the opportunity to make an irrevocable election as part of the application for an unreduced pension from GRS to either begin immediate

coverage under an HRA or defer receipt of the HRA until after the Eligible Retiree attains age 65.

2. For each Eligible Retiree who elects immediate coverage under an HRA, the City shall report the results to the Non-Safety VEBA, and the Non-Safety VEBA shall establish and credit the electing Eligible Retiree's HRA, beginning with the first day of the month following the month in which such election occurs, with a monthly amount. Such amount shall be \$141 per month in 2019 and shall be increased by 3% annually (rounding up to the nearest dollar) effective January 2020, and each January thereafter through December 2021. Thus, the monthly amount shall be \$141 per month in 2019, \$145 per month in 2020, and \$150 per month in 2021.
3. Effective January 1, 2019, for each Eligible Retiree who becomes an Eligible Retiree on or after attaining age 65, or who elects to postpone HRA coverage until age 65, the City shall report the results to the Non-Safety VEBA. The Non-Safety VEBA shall establish the HRA for such an Eligible Retiree to begin the first day of the month following the month in which such Eligible Retiree attains age 65. For Eligible Retirees for whom an HRA is established following age 65, who deferred receiving such benefit until age 65, such amount shall be actuarially determined to approximate the same amount as if the eligible retiree, based upon life expectancy, would have received had they accepted the benefit at the time of eligibility. Such amount shall be no less than the amounts reflected in paragraph 2 above but may be increased to reflect the deferral of when such amount is received.
4. The credited monthly HRA amounts described herein shall not be reduced by administrative expenses for HRA and VEBA administration paid out of the VEBA. The Non-Safety VEBA shall not be required to make credits to Eligible Retiree HRAs on or after the expiration of the CBA, except as otherwise provided herein.
5. Notwithstanding the expiration of the CBA or to make payments to the VEBA, to the extent that a City employee becomes an Eligible Retiree during the term of the CBA, but postpones HRA coverage until their attainment of age 65, such Eligible Retiree upon attaining age 65 shall receive credits toward the HRA equal in number of months and amount as if they have received the benefit on the date they became an Eligible Retiree for the period from such date through the expiration of the contract.

Sincerely,



Valerie A. Colbert-Osamuede
Interim Director Labor Relations

Date: November 25, 2025

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
CITY OF DETROIT
AND
AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES
MICHIGAN 925, AFL-CIO

RE: Tool Allowance

The City of Detroit and Michigan 925 of the American Federation of State, County and Municipal Employee agree that the classifications listed below are to receive a tool allowance in the amount of \$275 annually.

Auto Mechanic
Automotive Service Technician
Electronic Equipment Technician
General Auto Body Mechanic
General Auto Mechanic
General Machinist
General Welder
Maintenance Millwright
Mechanic Helper
Repair Mechanic
Vehicle Painter & Letterer

An annual tool allowance will be provided to cover replacement of the tools due to normal wear, tear and loss.

The tool allowance will be paid to all employees in the above classes who are on the payrolls as of the date of ratification of this Agreement and approval by City Council.

Allowances will be paid annually by the last pay period in September.

Dated this 25th day of November, 2025.



AFSCME, Michigan 925



City of Detroit Labor Relations

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
CITY OF DETROIT
AND
AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES
MICHIGAN 925, AFL-CIO

RE: SUPPLEMENTS

The parties agree to meet and negotiate Supplemental Agreements for the following AFSCME Locals:

AFSCME Local 62
AFSCME Local 214
AFSCME Local 229
AFSCME Local 312
AFSCME Local 457
AFSCME Local 542
AFSCME Local 836
AFSCME Local 1227
AFSCME Local 2394
AFSCME Local 2799
AFSCME Local 3198
AFSCME Local 3134

The parties agree to bargain within ninety (90) days of signing this agreement. The City will bargain in good faith with the Union regarding this Memorandum of Understanding.

Dated this 25th day of November, 2025.


Michigan AFSCME 925


Valerie A. Collier-Hernandez
City of Detroit Labor Relations

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
CITY OF DETROIT
AND
AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES
MICHIGAN 925, AFL-CIO

RE: Tuition Refund

The City of Detroit's Tuition Refund Program was suspended effective January 1, 2010. If a Tuition Refund Program is reinstated for City of Detroit General City Employees, those employees in this unit will be able to participate in the program in accordance with the policies administered by the Human Resources Department.

Dated this 25th day of November, 2025.



Michigan AFSCME 925



City of Detroit Labor Relations

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
CITY OF DETROIT
AND
AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES
MICHIGAN 925, AFL-CIO

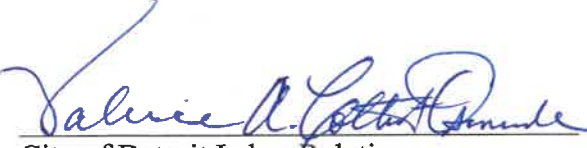
RE: Compliance with Michigan's Paid Sick Leave Law (Earned Sick Time Act)

This Memorandum of Understanding ("MOU") is entered into by and between the City of Detroit ("City") and AFSCME ("Union") to ensure compliance with Michigan's Earned Sick Time Act, MCL 408.961 et seq. ("ESTA").

- A. The City and the Union recognize ESTA as binding state law and agree it applies to all covered employees whose CBAs lack equivalent provisions.
- B. Effective immediately, eligible bargaining unit employees shall receive paid leave in accordance with ESTA's minimum requirements and the City of Detroit's ESTA Policy, including accrual, use, and carryover, as defined in the statute.
- C. This MOU is for the limited purpose of legal compliance with ESTA and does not establish precedent or waive rights under the Michigan Public Employment Relations Act (PERA) or any other applicable law.
- D. This MOU remains in effect until expiration of the current CBA or any changes in the law, unless the parties mutually agree in writing to an earlier termination or modification. The parties will address the integration of ESTA or comparable provisions during negotiations for successor agreements.
- E. Nothing in this MOU shall be construed as a concession or admission by either party regarding the interpretation or enforceability of any other contractual or statutory obligation.

Dated this 25th day of November, 2025.


Michigan AFSCME 925


City of Detroit Labor Relations

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
CITY OF DETROIT
AND
AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES
MICHIGAN 925, AFL-CIO

RE: VEBA LETTER

The parties agree that the Union may request to open Letter of Understanding regarding the VEBA to bargain after April 1, 2026. The City will bargain in good faith with the Union regarding this Letter of Understanding.

Dated this 25th day of November, 2025.



Michigan AFSCME 925



City of Detroit Labor Relations

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
CITY OF DETROIT
AND
AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES
MICHIGAN 925, AFL-CIO

RE: Skills and Experience Assessment Methodology and New GAM Tier II

This Memorandum of Understanding (MOU) is entered into by and between the City of Detroit (hereinafter "City" and AFSCME (hereinafter "the Union"), collectively referred to as "the Parties".

The Parties are currently negotiating a Successor Collective Bargaining Agreement (CBA) that includes a wage and incentive structure utilizing a "Skills and Experience Assessment" for the General Auto Mechanic (GAM) and other classifications. This structure anticipates the creation of a new title GAM tier II to recognize advanced skills and experience within the classification.

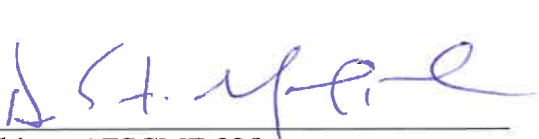
The Parties agree that finalizing the detailed development of the Skills and Experience Assessment methodology, evaluation procedures, and the criteria for advancement into the new title GAM tier II shall not delay the ratification and execution of the Successor CBA.

The existence of these outstanding issues shall not be used by either Party as a reason to delay the final agreement, ratification, or signing of the Successor CBA.

The parties agree to meet and discuss the assessment methodology and evaluation procedures, as well as the new title GAM tier II, the mechanics for advancement into the new title, and the criteria for such advancement. ninety (90) days following the fully executed successor collective bargaining agreement.

The parties agree to meet and bargain over the methodology and evaluation procedures for the Skills and Experience Assessment and how employees will be evaluated, the details of the new title GAM tier II and the qualifications an employee must meet to move into that new GAM tier II title ninety (90) days following the fully executed successor collective bargaining agreement.

Dated this 25th day of November, 2025.



Michigan AFSCME 925



City of Detroit Labor Relations

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
CITY OF DETROIT
AND
AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES
MICHIGAN 925, AFL-CIO

RE: Wage Differential for Skilled Trades and Attendance Incentive Bonus at DDOT

This Memorandum of Understanding (MOU) is entered into by and between the City of Detroit and the Michigan American Federation of State, County and Municipal Employees 925 (AFSCME), hereinafter referred to as "the Parties".

Skilled Trades Wages

The Parties recognize that skilled trades such as the General Auto Mechanics (GAMs) have unique skills and acknowledge that wages will be higher than craft titles such as the Transportation Equipment Operator (TEO) title. This recognition is specifically due to the specialized nature of their work, which often requires or benefits from specialized certifications and licensure that support these higher wages.

DDOT Attendance Incentive Bonus

The Parties agree that the attendance incentive bonus will be negotiated in the supplemental agreement for AFSCME Locals 312 and 214 at the Detroit Department of Transportation (DDOT).

Dated this 25th day of November, 2025.



Michigan AFSCME 925



City of Detroit Labor Relations

APPENDIX A **AFSCME MICHIGAN 925 - WAGE SCHEDULE**

Job Code	Classification	BU	New Salary Rule	Current Scale		2% Effective July 1, 2024		2% Effective July 1, 2025		Market Adjustment			2% Effective July 1, 2026		2% Effective July 1, 2027	
				Min	Max	Min	Max	Min	Max	Min	Max	Max	Min	Max	Min	Max
1 13201001	Accountant 1	7100	D	\$47,689.00	\$55,943.00	\$48,642.78	\$57,061.86	\$49,615.64	\$58,203.10	\$53,600.00	\$62,900.00	\$30.24	\$54,672.00	\$64,158.00	\$55,765.44	\$65,441.16
2 13201051	Accountant 1 Retirement Sys	7100	D	\$47,689.00	\$55,943.00	\$48,642.78	\$57,061.86	\$49,615.64	\$58,203.10	\$53,600.00	\$62,900.00	\$30.24	\$54,672.00	\$64,158.00	\$55,765.44	\$65,441.16
3 13201002	Accountant 2	7100	D	\$56,807.00	\$76,242.00	\$57,943.14	\$77,766.84	\$59,102.00	\$79,322.18				\$60,284.04	\$80,908.62	\$61,489.72	\$82,526.79
4 13201052	Accountant 2 Retirement Sys	7100	D	\$56,807.00	\$76,242.00	\$57,943.14	\$77,766.84	\$59,102.00	\$79,322.18				\$60,284.04	\$80,908.62	\$61,489.72	\$82,526.79
5 13201003	Accountant 3	7100	D	\$71,987.00	\$89,408.00	\$73,426.74	\$91,196.16	\$74,895.27	\$93,020.08				\$76,393.18	\$94,880.48	\$77,921.04	\$96,778.09
6 13201031	Accountant 3 ODFS	7100	D	\$71,987.00	\$89,408.00	\$73,426.74	\$91,196.16	\$74,895.27	\$93,020.08				\$76,393.18	\$94,880.48	\$77,921.04	\$96,778.09
7 13201030	Accountant 3 Grant Accounting	7100	D	\$71,987.00	\$89,408.00	\$73,426.74	\$91,196.16	\$74,895.27	\$93,020.08				\$76,393.18	\$94,880.48	\$77,921.04	\$96,778.09
8 13201004	Accountant 4	1095	D	\$81,544.00	\$106,951.00	\$83,174.88	\$109,090.02	\$84,838.38	\$111,271.82	\$87,276.80	\$111,700.00	\$53.70	\$89,022.34	\$113,934.00	\$90,802.78	\$116,212.68
9 601101	Administrative Assistant 1	1095	D	\$37,367.00	\$44,613.00	\$38,114.34	\$45,505.26	\$38,876.63	\$46,415.37				\$39,654.16	\$47,343.67	\$40,447.24	\$48,290.55
10 43601105	Administrative Assistant 2	1095	D	\$41,793.00	\$51,971.00	\$42,628.86	\$53,010.42	\$43,481.44	\$54,070.63	\$44,678.40	\$53,000.00	\$21.48	\$45,571.97	\$54,060.00	\$46,483.41	\$55,141.20
11 43601106	Administrative Assistant 3	1095	D	\$45,260.00	\$55,835.00	\$46,165.20	\$56,951.70	\$47,088.50	\$58,090.73	\$52,977.60	\$62,300.00	\$25.47	\$54,037.15	\$63,546.00	\$55,117.90	\$64,816.92
12 012237	Administrative Assistant Grade 2 BSEED	1095	D	\$55,158.00	\$59,364.00	\$56,261.16	\$60,551.28	\$57,386.38	\$61,762.31				\$58,534.11	\$62,997.55	\$59,704.79	\$64,257.50
13 012247	Administrative Assistant Grade 2 GSD	1095	D	\$55,158.00	\$59,364.00	\$56,261.16	\$60,551.28	\$57,386.38	\$61,762.31				\$58,534.11	\$62,997.55	\$59,704.79	\$64,257.50
14 012249	Administrative Assistant Grade 2 Law	1095	D	\$55,158.00	\$59,364.00	\$56,261.16	\$60,551.28	\$57,386.38	\$61,762.31				\$58,534.11	\$62,997.55	\$59,704.79	\$64,257.50
15 012241	Administrative Assistant Grade 2 DPW	1095	D	\$55,158.00	\$59,364.00	\$56,261.16	\$60,551.28	\$57,386.38	\$61,762.31				\$58,534.11	\$62,997.55	\$59,704.79	\$64,257.50
16 012258	Administrative Assistant Grade 2 Recreation	1095	D	\$55,158.00	\$59,364.00	\$56,261.16	\$60,551.28	\$57,386.38	\$61,762.31				\$58,534.11	\$62,997.55	\$59,704.79	\$64,257.50
17 13202001	Appraiser 1	7100	D	\$43,716.00	\$53,931.00	\$44,590.32	\$55,009.62	\$45,482.13	\$56,109.81				\$46,391.77	\$57,232.01	\$47,319.60	\$58,376.65
18 13202002	Appraiser 2	7100	D	\$47,689.00	\$55,943.00	\$48,642.78	\$57,061.86	\$49,615.64	\$58,203.10				\$50,607.95	\$59,367.16	\$51,620.11	\$60,554.50

Job Code	Classification	BU	New Salary Rule	Current Scale		2% Effective July 1, 2024		2% Effective July 1, 2025		Market Adjustment				2% Effective July 1, 2026		2% Effective July 1, 2027	
				Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
19	13202003	Appraiser 3	D	\$56,807.00	\$76,242.00	\$57,943.14	\$77,766.84	\$59,102.00	\$79,322.18					\$60,284.04	\$80,908.62	\$61,489.72	\$82,526.79
20	13202004	Appraiser 4	D	\$74,531.00	\$92,567.00	\$76,021.62	\$94,418.34	\$77,542.05	\$96,306.71					\$79,092.89	\$98,232.84	\$80,674.75	\$100,197.50
21	612033	Asphalt Finisher	S	\$39,102.00	\$47,884.00	\$39,884.04	\$48,841.68	\$40,681.72	\$49,818.51					\$41,495.36	\$50,814.88	\$42,325.26	\$51,831.18
22	13201101	Auditor 1	D	\$47,689.00	\$55,943.00	\$48,642.78	\$57,061.86	\$49,615.64	\$58,203.10			\$26.39	\$30.96	\$55,998.00	\$65,688.00	\$57,117.96	\$67,001.76
23	13201102	Auditor 2	D	\$56,807.00	\$76,242.00	\$57,943.14	\$77,766.84	\$59,102.00	\$79,322.18					\$60,284.04	\$80,908.62	\$61,489.72	\$82,526.79
24	13201103	Auditor 3	D	\$71,987.00	\$89,408.00	\$73,426.74	\$91,196.16	\$74,895.27	\$93,020.08					\$76,393.18	\$94,880.48	\$77,921.04	\$96,778.09
25	13201133	Auditor 3 Auditor General	D	\$71,987.00	\$89,408.00	\$73,426.74	\$91,196.16	\$74,895.27	\$93,020.08					\$76,393.18	\$94,880.48	\$77,921.04	\$96,778.09
26	13201104	Auditor 4	D	\$81,544.00	\$106,951.00	\$83,174.88	\$109,090.02	\$84,838.38	\$111,271.82					\$86,535.15	\$113,497.26	\$88,265.85	\$115,767.20
27	13201134	Auditor 4 Auditor General	D	\$81,544.00	\$106,951.00	\$83,174.88	\$109,090.02	\$84,838.38	\$111,271.82					\$86,535.15	\$113,497.26	\$88,265.85	\$115,767.20
28	725532	Auto Body Mechanic	S	\$54,196.00	\$54,196.00	\$55,279.92	\$55,279.92	\$56,385.52	\$56,385.52	\$60,320.00	\$72,800.00	\$29.00	\$35.00	\$61,526.40	\$74,256.00	\$62,756.93	\$75,741.12
29	723131	Auto Mechanic	S	\$33,213.00	\$36,620.00	\$33,877.26	\$37,352.40	\$34,554.81	\$38,099.45	\$42,100.00	\$46,300.00	\$20.24	\$22.26	\$42,942.00	\$47,226.00	\$43,800.84	\$48,170.52
30	723175	Automotive Service Technician - GSD	A	\$54,744.00	\$61,828.00	\$55,838.88	\$63,064.56	\$56,955.66	\$64,325.85					\$58,094.77	\$65,612.37	\$59,256.67	\$66,924.62
31	199521	Boiler Inspector	D	\$63,614.00	\$85,376.00	\$64,886.28	\$87,083.52	\$66,184.01	\$88,825.19					\$67,507.69	\$90,601.69	\$68,857.84	\$92,413.73
32	13203102	Budget Analyst 2	D	\$56,807.00	\$76,242.00	\$57,943.14	\$77,766.84	\$59,102.00	\$79,322.18					\$60,284.04	\$80,908.62	\$61,489.72	\$82,526.79
33	13203103	Budget Analyst 3	D	\$71,987.00	\$89,408.00	\$73,426.74	\$91,196.16	\$74,895.27	\$93,020.08					\$76,393.18	\$94,880.48	\$77,921.04	\$96,778.09
34	199221	Building Inspector	D	\$63,614.00	\$85,376.00	\$64,886.28	\$87,083.52	\$66,184.01	\$88,825.19					\$67,507.69	\$90,601.69	\$68,857.84	\$92,413.73
35	621031	Building Trades Worker General	S	\$43,900.00	\$44,862.00	\$44,778.00	\$45,759.24	\$45,673.56	\$46,674.42					\$46,587.03	\$47,607.91	\$47,518.77	\$48,560.07
36	43309902	Clerk 2	D	\$34,953.00	\$43,567.00	\$35,652.06	\$44,438.34	\$36,365.10	\$45,327.11					\$37,092.40	\$46,233.65	\$37,834.25	\$47,158.32
37	43309903	Clerk 3	D	\$38,303.00	\$45,729.00	\$39,069.06	\$46,643.58	\$39,850.44	\$47,576.45					\$40,647.45	\$48,527.98	\$41,460.40	\$49,498.54
38	43305153	Clerk 3 Human Resources	D	\$38,303.00	\$45,729.00	\$39,069.06	\$46,643.58	\$39,850.44	\$47,576.45					\$40,647.45	\$48,527.98	\$41,460.40	\$49,498.54
39	221011	Clinic Nurse	D	\$66,625.00	\$88,688.00	\$67,957.50	\$90,461.76	\$69,316.65	\$92,271.00					\$70,702.98	\$94,116.42	\$72,117.04	\$95,998.74
40	631014	Coach Service Attendant	E	\$31,980.00	\$34,135.00	\$32,619.60	\$34,817.70	\$33,271.99	\$35,514.05	\$40,200.00	\$43,000.00	\$19.33	\$20.67	\$41,004.00	\$43,860.00	\$41,824.08	\$44,737.20
41	631011	Coach Service Attendant Operations	E	\$31,980.00	\$34,135.00	\$32,619.60	\$34,817.70	\$33,271.99	\$35,514.05	\$40,200.00	\$43,000.00	\$19.33	\$20.67	\$41,004.00	\$43,860.00	\$41,824.08	\$44,737.20
42	413021	Community Services Assistant	D	\$39,429.00	\$44,344.00	\$40,217.58	\$45,230.88	\$41,021.93	\$46,135.50					\$41,842.37	\$47,058.21	\$42,679.22	\$47,999.37
43	081008	Complaint Investigator	D	\$38,688.00	\$50,293.00	\$39,461.76	\$51,298.86	\$40,251.00	\$52,324.84					\$41,056.02	\$53,371.33	\$41,877.14	\$54,438.76
44	196022	Construction Inspector	A	\$49,811.00	\$53,360.00	\$50,807.22	\$54,427.20	\$51,823.36	\$55,515.74					\$52,859.83	\$56,626.06	\$53,917.03	\$57,758.58

Job Code	Classification	BU	New Salary Rule	Current Scale		2% Effective July 1, 2024		2% Effective July 1, 2025		Market Adjustment				2% Effective July 1, 2026		2% Effective July 1, 2027	
				Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
45	Contract & Procure Specialist 1	7100	D	\$47,689.00	\$55,943.00	\$48,642.78	\$57,061.86	\$49,615.64	\$58,203.10	\$48,800.00	\$57,200.00	\$23.46	\$27.50	\$49,776.00	\$58,344.00	\$50,771.52	\$59,510.88
46	Contract & Procure Specialist 2	7100	D	\$56,807.00	\$76,242.00	\$57,943.14	\$77,766.84	\$59,102.00	\$79,322.18					\$60,284.04	\$80,908.62	\$61,489.72	\$82,526.79
47	Contract & Procure Specialist 3	7100	D	\$71,987.00	\$89,408.00	\$73,426.74	\$91,196.16	\$74,895.27	\$93,020.08					\$76,393.18	\$94,880.48	\$77,921.04	\$96,778.09
48	Contract Procurement Specialist 4	1095	D	\$81,544.00	\$106,951.00	\$83,174.88	\$109,090.02	\$84,838.38	\$111,271.82					\$86,535.15	\$113,497.26	\$88,265.85	\$115,767.20
49	Customer Service Representative 1 Paratransit	1630	D	\$38,694.00	\$43,702.00	\$39,457.68	\$44,576.04	\$40,246.83	\$45,467.56					\$41,051.77	\$46,376.91	\$41,872.81	\$47,304.45
50	Customer Service Representative 2 Paratransit	1630	D	\$41,507.00	\$53,948.00	\$42,337.14	\$55,026.96	\$43,183.88	\$56,127.50					\$44,047.56	\$57,250.05	\$44,928.51	\$58,395.05
51	Customer Service Representative 3 BSEED	1130	D	\$32,288.00	\$41,308.00	\$32,933.76	\$42,134.16	\$33,592.44	\$42,976.84					\$34,264.28	\$43,836.38	\$34,949.57	\$44,713.11
52	Customer Service Representative 3 DPW	1210	D	\$32,288.00	\$41,308.00	\$32,933.76	\$42,134.16	\$33,592.44	\$42,976.84					\$34,264.28	\$43,836.38	\$34,949.57	\$44,713.11
53	Delivery Driver	1410	S	\$31,980.00	\$33,836.00	\$32,619.60	\$34,512.72	\$33,271.99	\$35,202.97					\$33,937.43	\$35,907.03	\$34,616.18	\$36,625.17
54	Detention Facility Officer Female Prisoner	1410	D	\$45,760.00	\$52,700.00	\$46,675.20	\$53,754.00	\$47,608.70	\$54,829.08					\$48,560.88	\$55,925.66	\$49,532.10	\$57,044.17
55	Detention Facility Officer Male Prisoner	1410	D	\$45,760.00	\$52,700.00	\$46,675.20	\$53,754.00	\$47,608.70	\$54,829.08					\$48,560.88	\$55,925.66	\$49,532.10	\$57,044.17
56	Drafting Technician 3	7100	D	\$38,446.00	\$42,291.00	\$39,214.92	\$43,136.82	\$39,999.22	\$43,999.56	\$45,600.00	\$50,200.00	\$21.92	\$24.13	\$46,512.00	\$51,204.00	\$47,442.24	\$52,228.08
57	Election Service Technician	1190	D	\$31,980.00	\$35,886.00	\$32,619.60	\$36,603.72	\$33,271.99	\$37,335.79					\$33,937.43	\$38,082.51	\$34,616.18	\$38,844.16
58	Electronic Equipment Technician	1620	A	\$46,190.00	\$51,779.00	\$47,113.80	\$52,814.58	\$48,056.08	\$53,870.87	\$62,400.00	\$70,720.00	\$30.00	\$34.00	\$63,648.00	\$72,134.00	\$64,920.96	\$73,576.68
59	Emergency Vehicle Technician 2	1260	T	\$71,316.00	\$76,068.00	\$72,742.32	\$77,589.36	\$74,197.17	\$79,141.15					\$75,681.11	\$80,723.97	\$77,194.73	\$82,338.45
60	Forestry And Landscape Fo	1080	R	\$40,970.00	\$44,208.00	\$41,789.40	\$45,092.16	\$42,625.19	\$45,994.00					\$43,477.69	\$46,913.88	\$44,347.25	\$47,852.16
61	Garage Attendant	1202	V	\$31,980.00	\$31,980.00	\$32,619.60	\$32,619.60	\$33,271.99	\$33,271.99					\$33,937.43	\$33,937.43	\$34,616.18	\$34,616.18
62	Garage Attendant	1260	V	\$31,980.00	\$31,980.00	\$32,619.60	\$32,619.60	\$33,271.99	\$33,271.99					\$33,937.43	\$33,937.43	\$34,616.18	\$34,616.18
63	Garage Attendant DPD	1410	V	\$31,980.00	\$31,980.00	\$32,619.60	\$32,619.60	\$33,271.99	\$33,271.99					\$33,937.43	\$33,937.43	\$34,616.18	\$34,616.18
64	General Auto Body Mechanic	1620	S	\$52,765.00	\$54,409.00	\$53,820.30	\$55,497.18	\$54,886.71	\$56,607.12					\$55,994.64	\$57,739.27	\$57,114.53	\$58,894.05

	Job Code	Classification	BU	New Salary Rule	Current Scale		2% Effective July 1, 2024		2% Effective July 1, 2025		Market Adjustment				2% Effective July 1, 2026		2% Effective July 1, 2027	
					Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
65	725531	General Auto Body Mechanic	1260	S	\$54,196.00	\$54,196.00	\$55,279.92	\$55,279.92	\$56,385.52	\$56,385.52	\$60,320.00	\$72,800.00	\$29.00	\$35.00	\$61,526.40	\$74,256.00	\$62,756.93	\$75,741.12
66	723139	General Auto Mechanic DDOT	1620	S	\$52,765.00	\$54,409.00	\$53,820.30	\$55,497.18	\$54,896.71	\$56,607.12	\$58,240.00	\$71,760.00	\$28.00	\$34.50	\$59,404.80	\$73,195.20	\$60,592.90	\$74,659.10
67	723137	General Auto Mechanic Fire App	1260	S	\$46,604.00	\$48,057.00	\$47,536.08	\$49,018.14	\$48,486.80	\$49,998.50	\$58,240.00	\$71,760.00	\$28.00	\$34.50	\$59,404.80	\$73,195.20	\$60,592.90	\$74,659.10
68	723138	General Auto Mechanic GSD	1202	S	\$46,604.00	\$48,057.00	\$47,536.08	\$49,018.14	\$48,486.80	\$49,998.50	\$58,240.00	\$71,760.00	\$28.00	\$34.50	\$59,404.80	\$73,195.20	\$60,592.90	\$74,659.10
69	619124	General Environmental Tech Foreman	1080	R	\$39,102.00	\$47,884.00	\$39,884.04	\$48,841.68	\$40,681.72	\$49,818.51					\$41,495.36	\$50,814.88	\$42,325.26	\$51,831.18
70	619132	General Environmental Technician 1 DPW	1202	V	\$32,620.00	\$37,011.00	\$33,272.40	\$37,751.22	\$33,937.85	\$38,506.24					\$34,616.60	\$39,276.37	\$35,308.94	\$40,061.90
71	619231	General Environmental Technician 1 DPW DL	1202	V	\$32,620.00	\$37,011.00	\$33,272.40	\$37,751.22	\$33,937.85	\$38,506.24					\$34,616.60	\$39,276.37	\$35,308.94	\$40,061.90
72	619121	General Environmental Technician 1 GSD	1140	V	\$32,620.00	\$37,011.00	\$33,272.40	\$37,751.22	\$33,937.85	\$38,506.24					\$34,616.60	\$39,276.37	\$35,308.94	\$40,061.90
73	619142	General Environmental Technician 1 MPD	1390	V	\$32,620.00	\$37,011.00	\$33,272.40	\$37,751.22	\$33,937.85	\$38,506.24					\$34,616.60	\$39,276.37	\$35,308.94	\$40,061.90
74	619133	General Environmental Technician 2 DPW	1202	V	\$34,816.00	\$39,102.00	\$35,512.32	\$39,884.04	\$36,222.57	\$40,681.72					\$36,947.02	\$41,495.36	\$37,685.96	\$42,325.26
75	619122	General Environmental Technician 2 GSD	1140	V	\$34,816.00	\$39,102.00	\$35,512.32	\$39,884.04	\$36,222.57	\$40,681.72					\$36,947.02	\$41,495.36	\$37,685.96	\$42,325.26
76	619123	General Environmental Technician 3 GSD	1140	V	\$37,011.00	\$45,689.00	\$37,751.22	\$46,602.78	\$38,506.24	\$47,534.84					\$39,276.37	\$48,485.53	\$40,061.90	\$49,455.24
77	713341	General Machinist	1260	H	\$52,492.00	\$52,492.00	\$53,541.84	\$53,541.84	\$54,612.68	\$54,612.68					\$55,704.93	\$55,704.93	\$56,819.03	\$56,819.03
78	715033	General Welder	1200	H	\$48,827.00	\$48,827.00	\$49,803.54	\$49,803.54	\$50,799.61	\$50,799.61					\$51,815.60	\$51,815.60	\$52,851.92	\$52,851.92
79	619131	Graffiti Removal Attendant	1490	A	\$31,980.00	\$34,775.00	\$32,619.60	\$35,470.50	\$33,271.99	\$36,179.91					\$33,937.43	\$36,903.51	\$34,616.18	\$37,641.58
80	13104104	Housing Compliance Inspector 4	1565	D	\$59,102.00	\$79,323.00	\$60,284.04	\$80,909.46	\$61,489.72	\$82,527.65					\$62,719.52	\$84,178.20	\$63,973.91	\$85,861.77

Job Code	Classification	BU	New Salary Rule	Current Scale		2% Effective July 1, 2024		2% Effective July 1, 2025		Market Adjustment				2% Effective July 1, 2026		2% Effective July 1, 2027	
				Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
81 199121	Housing Inspector	1565	D	\$59,657.00	\$59,657.00	\$60,850.14	\$60,850.14	\$62,067.14	\$62,067.14					\$63,308.49	\$63,308.49	\$64,574.66	\$64,574.66
82 338521	Identification Technician	1410	D	\$31,980.00	\$37,372.00	\$32,619.60	\$38,119.44	\$33,271.99	\$38,881.83					\$33,937.43	\$39,659.47	\$34,616.18	\$40,452.65
83 15115101	Information Technology Technician 1	7100	D	\$34,131.00	\$47,263.00	\$34,813.62	\$48,208.26	\$35,509.89	\$49,172.43					\$36,220.09	\$50,155.87	\$36,944.49	\$51,158.99
84 15115102	Information Technology Technician 2	7100	D	\$39,237.00	\$60,587.00	\$40,021.74	\$61,798.74	\$40,822.17	\$63,034.71	\$42,300.00	\$65,300.00	\$20.34	\$31.39	\$43,146.00	\$66,606.00	\$44,009.00	\$67,939.00
85 15115103	Information Technology Technician 3	1095	D	\$49,221.00	\$76,526.00	\$50,205.42	\$78,056.52	\$51,209.53	\$79,617.65					\$52,233.72	\$81,210.00	\$53,278.39	\$82,834.20
86 15115104	Information Technology Technician 4	1095	D	\$59,839.00	\$87,795.00	\$61,035.78	\$89,550.90	\$62,256.50	\$91,341.92					\$63,501.63	\$93,168.76	\$64,771.66	\$95,032.13
87 076013	Instructor - Transportation Equipment Operator	1630	D	\$44,236.00	\$48,288.00	\$45,120.72	\$49,253.76	\$46,023.13	\$50,23884	\$66,560.00	\$70,554.00	\$32.00	\$33.92	\$67,891.20	\$71,965.08	\$69,249.02	\$73,404.38
88 824701	Junior Lifeguard Special Service	1650	H	\$31,980.00	\$31,980.00	\$32,619.60	\$32,619.60	\$33,271.99	\$33,271.99					\$33,937.43	\$33,937.43	\$34,616.18	\$34,616.18
89 013325	Legal Secretary	1555	D	\$46,002.00	\$59,699.00	\$46,922.04	\$60,892.98	\$47,860.48	\$62,110.84					\$48,817.69	\$63,353.06	\$49,794.04	\$64,620.12
90 222511	Licensed Practical Nurse	1290	D	\$51,576.00	\$62,405.00	\$52,607.52	\$63,653.10	\$53,659.67	\$64,926.16					\$54,732.86	\$66,224.69	\$55,827.52	\$67,549.18
91 824713	Lifeguard Special Service	1650	H	\$31,980.00	\$31,980.00	\$32,619.60	\$32,619.60	\$33,271.99	\$33,271.99					\$33,937.43	\$33,937.43	\$34,616.18	\$34,616.18
92 825408	Locker Facilities Attendant Female Special Service	1650	H	\$31,980.00	\$31,980.00	\$32,619.60	\$32,619.60	\$33,271.99	\$33,271.99					\$33,937.43	\$33,937.43	\$34,616.18	\$34,616.18
93 825409	Locker Facilities Attendant Male Special Service	1650	H	\$31,980.00	\$31,980.00	\$32,619.60	\$32,619.60	\$33,271.99	\$33,271.99					\$33,937.43	\$33,937.43	\$34,616.18	\$34,616.18
94 714331	Maintenance Millwright	1620	H	\$61,112.00	\$61,112.00	\$62,335.00	\$62,335.00	\$63,582.00	\$63,582.00	\$63,582.00	\$69,941.00	\$29.38	\$30.85	\$64,584.00	\$71,340.00	\$65,876.00	\$72,767.00
95 252021	Materials Laboratory Technician	1575	A	\$38,842.00	\$40,212.00	\$39,618.84	\$41,016.24	\$40,411.22	\$41,836.56					\$41,219.44	\$42,673.30	\$42,043.83	\$43,526.76
96 199526	Mechanical Inspector	1600	D	\$63,614.00	\$85,376.00	\$64,886.28	\$87,083.52	\$66,184.01	\$88,825.19					\$67,507.69	\$90,601.69	\$68,857.84	\$92,413.73
97 242311	Nutritionist	7100	D	\$44,075.00	\$61,224.00	\$44,956.50	\$62,448.48	\$45,855.63	\$63,697.45					\$46,772.74	\$64,971.40	\$47,708.20	\$66,270.83

Job Code	Classification	BU	New Salary Rule	Current Scale		2% Effective July 1, 2024		2% Effective July 1, 2025		Market Adjustment				2% Effective July 1, 2026		2% Effective July 1, 2027	
				Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
98 813121	Office Assistant 2 Election	1190	D	\$31,980.00	\$32,230.00	\$32,619.60	\$32,874.60	\$33,271.99	\$33,532.09					\$33,937.43	\$34,202.73	\$34,616.18	\$34,886.79
99 81013121	Office Assistant 2 GSD	1490	D	\$31,980.00	\$32,230.00	\$32,619.60	\$32,874.60	\$33,271.99	\$33,532.09					\$33,937.43	\$34,202.73	\$34,616.18	\$34,886.79
100 813131	Office Assistant 3 DDOT	1630	D	\$36,025.00	\$36,025.00	\$36,745.50	\$36,745.50	\$37,480.41	\$37,480.41					\$38,148.00	\$40,902.00	\$38,910.96	\$41,720.04
101 013131	Office Assistant 3 DPW	1210	D	\$31,980.00	\$35,316.00	\$32,619.60	\$36,022.32	\$33,271.99	\$36,742.77					\$38,148.00	\$40,902.00	\$38,910.96	\$41,720.04
102 43013132	Office Assistant 3 Elections	1190	D	\$31,980.00	\$35,316.00	\$32,619.60	\$36,022.32	\$33,271.99	\$36,742.77					\$38,148.00	\$40,902.00	\$38,910.96	\$41,720.04
103 43013133	Office Assistant 3 GSD	1490	D	\$31,980.00	\$35,316.00	\$32,619.60	\$36,022.32	\$33,271.99	\$36,742.77					\$38,148.00	\$40,902.00	\$38,910.96	\$41,720.04
104 43013134	Office Assistant 3 MPD	1390	D	\$31,980.00	\$35,316.00	\$32,619.60	\$36,022.32	\$33,271.99	\$36,742.77					\$38,148.00	\$40,902.00	\$38,910.96	\$41,720.04
105 43013135	Office Assistant 3 Police	1410	D	\$31,980.00	\$35,316.00	\$32,619.60	\$36,022.32	\$33,271.99	\$36,742.77					\$38,148.00	\$40,902.00	\$38,910.96	\$41,720.04
106 047342	Parking Meter Revenue Collector	1390	D	\$31,980.00	\$35,410.00	\$32,619.60	\$36,118.20	\$33,271.99	\$36,840.56					\$33,937.43	\$37,577.38	\$34,616.18	\$38,328.92
107 43303134	Payroll Technician 4	7100	D	\$47,689.00	\$55,943.00	\$48,642.78	\$57,061.86	\$49,615.64	\$58,203.10					\$51,306.00	\$60,180.00	\$52,332.12	\$61,383.60
108 012041	Principal Clerk	1190	D	\$41,191.00	\$52,225.00	\$42,014.82	\$53,269.50	\$42,855.12	\$54,334.89					\$43,712.22	\$55,421.59	\$44,586.46	\$56,530.02
109 041543	Principal Governmental Analyst Municipal Parking	1095	D	\$55,158.00	\$59,384.00	\$56,261.16	\$60,551.28	\$57,386.38	\$61,762.31					\$61,377.89	\$63,750.00	\$62,605.45	\$65,025.00
110 412041	Principal Social Worker	1095	D	\$57,400.00	\$80,400.00	\$57,398.98	\$82,008.00	\$58,546.96	\$83,648.16					\$59,717.90	\$85,321.12	\$60,912.26	\$87,027.55
111 43306103	Procurement Assistant 3	1220	D	\$45,482.00	\$56,109.00	\$45,480.98	\$57,231.18	\$46,390.60	\$58,375.80					\$47,318.41	\$59,543.32	\$48,264.78	\$60,734.19
112 13111402	Program Anlist 2 Comm De	7100	D	\$56,807.00	\$76,242.00	\$56,805.98	\$77,766.84	\$57,942.10	\$79,322.18					\$59,100.94	\$80,908.62	\$60,282.96	\$82,526.79
113 111706	Program Anlist 2 Homeless	7100	D	\$56,807.00	\$76,242.00	\$57,943.14	\$77,766.84	\$59,102.00	\$79,322.18					\$60,284.04	\$80,908.62	\$61,489.72	\$82,526.79
114 13111406	Program Anlist 2 House De	7100	D	\$56,807.00	\$76,242.00	\$57,943.14	\$77,766.84	\$59,102.00	\$79,322.18					\$60,284.04	\$80,908.62	\$61,489.72	\$82,526.79

Job Code	Classification	BU	New Salary Rule	Current Scale		2% Effective July 1, 2024		2% Effective July 1, 2025		Market Adjustment				2% Effective July 1, 2026		2% Effective July 1, 2027	
				Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
115	13111603	Program Anst 3 Record	D	\$74,531.00	\$92,567.00	\$76,021.62	\$94,418.34	\$77,542.05	\$96,306.71					\$79,092.89	\$98,232.84	\$80,674.75	\$100,197.50
116	292021	Public Health Educator	D	\$43,716.00	\$53,931.00	\$44,590.32	\$55,009.62	\$45,482.13	\$56,109.81					\$46,391.77	\$57,232.01	\$47,319.60	\$58,376.65
117	292022	Public Health Educator HIV/STI	D	\$35,547.00	\$49,766.00	\$36,257.94	\$50,761.32	\$36,983.10	\$51,776.55	\$41,849.60	\$56,800.00	\$20.12	\$27.31	\$42,686.59	\$57,936.00	\$43,540.32	\$59,094.72
118	825404	Public Service Attendant General Special Service	H	\$31,980.00	\$31,980.00	\$31,978.98	\$32,619.60	\$32,618.56	\$33,271.99					\$33,270.93	\$33,937.43	\$33,936.35	\$34,616.18
119	453026	Recreation Leader	T	\$31,980.00	\$33,600.00	\$32,619.60	\$34,272.00	\$33,271.99	\$34,957.44	\$34,200.00	\$35,900.00	\$16.44	\$17.26	\$34,884.00	\$36,618.00	\$35,581.68	\$37,350.36
120	452021	Recreation Program Coordinator	A	\$33,145.00	\$40,115.00	\$33,807.90	\$40,917.30	\$34,484.06	\$41,735.65	\$35,300.00	\$42,700.00	\$16.01	\$19.38	\$36,006.00	\$43,554.00	\$36,726.12	\$44,425.08
121	742042	Refrig Equip Oper 1 Class	J	\$54,902.00	\$58,284.00	\$56,000.04	\$59,449.68	\$57,120.04	\$60,638.67					\$58,262.44	\$61,851.45	\$59,427.69	\$63,088.48
122	712030	Repair Mechanic	S	\$33,987.00	\$38,350.00	\$34,666.74	\$39,117.00	\$35,360.07	\$39,899.34	\$45,400.00	\$51,300.00	\$21.83	\$24.66	\$46,308.00	\$52,326.00	\$47,234.16	\$53,372.52
123	413031	Senior Community Services Assistant	D	\$47,886.00	\$52,685.00	\$48,843.72	\$53,738.70	\$49,820.59	\$54,813.47					\$50,817.01	\$55,909.74	\$51,833.35	\$57,027.94
124	196032	Senior Construction Inspector	A	\$55,330.00	\$60,194.00	\$56,436.60	\$61,397.88	\$57,565.33	\$62,625.84					\$58,716.64	\$63,878.35	\$59,890.97	\$65,155.92
125	292022	Senior Health Public Educ HIV/STI	D	\$35,547.00	\$49,766.00	\$36,257.94	\$50,761.32	\$36,983.10	\$51,776.55	\$48,089.60	\$64,400.00	\$23.12	\$30.96	\$49,051.39	\$65,688.00	\$50,032.42	\$67,001.76
126	824724	Senior Lifeguard Special Service	H	\$34,603.00	\$34,603.00	\$35,295.06	\$35,295.06	\$36,000.96	\$36,000.96					\$36,720.98	\$36,720.98	\$37,455.40	\$37,455.40
127	292031	Senior Public Health Educator	D	\$39,468.00	\$55,255.00	\$40,257.36	\$56,360.10	\$41,062.51	\$57,487.30	\$48,089.60	\$64,400.00	\$23.12	\$30.96	\$49,051.39	\$65,688.00	\$50,032.42	\$67,001.76
128	338531	Senior Records And Identification Technician	D	\$34,058.00	\$39,087.00	\$34,739.16	\$39,868.74	\$35,433.94	\$40,666.11					\$36,142.62	\$41,479.44	\$36,865.47	\$42,309.03
129	632019	Senior Service Guard General	D	\$34,936.00	\$39,305.00	\$35,634.72	\$40,091.10	\$36,347.41	\$40,892.92	\$39,300.00	\$45,200.00	\$18.89	\$21.73	\$40,086.00	\$46,104.00	\$40,887.72	\$47,026.08
130	632016	Senior Service Guard General	D	\$34,936.00	\$39,305.00	\$35,634.72	\$40,091.10	\$36,347.41	\$40,892.92	\$39,300.00	\$45,200.00	\$18.89	\$21.73	\$40,086.00	\$46,104.00	\$40,887.72	\$47,026.08
131	632016	Senior Service Guard General	D	\$34,936.00	\$39,305.00	\$35,634.72	\$40,091.10	\$36,347.41	\$40,892.92	\$39,300.00	\$45,200.00	\$18.89	\$21.73	\$40,086.00	\$46,104.00	\$40,887.72	\$47,026.08

Job Code	Classification	BU	New Salary Rule	Current Scale		2% Effective July 1, 2024		2% Effective July 1, 2025		Market Adjustment				2% Effective July 1, 2026		2% Effective July 1, 2027	
				Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
132 055031	Senior Storekeeper	1260	D	\$31,980.00	\$38,059.00	\$32,619.60	\$38,820.18	\$33,271.99	\$39,596.58	\$36,300.00	\$43,200.00	\$17.45	\$20.77	\$37,026.00	\$44,064.00	\$37,766.52	\$44,945.28
133 359034	Senior Transportation Emergency Dispatcher	1630	D	\$33,892.00	\$41,357.00	\$34,569.84	\$42,184.14	\$35,261.24	\$43,027.82	\$78,600.00	\$86,500.00	\$37.79	\$41.59	\$80,172.00	\$88,230.00	\$81,775.00	\$89,994.00
134 351136	Senior Transportation Service Inspector	1630	D	\$45,409.00	\$51,487.00	\$46,317.18	\$52,516.74	\$47,243.52	\$53,567.07	\$70,720.00	\$74,963.00	\$34.00	\$36.04	\$72,134.40	\$76,462.26	\$73,577.09	\$77,991.51
135 412021	Social Worker	1410	D	\$47,458.00	\$66,420.00	\$48,407.16	\$67,748.40	\$49,375.30	\$69,103.37					\$50,362.81	\$70,485.44	\$51,370.07	\$71,895.14
136 359033	Specialized Transportation Service Representative	1630	D	\$31,980.00	\$36,132.00	\$32,619.60	\$36,854.64	\$33,271.99	\$37,591.73					\$33,937.43	\$38,343.57	\$34,616.18	\$39,110.44
137 055021	Storekeeper	1620	A	\$33,973.00	\$38,879.00	\$34,652.46	\$39,656.58	\$35,345.51	\$40,449.71					\$36,052.42	\$41,258.71	\$36,773.47	\$42,083.88
138 459021	Swimming Instructor	1500	A	\$34,743.00	\$40,115.00	\$35,437.86	\$40,917.30	\$36,146.62	\$41,735.65					\$36,869.55	\$42,570.36	\$37,606.94	\$43,421.77
139 208002	Tax Examiner 2	1220	D	\$45,482.00	\$56,109.00	\$46,391.64	\$57,231.18	\$47,319.47	\$58,375.80					\$48,265.86	\$59,543.32	\$49,231.18	\$60,734.19
140 013162	Telecommunications Operator	1410	D	\$31,980.00	\$37,996.00	\$32,619.60	\$38,755.92	\$33,271.99	\$39,531.04	\$36,587.20	\$43,492.80	\$17.59	\$20.91	\$37,318.94	\$44,362.66	\$38,065.32	\$45,249.91
141 43307001	Teller 1	1220	D	\$34,953.00	\$43,567.00	\$35,652.06	\$44,438.34	\$36,365.10	\$45,327.11					\$36,364.08	\$46,233.65	\$37,091.36	\$47,158.32
142 43307005	Teller 2 ODFS	1220	D	\$37,551.00	\$44,832.00	\$38,302.02	\$45,728.64	\$39,068.06	\$46,643.21					\$39,067.04	\$47,576.08	\$39,848.38	\$48,527.60
143 43307003	Teller 3	1220	D	\$41,191.00	\$52,225.00	\$42,014.82	\$53,269.50	\$42,855.12	\$54,334.89					\$42,854.10	\$55,421.59	\$43,711.18	\$56,530.02
144 43307007	Teller 3 ODFS	1220	D	\$41,191.00	\$52,225.00	\$42,014.82	\$53,269.50	\$42,855.12	\$54,334.89					\$42,854.10	\$55,421.59	\$43,711.18	\$56,530.02
145 012006	Title Searcher	1130	D	\$33,486.00	\$38,972.00	\$34,155.72	\$39,751.44	\$34,838.83	\$40,546.47					\$34,837.81	\$41,357.40	\$35,534.57	\$42,184.55
146 359032	Transportation Emergency Dispatcher	1630	D	\$46,902.00	\$53,300.00	\$47,840.04	\$54,366.00	\$48,796.84	\$55,453.32	\$72,800.00	\$77,168.00	\$35.00	\$37.10	\$74,256.00	\$78,711.36	\$75,741.12	\$80,285.59
147 359017	Transportation Information Clerk	1630	D	\$31,980.00	\$35,491.00	\$32,619.60	\$36,200.82	\$33,271.99	\$36,924.84					\$33,937.43	\$37,663.33	\$34,616.18	\$38,416.60
148 823601	Transportation Passenger Data Collector Special Services	1630	D	\$36,600.00	\$36,600.00	\$37,332.00	\$37,332.00	\$38,078.64	\$38,078.64					\$38,840.21	\$38,840.21	\$39,617.02	\$39,617.02

	Job Code	Classification	BU	New Salary Rule	Current Scale		2% Effective July 1, 2024		2% Effective July 1, 2025		Market Adjustment				2% Effective July 1, 2026		2% Effective July 1, 2027	
					Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
149	359015	Transportation Passenger Data Collector	1630	D	\$31,980.00	\$36,600.00	\$32,619.60	\$37,332.00	\$33,271.99	\$38,078.64					\$33,937.43	\$38,840.21		\$39,617.02
150	353028	Transportation Schedule Analyst	1630	D	\$41,036.00	\$53,940.00	\$41,856.72	\$55,018.80	\$42,693.85	\$56,119.18					\$43,547.73	\$57,241.56		\$58,386.39
151	353026	Transportation Schedule Maker	1630	D	\$40,077.00	\$49,942.00	\$40,878.54	\$50,940.84	\$41,696.11	\$51,959.66					\$42,530.03	\$52,998.85		\$54,058.83
152	351525	Transportation Station Worker	1630	D	\$43,702.00	\$47,222.00	\$44,576.04	\$48,166.44	\$45,467.56	\$49,129.77	\$60,320.00	\$68,474.00	\$29.00	\$32.92	\$61,526.40	\$69,843.48	\$62,756.93	\$71,240.35
153	351336	Transportation Terminal Supervisor	1630	D	\$45,409.00	\$51,487.00	\$46,317.18	\$52,516.74	\$47,243.52	\$53,567.07	\$70,720.00	\$74,963.20	\$34.00	\$36.04	\$72,134.40	\$76,462.46	\$73,577.09	\$77,991.71
154	521021	Tree Artisan	1490	S	\$35,668.00	\$39,241.00	\$36,381.36	\$40,025.82	\$37,108.99	\$40,826.34					\$37,851.17	\$41,642.86	\$38,608.19	\$42,475.72
155	521013	Tree Artisan Helper	1490	V	\$31,980.00	\$34,488.00	\$32,619.60	\$35,177.76	\$33,271.99	\$35,881.32					\$33,937.43	\$36,598.94	\$34,616.18	\$37,330.92
156	724133	Vehicle Painter And Letterer	1620	S	\$51,157.00	\$51,157.00	\$52,180.14	\$52,180.14	\$53,223.74	\$53,223.74	\$58,240.00	\$66,560.00	\$28.00	\$32.00	\$59,404.00	\$67,891.00	\$60,592.08	\$69,248.82
157	092033	Workers Compensation Specialist	1370	D	\$45,482.00	\$56,109.00	\$46,391.64	\$57,231.18	\$47,319.47	\$58,375.80					\$48,265.86	\$59,543.32	\$49,231.18	\$60,734.19
158	199035	Zoning Inspector	1600	D	\$63,614.00	\$85,376.00	\$64,886.28	\$87,083.52	\$66,184.01	\$88,825.19					\$67,507.69	\$90,601.69	\$68,857.84	\$92,413.73
159	199034	Zoning Inspector Zoning Appeals	1600	D	\$63,614.00	\$85,376.00	\$64,886.28	\$87,083.52	\$66,184.01	\$88,825.19					\$67,507.69	\$90,601.69	\$68,857.84	\$92,413.73

APPENDIX B
PAID HOLIDAYS 2025-2028

HOLIDAY	2024 - 2025	2025 - 2026	2026 - 2027	2027 - 2028
Independence Day	Thursday, July 4, 2024	Friday, July 4, 2025	Friday, July 3, 2026	Monday, July 5, 2027
Labor Day	Monday, September 2, 2024	Monday, September 1, 2025	Monday, September 7, 2026	Monday, September 6, 2027
Veterans Day*	Monday, November 11, 2024	Tuesday, November 11, 2025	Wednesday, November 11, 2026	Wednesday, November 11, 2027
Thanksgiving Day	Thursday, November 28, 2024	Thursday, November 27, 2025	Thursday, November 26, 2026	Thursday, November 25, 2027
Day After Thanksgiving*	Friday, November 29, 2024	Friday, November 28, 2025	Friday, November 27, 2026	Friday, November 26, 2027
Christmas Eve (eight hours) *	Tuesday, December 24, 2024	Wednesday, December 24, 2025	Thursday, December 24, 2026	Friday, December 24, 2027
Christmas Day	Wednesday, December 25, 2024	Thursday, December 25, 2025	Friday, December 25, 2026	Monday, December 27, 2027
New Year's Eve (eight hours) *	Tuesday, December 31, 2024	Wednesday, December 31, 2025	Thursday, December 31, 2026	Friday, December 31, 2027
New Year's Day	Wednesday, January 1, 2025	Thursday, January 1, 2026	Friday, January 1, 2027	Monday, January 3, 2028
Martin Luther King's Birthday	Monday, January 20, 2025	Monday, January 19, 2026	Monday, January 18, 2027	Monday, January 17, 2028
Good Friday (eight hours) *	Friday, April 18, 2025	Friday, April 3, 2026	Friday, March 26, 2027	Friday, April 14, 2028
Memorial Day	Monday, May 26, 2025	Monday, May 25, 2026	Monday, May 31, 2027	Monday, May 29, 2028
Juneteenth*	Thursday, June 19, 2025	Friday, June 19, 2026	Friday, June 18, 2027	Monday, June 19, 2028

* Excused Time Holiday for all City employees. No holiday premium to be paid.

NOTE: Special rules on holiday observance may apply to employees engaged in unusual work assignments such as shift work and/or six (6) or seven (7) day operations