

Collective Bargaining Agreement Modification and Two-Year Extension

The City of Southgate (hereinafter, "City") and the Southgate Command Officers Association represented by Police Officers Labor Council, (hereinafter, "Union") are parties to a Collective Bargaining Agreement which expires June 30, 2026;

WHEREAS; The Parties wish to modify the current term of the contract and extend the terms and conditions of the Collective Bargaining Agreement for an additional two year period;

WHEREAS; The provisions of the Collective Bargaining Agreement shall remain unchanged except for as specified below.

NOW THEREFORE, the Parties agree as follows:

1. The current Collective Bargaining Agreement shall be extended for a period of two (2), years which shall now expire on June 30, 2028.

2. The Union wage scale at all steps shall be adjusted on September 28, 2025 as follows:

Starting Sergeant – \$89,700

6 Month Sergeant – \$98,850

Starting Lieutenant – \$102,450

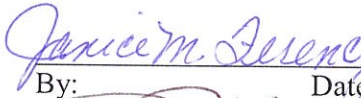
6 Month Lieutenant – \$104,450

3. All members of the Union shall receive a 3% pay raise effective July 1, 2026 and a 3% pay raise effective July 1, 2027.

4. The Parties acknowledge that all other provisions of the Collective Bargaining Agreement shall remain in force and carry over until the expiration date contained in this Extension Agreement.

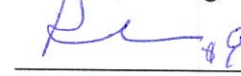
City of Southgate

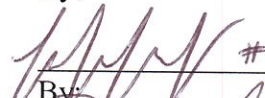

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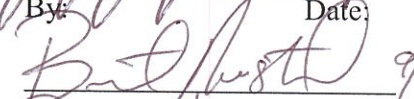

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By: _____ Date: 10-1-25

Union: Southgate Command Officers
Association/Police Officers Labor
Council, Michigan


By: _____ Date: 8/25/25


By: _____ Date: #116 9/25/25


By: _____ Date: #120 9/25/25