

City of Southgate

-And-

AFSCME 1917

**Tentative Agreement
October 24, 2025**

**THE CITY OF SOUTHGATE
AND
SOUTHGATE AFSCME 1917
Tentative Agreement
October 24, 2025**

1. **DURATION** - 2 year extension. July 1, 2026 to June 30, 2028
2. **WAGE INCREASE** —
September 28, 2025- +\$3.00/hour
July 1, 2026- 3% increase to New Pay Scale
July 1, 2027- 3% increase to New Pay Scale
3. **LANGUAGE CHANGES**
 - a. Article XVIII Section 1 shall be reworded to reflect the sick time accumulation required by the Earned Sick Time Act: "Changes to sick leave provisions for employees hired after July 1, 1993. These changes will commence on November 5, 2025. Employees shall be entitled to sick leave with an accrual one (1) hour for every thirty (30) hours worked. Verification will be required for utilization of these days if more than three (3) are used consecutively.

By: Erin Braun Date: 10/28/25

By: Marcia Cheney Date: 10/28/25

By: [Signature] Date: 10-28-25

By: [Signature] Date: 10/29/25

By: [Signature] Date: 10/29/2025

By: _____ Date: _____