

Collective Bargaining Agreement Modification and Two-Year Extension

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

WHEREAS; Presently the City and the Union are parties to a Collective Bargaining Agreement for the period of July 1, 2022 - 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 Patrol Officers wage scale at all steps shall be adjusted on August 3, 2025 as follows:

Starting: \$63,500
Year 1: \$68,500
Year 2: \$73,500
Year 3: \$78,500
Year 4: \$83,500

3. The parties agree upon the effective date of this agreement that the City shall have the right to place a current or newly hired Patrol officer in the wage scale at a step commensurate with their relevant experience as determined by the Director of Public Safety at his discretion up to Year 4. Each complete year of prior active military service may also be credited up to one-half year of relevant experience.

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

5. 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 and this Extension agreement.

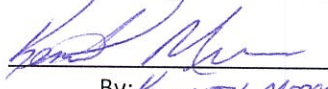
City of Southgate

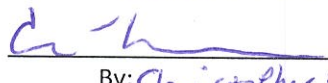

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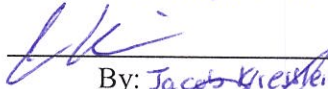

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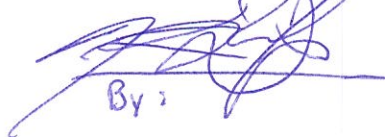

By: _____ Date: 10/7/25

Michigan Association of Police


By: KENNETH MORON Date: 7/31/25


By: Christopher Ross Date: 7/31/25


By: Jacob Klein Date: 7/31/25


By: _____ Date: 7/31/25