

Collective Bargaining Agreement Modification and Two-Year Extension

The City of Southgate (hereinafter, "City") and the Technical Professionals Association of Michigan Local 2018, (hereinafter, "Union") are parties to a Collective Bargaining Agreement which expires June 30, 2026;

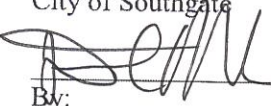
WHEREAS; The Parties wish to modify the current term of the contract and extend the terms and conditions of the Collective Bargaining Agreement for an additional two year period;

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

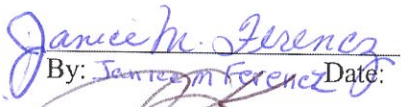
NOW THEREFORE, the Parties agree as follows:

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 retroactively starting September 28, 2025 as follows:
Grade 1 - +\$2.75/hour
Grade 2 - +\$3.00/hour
Grade 3 - +\$2.25/hour
Grade 4 - +\$1.00/hour
Grade 5 - +\$2.25/hour
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 Building Inspector Position will be removed from the Union.
5. The City will post and fill the Police Records Manager Position.
6. Article XX 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. 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.
7. 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

By: 

Date: 11/20/25

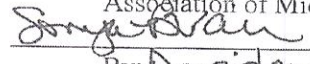
By:  Janice M. Ferencz

Date: 11-20-25

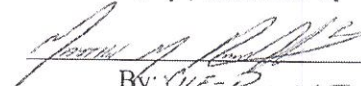
By: 

Date: 11-20-25

Union: Technical Professionals
Association of Michigan, Local 2018

By:  President

Date: 11/20/25

By:  VICE-PRESIDENT

Date: 11-19-25

By: _____

Date: _____