

**CITY OF MADISON HEIGHTS  
TENTATIVE AGREEMENT  
06/17/2022**

**AFSCME LOCAL 1917.33  
AND THE  
CITY OF MADISON HEIGHTS**

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**1. Duration:**

Three Years (July 1, 2022 – June 30, 2025)

**2. Wages:**

- A. Classifications: 1-3: \$1.00/hr increase  
Classifications: 4-8: 3%
  - i. \$700 signing bonus not rolled into base wage
- B. 2.5%
- C. 2.25%

**3. Medical Opt Out Payment:**

Increase to \$4,000 annually

**4. Maternity/Paternity Leave:**

Provide five (5) paid days for Maternity/Paternity Leave

**5. HCSP:**

Decrease employee contribution to 4%

**6. Defined Contribution Pension**

Increase to 8% employer contribution, Decrease to 7% employee contribution

**7. Article XVII – Overtime**

Tie barred to DPS Field Unit settlement

**8. Compensatory Time Off (CTO)**

7.5 hour employees increase to 75 hours  
8.0 hour employees increase to 80 hours  
Balance of article to remain status quo

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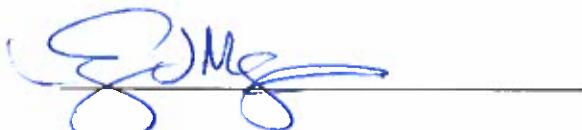
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**9. Positions**

- Add Business Services Coordinator and Library Coordinator as 7.5 hour employees Grade 001(a)
- Add City Planner as 7.5 hour employee Grade 006(a)
- Reclassify Active Adult Center Coordinator as 8.0 hour employee Grade 003(a)
- Reclassify Recreation Coordinator as 8.0 hour employee Grade 003(a)

**10. All other provisions will be carried forward.**

FOR THE CITY



DATE

FOR THE UNION



DATE