

**CITY OF MADISON HEIGHTS  
TENTATIVE AGREEMENT  
June 21, 2022**

**MADISON HEIGHTS DPS FIELD UNION (TECHNICAL, PROFESSIONAL AND  
OFFICEWORKERS ASSOCIATION OF MI TPOAM)  
AND THE  
CITY OF MADISON HEIGHTS**

**1. Duration:**

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

**2. Wages:**

A. \$1.00/hr increase

i. \$700 signing bonus not rolled into base wage

B. 2.5%

C. 2.25%

**D. Certification Pay:**

Increase certification pay for playground & pesticide certifications or other approved certifications to \$0.50/hr

Increase water certification pay to:

S4 - \$0.50/hr

S3 - \$0.50/hr

S2 - \$0.75/hr

S1 - \$1.00/hr

Increase mechanic certification pay to \$0.50/hr

Overall max for each employee \$1.50/hr

**3. HCSP:**

Decrease employee contribution to 4%

**4. Defined Contribution Pension:**

Increase to 8% employer contribution; Decrease to 5% employee contribution

**5. Maternity/Paternity Leave:**

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

**6. Medical Opt Out Payment:**

Increase to \$4,000 annually

**CITY OF MADISON HEIGHTS  
TENTATIVE AGREEMENT  
June 21, 2022**

**MADISON HEIGHTS DPS FIELD UNION (TECHNICAL, PROFESSIONAL AND  
OFFICEWORKERS ASSOCIATION OF MI TPOAM)  
AND THE  
CITY OF MADISON HEIGHTS**

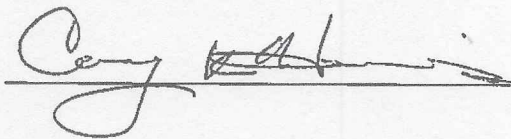
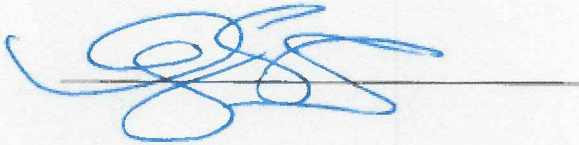
7. **Article XXVIII – Discipline**

The language shall be modified as follows (bold):

The Employer agrees that all disciplinary action shall be for just cause. In imposing any discipline, **the Employer will not take into account any reprimand that occurred more than eighteen (18) months previously.** The Union or the Employer shall have the right to process suspension or discharge cases commencing at Step Two of the Grievance Procedure.

8. All other provisions will be carried forward.

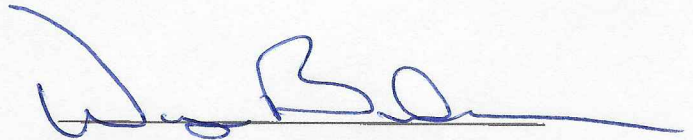
FOR THE CITY



6/21/22

DATE

FOR THE UNION



6/21/22

DATE