



CITY OF DETROIT
HUMAN RESOURCES DEPARTMENT
LABOR RELATIONS DIVISION

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October 31, 2025

HONORABLE CITY COUNCIL:

Re: Implementation of the 2024 - 2028 Labor Agreement between the City of Detroit and Employees Represented by Assistant Supervisors of Street Maintenance and Construction

The Labor Relations Division is recommending your Honorable Body's official approval of the 2024 - 2028 Master Agreement between the City of Detroit and Assistant Supervisors of Street Maintenance and Construction.

The Master Agreement covers wages, hours and other basic conditions of employment from July 1, 2024 through June 30, 2028. It has been signed by all parties concerned and meets with the approval of the Labor Relations Division.

We therefore respectfully request that your Honorable Body adopt the following resolution with a Waiver of Reconsideration.

Respectfully submitted,

Valerie A. Colbert-Osamuede
Interim Director, Labor Relations

Attachments



By Council Member _____:

WHEREAS, the City of Detroit and Assistant Supervisors of Street Maintenance and Construction have met the standards for recognition as exclusive agents for their members in the employ of the City of Detroit under Public Act 336 of 1947, as amended, and

WHEREAS, the Labor Relations Division, under the direction of the Mayor, is authorized and directed by the City Charter to act for the City of Detroit in negotiation and administration of collective bargaining agreements, and

WHEREAS, the Labor Relations Division and Assistant Supervisors of Street Maintenance and Construction have met and negotiated this labor agreement which covers wages, hours and other basic conditions of employment through June 30, 2028.

NOW, THEREFORE, BE IT RESOLVED, that the Master Agreement between the City of Detroit and Assistant Supervisors of Street Maintenance and Construction, be and is hereby approved and confirmed in accordance with the foregoing communication.

2024 - 2025 Labor Agreement
between the
CITY OF DETROIT
and
ASSISTANT SUPERVISOR OF STREET MAINTENANCE AND CONSTRUCTION
SUMMARY OF CHANGES

Preamble

- Removed "City Employment Terms" reference from Article.

Article 1 Purpose and Intent

- Deleted old language, adding new language for city-wide contractual uniformity.

Article 3 Management Rights and Responsibilities

- Added language to C (6):
 - at the end of first sentence "subject to the terms of this Agreement." And as the last sentence; "The Union President may provide input during the meeting with respect to any proposed changes."

Article 8 Grievance and Mediation Procedure

- Changed article name.
- Added new language implementing 4 step grievance & mediation procedure.
- Deleted old language, adding new language clarifying grievance levels and procedure process.

Article 11 Special Conference

- Added new language specifying that the party requesting the Special Conference shall provide an agenda for all issues to be discussed at least one week prior to the Special Conference's scheduled date.

Article 13 Seniority

- Deleted old language, added new language for city-wide contractual uniformity.

Article 14 Seniority of Union Representatives

- In Section C deleted Business Representative and changed it to "Union President".

Article 15 Reduction in Force, Layoff, Demotion and Recall

- In Section B changed fourteen (14) to "thirty (30) days" regarding advance notice for layoffs to the Union.
- In Section D:
 - changed name of section from Departmental Unit-Wide Replacement Rights to "Unit-Wide Replacement".
 - Deleted old language and added new language making article in accordance with the Civil Service Rules.
- In Section E changed three (3) year provision to "one (1) year" for recall purposes.
- In Section H changed three (3) year provision to "one (1) year" and added to the end of the sentence "as determined by the applicable department in accordance with the Civil Service rules".

Article 16 Transfers and Promotions

- Deleted old language, added new language for city-wide contractual uniformity.
- Added language defining reversion rights and process for probationary employees during probation.

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SUMMARY OF CHANGES

Article 18 Leave of Absence

- Added new language defining leave eligibility and types of leaves.

Article 20 Strikes and Lockouts

- Deleted old language, adding new language for city-wide contractual uniformity.

Article 22 Employee Assistance Program

- Added new language addressing voluntarily submission of behavioral medical treatment.

Article 24 Non-Discrimination

- Changed article name from EEO and Affirmative Action Statement to "Non-Discrimination", added new language for city-wide contractual uniformity.

Article 28 Funeral Leave

- Added language "Funeral leave shall be limited to a fourteen (14) calendar day period beginning the day of the funeral. The funeral leave is not required to be consecutive days and is subject to Employer approval."
- Added language "In extenuating circumstances, the department head has the discretion to accommodate the needs of the employee for granting funeral leave for an immediate family member or relative as described in this article."
- Added language to Section D "If the funeral which the employee attends is more than 300 miles from their residence, the employee may extend the leave by two (2) days to be charged against current sick leave and then reserve sick leave upon their written request."

Article 29 Sick Leave

- Deleted language regarding sick leave banks being frozen.
- Added new language defining the three (3) sick leave banks (reserved, prior and current), their expiration dates, current sick leave capped level and provisional usage.

Article 30 Work Week, Work Day, Shift Premium

- Changed Shift Premium Rates:
 - Afternoon; increased to fifty cents (\$.50).
 - Night; increased to seventy-five cents (\$.75).

Article 25 Holidays and Excused Time Off

- Added eight hours of "Excused Time" for Juneteenth.

Article 33 Unused Sick Leave on Retirement

- Deleted Section D.

Article 34 Vacation Leave

- Changed article name from Vacations to "Vacation Leave".
- Deleted old language, added new language for city-wide contractual uniformity.
- Changed Vacation Schedule Chart
- Added language each year's unused vacation hours will be forfeited if not used by September 30th.

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Article 36 Jury Duty

- Deleted A.
- Change B. to A. with updated language "In the event an employee reports for jury duty but does not actually serve on a jury, they will be excused for the remaining portion of the day."
- Change C. to B. with updated language "In order to be excused to serve on jury duty, an employee must give reasonably prompt prior notice to their supervisor that they have been summoned for jury duty, and must furnish proof of service to their immediate supervisor for the days which they served."
- Change D. to C. with updated language "Jury duty will be considered as time worked. An employee on jury duty will be continued on the payroll and be paid at their straight time hourly rate for their normal scheduled hours of work, with a guaranteed eight (8) hours pay and eight (8) hour which shall be counted towards the overtime computation."
- Deleted E.

Article 37 Hospitalization, Medical Insurance, Dental Insurance and Optical Care Insurance

- Added Blue Care Network HMO provision for New Hires.

Article 39 Death Benefits

- Changed article name.

Article 40 Wages

- Effective upon ratification of this Agreement and approval of City Council, all classifications in the bargaining unit will transition to Step Code D and receive the general wage increases as follows:
 - 2% wage increase effective July 1, 2024
 - 2% wage increase effective July 1, 2025
 - 2% wage increase effective July 1, 2026
 - 2% wage increase effective July 1, 2027
- Added new language incorporating the **Performance/Merit Planning Process** for all bargaining unit employees.
- Added clean up language defining salaried employees hourly rate computation and remedy for corrections of payroll errors.

Article 43 No Disadvantage

- ARTICLE DELETED.

Article 44 Memorandum of Understanding Re: Employee Loan Program

- ARTICLE DELETED.

Article 45 Clothing, Uniform, And Tool Allowance

- Section A; increased allowance to \$200.
- Section B; increased allowance to 350.

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SUMMARY OF CHANGES

Article 39 Duration, Modification and Termination

- Contract expires 11:59 P.M., June 30, 2028.

NOT FOR PUBLICATION



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CFO FISCAL IMPACT STATEMENT NO. 2025-110-014

SUBJECT: Fiscal Impact of Labor Agreement between the City of Detroit and the Assistant Supervisors of Street Maintenance and Construction Association
PREPARED BY: Office of the CFO – Office of Budget
DATE ISSUED: October 24, 2025

1. AUTHORITY

- 1.1. State of Michigan Public Act 279 of 1909, Section 4s(2)(d), as amended by Public Act 182 of 2014, states the chief financial officer shall submit in writing to the Mayor and the governing body of the City his or her opinion on the effect that policy or budgetary decisions made by the Mayor or the governing body of the City will have on the City's annual budget and its four-year financial plan.
- 1.2. CFO Directive No. 2018-101-029 Fiscal Impact Statements states that the CFO shall issue Fiscal Impact Statements ("FIS") for pending or enacted decision items with a significant fiscal impact on the City, as determined by the CFO, to provide financial information to the Mayor and the City Council as they consider action on proposed local policy or budgetary decision items.

2. PURPOSE

- 2.1. To provide financial information to the Mayor and the Detroit City Council as they consider the effect of the labor agreement between the City of Detroit (The "City") and the Assistant Supervisors of Street Maintenance and Construction Association (The "ASSMC").

3. OBJECTIVE

- 3.1. This FIS serves as the report on the fiscal impact of the proposed on the City's annual budget for FY 2026 and four-year financial plan for FY 2026 – FY 2029 (the "City budget").

4. SCOPE

- 4.1. This FIS is not intended to convey any statements nor opinions on the advisability of the proposal, except for those components that have or may have a fiscal impact on the City budget.
- 4.2. This fiscal impact analysis is based on the proposal described below in Section 5 of this FIS. Should the proposal change prior to final approval, an updated FIS may be issued.

5. STATEMENT

- 5.1. Conclusion: The ASSMC labor agreement would have **no net fiscal impact** on the City budget, as resources have been budgeted and identified to cover the incremental cost of the contract.

5.2. Background: The ASSMC labor agreement impacts the Department of Public Works within the Major Street Fund. The previous labor contract expired on June 30, 2024, and they have been without a labor agreement throughout FY 2025. The agreement includes 2.0% annual wage increases in FY 2025-2028 and the following targeted market rate adjustment:

- Assistant Supervisor of Street Maintenance and Construction (14% min, 20% max)
– 4 Budgeted FTE (all members)

The agreement also changes the current annual clothing allowance from \$170 to \$200. There is no retroactive pay included in this proposal.

5.3. Fiscal Impact: The labor agreement has **no net fiscal impact** on the City budget, as resources are available to cover the incremental cost as summarized in the following table. The City budget includes resources set aside in Non-Departmental for various workforce investments and pending labor contracts. Sufficient resources are budgeted in the workforce investments account to cover the incremental cost of the labor agreement. Although the labor agreement does not have a fiscal impact on the current City budget, it may have a long-term financial impact if the workforce investment drawdown amount noted in the table below is restored in future City budgets.

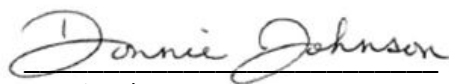
City of Detroit
FIS- Assistant Supervisors of Street Maintenance and Construction Association Labor Agreement

	FY 2026	FY 2027	FY 2028	FY 2029
Current Budgeted Salaries				
Current annual base wages	\$ 229,444	\$ 234,033	\$ 238,714	\$ 243,488
Annual General Wage increase	2.0%	2.0%	2.0%	2.0%
Budgeted Positions	4	4	4	4
Average Base Pay	\$ 57,361	\$ 58,508	\$ 59,678	\$ 60,872
Proposed Salaries				
Proposed Salaries	\$ 255,036	\$ 260,137	\$ 265,339	\$ 270,646
Annual General Wage increase ¹	2.0%	2.0%	2.0%	2.0%
Market Adjustment Rate ²	11.2%			
Average Base Pay	\$ 63,759	\$ 65,034	\$ 66,335	\$ 67,662
Incremental wages	\$ 25,592	\$ 26,104	\$ 26,626	\$ 27,158
Incremental overtime ³	1,280	1,305	1,331	1,358
Incremental other fringes	8,211	8,375	8,543	8,714
Other Incremental Impacts				
Clothing Allowance Increase (\$170 to \$200)	\$ 120	\$ 120	\$ 120	\$ 120
Total incremental cost of contract	\$ 35,203	\$ 35,904	\$ 36,620	\$ 37,350
Cost offsets				
FY26 Workforce Investment Fund ⁴	\$ (26,432)	\$ (35,904)	\$ (36,620)	\$ (37,350)
Partial Year Implementation Savings ⁵	(8,771)			
Net impact on Four-Year Financial Plan	\$ -	\$ -	\$ -	\$ -

Notes:

- (1) Labor agreement expires at the end of FY28. FIS assumes continued wage pattern in FY29.
- (2) Targeted market rate adjustments are applied to all members (under the Assistant Supervisor of Street Maintenance and Construction job title). Collectively, these adjustments represent a total 11.2% union-wide increase compared to the salaries in the City budget.
- (3) Assumes 5% overtime rate based on historic trends.
- (4)The FY26 City budget includes Workforce Investment Fund resource to support the costs of the contract that exceed the budgeted wage pattern.
- (5) Assumes an Oct 1, 2025 effective date.

APPROVED



Donnie Johnson
 Acting Deputy CFO/Budget Director



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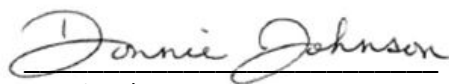
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