



Nikkiya Branch Penson
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MEMORANDUM

To: Board of Water Commissioners
From: Nikkiya Branch Penson, Deputy General Counsel
Date: October 13, 2025
Re: Tentative Collective Bargaining Agreement – Association of Professional Construction Inspectors

Enclosed, please find the Tentative Collective Bargaining Agreement with the Association of Professional Construction Inspectors (“APCI”). All terms have been tentatively agreed to and ratified by the APCI on October __, 2025.

The APCI Union currently has 43 DWSD members. There is one classification. The current staffing complement is as follows:

1. Inspector (2 Levels) – Total 43 employees
 - Level 1 – 27 employees
 - Level 2 – 16 employees

This previous CBA between APCI and DWSD expired in 2020. The City of Detroit has employees that are members of the APCI union.

CBA provisions having no economic impact on DSWD’s budget include:

- Agreement
- Purpose and Intent
- Recognition of Association
- Management Rights and Responsibilities
- Sub-contracting
- Interference with Work
- Association Security
- Association Representatives
- Grievance Procedure
- Stipulations to the Grievance Procedure
- Discharge, Suspension and Demotion
- Special Conferences
- Seniority
- Probation Periods
- Temporary Work Assignments



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- Reduction in Force
- Leaves of Absence
- Cooperation in Validation Studies
- Affirmative Action
- Overtime
- Holidays and Excused Time Off
- Funeral Leave
- Jury Duty
- Hospitalization, Medical, Dental and Optical Care Insurance
- Death Benefits and Life Insurance
- Retirement
- Unemployment Compensation
- Sick Leave
- Unused Sick Leave on Retirement
- Private Car Mileage Reimbursement
- Miscellaneous
- Veterans
- Fringe Benefits
- Workers' Compensation
- Tuition Refund
- Rates for New Positions
- Recovery of Overpayments
- Savings Clause
- Employee Annuity Program
- Promotions
- Duration, Modification, Termination

CBA provisions having an economic impact on DWSD's budget include:

- **Vacation Days** – Eliminated the two-tier vacation schedule. One vacation schedule applies to all employees:
 - 0-6 months No vacation
 - 6 months 5 days
 - 1 year Additional 5 days
 - 2-5 years 10 days
 - 6 years 11 days
 - 7 years 12 days
 - 8 years 13 days
 - 9 years 14 days
 - 10-12 years 17 days
 - 13 years 18 days



Water & Sewerage
Department

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- 14 years 19 days
- 15 years or more 20 days

- **Wages** – see the chart below:

BU Code	CLASS CODE	CLASSIFICATION	PREVIOUS SALARY RANGE	UPDATED SALARY RANGE
2200	502011	Inspector 1	\$41,958 - \$58,741	\$50,800 - \$71,200
2200	502043	Inspector 2	\$47,934- \$67,108	\$53,600 - \$80,400

- **Allowances** – see the chart below:

CLASSIFICATION	CLOTHING ALLOWANCE
Inspectors	\$350 per year