

MEMORANDUM OF UNDERSTANDING  
Between CITY OF TRAVERSE CITY,  
POLICE OFFICERS ASSOCIATION OF MICHIGAN,  
PATROL OF THE TRAVERSE CITY POLICE DEPARTMENT

Re: Vacation Bidding

Date: December 10, 2019

**Purpose and Intent**

The parties are signatories to a collective bargaining agreement for the Patrol of the Traverse City Police Department, Police Officers Association of Michigan (POAM) effective for the period of July 1, 2016 through June 30, 2021 (CBA). This Memorandum of Understanding is the mutual agreement to change the language in the CBA to reflect the following language below. However, both parties do not intend that these changes should result in a greater expense to the City or any increase in fringe benefits to the bargaining unit.

1. The following Section in the Patrol of the Traverse City Police Department (POAM) Agreement shall be replaced in its entirety as follows:

Wages. Section 12.8. Paid Vacations. (h).

(h) The Police Chief shall schedule vacation leaves for employees with particular regard to seniority to enable efficient and effective operation of the department. Eligible employees shall submit their vacation requests along with their shift bid every six (6) months for the periods from January 1 to June 30 and from July 1 to December 31. Any request submitted after the semi-annual bid is awarded and posted shall be considered on a first come basis regardless of seniority. Vacations scheduled and approved may be canceled in the event of an emergency requiring the services of those scheduled for leave.

CITY OF TRAVERSE CITY

By:  \_\_\_\_\_

Date: 1-8-2020

Martin Colburn, City Manager

POLICE OFFICERS ASSOCIATION OF  
MICHIGAN

By:  POAM

Date: 1-3-2020

Dan Kuhn, Labor Representative