

**MEMORANDUM OF UNDERSTANDING
BETWEEN
CITY OF TRAVERSE CITY
AND
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
GENERAL MUNICIPAL EMPLOYEES – GENERAL UNIT**

Re: Job Title Update

Date: September 2, 2025

This Memorandum of Understanding (MOU) is entered into between the City of Traverse City (the “City”) and the International Brotherhood of Teamsters (the “Union”), representing the City of Traverse City General Municipal Employees – General Unit. The City and the Union are collectively referred to as “the Parties”. The parties are signatories to a Collective Bargaining Agreement (CBA) in effect from July 1, 2024, through June 30, 2027.

Purpose

The purpose of this MOU is to memorialize the change in job title from “Equipment Operator” to “Streets Maintenance Worker” within the General Municipal Employees bargaining unit, and to document specific job tasks already performed by employees in this classification.

Agreement

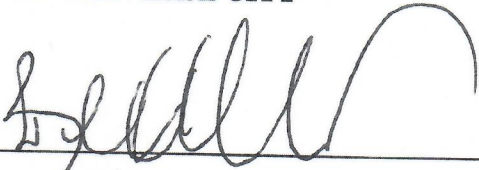
The position currently classified as “Equipment Operator” shall be retitled as “Streets Maintenance Worker” throughout the CBA, effective upon execution of this MOU. All references to “Equipment Operator” in the current CBA shall be replaced with “Streets Maintenance Worker.”

The following task is recognized as part of the Streets Maintenance Worker duties: “While using an annual rotation for all structures, performs the cleaning of stormwater system maintenance, including rotation and cleaning of catch basins, inspection of manholes, outfall pipes, culverts, trash racks, runoff troughs, and related infrastructure. Inspects structures for blockages and structural deficiencies.”

Under Article 3, Management Rights, Section 5 of the CBA, the Employer retains the right to reclassify existing positions based on assigned duties and responsibilities, or to make changes in assigned duties and responsibilities, with the understanding that only the significant and principal duties and range of skills are enumerated in class specifications and job descriptions. Incidental duties, although not specifically enumerated, are intended to be performed by employees.

The Employer has reviewed these changes with division employees. It is understood by both parties that no substantial changes to the job description have been made, and the revisions do not warrant a change in pay classification.

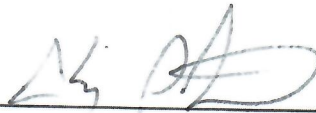
CITY OF TRAVERSE CITY

By: 

Date: 10/06/2025

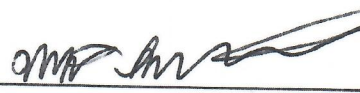
Benjamin Marentette, Interim City Manager

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

By: 

Date: 10-24-25

Clayton Pletscher, Business Representative

By: 

Date: 09-03-2025-

Matthew Swinehart, Union Steward