

MEMORANDUM OF UNDERSTANDING
Between CITY OF TRAVERSE CITY,
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
SERGEANTS OF THE TRAVERSE CITY POLICE DEPARTMENT

Re: Shift Preference

Date: August 1, 2023

Purpose and Intent

The parties are signatories to a collective bargaining agreement effective for the period of July 1, 2019 through June 30, 2024. This Memorandum of Understanding is the mutual agreement of the parties to define seniority for shift preference, in the Sergeant's contract Section 11.7 Shift Preference. To keep with past and current practice, seniority shall be determined based on the date of promotion to Sergeant when determining shift preference. 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.

Section 11.7 in the Sergeants Collective Bargaining Unit shall be replaced in its entirety with the following:

After one (1) year of service (seniority) an employee shall be considered for a shift upon making written application after having worked in their assigned shift for at least three (3) months. During the months of May through October motorcycle officers assigned to the night shift (6pm - 6am) will have the discretion as to operating the motorcycle later than midnight outside the downtown area.

Seniority in the position of Sergeant shall be recognized as the primary basis for shift preference. The City shall grant such request for shift preference provided that said request shall not be detrimental to the efficient operation of the Department. Denials for shift preference shall not be arbitrary or capricious. Detectives shall not be included in this shift preference system during the period of assignment as detective.

The City may, for proper cause, temporarily reassign a sergeant to another shift for the purpose of evaluating the officer's performance. Such temporary reassignment shall not be considered discipline and shall not exceed sixty (60) days unless this time period is extended by

mutual agreement of the City and the affected officer(s). A thirty (30) day review of the officer's performance will be held with the steward and Chief. Disruption or change of another officer's shift as a result of temporarily reassigning an officer pursuant to this section shall be accomplished, if possible, on a voluntary basis. If no officer volunteers to exchange or disrupt their shift to accommodate the temporary reassignment of another officer, then the City shall make the necessary change of shift on the basis of seniority in the position of Sergeant.

CITY OF TRAVERSE CITY

By: _____

Date: _____

Nate Geinzer, Interim City Manager

**INTERNATIONAL BROTHERHOOD OF
TEAMSTERS**

By: _____

Date: _____

Clayton Pletscher, Business Representative