

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

April 14, 2025

RE: GME Dental Plan Change

The parties are signatories to a collective bargaining agreement for General Municipal Employees effective for the period of July 1, 2024 through June 30, 2027 (CBA). This Memorandum of Understanding is the mutual agreement to change the language in the CBA to reflect the following language below. The Dental Plan will move from the composite rate to a rate that charges based on enrollment status.

1. The following Section in the General Municipal Contract shall be replaced in its entirety as follows:

ARTICLE 33 DENTAL AND VISION INSURANCE

The Employer agrees to pay, for each employee covered by this Agreement who is on the regular seniority list, up to \$57.00 per month toward the employee's Dental Insurance premium and up to \$8.00 per month toward the employee's Vision Insurance premium.

There shall be a City of Traverse City Insurance Committee consisting of representatives from each union and administrative group. Up to five (5) members of the Union will be part of this committee. The committee shall examine the Dental and Vision insurance plans including, but not limited to, alternate providers, benefit levels, and premiums and shall make recommendations to the City regarding such. The City reserves the right to change dental and vision providers and/or programs, provided they are equivalent to the current Dental Plan 2979 and current vision plan.

2. All other terms and provisions of the parties' collective bargaining agreement shall remain in full force and effect for the term thereof. There are no other agreements oral and written.
3. This Memorandum of Understanding may be amended but only in writing and signed by the appropriate representative(s) of the parties.

CITY OF TRAVERSE CITY INTERNATIONAL BROTHERHOOD OF TEAMSTERS

By: E. Vogel

Date: 4/21/25

Elizabeth Vogel, City Manager

By: [Signature]

Date: 4.29.25

Clayton Pletscher, Business Representative