

Memorandum of Agreement
Between City of Traverse City,
Traverse City General Municipal Employees Teamsters Local 214

Re: Addition of Parking Services

Effective Date: October 1, 2024

Purpose and Intent

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). In compliance with the recognition clause under Article 1 section 1, this Memorandum of Agreement is the mutual agreement to change the language in the CBA to reflect the following language below, in order to implement the transition of employees of Traverse City Parking Services to employment by the City (designated as “Transitioning employees”). Unless modified by this Memorandum of Agreement, the terms of the 2024 - 2027 collective bargaining agreement shall remain unchanged. In the event of a conflict between this Memorandum of Agreement and the 2024 – 2027 collective bargaining agreement, this Memorandum of Agreement shall control.

ARTICLE 4 – Definition of Employee: Section 6. Probationary Employees – Parking Services Division/Transition to City Employment *Added to this section*

A Transitioning employee with less than twelve (12) months of employment with Traverse City Parking Services shall work under the provisions of this Agreement but shall be employed only on a twelve (12) month probationary period, during which time the employee may be discharged without further recourse. Credit towards the twelve (12) months shall be given for employment with Traverse City Parking Services. Upon completion of the probationary period, the employee shall be placed on the Parking Services Division’s seniority list and his/her seniority shall commence on his/her date of hire by the City. Transitioning employees with more than twelve (12) months of employment with Traverse City Parking Services shall be placed on the Parking Services Division’s seniority list and their seniority shall commence on their date of hire by the City.

Those employees shall be ranked on that seniority list in order of their employment with Traverse City Parking Services:

First	Last	Date of Hire with Traverse City Parking Services
Marianne	Posler	11/8/2013
Amy	Russell	9/04/2018
Abbey	Riling	7/26/2021
Alicia	Rokos	9/26/2022
Dave	Castle	10/24/2022
Adam	Smith	9/11/2023
Ric	Stevens	11/27/2023
Remy	Bacigalupi	12/18/2023
Thomas	Bakke	5/21/2024
Robert	Zaranitis	09/09/2024

Transitioning employees' waiting periods shall be waived and available with the Effective Date shown in the Table of Benefits on page 3 for the following benefits, Medical, Dental, Vision, Life Insurance, Short-Term and Long Term Disability, 457 Plan and their service time with Traverse City Parking Services shall be credited for purposes of vacation accruals, as indicated in the table below. Accrual rates calculated shall not be subject to the Grievance Procedure. Transitioning employees shall not lose existing accrued, unused vacation time, however, personal days and short-term leave days shall not be added to the Transitioning employee's banks until the dates described in the Collective Bargaining Agreement.

First	Last	FT Start Date	Current Accrual Rate in hours	City accrual Rate in hours	PTO Accrual Balance (as of 9/18/23) in hours
Marianne	Posler	11/8/2013	6.4	4.62	77.79
Amy	Russell	9/04/2018	6.4	4.62	100.32
Abbey	Riling	7/26/2021	4.6	3.08	66.81
Thomas	Bakke	5/21/2024	4.6	1.54	37.08

Ric	Stevens	11/27/2023	4.6	1.54	50.06
Adam	Smith	9/11/2023	4.6	3.08	65.63
Alicia	Rokos	9/26/2022	4.6	3.08	24.86
Dave	Castle	10/24/2022	4.6	3.08	90.18
Remy	Bacigalupi	12/18/2023	4.6	1.54	68.01
Robert	Zaranitis	09/09/2024	4.6	1.54	0

Upon completion of the first sixty (60) worked-day probationary period, the employee shall be afforded fringe benefits pursuant to the terms of this Agreement and the appropriate plan providers to be effective the first day of the month following completion of the sixty (60) worked days. These fringe benefits include MERS Defined Pension and the MERS Health Care Savings Plan (HCSP).

TABLE OF BENEFITS AND EFFECTIVE DATE		
Medical	October 1, 2024	Current cost share, same plan
Dental	October 1, 2024	Current cost share, same plan
Vision	October 1, 2024	Current cost share, same plan
Life Insurance	October 1, 2024	Same plan
Short & Long Term Disability	October 1, 2024	Same plan
457 Mission Square	October 1, 2024	Different Plan, 6%
MERS Defined Benefit	January 1, 2025	New Benefit
MERS HCSP	January 1, 2025	New Benefit

ARTICLE 6 – Representation: Section 1. Stewards Recognition. *Added to this section*

The following will be added: 1 Steward – Parking Services Division

ARTICLE 7 – Seniority: Section 5. Seniority List *Added to this section*

The Employer shall keep two seniority lists: City-wide seniority and Division-seniority. Division seniority shall include the date of original hire with Parking Services and the date of-hire by the City.