

Memorandum of Understanding  
 Between CITY OF TRAVERSE CITY,  
 POLICE OFFICERS ASSOCIATION OF MICHIGAN

Re: Collective Bargaining Agreement

Date: July 1, 2024

**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, 2021, through June 30, 2026 (CBA). This Memorandum of Understanding is the mutual agreement to make the following changes to the language in the CBA as follows:

1. APPENDIX "A."

APPENDIX "A" HOURLY RATE ATTACHMENT & ANNUAL OFF-DUTY CARRY STIPEND POLICE PATROL

Effective July 1, 2021 the annual salary increase will be 3.0%

Effective July 1, 2022 the annual salary increase will be 2.5%

Effective July 1, 2023 the annual salary increase will be 2.0%

Effective July 1, 2024 the annual salary increase will be 6.0%

*(replaces the originally negotiated 2%)*

Effective July 1, 2025 the annual salary increase will be 5.0%

*(replaces the originally negotiated 2%)*

Effective July 1, 2026 the annual salary increase will be 4.0%

	START	6 MONTHS	12 MONTHS	24 MONTHS	36 MONTHS	48 MONTHS	
7/2023 pay scale	25.53	26.59	27.07	27.42	27.84	29.02	Average step increase is 2.6%
Adjusting pay schedule	4.15%	1.81%	1.29%	1.53%	4.24%	2.60%	<b>Recommend to change to 3.5%</b>
<b>Recommend start at step 2</b>	26.59	27.5207	28.4839	29.4808	30.5126	30.9126	31.3126 31.7126

	START	6 MONTHS	12 MONTHS	24 MONTHS	36 MONTHS	48 MONTHS	DETECTIVE	24 MONTHS	60 MONTHS
7/2024 add 6%	28.1854	29.1719	30.1929	31.2497	32.3434	33.4754	33.8754	34.2754	34.6754
7/2025 add 5%	29.5947	30.6305	31.7026	32.8121	33.9606	35.1492	35.5492	35.9492	36.3492
7/2026 add 4%	30.7785	31.8557	32.9707	34.1246	35.3190	36.5552	36.9552	37.3552	37.7552

2. CBA Extension. Extend the current collective bargaining agreement for the Patrol of the Traverse City Police Department, Police Officers Association of Michigan (POAM) through June 30, 2027 (CBA).

3. Lateral Entry. Allow new hires with prior experience eligibility for higher placement/salary in the step plan, "Lateral Entry." The Lateral Entry process applies only to the hiring of MCOLES-certified road patrol officers.

The purpose of Lateral Entry is to help recruit qualified MCOLES-certified road patrol officers. Upon successful completion of the new hire process, the Human Resources Department will confirm with the background investigator that a Lateral Entry applicant has applicable experience.

Within the guidelines established in Appendix A, the Police Chief may determine the pay rate for newly hired later-entry patrol officers. To be eligible for Lateral Entry, the applicant must have at least one (1) full year of prior full-time road patrol work experience with similar duties in a comparable law enforcement agency; each year block of prior experience will qualify the successful applicant to advance to the step that matches the experience in the pay scale, to a maximum of 3 steps. The Lateral Entry applicant must not have had a break in service as a patrol officer of more than 180 days before the applicant's conditional job offer.

The Lateral Entry process is for pay purposes only and actual work experience in another Law Enforcement Agency will not be considered for promotional eligibility requirements. Seniority and Longevity pay will be calculated in the same manner as all Patrol Officers. No credit will be given to completed years of service in other agencies for any other benefits. Entry-level patrol officers placed in a higher step of the pay schedule does not eliminate or reduced the new hire probationary period of 12 months per Section 9.1 Seniority as per the lateral entry process must also complete the required.

Existing employees who were hired before this MOU who have not yet reached Step 3 and have had previous road patrol work experience shall have their pay step adjusted appropriately.

4. Residency. Replace Section 18.14 of the CBA in its entirety with the following:

Section 18.14. Residency. Employees must live within a radius of thirty (30) miles of the City limits as measured from the nearest City limit. Employees who were living outside such radius before March 10, 2000, shall be permitted to remain in such place of residence, but if they move, they must move within the distance mentioned above. New Hires have one (1) year from the date of hire to attain such residency. Failure to comply with this provision shall be a reason for termination. Extensions due to extenuating circumstances may be granted by the City Manager. Change of address shall be reported within seven (7) calendar days to the Office of Human Resources.

5. Holiday Pay. Replace Section 12.10 of the CBA in its entirety with the following:

Section 12.10. Holiday Pay. Eligible employees shall be entitled to holiday leave with pay on the following recognized holidays:

New Year's Day  
MLK Day  
President's Day  
Good Friday  
Memorial Day  
Fourth of July  
Labor Day  
Thanksgiving Day  
Day after Thanksgiving  
Christmas Eve Day  
Christmas Day  
New Year's Eve Day