

LETTER OF AGREEMENT

CITY OF MT. PLEASANT

-AND-

MOUNT PLEASANT SERGEANTS ASSOCIATION AFFILIATED WITH THE COMMAND OFFICERS ASSOCIATION OF MICHIGAN (COAM)

This Agreement entered into on the date set forth below, between the City of Mt. Pleasant ("City") and Mount Pleasant Sergeants Association Affiliated with the Command Officers Association of Michigan ("COAM").

WHEREAS, the City has an interest in expanding the diversity and inclusivity of the observed federal holidays, while also aligning the holiday calendars across all employee groups; and after discussion both parties desire to move forward with an expansion and alteration to the current annual holiday calendar.

THEREFORE, the parties mutually agree to alterations initiated in 2022 and set as a final holiday calendar in 2023. The parties agree that future alterations may take place when mutually agreed upon during the bargaining process.

The holiday calendar will be altered as follows:

In 2022, Indigenous People's Day also known as Columbus Day will be added to the COAM holiday calendar, resulting in an addition of 12 hours of holiday leave for each COAM member. The parties further agree to exchange the 6 hours currently provided for Good Friday, for 12 hours of holiday leave for Indigenous People's Day, in 2023. In 2022, COAM members will receive 12 hours of holiday leave time for recognition of the Indigenous People's Day holiday, in addition to time received for the Good Friday holiday.

In 2023, Martin Luther King Jr. Day will be added to the COAM holiday calendar. The parties agree to evenly exchange the hours currently provided for President's Day, for recognition of Martin Luther King Jr. Day, in 2023.

In 2023, and going forward, the changes create an additional 6 hours of holiday leave time for the COAM membership.

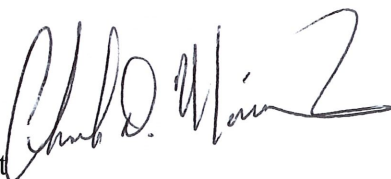
This letter of agreement will be fully incorporated into the COAM contract at the termination of the current contract, December 31, 2022.

SIGNATURES

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the day and year set forth below.

FOR THE UNION:

Chuck Morrison
COAM President



Date: 6-2-2022

FOR THE CITY:

Susanne Gandy
Director of Human Resources



Date: June 1, 2022