

**LETTER OF AGREEMENT**

**CITY OF MT. PLEASANT**

**-AND-**

**THE TECHNICAL, PROFESSIONAL AND OFFICE  
WORKERS ASSOCIATION OF MICHIGAN**

This Agreement entered into as of August 1, 2023, between the City of Mt. Pleasant (“City”), and the Mount Pleasant Municipal Employees Association represented by the Technical, Professional and Officeworkers ' Association of Michigan (“TPOAM”).

**WHEREAS**, the City has an interest to retain quality employees and sustain consistent retirement benefit offerings for TPOAM employees who transfers as a result of promotion to a PACT non-union level position. This agreement retains the employees right to participate in a MERS Defined Benefit Pension program, as defined by IRS regulation, MERS plan standards and the City of Mt. Pleasant Defined Benefit Plan Documents as eligible based on their date of hire.

**THEREFORE**, this is not an employee choice, the parties mutually agree to allow TPOAM employees hire prior to May 1, 2017, who participate in the TPOAM Union B-4 MERS Defined Benefit Pension Program Division #3701 01 - 01 plan with a 2.5% multiplier, to transfer into a PACT non-union level position the right to participate in the PACT MERS Defined Benefit B-4 Pension Division #3701 10 - 10 plan with a 2.5% multiplier, as a result of their promotion or transfer into the PACT employee group.

**FURTHERMORE**, the parties mutually agree to allow TPOAM employees hired on or after May 1, 2017, who participate in the TPOAM Union B-2 MERS Defined Benefit Pension Program Division #3701 12 - 12 plan with a 2% multiplier, to transfer into a PACT non-union level position the right to participate in the MERS Defined Benefit B-2 Pension Division #3701 11 - 11 plan with a 2% multiplier, as a result of their promotion or transfer into the PACT employee group.

The above transfer rules would also apply to a TPOAM employee promoted to a PACT level position, who for whatever reason returns to the TPOAM union within the timeframe allowable under the collective bargaining agreement. The employee returning to TPOAM would be allowed to retain their MERS Defined Benefit Pension Program associated with their original date of hire. Again, this retains the employee’s pension benefit level and is only allowable under the transfer process.

Example: An employee will retain the pension plan received at date of hire, only when they transfer back and forth between the TPOAM and PACT groups. TPOAM employees hired on or after January 1, 2024, are not provided transfer eligibility under this arrangement.

This letter of agreement will be fully incorporated into the TPOAM contract at the termination of the current contract, December 31, 2026.

**SIGNATURES**

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

FOR THE UNION:

DocuSigned by:  
*Ron Wiggins*  
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Ron Wiggins  
TPOAM President

Date: 12/6/2023

FOR THE CITY:

DocuSigned by:  
*Susanne Gandy*  
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Susanne Gandy  
Director of Human Resources

Date: 12/6/2023