

CITY OF KENTWOOD –and- POLC (KENTWOOD SUPERVISORY UNIT)

2023 LETTER OF AGREEMENT

This Letter of Agreement ("LOA") is entered into between the **CITY OF KENTWOOD, MICHIGAN** ("City") and the **POLICE OFFICERS LABOR COUNCIL (KENTWOOD SUPERVISORY UNIT)** ("Union").

In consideration of the mutual promises and undertakings of the parties, the parties agree to modify their collective bargaining agreement as follows:

1. Subsection 10.6 Personal Time of the parties' CBA shall be modified to read as follows:

Employees shall receive 24 hours of Personal Time upon hire and annually thereafter on July 1. Personal Time is a "use it or lose it" paid leave benefit. Unused Personal Time balances as of July 1 will be forfeited. Personal Time balances will not be paid out at any time, including at the end of employment. **Employees with floating holiday balances as of July 1, 2023, will have those hours added to their Personal Time and will have until June 30, 2024, to exhaust those balances. Any remaining balances as of July 1, 2024 will be forfeited.**


AGREED TO AND ACCEPTED BY:

POLICE OFFICERS LABOR COUNCIL (KENTWOOD SUPERVISORY UNIT)

By:  _____
Its: President

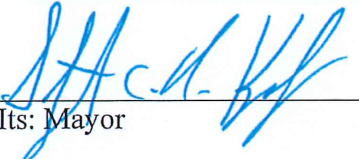
Dated: 9/8/23

POLICE OFFICERS LABOR COUNCIL

By:  _____
Its: POLC Representative

Dated: September 8, 2023

CITY OF KENTWOOD, MICHIGAN

By:  _____
Its: Mayor

Dated: 9/5/23