

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

**2023 TEMPORARY POLICE SERGEANT 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"). The City and Union are collectively referred to herein as the "Parties".

Due to the current low staffing levels of the Kentwood Patrol Sergeants, the City of Kentwood is creating a Temporary Patrol Sergeant position(s) to meet the needs of the Kentwood Police Department. This Temporary Patrol Sergeant position(s) will not exceed four months. In order to accomplish the City's goals and meet the needs of the Police Department, the Parties agree to the following terms:

1. Actively employed regular full-time sworn patrol officers in the City's Police Department ("Employees") who are on the current list for promotion to Patrol Sergeant are eligible for assignment to Temporary Patrol Sergeant.
2. Temporary Patrol Sergeants will be selected by the Chief of Police based on the needs of the Department. The Chief of Police can also terminate the assignment and this position entirely at any time once in the Chief's sole discretion, including, but not limited to when the permanent staffing needs of the Police Department are met.
3. The selection of an employee to the Temporary Patrol Sergeant position will have no bearing on any future promotional process or selection of a permanent Patrol Sergeant.
4. Temporary Patrol Sergeants will remain a part of the Kentwood Patrol bargaining unit represented by the Union and will maintain the benefits and protections of the Collective Bargaining Agreement between the City and the Union. They will also maintain their seniority in the bargaining unit.
5. During their assignment, Temporary Patrol Sergeants will have the authority and responsibilities of a Patrol Sergeant. Further, they will receive the pay of a Patrol Sergeant during their assignment. Shift preference selection will be based on the POLC (Kentwood Supervisory Unit) Collective Bargaining Agreement (CBA).
6. Upon termination of the Temporary Patrol Sergeant assignment, Employees will revert back to the position of Patrol Officer with the pay and benefits such classification.
7. Unless terminated earlier by the Chief of Police, this LOA will expire and terminate on October 31, 2023.

**AGREED TO AND ACCEPTED BY:**

POLICE OFFICERS LABOR COUNCIL (KENTWOOD SUPERVISORY UNIT)

By:   
Its: President

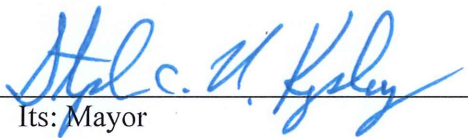
Dated: JUNE 29, 2023

POLICE OFFICERS LABOR COUNCIL

By: Scott Blackwell  
Its: POLC Representative

Dated: June 29, 2023

CITY OF KENTWOOD, MICHIGAN

By:   
Its: Mayor

Dated: 6/30/2023