

**LETTER OF AGREEMENT**  
BETWEEN  
THE BOARD OF COMMISSIONERS OF GRAND TRAVERSE COUNTY  
AND  
POLICE OFFICERS ASSOCIATION OF MICHIGAN  
DEPUTIES BARGAINING UNIT  
RE: MANAGEMENT RIGHT ON STARTING PAY

WHEREAS; the above named entities are parties to a collective agreement;

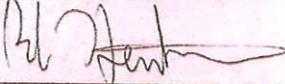
WHEREAS the parties have reached an agreement to provide the Grand Traverse County Administration the exclusive right to determine where to place a new hire into the wage scale, as a starting salary, with credit given for the previous experience of the newly hired employee as a police officer or their military service. Provided that this compensation complies with the salary ranges or scales established in the collective bargaining agreement.

WHEREAS the parties agree that Grand Traverse County's Sheriff office agrees that the determination of starting salaries will be conducted in a manner that is free from discrimination based on race, color, religion, sex, national origin, age, disability, or any other characteristic protected by law.

All other terms of the collective bargaining agreement between the parties will govern the terms and conditions of employment for the employees. It is expressly understood that this Letter of Understanding will be without precedent or prejudice for any future circumstances."

**IN WITNESS WHEREOF** the parties hereto by their duly authorized representatives agree to this Letter of Understanding effective the date it is fully executed.

**FOR THE EMPLOYER:**

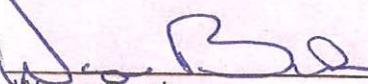
  
Robert Hentschel, Chairperson  
Board of Commissioners

11/13/24  
Date

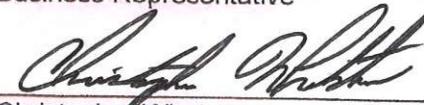
  
Nathan Alger  
County Administrator

11-20-24  
Date

**FOR THE UNION:**

  
Wayne Beerbower  
Business Representative

11-15-24  
Date

  
Christopher Whetstone  
Chief Steward

11-20-24  
Date

Approved as to Form  
For County of Grand Traverse  
Cohl, Stoker & Toskey, P.C.  
By: Mattis D. Nordfiord