

LETTER OF UNDERSTANDING
BETWEEN
GRAND TRAVERSE COUNTY SHERIFF
AND
COMMAND OFFICERS ASSOCIATION OF MICHIGAN
SERGEANTS BARGAINING UNIT

Re: Twelve-Hour Shifts

The parties to the current collective bargaining agreement hereby agree to implement a one (1) year experimental schedule reference; ARTICLE XIII HOURS OF WORK, PREMIUM PAY AND SHIFT PREFERENCE.

The purpose of this Letter of Understanding is to permit the Sheriff's Office and the Union to provide for (12) hour shifts for the position of Corrections Officer in the Corrections Division. The parties agree that the use of such twelve hour shifts will continue one (1) year from the signing of this agreement.

The employer and Union agree to a short working day(s) to keep the two week pay period at 80 hours. Any hours worked over 8, 10 or 12 depending on how scheduled for that day, or 80 hours in a two week pay period will be paid according to ARTICLE XIII HOURS OF WORK, PREMIUM PAY AND SHIFT PREFERENCE Section 13.3 of the CBA.

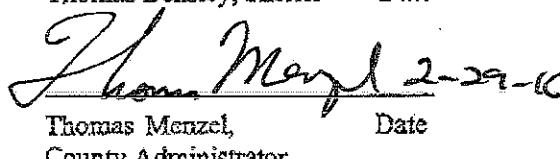
Both parties may terminate this Letter of Understanding, and the twelve hour shifts will revert back to Eight or Ten hour shifts. Either party may terminate the letter of understanding by giving to the other party at least sixty (60) days advance notice of their termination of the Letter of Understanding.

FOR THE BOARD OF COMMISSIONERS


Christine Maxbauer Date

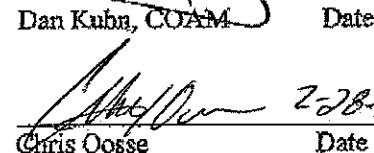
Chairperson, County Board of Commissioners


Thomas Bensley, Sheriff Date


Thomas Menzel Date
County Administrator

FOR THE BARGAINING UNIT


Dan Kuhn, COAM Date


Chris Oosse Date


Paul Scott Date