

**LETTER OF UNDERSTANDING
BETWEEN THE COUNTY OF ALPENA
AND THE
THE MICHIGAN FRATERNAL ORDER OF POLICE LABOR COUNCIL
REPRESENTING E911 CENTRAL DISPATCH TELECOMMUNICATORS**

This Letter of Understanding is entered into this _____ day of April 2026, between the County of Alpena, hereinafter referred to as the Employer, and the Michigan Fraternal Order of Police Labor Council hereinafter referred to as the Union.

WHEREAS the Employer and Unions are parties to a collective bargaining agreement, hereinafter referred to as the Agreement that remains in effect until December 31, 2027; and

WHEREAS both parties would like to change the language in ARTICLE XIII PAID TIME OFF Section 13.5 PTO Rules.

WHEREAS,

THEREFORE, IT IS AGREED AS FOLLOWS:

1. The current language in the Agreement under ARTICLE XIII PAID TIME OFF Section 13.5 states:

PTO Rules:

H. An employee, who resigns their position with a fourteen (14) day advance notice, shall receive 75% of the value of the hours in the employees PTO bank

I. If an employee is terminated from their employment or fails to give a fourteen (14) day notice, he/she shall receive none of their PTO bank.

2. Both parties agree to change the language in the Agreement under ARTICLE XIII PAID TIME OFF Section 13.5 **PTO Rules** to:

H. An employee who resigns with or without notice shall receive 100% of the value of the hours in the employee's PTO bank up to 176 hours.

I. If an employee is terminated from their employment he/she shall receive 100% of the value of the hours in the employee's PTO bank up to 176 hours.

IN WITNESS WHEREOF, the duly authorized representatives of both parties affix their signatures at Alpena, Michigan, as of this ____ day of April 2026.

ALPENA COUNTY

MICHIGAN FOPLC

John Kozlowski, Chairman
Board of Commissioners

Steve Warren, Representative

Brenda Fournier, Chairman
Personnel Committee

Rory Sherwood, Union President

Jesse Osmer
Alpena County Administrator