

**LETTER OF AGREEMENT
BETWEEN
CITY OF MACKINAC
ISLAND AND
POLICE OFFICERS LABOR COUNCIL REPRESENTING THE MACKINAC
ISLAND POLICE OFFICERS**

This Letter of Agreement (the "LOA") is entered into between the City of Mackinac Island ("City") and the Police Officers Labor Council representing the Mackinac Island Police Officers ("Union"). The City and the Union are collectively referred to as the "Parties." The Parties hereby agree as follows:

Background

- A.** The City and the Union are parties to a collective bargaining agreement ("CBA") that is in effect from April 1, 2023, through March 31, 2026.
- B.** The parties discovered an issue with staffing.
- C.** Because the Parties recognize that the interest in the community depend upon cooperative relations between Parties:

Terms and Conditions

The parties agree to the following:

- 1. Purpose
The purpose of this Agreement is to establish the terms and conditions of a temporary partial furlough of scheduled work hours and the related reallocation of such hours for operational needs.
- 2. Term
This Agreement shall be effective commencing March 12, 2026, and shall terminate automatically on April 11, 2026, unless earlier modified or terminated by mutual written consent of the parties.
- 3. Temporary Partial Furlough
 - a. The parties acknowledge that a total of eighty-four (84) work hours were scheduled or anticipated to be worked by Corporal Andrew Dziobak during the above-referenced period.
 - b. Corporal Andrew Dziobak agrees to a temporary furlough of no pay during the period of March 12, 2026 through April 11, 2026.
 - c. The Employer shall reallocate the furloughed 15 days (180) hours of Cpl. Dziobak's pay to the police department budget to assist with shift coverage and overtime for training.

d. Corporal Andrew Dziobak's furloughed hours shall be unpaid.

e. The employer shall continue all other contractual benefits during the term of this agreement.

4. Restoration of Schedule

Upon expiration of this Agreement, Corporal Andrew Dziobak shall return to his regular schedule, compensation structure, and obligations in effect prior to March 12, 2026, unless otherwise modified in writing by mutual agreement.

5. All other terms and conditions of the collective bargaining agreement shall remain in full force.

CITY OF MACKINAC ISLAND

UNION

By:

By:

Its:

Its:

Date:

Date: