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D. Leach

**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 February 15, 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 Officer Justin Bradford during the above-referenced period.
 - b. Officer Justin Bradford agrees to a temporary furlough of forty-two (42) hours, representing one-half of the 84 hours during each pay period.
 - c. The Employer shall reallocate the furloughed 42 hours to seasonal employees, Officer Wischmeyer and Officer Alexander, to meet departmental or operational requirements and allow them to continue working 84 hours

each per pay period.

d. Officer Justin Bradford furloughed hours shall be unpaid.

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

4. Consideration

In consideration of Officer Justin Bradford's agreement to the temporary partial furlough and reallocation of hours, Employer agrees to waive Officer Justin Bradford's rent obligation in full for the period of February 15, 2026 through April 11, 2026 or for a two-month period during the furlough.

5. Restoration of Schedule

Upon expiration of this Agreement, Officer Justin Bradford shall return to his regular schedule, compensation structure, and obligations in effect prior to February 15, 2026, unless otherwise modified in writing by mutual agreement.

6. 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: