

**LETTER OF UNDERSTANDING
BETWEEN
VILLAGE OF PINCKNEY
AND
THE POLICE OFFICERS LABOR COUNCIL**

This Memorandum of Understanding is entered into this _____ day of _____, 2026, between the Village of Pinckney and the Police Officers Labor Council.

WHEREAS, the Village of Pinckney (“Village”) and the Police Officers Labor Council (“POLC”) are parties to a Collective Bargaining Agreement (“CBA”) covering Village of Pinckney Police Department bargaining unit employees, effective July 1, 2025 through June 30, 2027; and

WHEREAS, Section 11.1 of the CBA establishes standard work schedules utilizing 8-hour and 12-hour shifts for bargaining unit members; and

WHEREAS, the Village Council, by “**RESOLUTION TO APPROVE MEMORANDUM OF UNDERSTANDING WITH POLICE OFFICERS LABOR COUNCIL REGARDING SHIFT LENGTHS,**” Resolution No. 2026-____ adopted on _____, 2026, approved and authorized the Village to execute a Memorandum of Understanding with POLC to permit the use of 10-hour shifts as an additional scheduling option under Section 11.1.

NOW, THEREFORE, in consideration of the mutual promises and agreements set forth below, the Village and POLC agree as follows:

A. Parties

1. This Memorandum of Understanding (“MOU”) is entered into by and between the Village of Pinckney (“Village”) and the Police Officers Labor Council (“POLC”), representing the Village of Pinckney Police Department bargaining unit employees.
2. This MOU is intended to clarify and supplement Section 11.1 of the Collective Bargaining Agreement (“CBA”) in effect from July 1, 2025 through June 30, 2027, regarding work schedules and shift lengths.

B. Authorization of 10-Hour Shifts

1. The Village and POLC agree that, effective upon full execution of this MOU, Section 11.1 shall be interpreted to allow the Village to schedule bargaining unit employees on 10-hour shifts in addition to the 8-hour and 12-hour shifts already referenced therein.
2. Use of a 10-hour shift schedule shall not reduce an employee’s contractual rights or benefits under the CBA, including but not limited to wages, overtime eligibility, leave accrual, and seniority.

3. The parties acknowledge that 10-hour shifts are an alternative scheduling configuration only; the regular workweek (in hours) and all overtime thresholds remain as defined in Section 11.1 and other applicable sections of the CBA as adjusted to add 10-hour shifts.

C. Implementation and Scheduling

1. The Chief of Police, or designee, may implement a 10-hour shift schedule for all or some bargaining unit positions, based on operational needs, staffing, and service demands.
2. Prior to implementation of any 10-hour schedule or modification thereto, the Village will provide POLC with reasonable notice and, upon request, meet with POLC representatives to discuss the proposed schedule.
3. Nothing in this MOU requires the Village to maintain 10-hour shifts on a permanent basis; the Village may discontinue or adjust such schedules, provided changes are not arbitrary or capricious and are communicated in advance when practicable.

D. Voluntary Participation / Assignment

1. Where feasible, preference for assignment to 10-hour shifts shall be solicited from eligible bargaining unit members and considered based on seniority and operational needs.
2. The Village retains the right to assign employees to 10-hour shifts when necessary to ensure adequate coverage and public safety, consistent with the management rights article of the CBA.
3. Employees assigned to 10-hour shifts will receive notice of schedule changes in accordance with the notice provisions of the CBA, unless emergency conditions require immediate schedule adjustments.

E. Overtime, Holidays, and Leave

1. For employees working 10-hour shifts, overtime shall be calculated in accordance with the overtime Section 11.2 of the CBA with an employee who works in excess of their ten (10) hour scheduled shift or in excess of their eighty (80) hours per pay period paid for all additional time at a rate of one and one-half (1.5x) their normal rate of pay.
2. Vacation, sick leave, and other paid leave usage shall be applied on a pro-rated, hour-for-hour basis consistent with existing CBA provisions.
3. For employees working 10-hour shifts, Holiday Pay shall be as provided in Section 21.6 of the CBA, but if a member of the bargaining unit is off on a recognized holiday, they shall receive ten (10) hours additional pay for that pay period if working ten (10) hour shifts.
4. Nothing in this MOU shall be construed to diminish or expand any monetary benefit established by the CBA; it only recognizes 8-hour, 10-hour, or 12-hour shifts as a permissible workday lengths under Section 11.1.

F. No Precedent / No Waiver

1. The parties agree that this MOU is specific to the authorization of 10-hour shifts and shall not be cited as precedent regarding any other scheduling models, benefits, or contractual interpretations.
2. Nothing in this MOU shall be construed as a waiver by either party of any rights, claims, or defenses under the CBA or applicable law.

G. Duration and Integration with CBA

1. This MOU shall become effective on the date of the last signature below and shall remain in effect through June 30, 2027, unless modified or rescinded by mutual written agreement of the parties.
2. Except as expressly set forth in this MOU, all terms and conditions of the CBA remain in full force and effect and are unchanged by this document.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day and year first above written.

POLICE OFFICERS LABOR COUNCIL

VILLAGE OF PINCKNEY

(Date)

Jeffrey Buerman, President (Date)

(Date)

Andrea McCall, Clerk (Date)