

# LETTER OF AGREEMENT

CITY OF MOUNT PLEASANT  
AND  
MOUNT PLEASANT SERGEANTS ASSOCIATION

SUBJECT: Thirteenth Check Provision

This letter sets forth the parameters of a thirteenth check provision agreed upon during negotiations between the City and the police officers leading to settlement of the 1992 agreement.

In accordance with this agreement any police retiree, retiring on or after January 1, 1993, and prior to January 1, 2002, shall be eligible to collect a thirteenth or one additional pension benefit payment payable on an annual basis. Payments shall be processed by the City with the May pension payment on an annual basis, in accordance with the funding level as indicated in the actuarial report for the year immediately preceding and shall be pro-rated according to the number of months retired in the calendar year.

Such benefits will be computed on the following formula:

7.5% **TIMES** total annuities paid to police retirees in prior year

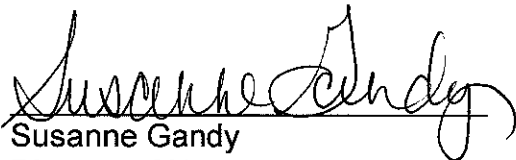
**DIVIDED** by total number of eligible police retirees

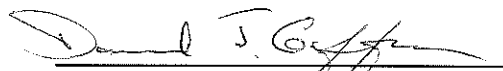
**EQUALS** payment to each eligible police retiree

Provided that the fund's actuarial firm, as confirmed by the City's Police and Fire Retirement Board, determine that the Police Officer's Pension Fund maintains no less than an 84% funded position.

CITY OF MOUNT PLEASANT

MOUNT PLEASANT SERGEANTS  
ASSOCIATION AFFILIATED WITH THE  
COMMAND OFFICERS ASSOCIATION OF  
MICHIGAN

  
Susanne Gandy  
Director of Human Resources

  
Dan Gaffka  
COAM President

3.21.17  
Date

3-21-17  
Date