

**LETTER OF AGREEMENT
BY AND BETWEEN
CENTRAL MICHIGAN UNIVERSITY
AND
CMU SUPERVISORY-TECHNICAL ASSOCIATION, MEA-NEA**

Central Michigan University ("CMU") and CMU Supervisory-Technical Association, MEA-NEA ("Union") are parties to a collective bargaining agreement ("Agreement") expiring June 30, 2026.

1. Current terms of the Agreement govern compensation and employment structure for bargaining unit members.
2. Recognizing increased work responsibilities in Parking Services, it is the intent and desire of CMU and the Union to establish the position of Lead Parking Services Specialist within the bargaining unit.
3. The rate of pay for Lead Parking Services Specialist shall be calculated as a 12% increase to each Lead Parking Services Specialist's current base wage at the time of selection as Lead Parking Services Specialist.
4. Any annual salary increases while an individual is serving in the role of Lead Parking Services Specialist shall be applicable to their full salary inclusive of the additional 12% because of the Lead Parking Services Specialist designation.
5. Bargaining unit members must have a minimum of five (5) years' service as a Parking Services Specialist at Central Michigan University to qualify for the designation of Lead Parking Services Specialist.
6. Notice of opportunity will be provided to all Parking Service Specialists outlining the process to bid on the opportunity for advancement, timeline for submitting a letter of interest, qualifications required and a job description for the Lead Parking Services Specialist.
7. The bid process for consideration will be submission of a letter of interest to the Stephanie Williams, Business Operations Manager for the CMU Police Department, or her designee.
8. Bargaining unit members with the Lead Parking Services Specialist designation may resign from the role of Lead Parking Services Specialist and return to their regular designation of Parking Services Specialist with two weeks' advanced written notice to the CMU Chief of Police.
9. Any bargaining unit member returning to the designation of Parking Services Specialist from the Lead Parking Services Specialist designation shall have a 12% reduction to their pay as Lead Parking Services Specialist, which will establish their return rate of pay to the Parking Services Specialist designation.
10. CMU reserves the right to cancel the use of the Lead Parking Services Specialist designation with written notice to the Union

11. The additional duties assigned to bargaining unit members with Lead Parking Services Specialist designation include:

- Maintain and balance daily financial records/deposits for parking;
- Coordinate and oversee the Parking Service's unit software including updates and main contact for issues and licensing;
- Supervision of student employees including training, hiring, firing, scheduling; and
- Oversee lost and found department.

This agreement is entered into in good faith by all parties and will not otherwise serve to amend or modify existing terms and conditions of the Agreement.

AGREED TO AND ACCEPTED THIS ____ DAY OF April 2023:

FOR THE UNIVERSITY:



Scott J. Hoffman, J.D.
Director/Employee Relations

FOR THE UNION:



Mark Blackmer, Interim President
CMU Supervisory-Technical Association
MEA-NEA