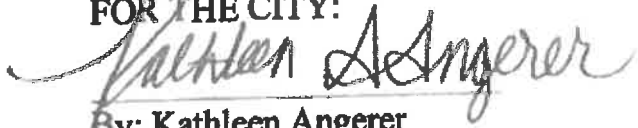


MEMORANDUM OF UNDERSTANDING

City of Hamtramck ("City") and Hamtramck Police Officers Association ("Union") (the City and Union shall collectively be referred to as "the Parties") through their undersigned representatives agree as follows:

1. The Parties entered into a Collective Bargaining Agreement (CBA) effective July 1, 2018. It expires on June 30, 2022.
2. The Parties codified that agreement into a fully-integrated document to which this subsequently-executed MOU will be attached as an Exhibit and be incorporated by reference.
3. As part of the Parties' CBA they agreed to certain provisions set forth in Article 7.6 pertaining to retiree health benefits. Nothing in that provision is to be read to contradict or abridge the City of Hamtramck's rights under *Serafino et. al. v. City of Hamtramck et. al* (6th Cir. 16-2370) and progeny to modify or eliminate retiree health benefits for existing and future retirees from the bargaining unit. Nothing in the CBA extends any vested lifetime retiree health benefits to any current, former, or future member of the bargaining unit.
4. This MOU is entered on a non-precedential.

FOR THE CITY:



By: Kathleen Angerer

Its: City Manager

Date: 06/27/2021



By: James P. Allen, Sr.

Its: Labor Counsel

Date: 6-1-2021

FOR THE UNION:



Christopher Fey

Its: President

Date: 05/27/2021