

Memorandum of Understanding

Between

Grand Rapids Community College

and the

Grand Rapids Community College

Campus Police – Police Officers Labor Council

October, 2025

This Memorandum of Understanding ("MOU") is made by mutual agreement between Grand Rapids Community College and the Grand Rapids Community College Campus Police – Police Officers Labor Council ("POLC") (collectively, the "Parties"). This MOU is entered into for the purpose of amending the Parties' collective bargaining agreement ("contract") regarding the maximum reimbursement amounts under the Dental and Vision Reimbursement Program provided for eligible POLC employees.

The Parties mutually agree as follows:

1. The Parties' contract contains a Section relating to the "Dental/Vision Reimbursement Program." (Art. 11 § 5).

2. The "Dental/Vision Reimbursement Program" Section of the Parties' contract includes the following language:

Beginning each calendar year on January 1 and ending the following December 31, the College may reimburse ninety percent (90%) of the actual dental and/or vision charges paid by the employee not to exceed two thousand five hundred seventy-five dollars (\$2,575.00) in total combined dental and vision benefit a year for full family.

3. The Parties hereby agree to amend their contract by replacing the above-quoted language in Article 11, Section 5 with the following:

Beginning each calendar year on January 1 and ending the following December 31, the College shall reimburse ninety percent (90%) of the actual dental and/or vision charges an employee has paid for covered services and materials for the employee and their immediate dependent family members.

Reimbursement for employees with one or fewer immediate dependent family members shall not exceed two-thousand, five hundred and seventy-five dollars (\$2,575.00) in total combined dental and vision benefit per calendar year.

Reimbursement for employees with two or more immediate dependent family members shall not exceed three thousand dollars (\$3,000.00) in total combined dental and vision benefit per calendar year.

4. The contract amendment set forth in this MOU shall become effective on January 1, 2026.

5. This MOU shall not alter or amend the Parties' contract in any way except as specified herein.

David Thomas
Police Officers Labor Council

10/08/25
Date

Michael Kam
Labor Representative

October 4, 2025
Date

[Signature]
Grand Rapids Community College

10/13/25
Date