

LETTER OF AGREEMENT
BETWEEN
CENTRAL MICHIGAN UNIVERSITY COMMAND OFFICERS ASSOCIATION (COAM)
AND
CENTRAL MICHIGAN UNIVERSITY

Whereas, the parties are in a current Collective Bargaining Agreement through June 30th, 2028.

Whereas, both parties recognize the necessity to include Field Training Officer incentive pay to the specific list of trainings to be compensated at the rate as outlined in Article 28 of the Collective Bargaining Agreement.

Whereas, both parties agree to the addition of the Field Training Officer incentive pay to the list of specific trainings, commencing upon the execution of this agreement.

This agreement shall sunset with the expiration of the Collective Bargaining Agreement, at such time both parties will negotiate it into the Collective Bargaining Agreement.

28. TRAINER/INSTRUCTOR INCENTIVE

Sergeants who serve as an instructor in the following list of specific trainings, he/she will receive regular pay for the time spent conducting training and will, in addition, receive a single flat-rate payment of 1.5 hours straight time pay as incentive pay for serving as an instructor for the training event. The flat-rate payment shall not constitute hours worked for purposes of determining eligibility during the relevant pay period for overtime pay.

- AVI (Active Violence Intervention Training)
- MFF (Mobile Field Force Civil Unrest Training)
- EVO (Emergency Vehicle Operations Training)
- DT (Defensive Tactics, ASP, OC Spray Training)
- FIREARMS (Note: for firearms related training, the trainer/instructor incentive pay will be capped at five such events for any individual instructor).

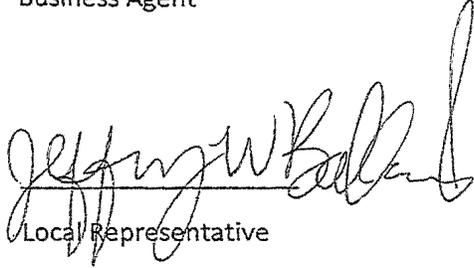
This Agreement is entered into in good faith by all parties and will not otherwise serve to amend or modify existing terms and conditions of the Agreement>

Agreed upon and Accepted this 27TH day of February 2026.

For the Union:

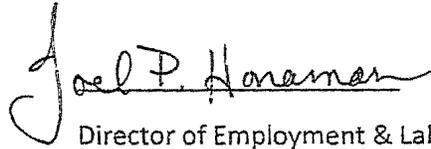


Business Agent



Local Representative

For the Employer:



Director of Employment & Labor Relations



Witness