

## Memo of Understanding

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Between: Michigan Technological University and POA  
Regarding: Bonus Program

The parties agree to the following:

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### Bonus Program

The University will continue the POA Bonus Program for the 2020 contract year. During this period the POA and the University will continue to evaluate the program.

This POA bonus Program is not precedent setting nor grievable.

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For the Union:

For the University:



Reid DeVoge  
POA President



Brian Cadwell  
Chief/Director of Public Safety and Police Services

Date Signed: 11/05/19

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