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12/31/2000
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AGREEMENT
BETWEEN
ROSCOMMON COUNTY BOARD OF COMMISSIONERS
AND
ROSCOMMON COUNTY SHERIFF
AND
POLICE OFFICERS ASSOCIATION OF MICHIGAN

Roscommon County

Effective January 1, 1998 through December 31, 2000

AGREEMENT

THIS AGREEMENT entered into between the Roscommon Board of Commissioners and the Sheriff for the County of Roscommon, together hereinafter referred to as the "Employer", and the Police Officers Association of Michigan, hereinafter referred to as the "Union", expresses all mutually agreed covenants between the parties heretofore.

PURPOSE AND INTENT

This Agreement has as its purpose the promotion of harmonious relations between the Employer and the Union, the establishment of rates of pay, hours of work, and other specified conditions of that employment.

The parties recognize that the interest of the community, the Union and the job security of the employees depend upon the County and the Sheriff's success in establishing a proper service to the community, and to these ends the County, the Sheriff, and the Union encourage to the fullest degree friendly and cooperative relations between the respective representatives at all levels and among all employees.

ARTICLE I
RECOGNITION

1.1: Collective Bargaining Unit. The Employer hereby agrees to recognize the Union as the exclusive bargaining representative as defined in Act No. 336, State of Michigan Public Acts of 1947, as amended, for all the employees employed by the Employer in the following described unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment:

All full-time and regular part-time employees of the Sheriff's Department of Roscommon County classified as Deputies, Corporals, Sergeants, Secretary/Corrections, Corrections/ Dispatch, Cooks, Assistant Cooks, Marine Safety Officer, Marine Deputies and Court Officer/Process Servers, BUT EXCLUDING the Sheriff, Undersheriff, Lieutenants and animal control officers.

1.2: Definitions. The terms "employee" and "employees" when used in this Agreement shall refer to and include those employees who are employed by the County in the collective bargaining unit set forth in Article I.

ARTICLE II
UNION REPRESENTATION

2.1: Union Representatives. The Employer agrees to recognize one (1) unit President and two (2) Stewards who shall be selected by the Local Association from employees in the bargaining unit who have completed their probationary period. The Union will furnish the Employer with the names of its authorized representatives and members of its committee who are employed within the unit and such changes as may occur from time to time in such personnel, so that the Employer may at all times be advised as to the authority of the individual representatives of the Union, and the Employer shall not be required to recognize or deal with any other than those so designated.

2.2: Union Representative's Duties. Union Representatives shall meet with County officials and the Sheriff for the purpose of negotiating modifications to this Agreement. Union Representatives shall also act in a representative capacity for processing grievances for members of the collective bargaining unit, as provided in the Grievance Procedure.

2.3: Lost Time. The Employer agrees that the recognized employee Local Association representatives shall not lose time or pay, while acting in a representative capacity during the processing of grievances and attending meetings or negotiations with officials of the Employer, but employees shall be paid only for the straight time hours they would have worked on their regular schedule.

2.4: The Employer recognizes the Police Officers Association of Michigan (POAM) as the bargaining agent and as such may represent Employees at negotiations, grievances, hearings and may meet with Employee and Employer on County property at any time.

ARTICLE III
AGENCY SHOP

3.1: Agency Shop. As a condition of continued employment, all employees included in the collective bargaining unit shall, after this Agreement is entered into, either become members of the Union and pay to the Union the dues and initiation fees uniformly required of all Union members or pay to the Union a service fee equivalent to the periodic dues required of Union members.

3.2: Hold Harmless. The Union agrees to indemnify and save the Employer harmless against any and all claims, suits, or other forms of liability arising out of the deduction of dues, initiation

fees, or the service fee equivalent to periodic dues provided herein.

3.3: Union Membership. Membership in the Union is not compulsory and is a matter separate, distinct, and apart from an employee's obligation to share equally the costs of administering and negotiating this Agreement. All employees have the right to join, not join, maintain, or drop their membership in the Union as they see fit. The Union recognizes; however, that it is required under this Agreement to represent all employees included within the various collective bargaining units without regard to whether or not the employee is a member of the Union.

ARTICLE IV
DUES CHECKOFF

4.1: During the life of this Agreement, the Employer agrees to deduct Union membership dues and initiation fees or, in the case of Non-Union employees, the service fee equivalent from the pay of each employee who executes and files with the County a proper checkoff authorization form supplied by the Union. The Employer agrees to provide this service without charge to the employee or Union. The checkoff form must be filed with the County Clerk, prior to the employee starting work.

4.2: A properly executed copy of the written checkoff authorization form for each employee for whom dues, initiation, and service fees are to be deducted hereunder shall be delivered to the Employer before any payroll deductions are made. Any written authorization which lacks the employee's signature will be returned to the Union by the Employer.

4.3: Deductions for dues, initiation, and service fees shall be made from each pay period, provided the employee has sufficient net earnings to cover the dues and/or initiation fees. In the event an employee is absent from work during the entire pay period, such deductions shall be made from the first (1st) pay period following that the employee works, together with the deduction for the current pay period. Deductions for each pay period shall be remitted to the designated Treasurer of the Union at 28815 W. Eight Mile Road, Suite 103, Livonia, Michigan 48152, not later than the next working day following the payday.

4.4: In cases where a deduction is made which duplicates a payment already made to the Union by an employee or where a deduction is not in conformity with the provisions of the Union's bylaws, refunds to the employee will be made promptly by the Union.

4.5: The Union shall notify the Employer in writing of the proper amount of dues, initiation, and service fees and any subsequent changes in such amounts.

4.6: If a dispute arises as to whether or not an employee has properly executed or properly revoked a written checkoff authorization form, no further deductions shall be made until the matter is resolved.

4.7: The Employer shall not be liable to the Union by reason of the requirements of this Article of the Agreement for the remittance of payment of any sum other than that constituting actual deductions made from employee wages, and the Union agrees to hold the Employer harmless for any and all claims arising out of its agreement to deduct dues and initiation fees.

ARTICLE V
MANAGEMENT RIGHTS

5.1: Except as this Agreement otherwise specifically and expressly provides, the Employer retains the sole and exclusive right to manage and operate the County in all of its operations and activities. Among the rights of management, included only by way of illustration and not by way of limitation, is the right to determine all matters pertaining to the services to be furnished and the methods, procedures, means, equipment, and machines required to provide such service; to establish classifications of work and the number of personnel required; to determine the nature and number of facilities and departments to be operated and their location; to direct and control operations; to maintain its operation as in the past; to study and use improved methods and equipment and outside assistance, and in all respects to carry out the lawful, ordinary, and customary functions of County Government, provided, however, that these rights shall not be exercised in violation of any specific provision of this Agreement.

5.2: Except as this Agreement otherwise specifically and expressly provides, the Employer shall also have the right to hire, promote, assign, transfer, suspend, discipline, discharge for just cause, lay off, and recall personnel; to establish reasonable rules and regulations and penalties for violation of such rules; to make judgments as to ability and skill; to determine work loads, to establish and change work schedules, to provide and assign relief personnel, provided, however, that these rights shall not be exercised in violation of any specific provision of this Agreement, and as such they shall be subject to the Grievance and Arbitration Procedure established herein.

5.3: The parties to this agreement recognize and agree that all issues pertaining to economics, including questions on wages, placement in wage classifications and similar issues are solely within the jurisdiction and authority of the County and shall be referred to the Labor Relations Committee of the Board of Commissioners.

ARTICLE VI
SPECIAL CONFERENCES

6.1: Special Meetings. The Employer and the Union agree to meet and confer on matters of clarification of the terms of this Agreement upon the written request of either party. The written request shall be made in advance and shall include an agenda stating the nature of the matters to be discussed and the reason(s) for requesting the meeting. Discussion shall be limited to matters set forth in the agenda, but it is understood that these special meetings shall not be for the purpose of conducting continuing collective bargaining negotiations nor in any way modify, add to, or detract from the provisions of this Agreement. Special meetings shall be held within fourteen (14) days of receipt of the written request at a time and place which is mutually agreeable to both parties.

ARTICLE VII
GRIEVANCE PROCEDURE

7.1: Grievance Definition. For purposes of this Agreement, a "grievance" shall mean a complaint filed by an employee or the Union concerning the application or interpretation of this Agreement.

7.2: Grievance Procedure. All grievances shall be handled in the following manner:

Step I - Verbal-Sheriff. An employee with a grievance shall discuss the matter with the Sheriff or his designee with the object of resolving the matter informally. It is understood that this step is mandatory.

Step II - Written-Sheriff. If the grievance is not satisfactorily resolved at Step I the grievance shall be reduced to writing setting forth the facts, the alleged violations and the remedy requested. This grievance is to be signed by the aggrieved party to be a valid grievance. It must be presented to the County Clerk in written form within fifteen (15) days of the date of the incident which gave rise to said grievance.

- A. The Sheriff shall answer said grievance within ten (10) days by placing his written disposition and explanation thereupon and returning it to the local union representative.

Step III - Labor Relations Committee. If the grievance is not satisfactorily resolved in Step II, an appeal to Step III may be submitted to the office of the County Clerk within ten (10) days following receipt of the Sheriff's answer in Step II.

- A. The employer shall within ten (10) days after the grievance has been appealed, cause a meeting to be held between representatives of the County and representatives of the Union. The representatives of the County shall be the members of the Labor Relations Committee. The aggrieved employee may be present. Either party may have non-employee representatives present.
- B. If the meeting cannot be held within the ten (10) day period, it shall be held on mutually convenient dates and times during regularly scheduled business hours.
- C. The Employer shall, within ten (10) days of said meeting, return its written answer to the local unit president.
- D. In order for a decision to be final at Step III it must be signed by the chairman of the County Labor Relations Committee and the chairman of the Board of Commissioners.

7.3: Economic Grievances. All economic grievances shall be handled in the same fashion as non-economic grievances, except that the Labor Relations Committee shall be substituted in the place of the Sheriff.

7.4: Grievance Resolution. The time limits set forth in Steps II and III of the Grievance Procedure shall be stayed during the period which economic grievance resolutions are referred to the County Board of Commissioners. The Board of Commissioners shall consider any such grievances at their next regular meeting. All grievances which are satisfactorily resolved at the first (1st) or second (2nd) step of the Grievance procedure, if the grievance has economic implications, must be approved by the Board of Commissioners before they shall become final. All grievances settled must have the signature of the POAM representative.

7.5: Grievance Form. The grievance form shall be furnished by the Union.

7.6: Time Limitations. The time limits established in the Grievance Procedure shall be followed by the parties hereto. If the time procedure is not followed by the Union, the grievance shall be considered settled. If the time procedure is not followed by the Employer, the grievance may be advanced to the next step by the Union. The time limits established herein may be extended by mutual agreement in writing.

7.7: Time Computation. Saturday, Sunday, and holidays recognized by this Agreement shall not be counted under the time procedures established in the Grievance Procedure.

7.8: Union Grievances.

- A. It is agreed that all grievances, disputes, or complaints between the Employer and the Union or any employee or employees arising under and during the terms of this Agreement shall be settled in accordance with the procedure herein provided and that only the Union shall have the right to assert and press against the Employer any claim, proceeding, or action asserting a violation of this Agreement.
- B. No employee or former employee shall have any right under the Agreement in any claim, proceeding, action, or otherwise on the basis or by reason of any claim that the Union or any Union representative has acted or failed to act relative to presentation, prosecution, or settlement of any grievance or other matter as to which the Union or any Union Representative has the authority or discretion to act under the terms of this Agreement.

ARTICLE VIII ARBITRATION

8.1: Arbitration Request. If the grievance is not satisfactorily resolved in Step III, the Union may request arbitration by notifying the office of the County Clerk in writing within twenty (20) days after receipt of the Employer's answer in Step III. If the Union does not request arbitration in the manner herein provided, the grievance shall be deemed to be settled on the basis of the Employer's last disposition.

8.2: Selection of Arbitrator. If, pursuant to the Grievance procedure established in this Agreement, a timely request for arbitration is filed by the Union on a grievance, the parties shall promptly select by mutual agreement one (1) arbitrator who shall be selected from a panel of arbitrators submitted by the Michigan Employment Relations Commission by each party alternately striking a name. The remaining name shall serve as the arbitrator. In the event the Michigan Employment Relations Commission is unable to provide such service, Federal Mediation and Conciliation Service shall be used. The fees and expenses of the arbitrator shall be paid by the loser.

8.3: Arbitrator's Powers. The arbitrator's powers shall be limited to the application and interpretation of this Agreement as written. The arbitrator shall be at all times governed wholly by the terms of this Agreement, and he shall have no power or authority to amend, alter, or modify this Agreement in any respect. If the issue of arbitrability is raised, the arbitrator shall only determine the merits of the grievance if arbitrability is affirmatively decided. By accepting a case from the parties, the arbitrator acknowledges his limitations of authority and agrees not to decide an issue which is outside of his jurisdiction under this Agreement. The arbitrator recognizes that the Employer is governed by certain laws of the State of Michigan, and the arbitrator agrees that this Agreement shall be interpreted and construed consistent with such laws. Any award of the arbitrator shall not be retroactive prior to ten (10) days of the time the grievance was first submitted in writing.

8.4: Arbitration Awards. Arbitration awards shall be final and binding on the Employer, Union, and the employees. However, each party reserves the right to challenge arbitration or awards thereunder if the arbitrator has exceeded his jurisdiction or has arrived at his award fraudulently or by improper means.

ARTICLE IX
DISCIPLINARY PROCEDURE

9.1: Just Cause. The Sheriff shall not discharge or discipline a non-probationary employee except for just cause. Progressive discipline for minor offenses shall be employed. The Union acknowledges, however, that progressive discipline need not be utilized for major infractions.

9.2: Counseling Memorandums. The Union acknowledges that counseling memorandums may be utilized by the Employer. Counseling memorandums shall not be construed as disciplinary action.

9.3: Record. In imposing discipline on a current charge, the Employer will not take into account any disciplinary action which occurred more than twelve (12) months previously and shall remove from his/her file all counseling memos and reprimands over twelve (12) months old, provided that the employee has not received further counseling memos or reprimands for the same or similar offense.

9.4: Disciplinary Meetings. Whenever practicable, the Sheriff or his designee will meet with the employee involved and his Union Representative prior to the employee's suspension or discharge.

9.5: Suspensions Pending Investigation. The Sheriff or his designated representative may suspend an employee pending investigation for up to fourteen (14) calendar days. If the investigation discloses that the employee did not commit the alleged offenses, he shall not suffer any loss of pay or benefits while on suspension. Time limitations provided for in the Grievance Procedure set forth in this Agreement shall not begin to run, or shall any grievance be processed or filed, until the employee receives notification of what disciplinary action, if any, will be imposed as a result of the suspension pending investigation. The Employer, in ordinary circumstances, will give a written statement to the employee suspended pending investigation and to a steward setting forth in general terms the reasons for the suspension pending investigation.

9.6: Notice of Disciplinary Action. At the time of the disciplinary suspension or discharge of a non-probationary employee, the Employer will notify a Local Union Representative in writing of the reasons therefor and will, within the same period of time, cause a copy to be issued to the employee involved.

9.7: Leaving Premises. Whenever possible, the discharged or suspended employee will be allowed to discuss his discharge or suspension with a steward before an employee is required to leave the property of the Employer, and the Employer will make available an area where this may be done.

9.8: Expedited Grievance. Should an employee who has been discharged or suspended consider such discipline to be improper, a grievance may be processed initially at Step III of the Grievance Procedure within five (5) days of such action. The Union may file the grievance on behalf of the employee so disciplined.

ARTICLE X
WORK STOPPAGES

10.1: No-Strike Pledge. The parties to this Agreement mutually recognize that the services performed by employees covered by this Agreement are essential to the public health, safety, and welfare. The Union therefore agrees that there shall be no interruption of

these services, for any cause whatsoever, by the employees it represents, nor shall there be any concerted failure by them to report for duty, nor shall they absent themselves from their work, stop work, or abstain in whole or in part from the full, faithful, and proper performance of the duties of their employment, or picket the Employer's premises.

The Union further agrees that there shall be no strikes, sitdowns, stay-ins, stoppages of work, or any acts that interfere in any manner or to any degree with the services of the County, as long as this Agreement is in force.

10.2: Violation of No-Strike Pledge. Any employee who engages in any activity prohibited by Section 10.1 shall be subject to such disciplinary action as the Sheriff deems appropriate, up to and including discharge. Prior to taking any disciplinary action against an employee for violation of Section 10.1, the Sheriff or his designee will meet with the Union Representative.

ARTICLE XI
SENIORITY

11.1: Seniority Definition. Seniority shall be defined as the length of the employee's continuous service with the Roscommon County Sheriff Department commencing from his last date of hire. Employees who are employed on the same date shall be placed on the seniority list in alphabetical order of surnames. The application of seniority shall be limited to the preferences specifically recited in this Agreement.

11.2: Seniority List. The seniority list on the date of this Agreement shall show the names, classifications, and dates of hire of all employees in the bargaining unit. The Employer will keep the seniority list up to date and will furnish the Union an up-to-date list semi-annually.

11.3: Loss of Seniority. An employee shall lose his seniority, and the employment relationship shall end for any of the following reasons:

- A. He quits or retires;
- B. He is discharged or terminated and the action is not reversed through the Grievance Procedure, arbitration, or litigation.

- C. He is absent from work, including the failure to return at the expiration of a leave of absence, vacation, layoff, or disciplinary layoff for five (5) consecutive working days without notifying the Sheriff, excepting extenuating circumstances. This is not to be construed as limiting the right to issue discipline for any unjustified absence;
- D. He has been on layoff for a period of time equal to his seniority at the time of his layoff or twenty-four (24) months, whichever is less;
- E. He is convicted of a felony (excepting an out-of-state concealed weapons charge);
- F. He is declared legally incapacitated by a Probate Court of competent jurisdiction;
- G. He makes an intentional and material false statement on his employment application or on an application for leave of absence or any other official police report.
- H. He is on extended medical leave in excess of twelve (12) months.

11.4: Super-Seniority. For purposes of layoff and recall only, the recognized Union Representatives shall head the seniority list during the time they hold such representative status.

ARTICLE XII
PROBATION PERIOD

12.1: Probationary Period. All new employees shall be considered probationary employees for a period of six (6) months. If an employee is absent in excess of five (5) days during the six (6) month probationary period, his probationary period shall be extended for a like amount of workdays.

12.2: Representation. The Union shall represent probationary employees for the purpose of collective bargaining, however, probationary employees may be terminated or laid off at any time by the Employer in its sole discretion and without regard to this Agreement, and neither the employee nor the Union shall have recourse to the Grievance Procedure over such termination or layoff.

12.3: Benefits. During the probationary period, an employee shall be eligible for employee benefits unless expressly provided

otherwise in this Agreement. After an employee has successfully completed his probationary period of employment, he shall become a regular full-time employee. His seniority shall be retroactive to his last date of hire.

ARTICLE XIII
LAYOFF AND RECALL

13.1: Layoff. All reductions in the work force shall be accomplished in the following manner:

- A. No permanent or probationary employee shall be laid off from his position in the Sheriff Department while any temporary or irregular employees are serving in the same position in the Department;
- B. The first employee to be laid off shall be the employee with the least seniority in the classification or rank affected; provided however, that the remaining senior employees have the experience, ability, and training to perform the required work. Further layoffs from the affected classification or rank shall be accomplished by the inverse order of seniority, provided, however, that remaining senior employees have the experience, ability, and training to perform the required work.
 - 1. For purposes of this article only, the seniority list shall only have two (2) classifications - those listed in "A" and those listed in "B" as in appendix B.
- C. Upon being laid off from his classification or rank an employee who so requests shall, in lieu of layoff, be demoted to a lower classification or rank in the Department, provided, however, that he has greater seniority than the employee who he is to replace and he has the qualifications, experience, ability and training to perform the necessary required work.
- D. Employees who are demoted at their request in lieu of layoff shall initially be paid the same salary step in the range for the lower position to which he has been demoted.

13.2: Layoff Notice. Employees to be laid off for an indefinite period of time will have at least fourteen (14) days' notice of layoff. The Unit President will receive a list from the

Employer of the employees being laid off on the same date the notices are issued to the employees, whenever practicable.

13.3: Recall. Employees who have been laid off or who have been demoted at their request in lieu of layoff, shall be recalled to their former classification or rank in order of their seniority when the work force is to be increased, provided that the employee has not lost his seniority.

13.4: Notification of Recall. Notification of recall from layoff shall be sent by certified mail, return receipt requested, to the employee's last known address. The notice shall set forth the date the recalled employee is expected to return to work. Employees who decline recall or who, in the absence of extenuating circumstances, fail to respond within ten (10) days of the date the notice was sent shall be presumed to have resigned, and their names shall be removed from the seniority and preferred eligibility lists.

13.5: Rehired Employees. Employees who are rehired to their former classification with the Department, shall not be given credit for prior length of service with the Department, for purposes of pay and vacation leave time.

ARTICLE XIV
LEAVES OF ABSENCE

14.1: Personal Leaves.

A. General. A regular employee who has completed twelve (12) months of employment and worked at least 1250 hours for the Employer in the past twelve (12) months may request an unpaid personal leave of absence for a period not to exceed one (1) calendar year in the case of leaves due to the employees own serious health condition making them unable to perform the functions of their job, or one hundred eighty (180) days in any one calendar year for any of the other reasons outlined below. All requests must be in writing, must give the reason for the request, must give the expected duration of the leave and must be approved by the Sheriff. A personal leave of absence may be granted in the following cases:

1. A serious health condition that makes the employee unable to perform the functions of the employee's position;

2. In order to care for the employee's spouse, child or parent if the person being cared for has a serious health condition;
 3. Because of the placement of a son or daughter with the employee for adoption or foster care and in order to care for such son or daughter;
 4. Because of the birth of a son or daughter of the employee and in order to care for such son or daughter; or
 5. To attend an educational institute, or for other reasons deemed appropriate by the Sheriff.
- B. The Employer may require employees to exhaust all accrued paid leave prior to an unpaid leave of absence.
- C. When a husband and wife are both entitled to leave and are employed by the Employer, the aggregate number of work weeks of leave to which both may be entitled may be limited to twelve (12) work weeks during any twelve (12) month period if the leave is taken due to the birth of a child, the placement of a child or to care for a sick parent.
- D. Leave due to the birth of a child or placement of a child with the employee may not be taken intermittently or on a reduced leave schedule unless the Employer agrees to such an arrangement.
- E. Subject to notification and certification requirements described below, leave to care for a spouse, child or parent or due to a serious health condition of the employee may be taken intermittently or on a reduced leave schedule when medically necessary.
- F. It is the intent of the Employer and Union that this agreement fully comply with the requirements of the Family and Medical Leave Act of 1993.
- G. Continuation of Benefits. All personal leaves of absence shall be without pay and benefits. The exception to this policy is that the Employer shall continue to pay dental, life, and health insurance premiums for eligible employees employed for at least one (1) year and who have at least 1250 hours

of service in the past year (12) months, for up to twelve (12) weeks while the employee is on approved leave of absence under conditions in 14.1A4 above. This twelve (12) week period shall include any time in which the employee was continuously absent from work on a paid leave of absence, sick leave time, vacation time, or approved personal leaves of absence under this Section, and the Employer shall have no obligation to pay health care premiums for the employee on unpaid personal leave for any time period after twelve (12) weeks from and after the employee's initial absence from work. In all other circumstances, the Employer shall not continue to pay health insurance premiums for the employee. Employees may continue insurance coverages at their own expense during an unpaid personal leave of absence after the periods noted above. An employee will not accumulate sick leave or vacation time, nor be paid for holidays which may fall during the leave period. This twelve (12) week period shall be extended for up to twelve (12) months if a medical doctor selected by the County confirms the need for continued leave. However, if the necessity for the continued leave is not confirmed by the County's designated physician, or is disputed under Section 14.1L insurance benefit shall cease.

H. Reinstatement After Leave. When a leave of absence under conditions 14.1A 1-4 above is granted for more than twelve (12) weeks, or for more than thirty (30) calendar days under condition 14.1A, 1-4 above, the Employer does not guarantee that the employee will be reinstated in their former position or to the same grade and step level when he/she is ready to return to work. That decision will be at the discretion of the Employer. The twelve (12) week guaranteed period shall be extended for up to twelve (12) months if a medical doctor selected by the County confirms the need for continued leave. However, if the necessity for the continued leave is not confirmed by the County designated physician, or is disputed under section 14.1L the employee shall;

1. Immediately return to work if a third physician selected under section 14.1L does not confirm the need for the continued leave;
or

2. Shall return to the next available vacant position for which the employee is qualified, provided the employee returns to work within twelve (12) months from the beginning of the leave; or
 3. Shall be placed on lay off status, if they are medically able to return, but there are not available vacant positions which they are qualified to fill.
- I. Notice. For leave taken due to the birth of a child or the placement of the child with the employee, and where the leave is foreseeable based on the expected birth or placement, the employee shall provide the Employer with not less than thirty (30) days notice before the date the leave is to begin, except that if the date of the birth or placement requires leave to begin in less than thirty (30) days, the employee shall provide such notice as soon as practicable. When the employee's leave is due to care of a spouse, child or parent or to the employee's serious health condition and the leave is foreseeable based on planned medical treatment, the employee:
1. Shall make a reasonable effort to schedule the treatment so as not to unduly disrupt the operations of the Employer, subject to the approval of the health care provider and;
 2. Shall provide the Employer with not less than thirty (30) days notice before the date leave is to begin, except that if the date of treatment requires leave to begin in less than thirty (30) days the employee shall provide such notice as is practicable.
- J. Certification for medical leaves. For leaves taken to care for a sick spouse, child, or parent or due to a serious health condition of the employee, the Employer may require certification issued by the health care provider of the eligible employee or of the child, spouse or parent of the employee, as appropriate. This certification shall be sufficient if it states:
1. The date on which the serious health condition commenced;

2. The probable duration of the condition;
 3. The appropriate medical facts within the knowledge of the health care provider regarding the condition;
 4. When applicable, a statement that the eligible employee is needed to care for child, spouse or parent and an estimate of the amount of time that the employee is needed to provide such care;
 5. When applicable, a statement that the employee is unable to perform the functions of the position of the employee;
 6. In cases of certification of intermittent leave or leave on a reduced leave schedule for planned medical treatment, the dates on which the treatment is expected to be given and the duration of the treatment;
 7. In cases of intermittent leave or leave on a reduced schedule due to an employee's serious health condition, a statement of the medical necessity for the intermittent leave or leave on a reduced schedule and the expected duration of the intermittent leave from the leave schedule; and
 8. When intermittent leave or leave on a reduced leave schedule is requested for the purpose of caring for a child, spouse, or parent, a statement that the employee's intermittent leave or leave on a reduced leave schedule is necessary for the care of the child, parent or spouse who has a serious health condition, or will assist in their recovery, and the expected duration and schedule of the intermittent leave or reduced leave schedule.
- K. Second Opinion. In any case where the Employer has reason to doubt the validity of the certification as outlined above, the Employer may require, at the Employer's expense, if not covered by insurance, that the eligible employee obtain the opinion of a second health care provider designated or approved by the Employer concerning any information certified by the original certification. The

provider of the second opinion shall not be employed on a regular basis by the Employer.

- L. Resolution of Conflicting Opinions. When the second opinion described above differs from the opinion in the original certification, the Employer may require, at the expense of the Employer, if not covered by insurance, that the employee obtain the opinion of a third health care provider designated or approved jointly by the Employer and the employee concerning the information certified above. The opinion of the third health care provider shall be final and binding on both Employer and employee.
- M. Subsequent Re-certification. The Employer may require that the eligible employee obtain subsequent medical re-certifications on a reasonable basis.

14.2: Military Leave.

- A. Any employee who enters active military service of the Armed Forces of the United States, National Guard, or Reserve shall receive a leave of absence without pay for the period of such duty. An employee returning from military service shall be re-employed in accordance with the applicable federal and state statutes and shall be entitled to any other benefits set forth in this Agreement, provided the employee satisfies the eligibility requirements established under this Agreement.
- B. A full time employee with reserve status in the Armed Forces of the United States or membership in the National Guard who is called to participate in training sessions shall be permitted leave for this purpose. He shall furnish to the Employer, in writing, a statement of the total amount of Government compensation received for this service during this period. If such Government compensation does not equal the employee's usual salary, he shall be paid the difference by the Employer for a period not to exceed two (2) calendar weeks in any one (1) calendar year. Any additional time which an employee may be required to serve or attend military meetings shall not be compensated by the Employer. If the employee's total government compensation equals or exceeds his usual salary, there shall be no payment of salary by the

Employer. Reserve training shall be in addition to any vacation time of which the employee may be entitled to, but vacation leave may not be scheduled consecutively with reserve training leave unless the Employer gives prior approval.

1. Military leave shall be limited to a maximum of four (4) persons on military leave at the same time.

14.3: Paid Sick Leave. Employees covered by this Agreement shall earn and be granted sick leave of absence with pay under the following conditions and qualifications:

- A. Upon completion of his probationary period, each full time employee shall be credited with six (6) days of sick leave and will thereafter accumulate sick leave at the rate of one-half (½) working day for each pay period he works, exclusive of leaves of absences, unless otherwise specifically provided to the contrary. Unused paid sick leave credits may accumulate up to a total of one hundred eighty (180) days.
- B. One (1) day of sick leave credits shall equal eight (8) hours at the employee's regular hourly rate of pay when he takes his sick leave.
- C. An employee may utilize his sick leave allowance when it is established to the Sheriff's satisfaction that an employee is incapacitated for the safe performance of his duty due to illness or injury.
- D. The Sheriff may require as a condition of any sick leave a medical certificate setting forth reasons for the sick leave when there is reason to believe that the health or safety of personnel may be affected or that an employee is abusing sick leave benefits. Falsification of the medical certificate or falsely setting forth the reasons for the absence shall constitute just cause for discipline, up to and including dismissal.
- E. An employee whose employment with the Employer is terminated shall receive a lump sum payment representing fifty percent (50%) of such employee's accumulated and unused sick leave credits. In case of death, such payment shall be made to the employee's estate. For purposes of this section,

payout is limited to fifty percent (50%) of one hundred twenty (120) days of accumulated sick leave.

14.4: Funeral Leave. An employee shall be granted up to three (3) consecutive days leave to attend the funeral when death occurs in the employee's immediate family. An employee who loses work from his regularly scheduled hours shall receive his regular rate of pay for such lost time. Time off shall be from date of death to the day following the funeral. Immediate family shall mean the employee's spouse, father, mother, son, daughter, sister, brother, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandmother, grandfather, brother-in-law, sister-in-law, grandchild, stepchildren, or any relative residing in the employee's household.

14.5: Jury Duty Leave. Employees summoned by the Court to serve as jurors shall be given a leave of absence for the period of their jury duty. For each day that an employee serves as juror when he otherwise would have worked, he shall receive the difference between his regular straight time rate, exclusive of all premiums, for eight (8) hours and the amount he receives from the Court. In order to receive jury duty pay, an employee must: (1) give the Employer advance notice of the time that he is to report for jury duty; (2) given satisfactory evidence that he served as a juror at the summons of the Court on the day that he claims such pay; and (3) return to work promptly if, after he is summoned by the Court, he is excused from service.

14.6: Personal Days. Full-time, non-probationary employees covered by this Agreement shall be allowed a maximum of three (3) personal days leave of absence with pay for each calendar year. There shall be no accumulation or carry-over of such leave days from one calendar year to another. Requests for a personal day leave of absence must be made to the Sheriff or his designee seven (7) calendar days in advance of the date requested, provided, however, that the Sheriff in his discretion may, if possible, shorten the notification period if necessary arrangements can be made in the Department. The number of leave days to be taken at any one time shall be determined by the Sheriff in his sole discretion. A request for a personal leave day may be denied if the absence of the employee would unreasonably interfere with the services required to be performed by Department.

ARTICLE XV
HOLIDAYS

15.1: Holiday Pay. All full-time employees covered by this Agreement shall receive eight (8) hours pay at their regular

straight time rate of pay, exclusive of all premiums, for each of the following recognized holidays:

Observed

- | | |
|-------------------------------|--------------------|
| * New Year's Day | * Independence Day |
| * Lincoln's Birthday | * Labor Day |
| Good Friday | Veteran's Day |
| Washington's Birthday | * Thanksgiving Day |
| * Memorial Day | * Christmas Day |
| Martin Luther King's Birthday | * Easter |

* See Section 15.5

15.2: Holiday Eligibility. Employees eligible for holiday pay are subject to the following conditions and qualifications:

- A. The employee must work the Department's last regularly scheduled day before the first regularly scheduled day after the holiday, unless otherwise excused by the Sheriff;
- B. The employee must not be on layoff, personal leave without pay, military leave under 14.2 (a), extended medical leave involving non job-related injury or illness.
- C. The employee must not be suspended for disciplinary reasons, provided, however, if such suspension is reversed by an arbitrator, the employee will receive the applicable holiday pay;
- D. An employee who is scheduled to work on a holiday but fails to report for work, unless otherwise excused, shall not be entitled to holiday pay.

15.3: Holidays During Vacation. Holidays falling within an employee's vacation shall be paid but no additional time off shall be granted.

15.4: Holiday Checks. With the exception of Christmas Day, employees shall be paid for all earned holidays on the payday closest to December 1st by separate check. Employees eligible for the Christmas Day holiday will be paid for such holiday on the first (1st) payday following Christmas Day.

15.5: Special Holidays. Employees working in any of the following Holidays - New Year, Easter, Thanksgiving, Christmas, Lincoln's Birthday, Independence Day, Memorial Day and Labor Day, shall be paid time and one-half (1-1/2) for all hours worked.

15.6: Assistant Cook shall be paid time and one-half (1-1/2) for working any holiday while in a part-time position.

ARTICLE XVI
VACATIONS

16.1: Vacation Eligibility. All full-time employees covered by this Agreement shall earn vacation leave with pay in accordance with the following schedule:

Years of Service	Days Of Vacation
1	5 Days
2 & 3	10 Days
4,5,6 & 7	15 Days
8 & over	20 Days

16.2: Vacation Basis. Vacation pay will be computed at the straight time hourly rate an employee is earning at the time he takes vacation leave.

16.3: Vacation Scheduling. Employees may schedule time off for their vacations during the twelve (12) months following the vacation determination date each year. As far as possible vacations will be scheduled at the convenience of the employee upon fifteen (15) days notice.

- A. Time off requests for vacations submitted more than thirty (30) days prior to date requested (but not over nine (9) months) shall be granted on a first come basis.
 - 1. Time off requests shall be granted or denied within ten (10) days of date submitted.
 - 2. Time off requests submitted within thirty (30) days of date requested shall be granted on a seniority basis.

16.4: Advance Vacation Pay. If a regular payday falls during an employee's vacation, he shall receive his vacation pay in advance, in addition to all pay that would be normally paid for that pay period, provided he has requested such advance payment one (1) week prior to the payday preceding the start of his vacation.

16.5: Benefits on Termination. When an employee's employment with the Employer terminates, he shall receive all earned but unused vacation days, and all earned but unpaid holidays.

16.6: Vacation Carry-Over. Employees shall be able to carry over to the following year a maximum of ten (10) vacation days.

ARTICLE XVII
HOURS OF WORK

17.1: Tour of Duty. An employee's normal tour of duty shall consist of one hundred sixty (160) hours of work in a period of twenty-eight (28) consecutive days. If the Sheriff in his discretion establishes a tour of duty of less than twenty-eight (28) days, the number of hours within such tour of duty shall bear the same ratio to the number of consecutive days within the work period as one hundred sixty (160) bears of twenty-eight (28) days.

17.2: Workday. An employee's normal workday shall consist of eight (8) consecutive hours. A workday shall be defined as a twenty-four (24) hour period commencing from the start of an employee's regularly scheduled shift.

17.3: Work Schedule. The work schedule shall be established by the Sheriff and, when practicable, posted one (1) week in advance. The Sheriff reserves the right to change the work schedule and the starting and quitting times for any and all shifts when operating conditions warrant such change. Such changes to the schedule may be made up to three (3) days (72 hours) prior to the day(s) being changed without the requirement to pay overtime premium pay.

17.4: Trading of Pass Days. Employees may trade pass days and shifts, provided they first obtain the permission of the Sheriff or his designee. An employee working on a voluntarily traded pass day or shift shall not be entitled to overtime premium for working that day.

17.5: Cooks. Cooks and/or Assistant Cooks may be required to work ten (10) hour shifts, 4 day weeks, if assistant is part-time. They shall be responsible for all food preparation of the three daily inmate meals, portioned and placed on the meal cart ready to be distributed in the cell block.

ARTICLE XVIII
OVERTIME

18.1: Overtime. All employees shall be expected to work reasonable amounts of overtime upon request. Overtime other than

of an emergency nature must have the prior approval of the Sheriff or his designated representative.

18.2: Overtime Premium Pay. Time and one-half (1-1/2) the employee's straight time regular rate of pay shall be paid for all hours actually worked in excess of 160 hours per twenty-eight (28) day tour of duty time, or if a tour of duty of less than twenty-eight (28) consecutive days is established by the Sheriff, for all hours actually worked in excess of the number of hours in such tour of duty as determined by Section 17.1.

- A. Part-time cooks shall receive time and one-half (1-1/2) for working any holidays.
- B. Employees working overtime (hours in excess of their regularly scheduled shift) on a special holiday will be paid double their straight time regular rate of pay.

18.3: Double Back. All unit employees are to have a minimum of fourteen (14) hours between ending a shift with the Sheriff's Department and beginning a shift with the Sheriffs Department. Any employee required to return to work with the Sheriffs Department, less than fourteen (14) hours off after completing a shift shall receive time and one half (1-1/2) their regular rate of pay for all such hours after returning until completing that shift. Exception: The time and one-half (1-1/2) overtime will not apply on the following Wednesday exceptions:

- A. Two afternoon shift road deputies doubling back onto the Wednesday day shift, one to work day road, the other to work day desk. They both shall have at least eight hours off since the end of their last tour of work.
- B. Two midnight shift road deputies doubling back in on an earlier road shift. They both shall have at least eight hours off since the end of their last tour of work.

All other double backs on Wednesday are to be paid at one and one-half the employees regular rate of pay.

18.4: Call Back Pay. Employees called to work at times other than their regular shift work shall receive a minimum of two (2) hours pay at time and one-half (1-1/2) their straight time regular rate. The provisions of this Section do not apply to extension of shift situations.

18.5: Choice of Overtime. All employees within this unit shall have the first right of refusal on any opportunity to do extra work connected with the Sheriff Department including trips. Overtime to be offered on a rotating basis, excepting extension of shift situation. The Union will supervise and monitor the overtime list.

18.6: Court Time and Hearings. Employees who are compelled to appear to give testimony in a legal proceeding including traffic offenses on their days off or other authorized off-duty time will receive a minimum of four (4) hours pay at their straight time regular rate of pay if their appearance at such hearings was due to their employment with the employer. All such payments under this Section shall be in lieu of any witness fees.

18.7: Pyramiding. There shall be no duplication of overtime premium, call-back pay, or court time.

18.8: Posted Scheduling Changes. Posted work schedules shall not be changed within seventy-two (72) hours prior to the start of the shift, without the payment of overtime premium pay for all of the rescheduled work hours. The overtime shall be paid at time and one-half (1-1/2) of the employees straight time regular rate of pay. This section does not apply to voluntarily traded pass days or shifts.

ARTICLE XIX INSURANCE

19.1: Hospitalization Insurance. During the term of this agreement, the Employer agrees to pay the required premiums and deductibles of each employee, including dependent coverage, under Blue Cross/Blue Shield, MVF-1 program with \$5.00 prescription rider, Master Medical option 1 DRI, 275/550 (Employer to reimburse employees), riders D-45, NM, FAE-RC, Prevent, Dependent Children, and RPS. In lieu of the above coverages, employees may enroll in the Blue Care Network HMO. All new hires shall be provided HMO coverage only the first year of their employment. The Employer also agrees to provide the Delta Dental Plan B and to Blue Cross/Blue Shield Vision A-80 Plan. There shall be no liability whatsoever on the part of the Employer for any insurance premium payment for any employee or employees who are on layoff or leave of absence beyond the month in which such layoff or leave of absence commences. The Employer reserves the right to select or change all insurance carriers, provided the level of benefits remains substantially the same.

- A. Retiree Health Insurance. The Employer agrees to pay up to \$175.00 per month toward current employee health care coverage upon retirement to eligibility for Medicare (generally age 65), provided employee retires within first ninety (90) days that they become eligible under MERS pursuant to the

retirement plan adopted for this unit under Article XX (60/10, 50/25, 55/20).

- B. If at time of retirement employee is covered by spouse's insurance or has available equivalent coverage, employee must use spouse's or equivalent coverage. Should such coverages become unavailable between retirement and Medicare, retiree may once again obtain benefit provided under section 19.1A.
- C. Employees who otherwise retire with a normal retirement from the sheriff's department may purchase health care coverage by paying monthly premiums to the County.

19.2: Term Life Insurance. During the term of this Agreement, the Employer will provide a term life insurance policy in the amount of \$10,000 and \$10,000 accidental death for each employee, plus \$1,500 for each dependent. Exception: (1 - 13 days = 0; 14 days - 6 months = \$500.00).

19.3: Worker's Compensation. All employees covered by this Agreement shall be covered by applicable Worker's Compensation laws.

19.4: False Arrest Insurance. The Employer shall, during the term of this Agreement, continue in effect its present program of false arrest insurance on the same terms and conditions that existed prior to the execution of this Agreement.

19.5: Sickness and Accident Insurance. For the period of this Agreement, the Employer shall pay the required premiums for each employee, for sickness and accident insurance, which will pay seventy (70%) percent of Base Wage up to a maximum of two hundred fifty dollars (\$250) per week for a period of fifty-two (52) weeks at any one (1) sickness. Exception: If the Employer cannot obtain a policy with seventy (70%) percent, it may be reduced to sixty-six and two-third (66-2/3%) percent. While on S/A, employees shall not accrue vacation, longevity, holidays, sick days and personal days. These benefits shall be prorated upon return to work or termination. If an employee fails to return to work at the exhaustion of his/her S/A (52 weeks), the employment relationship shall terminate.

ARTICLE XX
RETIREMENT

20.1: Retirement Plan. Effective December 31, 1992, the program of retirement benefits provided for in the Employer's plan of the Michigan Municipal Employees Retirement System shall be improved to level B-4 with F50-25 and FAC 3 and E-1 (cost of living

provision) and shall be continued on the same terms and conditions that existed prior to the execution of this Agreement. The previously adopted "Plan P" of the MERS system is now incorporated into this Agreement.

ARTICLE XXI
WAGES

21.1: Wages. Listed in Appendix "A" and incorporated herein are wages for the classifications covered by this Agreement.

A. Hourly rate is determined by taking annual wage and dividing by 2080.

21.2: Step Increase. All employees shall progress to the next salary step on their anniversary date of employment according to the seniority list in Appendix "C". Employees shall progress to the next salary step listed in Appendix "A" in accordance with their starting date in that classification, provided however, employees promoted from the position of jailer, dispatcher or turnkey-dispatch-custodial to certified deputy shall receive credit for time served in the lower position up to a maximum credit of six (6) months. In no event shall any promotion result in a decrease in wages for the promoted person.

ARTICLE XXII
CLASSIFICATION

22.1: New Classification. Whenever the Employer establishes a new classification within the Sheriff's Department, the Union shall be notified of the rate of pay assigned to the classification. The Union shall have fifteen (15) calendar days from receipt of such notification to object to the assigned rate. Thereafter, the parties shall meet within thirty (30) calendar days to negotiate any changes which might be required. If the parties are unable to reach agreement, the rate of pay shall be subject to the Grievance and Arbitration Procedure set forth in this Agreement and shall be processed initially at Step III of the Grievance Procedure.

ARTICLE XXIII
UNIFORMS AND EQUIPMENT

23.1: Uniforms and Equipment. The County shall provide such uniforms and equipment as the Sheriff and the County shall determine are necessary, subject to reasonable rules for the preservation, use, and care of such uniforms and equipment.

23.2: Patrol Cars Mileage. The employer agrees that no vehicle shall be used for patrol that is determined to be unsafe or unfit for duty or has over 100,00 miles. The Employer will order new

cars as soon as they are available and deputies will continue to use current vehicle, regardless of mileage, until ordered cars are delivered. If any question as to the safety of a vehicle, the safety shall be determined by a state certified mechanic.

23.3: Patrol Car Repairs. The employer agrees that all repairs on vehicles or related equipment shall be completed by a state certified mechanic or a technician state certified to make such repair.

- A. All patrol vehicles shall be maintained in accordance to manufacturers specifications.
- B. A vehicle repair notice shall be filled out on all vehicles or related equipment requiring service and/or repairs for any damage, breakdown or defect. A copy shall be filed with the employer and the Union.
- C. All vehicles requiring routine maintenance will continue to be used as long as the service is completed in a timely manner as determined by the Union. All vehicles requiring repairs for any damage, breakdown or defect, shall not be used until repaired as is required, unless the Union grants prior waiver for such use.

23.4: Patrol Vehicle Equipment. All Department patrol cars shall meet the Michigan State Police Patrol Car specifications and shall include air conditioning and power driver's seat. Department vehicles used for animal control purposes are not required to meet Michigan State Police Patrol Car specifications, but shall include air conditioning, if acquired after October 29, 1985. Department vehicles used for non-patrol functions may be equipped at the option of the Employer, and shall not be required hereby to meet Michigan State Police Patrol Car specifications but shall include air conditioning. The court services vehicles will not be used for patrol functions and officers will not be forced to use same.

ARTICLE XXIV
CLEANING OF UNIFORMS

24.1: Dry Cleaning. The County shall provide for the cleaning of Sheriff's Department uniforms.

ARTICLE XXV
LONGEVITY

25.1: Longevity Definition. When years or service time are referred to it means continuous years or service time with the County beginning with the last date of employment with the County.

- A. Continuous employment shall include sick leave, injured leave, all approved leaves of absence and extended medical leave less than twelve (12) months. Suspension and layoff less than 30 days including disciplinary suspension and all other paid time.
- B. Suspensions and layoffs in excess of thirty (30) days while considered as continuous employment all time exceeding thirty (30) days shall be deducted from Longevity Seniority date.

25.2: Longevity - How Earned. In any calendar year that an employee has completed five years of service, or more, with the County, said employee will receive his earned longevity in a separate check on the anniversary date of the said employee according to the following schedule:

Years of Full Time Service	Benefit Amount
5	\$125
6	\$150
7	\$175
8	\$200
9	\$225
10	\$260
11	\$295
12	\$330
13	\$365
14	\$400
15	\$435
16	\$470
17	\$505
18	\$540
19	\$575
20 or more	\$610

25.3: Longevity Retention. Employees on leaves of absence or layoff, including disciplinary layoffs, shall retain all time earned toward the payment of longevity benefits provided by this Agreement but shall not accrue any additional time or receive longevity payments during such leave of absence.

25.4: Pro-rata Longevity Payments. Employees whose service with the County terminates shall be paid a pro rata longevity bonus based on the number of calendar months of full time active service credited to them from the preceding anniversary date to the date of cessation of their employment. In case of death, pro-rata longevity payments shall be made to the employee's dependents.

ARTICLE XXVI
MISCELLANEOUS

26.1: Bulletin Board. The Employer shall provide bulletin board space for the posting of Union notices, provided, however, the Employer shall have the right to police the bulletin board for offensive materials.

26.2: Captions. The captions used in each Section of this Agreement are for purposes of identification only and are not a substantive part of this Agreement.

26.3: Gender. The masculine pronoun wherever used in this Agreement shall include the feminine pronoun, the singular pronoun, and the plural, unless the context clearly requires otherwise.

26.4: Bonds. Whenever a bond is required of an employee in the bargaining unit for the performance of his duties, the bond premium shall be paid by the Employer.

26.5: Rules and Regulations. The Employer reserves the right to establish reasonable rules and regulations governing the conduct of its employees not inconsistent with this Agreement. The Employer will provide a copy of the rules and regulations to each employee.

26.6: Mileage. Whenever an employee is requested by the Employer to use his own vehicle in the line of duty and on the business of the Employer, he shall be paid mileage in accordance with County policy.

26.7: Residency. All employees covered by this Agreement must reside within the corporate limits of the County of Roscommon, or within a ten (10) mile radius from the County Building, or within one (1) mile north of the north County line.

26.8: Off-duty employment is allowed as long as it does not interfere with the job as Roscommon Deputy Sheriff.

26.9: Promotion to Sergeant.

- A. The Employer agrees to post open sergeant positions that the Employer intends to fill. The posting period, by the Sheriff, shall be for ten (10) business days. Applications for the position of sergeant must be submitted in writing to the Sheriff. The Sheriff shall promote from within the bargaining unit.

All new sergeants shall be required to serve a six (6) month trial period during which time the Sheriff may return the employee to his prior position without loss of seniority. This return by the Sheriff shall not be subject to challenge under the grievance procedure. Should the employee decide to return to their former position during the trial period there shall be no loss of seniority.

- B. The rate of compensation for a sergeant shall be \$826.00 over that of a top paid deputy.

ARTICLE XXVII
LEGAL REPRESENTATION

27.1: Legal Representation. The Employer will provide to the employee such legal assistance as may be required when civil action is brought against an employee as an individual or as a deputy sheriff as a result of acts occurring when and while said employee is engaged in the performance of his police duties and responsibilities for the Employer, provided, that notification is immediately given to the Employer that service of process was made upon the employee. Selection of legal counsel, if necessary, shall be made by the Employer.

ARTICLE XXVIII
SEPARABILITY

28.1: Separability. Any part of this Agreement which shall conflict with applicable State or Federal law now or in the future shall be null and void, but only to the extent of the conflict; all other parts shall continue in full force and effect for the duration of this Agreement. Should any part of this Agreement become null and void due to a conflict with applicable State or Federal law now or in the future, the parties shall, upon notice, meet at a mutually acceptable time and renegotiate the part or parts so affected.

ARTICLE XXIX
WAIVER

29.1: Waiver Clause. It is the intent of the parties hereto that the provisions of this Agreement, which supersedes all prior agreements and understanding, oral or written, expressed or implied, between such parties, shall govern their entire relationship and shall be the sole source of any and all claims which may be asserted in arbitration hereunder, or otherwise. The parties acknowledge that during the negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waive the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter referred to or covered in this Agreement or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

ARTICLE XXX
ENTIRE AGREEMENT

30.1: Entire Agreement. This agreement represents the complete and final understanding on all bargain able issues between the Employer and the Union and shall remain in full force and effect for the full contract period.


ARTICLE XXXI
DURATION

31.1: Termination. This Agreement shall remain in force until 12:00 Midnight December 31, 2000 and thereafter for successive periods of one (1) year unless either party shall, on or before the 60th day prior to expiration, serve written notice on the other party of a desire to terminate, modify, alter, negotiate, change, or amend this Agreement. A notice of desire to modify, alter, amend, negotiate, or change, or any combination thereof, shall have the effect of terminating the entire Agreement on the expiration date in the same manner as a notice of desire to terminate unless before that date all subjects of amendment proposed by either party have been disposed of by agreement or by withdrawal by the party

proposing amendment, modification, alteration, negotiation, change,
or any combination thereof.

IN WITNESS WHEREOF, the parties hereto have executed this
Agreement this _____ day of _____, 1998.


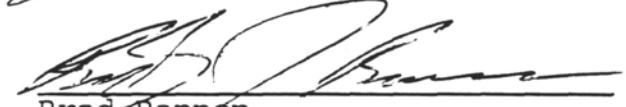
POLICE OFFICERS ASSOCIATION
OF MICHIGAN (POAM)


Patrick J. Spidell
Business Agent

ROSCOMMON COUNTY BOARD OF
COMMISSIONERS


Chairman

ROSCOMMON COUNTY DEPUTY
SHERIFFS' ASSOCIATION



Brad Bannon

ROSCOMMON COUNTY SHERIFF


Tom McKindles

APPENDIX A
SALARIES PER CLASSIFICATION AND RANKS

Effective the first (1st) pay period on or after January 1, 1998 the following salary schedule will be put into effect:

Deputy

	<u>Start</u>	<u>6 Mos.</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
	24,059	24,794	26,437	28,018	29,515	30,826
Hourly	11.57	11.92	12.71	13.47	14.19	14.82
O.T.	17.35	17.88	19.06	20.20	21.28	22.23

Sergeants

	<u>Start</u>
	31,652
Hourly	15.22
O.T.	22.83

Corrections/Secretary/Corrections

Effective January 1, 1998:

	<u>Start</u>	<u>6 Mos.</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
	19,261	20,301	21,362	22,422	23,504	24,544
Hourly	9.26	9.76	10.27	10.78	11.30	11.80
Overtime	13.89	14.64	15.40	16.17	16.95	17.70

Cook

Effective January 1, 1998:

	<u>Start</u>	<u>6 Mos.</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
	17,014	18,054	19,282	20,426	21,403	22,277
Hourly	8.18	8.68	9.27	9.82	10.29	10.71
Overtime	12.27	13.02	13.90	14.73	15.43	16.06

Assistant Cook

Effective January 1, 1998:

	<u>Start</u>	<u>6 Mos.</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
	16,474	17,534	18,574	19,656	20,592	21,466
Hourly	7.92	8.43	8.93	9.45	9.90	10.32
Overtime	11.88	12.64	13.39	14.17	14.85	15.48

APPENDIX A CONTINUED

Effective the first (1st) pay period on or after January 1, 1999 the following salary schedule will be put into effect:

Deputy

	<u>Start</u>	<u>6 Mos.</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
	24,794	25,542	27,227	28,850	30,410	31,741
Hourly	11.92	12.28	13.09	13.87	14.62	15.26
O.T.	17.88	18.42	19.63	20.80	21.93	22.89

Sergeants

	<u>Start</u>
	32,567
Hourly	15.66
O.T.	23.49

Corrections/Secretary/Corrections

Effective January 1, 1999:

	<u>Start</u>	<u>6 Mos.</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
	19,843	20,904	22,006	23,088	24,211	25,272
Hourly	9.54	10.05	10.58	11.10	11.64	12.15
Overtime	14.31	15.07	15.87	16.65	17.46	18.22

Cook

Effective January 1, 1999:

	<u>Start</u>	<u>6 Mos.</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
	17,514	18,595	19,864	21,029	22,048	22,942
Hourly	8.42	8.94	9.55	10.11	10.60	11.03
Overtime	12.63	13.41	14.32	15.16	15.90	16.54

Assistant Cook

Effective January 1, 1999:

	<u>Start</u>	<u>6 Mos.</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
	16,973	18,054	19,136	20,238	21,216	22,110
Hourly	8.16	8.68	9.20	9.73	10.20	10.63
Overtime	12.24	13.02	13.80	14.59	15.30	15.94

APPENDIX A CONTINUED

Effective the first (1st) pay period on or after January 1, 2000 the following salary schedule will be put into effect:

Deputy

	<u>Start</u>	<u>6 Mos.</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
	25,542	26,312	28,038	29,723	31,325	32,698
Hourly	12.28	12.65	13.48	14.29	15.06	15.72
O.T.	18.42	18.97	20.22	21.43	22.59	23.58

Sergeants

	<u>Start</u>
	33,524
Hourly	16.12
O.T.	24.18

Corrections/Secretary/Corrections

Effective January 1, 2000:

	<u>Start</u>	<u>6 Mos.</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
	20,446	21,528	22,672	23,774	24,939	26,021
Hourly	9.83	10.35	10.90	11.43	11.99	12.51
Overtime	14.74	15.52	16.35	17.14	17.98	18.76

Cook

Effective January 1, 2000:

	<u>Start</u>	<u>6 Mos.</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
	18,034	19,157	20,467	21,653	22,714	23,629
Hourly	8.67	9.21	9.84	10.41	10.92	11.36
Overtime	13.00	13.81	14.76	15.61	16.38	17.04

Assistant Cook

Effective January 1, 2000:

	<u>Start</u>	<u>6 Mos.</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
	17.472	18.595	19.718	20,841	21,861	22,776
Hourly	8.40	8.94	9.48	10.02	10.51	10.95
Overtime	12.60	13.41	14.22	15.03	15.76	16.42

APPENDIX A CONTINUED

Salary Schedule

<u>NAME</u>	<u>DATE</u>	<u>ANNUAL SALARY</u>	<u>HOURLY SALARY</u>
Robert Waterman	1/1/98	30,826	14.82
	1/1/99	31,741	15.26
	1/1/00	32,698	15.72
Richard Shutter	1/1/98	31,680	15.23
	1/1/99	32,630	15.69
	1/1/00	33,609	16.16
Jerry Wallington	1/1/98	30,826	14.82
	1/1/99	31,741	15.26
	1/1/00	32,698	15.72
Stephen Gerkin	1/1/98	30,826	14.82
	1/1/99	31,741	15.26
	1/1/00	32,698	15.72
Douglas Toms	1/1/98	30,826	14.82
	1/1/99	31,741	15.26
	1/1/00	32,698	15.72
Jack Sheppard	1/1/98	30,826	14.82
	1/1/99	31,741	15.26
	1/1/00	32,698	15.72
Randy Barnes	1/1/98	30,826	14.82
	1/1/99	31,741	15.26
	1/1/00	32,698	15.72
Patrick Gagne	1/1/98	30,826	14.82
	1/1/99	31,741	15.26
	1/1/00	32,698	15.72
Mary Nagy	1/1/98	24,544	11.80
	1/1/99	25,272	12.15
	1/1/00	26,021	12.51
Gerald Wojtylko	1/1/98	30,826	14.82
	1/1/99	31,741	15.26
	1/1/00	32,698	15.72

APPENDIX A CONTINUED

<u>NAME</u>	<u>DATE</u>	<u>ANNUAL SALARY</u>	<u>HOURLY SALARY</u>
Edward Erber	1/1/98	30,826	14.82
	1/1/99	31,741	15.26
	1/1/00	32,698	15.72
Steven LeMire	1/1/98	30,826	14.82
	1/1/99	31,741	15.26
	1/1/00	32,698	15.72
Bradley Bannon	1/1/98	30,826	14.82
	1/1/99	31,741	15.26
	1/1/00	32,698	15.72
Mary Sharpe	1/1/98	24,544	11.80
	1/1/99	25,272	12.15
	1/1/00	26,021	12.51
Barbara Boodoian	1/1/98	24,544	11.80
	1/1/99	25,272	12.15
	1/1/00	26,021	12.51
Margaret Eisele	1/1/98	24,544	11.80
	1/1/99	25,272	12.15
	1/1/00	26,021	12.51
Robert Farr	1/1/98	30,826	14.82
	1/1/99	31,741	15.26
	1/1/00	32,698	15.72
James Vermeesch	01/1/98	29,515	14.19
	4/23/98	30,826	14.82
	01/1/99	31,741	15.26
	01/1/00	32,698	15.72
Edward Stern	1/1/98	30,826	14.82
	1/1/99	31,741	15.26
	1/1/00	32,698	15.72
James Smith	01/1/98	29,515	14.19
	02/1/98	30,826	14.82
	01/1/99	31,741	15.26
	01/1/00	32,698	15.72

APPENDIX A CONTINUED

William Tatrai	01/1/98	26,437	12.71
	8/27/98	28,018	13.47
	01/1/99	28,850	13.87
	8/27/99	30,410	14.62
	01/1/00	31,325	15.06
	8/27/00	32,698	15.72
Erik Tiepel	01/1/98	24,794	11.92
	4/22/98	26,437	12.71
	01/1/99	27,227	13.09
	4/22/99	28,850	13.87
	01/1/00	29,723	14.29
	4/22/00	31,325	15.06
Michael Max	01/1/98	20,301	9.76
	5/22/98	21,362	10.27
	01/1/99	22,006	10.58
	5/22/99	23,088	11.10
	01/1/00	23,774	11.43
	5/22/00	24,939	11.99
Ronald Frydrych	01/1/98	20,301	9.76
	6/30/98	21,362	10.27
	01/1/99	22,006	10.58
	6/30/99	23,088	11.10
	01/1/00	23,774	11.43
	6/30/00	24,939	11.99
Wendy Hohman	01/1/98	20,301	9.76
	6/30/98	21,362	10.27
	01/1/99	22,006	10.58
	6/30/99	23,088	11.10
	01/1/00	23,774	11.43
	6/30/00	24,939	11.99
Jack Reeves	01/1/98	20,301	9.76
	6/30/98	21,362	10.27
	01/1/99	22,006	10.58
	6/30/99	23,088	11.10
	01/1/00	23,774	11.43
	6/30/00	24,939	11.99
Kenneth Miller	01/1/98	20,301	9.76
	6/30/98	21,362	10.27
	01/1/99	22,006	10.58
	6/30/99	23,088	11.10
	01/1/00	23,774	11.43
	6/30/00	24,939	11.99

APPENDIX A CONTINUED

Renee Treska	01/1/98	19,261	9.26
	03/8/98	20,301	9.76
	09/8/98	21,362	10.27
	01/1/99	22,006	10.58
	09/8/99	23,088	11.10
	01/1/00	23,774	11.43
	09/8/00	24,939	11.99
Mary Beckman	01/1/98		8.43
	6/25/98		8.93
	01/1/99		9.20
	6/25/99		9.73
	01/1/00		10.02
	6/25/00		10.51
Diane McNichol	01/1/98	22,276.80	10.71
	01/1/99	22,942.40	11.03
	01/1/00	23,628.80	11.36
Magdalena Sharpe	01/1/98		9.90
	5/13/98		10.32
	01/1/99		10.63
	01/1/00		10.95

APPENDIX A CONTINUED

<u>NAME</u>	<u>DATE</u>	<u>ANNUAL SALARY</u>	<u>HOURLY SALARY</u>
Dewey Barber	1/1/98	---	8.68
	1/1/99	---	8.94
	1/1/00	---	9.21
William Garden	1/1/98	---	8.68
	1/1/99	---	8.94
	1/1/00	---	9.21

OVERTIME

Marine Supervisor	1/1/98	13.04	19.56
	1/1/99	13.43	20.14
	1/1/00	13.83	20.74

Marine Officers

	<u>Start</u>		<u>2 Yrs.</u>		<u>3 Yrs.</u>		<u>4 Yrs.</u>	
	<u>Hourly</u>	<u>OT</u>	<u>Hourly</u>	<u>OT</u>	<u>Hourly</u>	<u>OT</u>	<u>Hourly</u>	<u>OT</u>
1998	8.39	12.58	9.09	13.63	9.84	14.76	10.43	15.64
1999	8.64	12.96	9.36	14.04	10.14	15.21	10.74	16.12
2000	8.90	13.35	9.64	14.46	10.44	15.66	11.06	16.59

Court Officer/
Process Server

	<u>Start</u>
	<u>Hourly</u>
1998	8.68
1999	8.94
2000	9.21

APPENDIX B

The following list is for layoff by classification only.

<u>NAME</u>	<u>TITLE</u>
(A) Robert Waterman	Deputy
Richard Shutter	Deputy
Jerry Wallington	Deputy
Stephen Gerkin	Deputy
Douglas Toms	Deputy
Randy Barnes	Deputy
Patrick Gagne	Deputy
Gerald Wojtylko	Deputy
Edward Erber	Deputy
Steven LeMire	Deputy
Bradley Bannon	Deputy
Robert Farr	Deputy
James Vermeesch	Deputy
Edward Stern	Deputy
James Smith	Deputy
William Tatrai	Deputy
Eric Tiepal	Deputy
Mary Sharpe	Corrections
Barbara Boodoian	Corrections
Margaret Eisele	Corrections
Michael Max	Corrections
Wendy Hohman	Corrections

APPENDIX B CONTINUED

Ronald Frydrych	Corrections
Jack Reeves	Corrections
Kenneth Miller	Corrections
Renee Treska	part-time Corrections
Mary Nagy	Secretary/Corrections
Dewey Barber	Court Officer/Process Server
William Garden	Court Officer/Process Server
Mary Beckman	Secretary part-time
Diane McNicholl	Cook
Magdalena Sharpe	Cook part-time

APPENDIX C

SENIORITY LIST

<u>NAME</u>	<u>TITLE</u>	<u>DATE</u>
Robert Waterman	Deputy	7-1-73
Richard Shutter	Deputy	4-26-75
Jerry Wallington	Deputy	10-2-75
Stephen Gerkin	Deputy	1-1-76
Douglas Toms	Deputy	10-4-76
Mary Nagy	Secretary/Corrections	5-2-77
Jack Sheppard	Deputy	12-1-77
Randy Barnes	Deputy	12-28-98
Patrick Gagne	Deputy	1-13-79
Mary Sharpe	Corrections	9-6-84
Gerald Wojtylko	Deputy	2-1-86
Edward Erber	Deputy	8-11-86
Barbara Boodoian	Corrections	9-3-86
Steven LeMire	Deputy	7-1-89
Margaret Eisele	Corrections	7-13-90
Bradley Bannon	Deputy	10-01-90
Robert Farr	Deputy	1-1-94
James Vermeesch	Deputy	1-1-94
Edward Stern	Deputy	1-1-94
James Smith	Deputy	2-1-94
Dewey Barber	Court Officer /Process Server	1-1-94
Magdalena Sharpe	Part-time cook	5-13-94

APPENDIX C CONTINUED

Diane McNicholl	Full-time cook	6-30-97 P.T. 9-8-87
William Tatrai	Deputy	8-27-96
Eric Tiepel	Deputy	4-22-97
Michael Max	Corrections	5-22-97
Mary Beckman	Secretary part-time	6-25-97
Robert Frydrych	Corrections	6-30-97
Wendy Hohman	Corrections	6-30-97
Jack Reeves	Corrections	6-30-97
Kenneth Miller	Corrections	6-30-97
William Garden	Court Officer /Process Server	
Renee Treska	corrections	12-26-97

APPENDIX D

LETTER OF UNDERSTANDING

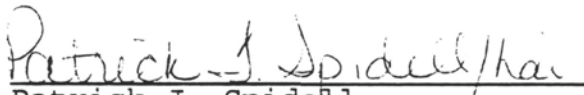
The parties are signatories to a Collective Bargaining Agreement effective January 1, 1998 until December 31, 2000.

The parties hereby agree to abide by the arbitration decision of November 23, 1983 by Barry C. Brown (FMCS Case 81K/24324). Richard Shutter shall be paid the Corporal rate as follows:

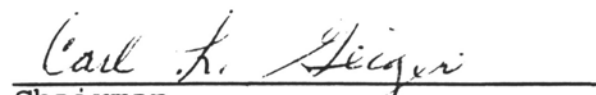
January 1, 1998	31,680
January 1, 1999	32,630
January 1, 2000	33,609

IN WITNESS WHEREOF, the parties hereto have executed this Letter of Understanding this _____ day of _____, 1998.

POLICE OFFICERS ASSOCIATION
OF MICHIGAN (POAM)


Patrick J. Spidell
Business Agent

ROSCOMMON COUNTY BOARD OF
COMMISSIONERS



Chairman

ROSCOMMON COUNTY DEPUTY
SHERIFFS' ASSOCIATION



ROSCOMMON COUNTY SHERIFF


Tom McKindles


Brad Bannon

LETTER OF UNDERSTANDING

RE: TWO MAN PATROL UNITS

The parties are signatures to a collective bargaining agreement effective January 1, 1998 until December 31, 2000.

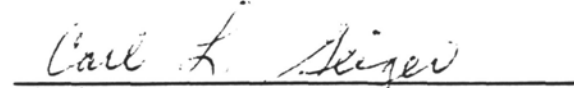
The parties hereto agree the hours of darkness shall be assigned and worked with two patrol officers.

This Agreement does not preclude the Sheriff from utilizing one man transport units for the purpose of transporting misdemeanor and civil arrests when two man units are not available.

POLICE OFFICERS ASSOCIATION
OF MICHIGAN (POAM)


Patrick J. Spidell
Business Agent

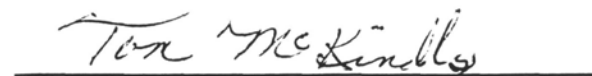
ROSCOMMON COUNTY BOARD OF
COMMISSIONERS


Chairman

ROSCOMMON COUNTY DEPUTY
SHERIFFS' ASSOCIATION



ROSCOMMON COUNTY SHERIFF


Tom McKindles

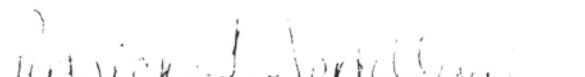

Brad Bannon

LETTER OF UNDERSTANDING

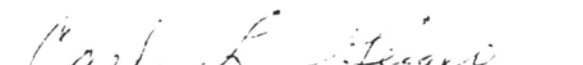
RE: 1989 CHEVROLET PATROL CARS
(THREE)

1. Present newly purchased patrol cars -- 1989 Chevrolets -- do not meet present contract terms for patrol cars.
2. Sheriff's Department bargaining unit will utilize them under the following conditions:
 - A) That right hand spotlights be installed.
 - B) That interior roof dome/worklights be installed.
 - C) That any other missing equipment that is practicable to be installed, be installed.
 - D) That in the future, all Sheriff's Department vehicles will be ordered by the Sheriff or his designee in accordance with the contract specifications in effect.
 - E) That any future vehicles purchased that are not within contract guidelines shall not be used.

POLICE OFFICERS ASSOCIATION
OF MICHIGAN (POAM)


Patrick J. Spidell
Business Agent

ROSCOMMON COUNTY BOARD OF
COMMISSIONERS


Chairman

ROSCOMMON COUNTY DEPUTY
SHERIFFS' ASSOCIATION


Brad Bannon

ROSCOMMON COUNTY SHERIFF


Tom McKindles

LETTER OF UNDERSTANDING


RE: TEMPORARY HIRE EMPLOYEES

The bargaining unit agrees to allow the hiring and use of temporary full time employees, with the following conditions:

1. Temporary hire employees will only be used as replacements on a temporary basis when the regular full time employee is off work on leave, exceeding three days (72 hours).
2. Temporary hire employees shall not be entitled to fringe benefits, except they shall be paid time and one half (1-1/2) their regular rate of pay for working on holidays as specified in Section 15.1 of the collective bargaining agreement.
3. Temporary hire employees rate of pay shall start at the starting salary of the position they are hired to fill. They shall be entitled to pay raises as stated in the salary appendix in the collective bargaining agreement.
4. Temporary hire employees shall be terminated from employment upon the return to work of the regular full time employee they are replacing. A temporary hire employee may also be discharged at any time by the Sheriff without just cause.
5. If the regular full time employee that the temporary hire employee is replacing, does not return to work and that employment relationship ceases to exist, the following shall apply:
 - A. Within ten (10) days of the termination of the regular full time employee, the temporary hire employee shall be either promoted to the regular full time position or terminated from employment and a new regular full time employee shall be hired to fill the position.
6. If a temporary hire employee is promoted to regular full time employment the following shall apply:
 - A. Their seniority date shall be the date they were hired to the temporary hire employee position, not the date they were promoted to regular full time employment.
 - B. Their probationary period shall start at the date they were hired as temporary hire and will end six (6) months thereafter.


- C. Their rate of pay shall continue according to the salary appendix in the collective bargaining agreement.
- D. Their fringe benefits shall start on the date they are promoted to regular full time employment.
- E. Their holiday pay will be paid in accordance with Article XV of the collective bargaining agreement, starting with the date they are promoted to regular full time employment.

POLICE OFFICERS ASSOCIATION
OF MICHIGAN (POAM)




Patrick J. Spidell
Business Agent


ROSCOMMON COUNTY BOARD OF
COMMISSIONERS



Chairman

ROSCOMMON COUNTY DEPUTY
SHERIFFS' ASSOCIATION





Brad Bannon

ROSCOMMON COUNTY SHERIFF



Tom McKindles

LETTER OF UNDERSTANDING

RE: PART-TIME EMPLOYEES

The parties who are signatories to this letter agree to the following conditions:

1. The Employer agrees to hire no more than four (4) part-time employees in each of the classifications of deputy and corrections officers.
2. Part-time employees shall normally not work nor be scheduled for more than twenty-four (24) hours per week.
3. A part-time corrections officers may be scheduled to work up to 24 hours per week. The part-time employee will be scheduled to work only the shifts that would otherwise not be filled by full-time employees. The part-time employee can not fill shifts unless that shift is first offered to all other full-time employees and is left vacant.
4. All unscheduled absences or vacancies will be offered to full-time employees first.
5. All scheduled absences or vacancies will be offered to full-time employees first.
6. Part-time employees will accrue seniority on an hour-for-hour basis. If hired full-time, part-time seniority shall carry forward into full-time position.
7. Part-time employees will be considered to have completed probation after actually working 1,040 hours.
8. Part-time employees shall start at the rate of pay called for in the respective classification as identified in Appendix "A" of the contract.
9. Part-time employees shall progress through the pay steps as identified in Appendix "A" on the basis of having actually worked 2,080 hours.
10. In the event of layoffs or reductions in force, all part-time employees in the classification affected shall be laid off first before any full-time employee.
11. Upon written notice to the Union, the Employer may use part-time people for temporary positions.

12. There shall be no benefits for part-time work.

POLICE OFFICERS ASSOCIATION
OF MICHIGAN

Victoria L. Spallone

ROSCOMMON COUNTY DEPUTY
SHERIFF'S ASSOCIATION

John J. [Signature]
[Signature]

ROSCOMMON COUNTY BOARD OF
COMMISSIONERS

Carl L. Heigen

ROSCOMMON COUNTY SHERIFF

Tom McKindle