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12/31/99

SAGINAW COUNTY BOARD OF COMMISSIONERS

SAGINAW COUNTY SHERIFF

--and--

POLICE OFFICERS LABOR COUNCIL

Medical Supervisor and Sergeants

UNIT II

January 1, 1997 through December 31, 1999

Saginaw County

UNIT II
INDEX

Accident	19	Notices	17, 19
Ammunition	18	Paid Time Off	12, 30
Arbitration	7, 9, 30	Pay Period	11
Bonding	19	Pension	8, 20, 21
Bulletin Board	19	Personal Leave	9
Call In Pay	19	Physical Fitness	23
Checks	11	Preamble	4
Clothing Allowance	20	Premium Pay	11, 12, 22
Command	9, 14	Promotions	9
Compensation	10-14, 20	Psychological Testing	23, 31
Conferences	5, 6	PTO	11-15, 20, 28, 30
Court Time	19	Range and Ammunition	18
Defined Contribution	21	Rates of Pay	4, 11, 19
Definitions	15, 24	Reassignment	8, 25
Dental Insurance	14, 17, 20	Recall	17
Disability	10, 11, 13-15, 31	Relieved of Duty	7, 25
Disability Leave	11, 14, 15	Residency	31
Discharge	4, 7, 8, 10, 26, 30	Rest Period	19
Discipline	4, 7, 25, 26, 28, 30	Retirement System	20
Drug Testing	23-28	Safety	18, 25
Dual Coverage	16, 17	Salary	10, 13, 15
Education	10	Savings Clause	22
Effective Date	17	Schools and Training	19
Employees Covered	4	Seminar	6
Equipment	7, 18	Seniority	8-11, 13, 14, 17, 19, 21, 30
Fees	4, 5, 7, 10, 17, 31	Seniority List	8, 13
Field Representative	6, 32	Service Records	18
Funeral Leave	21	Shifts	11, 21
Grievance	6, 7, 13, 19, 30	Sick Leave	8
Health ...	10, 11, 14-17, 20, 23, 25, 27, 31	Snow Days	11
Health Insurance	15, 16, 20	Special Conferences	6
Higher Classification	19	Stewards	5, 18
Holidays	7, 11, 12	Suspend	4, 7
Hospitalization	9, 10, 16	Temporary Employees	10
Hours of Work	4, 11, 21	Termination	6, 12, 19, 22
Injury	14, 15, 19, 20	Termination of Agreement	22
Insurance	8, 9, 14-17, 20	Testing	23-28, 30, 31
Investigation	8, 10, 25	Training	10, 18, 19, 24
Jury Duty	10	Travel	21
Layoff	12, 17	Tuition	18
Leaves of Absence	8-10	Union Representatives	6, 18
Liability	5, 14, 16, 17, 30	Union Security	4
Life Insurance	9, 17, 20	Vacancy	9
Locker	20	Vacation	9-15, 19
Longevity	15	Vehicles	18
Maintenance of Standards	21	Wages	5, 7, 10, 21, 22
Management Rights	4	Waiver Clause	21
Mileage	18	Workers Compensation	14, 20
Military Leave	10		
Miscellaneous	6		
Notice of Layoff	17		
Notice of Recall	17		

AGREEMENT

THIS AGREEMENT, entered into this ___ day of May, 1997, between the Board of Commissioners and the Sheriff for the County of Saginaw, a municipal body corporate of the State of Michigan, hereinafter referred to as the "Employer" and the Police Officers Labor Council representing the Sergeant and Medical Supervisor of the Saginaw County Sheriff Department, hereinafter referred to as the "Union" expresses all mutually agreed covenants between the parties heretofore.

PREAMBLE

THIS AGREEMENT, entered into by the Board of Commissioners and the Sheriff for the County of Saginaw, hereinafter referred to as the Employer, and Police Officers Labor Council representing the Sergeants of the Saginaw County Sheriff Department, hereinafter referred to as the Union 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 employment.

The parties ascribe to the principle of equal opportunities and shall share equally the responsibilities for applying the provisions of this Agreement without discrimination as to age, sex, marital status, race, creed, national origin, political or Union affiliation.

The Employer and the Union encourage to the fullest degree, friendly and cooperative relations between the respective representatives at all levels and among all employees.

ARTICLE 1 RECOGNITION -- EMPLOYEES COVERED

Section 1.

Pursuant to and in accordance with all applicable provisions of Act No. 379 of the Public Acts of 1965, as amended, the Employer does hereby recognize the Union as the sole, exclusive representative for the purpose of collective bargaining in respect to rates of pay, hours of work and other specified conditions of employment, during the term of this Agreement for those employees of the Employer in a bargaining unit consisting of all full time Sergeants and the Medical Supervisor of the Saginaw County Sheriff's Department, but excluding all other employees.

Section 2.

The Employer will not interfere with or discriminate in any way against any employee in the above bargaining unit by reason of his membership in the Union, or activity required by this Agreement, nor will the Employer encourage or discourage membership in the Union or any other organization.

ARTICLE 2 MANAGEMENT RIGHTS

Section 1. Management Prerogatives.

Unless specifically limited by provisions elsewhere in this Agreement, nothing in this Agreement shall restrict the Employer in the exercise of its function of management under which it shall have among others the right to hire new employees and to direct the working force, to discipline, suspend, discharge for cause, transfer or lay off employees, require employees to observe reasonable departmental rules and regulations, to decide the services to be provided the public, schedules of work, work standards, and the procedures by which such work is to be performed. It is agreed that these enumerations of management prerogatives shall not be deemed to exclude other prerogatives not enumerated. The exercise of the foregoing rights and responsibilities shall be limited by other provisions of this Agreement as well as by the Constitution and the laws of the State of Michigan and the Constitution of the United States.

ARTICLE 3 UNION SECURITY AND FEES DEDUCTION

Section 1.

Membership in the Union is not compulsory. Regular employees have the right to join, not join, maintain or discontinue their membership in the Union as they see fit. Neither the Employer nor the Union shall exert any pressure upon or discriminate against any employee with regard to such matters. The Union further agrees not to solicit Union Membership and not to conduct activities, except as otherwise provided for by the terms in this Agreement, during working hours of the employees or in any manner that may interfere with employees engaged in work.

Section 2.

During the period of time covered by this Agreement, the Employer agrees to deduct from the wages of any employee who is a member of the Union, all Union representation fees uniformly required; provided, however, that the Union presents to the Employer written authorization properly executed by each employee allowing such deductions and payments to the Union.

Section 3.

Representation fees will be authorized, levied and certified in accordance with the Constitution and By-Laws of the Union. Each employee Union member hereby authorizes the Union and the County without recourse to rely upon and to honor certificates by the Police Officers Labor Council, regarding the amounts to be deducted and the legality of the adopting action specifying such amounts of the Union dues and/or initiation fees. The Employer agrees, during the period of this Agreement to provide this check-off service without charge to the Union.

All employees in the bargaining unit shall as a condition of continued employment, pay to the Union, the employee's exclusive collective bargaining representative, an amount of money equal to that paid by other employees in the bargaining unit who are members of the Union, which shall be limited to an amount of money equal to the Union's regular and usual dues. For present regular employees, such payments should commence thirty-one (31) days following the date of employment. The Union agrees to provide the amounts of deduction in the form of a flat fixed dollar amount per employee as opposed to a percentage of income and to not change that amount more than once a year.

Section 4.

REP fees will be deducted by the Employer and transmitted to the Union. The Union shall indemnify, defend and save the Employer harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or as a result from any conduct by the Employer for the purpose of complying with Sections 1, 2 and 3 of this Article. Monthly REP fees shall be deducted in equal payments once each month.

ARTICLE 4
STEWARDS AND ALTERNATE STEWARDS

Section 1.

The Sergeants shall select two stewards, one from Law Enforcement assignment and the other from Corrections assignment. They both shall serve as each others alternates. Stewards must be regular employees.

Section 2.

The steward, or the alternate in the steward's absence, during regular working hours, without loss of time or pay, in accordance with the terms of this Article, may investigate and present grievances to the Employer, upon having received permission from his supervisor to do so. The supervisor shall grant permission within the eight (8) hour day of occurrence for the steward to leave his work for these purposes subject to necessary emergency exceptions. The privilege of the steward leaving his/her work during working hours without loss of time or pay is subject to the understanding that the time will be devoted to the proper processing of grievances and will not be abused. Employee abusing such time may be subject to disciplinary action.

The steward and alternate steward may be required to record time spent. All such stewards will perform their regular assigned work at all times except whenever necessary to leave their work to process grievances as provided herein.

Section 3.

The Union will furnish, in writing, to the Employer the names of its authorized representatives 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 representative of the Union with which it may be dealing.

Section 4.

The Employer shall allow one (1) employee to attend conferences and/or seminars of any beneficial group or association which is sanctioned by the Union. Leave granted shall not exceed three (3) work days in any calendar year.

Leave days as specified above, shall be considered as miscellaneous leave days and shall not be charged against the employee's annual or other accrued leave days.

The Field Representative of the Union shall, at least ten (10) days prior to such conference or seminar submit notice to the Sheriff certifying the name of such representative and indicating the starting date and termination date for the respective leave days noted above.

All leaves provided in this Article shall be granted without any loss of any pay allowances, or other benefits as provided within the terms of this agreement.

ARTICLE 5 SPECIAL CONFERENCES

Section 1.

Special conferences for important matters not normally subject to the grievance procedure will be arranged between the Union and the Employer or his designated representative upon the request of either party.

Section 2.

Such meetings shall be between not more than four (4) representatives of the Employer and not more than four (4) representatives of the Union, which may include the Labor Council Field Representative. Arrangements for such special conferences shall be made in advance and an agenda of the matters to be taken up at the meeting shall be presented at the time the conference is requested. Matters taken up in special conferences shall be confined to those included in the agenda. Conferences shall be held during the normal work day. The members of the Union shall not lose pay for the time lost in such special conferences.

Section 3.

Special conferences shall be scheduled within ten (10) days after the request is made unless otherwise agreed.

ARTICLE 6 GRIEVANCE PROCEDURE

Section 1.

It is mutually agreed that a grievance is any dispute, controversy or difference between the parties to this agreement on any issue with respect to or concerning the interpretation or application of this agreement or any terms or provisions thereof.

Step 1.

Any employee having a complaint in connection with his/her employment shall, before initiating a grievance, first discuss the matter orally with his/her immediate supervisor or his/her designee who has the authority to resolve the grievance.

Step 2.

If the matter is not so resolved, the steward and/or the employee shall discuss the complaint with the Sheriff, Undersheriff or their designee. Following the meeting with the Sheriff, if the issue is still not resolved, it shall be reduced to writing on the regular grievance form provided by the local Union, signed by the employee and presented to the appropriate Captain or Lieutenant within five (5) days of the mandatory discussion with the Sheriff. Supervision shall answer said grievance within five (5) days of receipt of same.

Step 3.

If the grievance is not settled in Steps 1 and 2, the Union shall within five (5) days after the Department's answer, request a meeting between Union representatives and the Sheriff and/or his/her representative, to which a Saginaw County official will be invited, to review the matter. Such meetings will be held within thirty (30) days after the date of written request and the Employer will render his/her decision within seven (7) days following the meeting.

The Employer and the Union may by mutual agreement extend the time limits of the grievance procedure.

Section 2. Arbitration.

If the grievance is not settled in the last step above, the Union representative may submit such grievance to arbitration. The submission is to be made within thirty (30) calendar days after receipt of the last step answer. Each grievance submitted to arbitration shall be submitted to the Federal Mediation and Conciliation Service in accordance with its voluntary rules and regulations then obtaining, within the time specified above. Such rules shall govern the arbitration hearing.

The arbitrator shall have no power or authority to alter, amend, add to or subtract from the terms of this Agreement, nor to make any recommendation with respect thereto. Both parties agree to be bound by the award of the arbitrator and that the costs of any arbitration proceeding under this provision shall be borne equally between the parties but the fees and wages of representatives other than bargaining unit employees, shall be borne by the party incurring them.

Section 3. Time Limitations.

If the time limit is not met, by either party, then the grievance is settled in favor of the non-defaulting party. Unless otherwise specified, the term "days" as used in this Article shall mean Monday through Friday, exclusive of holidays.

ARTICLE 7
DISCHARGE AND DISCIPLINE

Section 1. Notice of Discharge or Discipline.

The Employer shall not discharge, suspend, or discipline an employee except for just cause. Before any disciplinary action is taken against a member, he/she shall be given an opportunity to state his/her position and offer any evidence immediately available to his/her supervisory officer who is rendering such discipline. Notice shall be given to the Union by the Employer of any discipline or discharge within forty-eight (48) hours of the invocation of such discipline or discharge, except as specifically excepted herein. The notice will normally be delivered to the steward or alternate. If neither are at work, a telegram to the Union headquarters shall be sufficient notice.

Section 2. Charges and Specifications.

The charges resulting in such discipline or discharge shall be reduced to writing within forty-eight (48) hours, excluding holidays and weekends by the commanding officer recommending the action to the Sheriff and copies shall be furnished to the Steward and the member against whom the charges are brought. The Union will receive notice of the final disposition of any disciplinary action. The employee shall sign a copy of the charge with the understanding that said signing does not necessarily constitute acceptance thereof.

Section 3. Specific Sections.

Such charges shall cite the specific sections of the rules and regulations and/or appropriate law or ordinance which the member is alleged to have violated. No member shall be required to make any statement written or oral, concerning the alleged offense prior to the Step Three (3) grievance meeting.

Section 4. Representation.

At all stages of the disciplinary procedure a member of the bargaining unit, against whom charges have been made, may be represented by a steward, alternate steward, union representative or union attorney.

Section 5. Past Infractions.

In imposing any discipline on a current charge, the Employer will not base his/her decision upon any prior infractions of county or departmental rules or regulations which occurred more than two (2) years previously, unless directly related to the current charge.

Section 6. Relieved of Duty.

In the event a member is relieved of duty, he/she shall be taken off the payroll and shall turn in his/her departmental equipment. Relieved of duty shall be used by the department for awaiting criminal trial implementation and decision. In the event a member is exonerated of the charges causing the relieved of duty condition, he/she shall be reinstated to his/her prior position and compensated for all back wages lost due to the relieved of duty condition. Relieved of duty shall not last more than thirty (30) days except when there is a criminal prosecution authorized by a prosecutor or city attorney. During the period a member is relieved of duty, he/she may not receive benefits as outlined in this contract.

Section 7. Special Investigation.

If any member shoots, while in the line of duty, another person killing that person, that member may, at the employee's discretion, be inactivated receiving full pay and benefits for a period of three (3) days, except during periods of emergency. This period may be extended up to thirty (30) days for medical reasons. During the inactivation period the employee must make himself available for investigative purposes.

Section 8. Reassignment.

The Employer may, at its discretion, reassign an officer instead of taking one of the actions described above until the investigation is complete. Such reassignment shall be without prejudice.

Section 9. Continuance of Benefits.

If a member is suspended for disciplinary reasons, he/she may not be entitled to his/her pay or benefits, except however, insurance will be maintained.

ARTICLE 8

RESERVED FOR FUTURE USE

ARTICLE 9
SENIORITY

Section 1.

Seniority shall be on a department wide basis in accordance with the employee's date of entry into the Sheriff's Department.

- a.) Seniority shall not be affected by the race, color, creed, age, sex, marital status, or dependents of the employee.
- b.) The seniority list will show the rates, names and job titles of all employees of the unit entitled to seniority.
- c.) The Employer will keep the seniority list up to date and posted at all times and will provide the Local Union membership with up to date copies at least every six (6) months.

Section 2.

An employee shall lose his/her seniority for the following reasons only:

- a.) He/she quits, retires or receives a pension under Saginaw County.
- b.) He/she is discharged and the discharge is not reversed through the procedures set forth in this Agreement.
- c.) He/she is absent for three (3) consecutive working days (voluntary quit) without notifying the Employer. In proper cases, exceptions shall be made upon the employee producing convincing proof of his/her inability to give such notice. After such absence the Employer will send certified written notification to the employee at his/her last known address that because of his/her unexcused absence he/she has voluntarily quit and is not longer in the employ of the County.
- d.) If he/she does not notify the Employer within seven (7) days after receipt of certified written notification to return to work after lay off, as to the date when he/she will return, which must be within two (2) weeks after the delivery of such notice to his/her last known address. Exceptions shall be made upon the employee producing convincing proof of his/her inability to return as required.
- e.) Return from sick leave and leaves of absence will be treated the same as (c) above.
- f.) If he/she is laid off during the term of this Agreement for a continuous period equivalent to his/her seniority. However, in no event will employees laid off for a continuous period in excess of three (3) years retain their seniority.
- g.) Transfer or promotion out of the Sheriff's Department.

ARTICLE 10
PROMOTIONS

Section 1.

Whenever a vacancy occurs within the rank of Lieutenant or Captain, the then remaining Lieutenants and Captains shall evaluate the Sergeants from within the department and recommend to the Sheriff those deemed qualified. The recommendation shall not be binding on the Sheriff.

Section 2.

Employees promoted into the unit shall serve a twelve month (12) month evaluation period. Promoted employees shall accrue bargaining unit seniority from the date of promotion into the unit. Following one year in the unit, Sergeants do not have the option to return to Unit 1.

Section 3.

In the event that a member promoted to the Command Staff cannot in the opinion of the Sheriff fulfill the duties of his/her new grade during his/her evaluation period as a Command Officer, the Sheriff may return the employee to his/her last held grade level at the time he/she was selected for the higher grade without loss of bargaining unit seniority.

If after a period of time, the newly promoted Commander does not feel he/she is able to perform the duties of his/her position, he/she may request the Sheriff to return him/her to his/her former grade level.

Transferring employees to the lower unit must remain in the retirement program offered under this agreement for five years following transfer. Involuntary return to Unit 1 will allow members to all rights of Unit 1.

ARTICLE 11
LEAVES OF ABSENCE

Section 1.

Employees shall be eligible for leaves of absence after one (1) year of service with the Employer. Leaves of absence are for employees who, in addition to their regular sick and vacation time require time off from their employment.

In the case of a request for a medical leave of absence, a doctor's certificate may be required. The Employer reserves the right to review the doctor's certificate and prior to effecting the medical recommendations contained therein, to schedule the affected employee for an examination with a physician retained by the Employer (at the Employer's expense to reevaluate the employee's medical status and ability to perform his/her normal work duties.

In the event the employee's doctor and doctor retained by the County disagree, a third physician's opinion shall be obtained. The third doctor (whose fee will be split equally between the County and the Union) shall be appointed by the Saginaw County Medical Society within ten (10) days of the request for an opinion and shall render the opinion in writing within ten (10) days of his/her appointment. This procedure of Medical Arbitration shall be used in any case involving a medical opinion.

Section 2.

Any request for a leave of absence shall be submitted in writing by the employee to the Employer. The request shall state the reasons the leave of absence is being requested and the approximate length of time off the employee desires.

Section 3.

Authorization or denial for a leave of absence request shall be furnished to the employee by the Employer, and it shall be in writing.

Section 4.

An employee on an approved leave of absence will continue to accumulate seniority during the leave. The Employer shall continue to provide life insurance and hospitalization benefits during the first thirty (30) days of a personal leave of absence. After said thirty (30) day period the employee, if he/she chooses, shall make arrangements with the Employer, for continuation and payment of said benefits.

Section 5.

Further extension beyond the return date designated may be granted after thorough investigation and upon a finding that extension of time is necessary and just.

Section 6. Military Leave.

Except as herein provided, the reemployment rights of employees and probationary employees will be limited by applicable laws and regulations.

- a.) Whenever employees who are members of the National Guard, Naval Reserve, Army Reserve, Marine Reserve or Air Corps Reserve are called to active duty, they shall be entitled to a leave of absence in addition to their annual vacation leave from their respective duties. The employee shall receive the difference between his/her regular salary and that received for such training. Such leave time shall not exceed two (2) calendar weeks.
- b.) Employees who are called for a physical for the Armed Services are to be granted pay for the day of the physical.
- c.) Employees (other than temporary employees) within this bargaining unit who shall be inducted into the Armed Services of the United States or who shall volunteer for such service, shall upon completion of such initial service be reinstated to their former position or to a position of like seniority, status and pay, with the further provision that the length of service with the Armed Services shall be included in the determination of their seniority, status and pay upon such reinstatement; provided that they shall be honorably discharged from the said military service, that the employee is still mentally and physically qualified to perform the duties of such position and that application for reemployment is made within ninety (90) days subsequent to such honorable discharge or from hospitalization continuing from discharge for a period of not more than one (1) year.

Section 7.

Employees shall be granted a leave of absence with pay when they are required to report for jury duty.

- a.) Employees shall be paid the difference between any jury duty compensation they receive and their regular wages for time necessarily spent in jury service. Seniority will continue to accrue to the employee while on jury duty. Employees will be paid for the full day after endorsing the jury check to the Employer.

Section 8.

Employees required either by the County of Saginaw or any other public agency to appear before a court or such agency on any matters related to the lawful performance of their duties to the Employer in their work for Saginaw County and in which they are personally involved as a result of the faithful performance of their duties to the Employer shall be granted a leave of absence with pay (as set forth in the following paragraph) for a period during which they are so required to be absent from work.

Such employees shall be paid the difference, if any, between the compensation they receive from the court or agency and their wages for time necessarily spent in such. Employees will be paid for such time after turning over the witness fees to the Employer.

Section 9.

An employee wishing to further his/her education in his/her chosen profession may be granted educational leave for a maximum of two (2) years without pay. This leave may be extended by mutual agreement. Employees shall not accumulate benefits or seniority while on such leaves of absence.

Section 10. Family and Medical Leave

In accordance with the Family and Medical Leave Act of 1993 (FMLA), an employee who has worked for at least one year and (actually) worked at least 1250 hours during that one year period will be eligible to apply for up to a total of 12 weeks of unpaid leave of absence during any twelve month period (Beginning with the initial leave within that period) for: birth of a child or an adoption; need to care for a child, (If the child is over 18 years of age, it must be incapable of self-care because of mental or physical disability. Such disability must be verified by a doctor's statement at the time the filing for medical leave is requested.) spouse or parent with a serious health condition; or their own serious health condition which

renders them unable to do their job. FMLA leave runs concurrently with any approved disability leave for a purpose defined under FMLA. For any FMLA qualifying purpose, accumulated PTO shall be taken down to a limit of 24 PTO hours. Employees will continue to receive health and dental benefits as long as the required co-pays are provided.

ARTICLE 12 HOURS OF WORK AND PREMIUM PAY

Section 1.

The normal work day shall consist of between eight (8) and twelve (12) continuous hours per day inclusive of a paid meal period as determined by the Employer. Time and one-half (1 1/2) will be granted under any of the following conditions:

- a.) Daily: All work performed in excess of the normally assigned shift for the position as authorized and approved by the Employer.
- b.) Periodically: All work performed in excess of eighty (80) hours for 8 and 10 hour shifts and eight four (84) hours for twelve (12) hour shifts in any biweekly pay period. Employees shall be paid overtime compensation at the rate of time and one half of regular rates of pay for all hour actually worked in excess of 84 or 80 hours worked or scheduled to work and excused with pay per pay period. There shall be no pyramiding of overtime.

Section 2.

The Employer shall continue biweekly pay periods. Each employee shall be provided with an itemized statement of his/her earnings and of all deductions made for any purpose.

Section 3.

If possible, checks will be available to employees working the four to twelve shift, the afternoon of the Thursday preceding payday at and not before 4:00 P.M. Checks are to be picked up from the Sheriff or his/her designee.

Section 4. Shift Preference.

Once a year prior to the selection of vacation time, a written request for shift preference by seniority within classification may be submitted. The decision of the Sheriff is final and binding but shall not be arbitrary or capricious.

ARTICLE 13 HOLIDAYS

Section 1.

The following days shall be designated and observed as paid holidays effective upon ratification of the Agreement:

- 1.) New Year's Day, January 1
- 2.) Martin Luther King's Birthday, 3rd Monday in January
- 3.) President's Day, 3rd Monday in February
- 4.) Good Friday Afternoon
- 5.) Memorial Day, last Monday in May
- 6.) Independence Day, July 4
- 7.) Labor Day, 1st Monday in September
- 8.) Veteran's Day, November 11
- 9.) Thanksgiving Day, 4th Thursday in November
- 10.) Day after Thanksgiving
- 11.) December 24, Christmas Eve
- 12.) Christmas Day
- 13.) December 31, New Year's Eve

Section 2.

It is also further agreed that in the event of "snow day" or other "acts of God" resulting in the general excusal of County personnel from the performance of their duties, such excusal, with pay, shall also pertain to bargaining unit personnel. In view of the nature of their duties and the priority need for law enforcement in times of emergency or natural disaster, bargaining unit personnel will make every reasonable effort to report to work when required. Personnel who report to work or are working on snow days at a time following closure of the Saginaw County Courthouse (during regular working hours) shall have all hours worked from the time of closure compensated at the regular overtime rate. This agreement

will apply to only the next 24 hours worked except if the Courthouse opens before 24 hours have elapsed overtime will cease at the time of Courthouse opening. This provision will not apply for more than 24 hours following the closure of the Courthouse.

Section 3.

Employees must work their scheduled day before and their scheduled day after a holiday or be on authorized leave in order to be paid for the holiday.

Section 4.

In the event one of the holidays falls on a Sunday, the following day, Monday, will be the recognized holiday for eligible employees; if the holiday falls on a Saturday, the preceding Friday will be recognized as a holiday. However, employees assigned to seven (7) day operations will celebrate the actual date of the holiday.

Section 5.

All eligible employees shall receive eight (8) hours pay at their regular straight time hourly rate for holiday pay.

Section 6.

If a holiday is observed on an employee's scheduled day off or during her vacation, he/she shall be paid for the unworked holiday.

Section 7.

Employees who are required to work on a holiday shall receive in addition to the holiday pay, holiday premium pay at time and one-half (1 ½) for all hours worked.

Section 8.

Employees will not be granted approval for one (1) day vacation requests which fall on recognized holidays.

ARTICLE 14
PAID TIME OFF

Section 1.

Unit members will have their vacation, personal and sick time banks converted to the PTO time bank on a 1 for 1 basis. Employees with more than 960 hours in the banks following conversion will have all hours in excess of 960 hours paid off at ½ rate down to the maximum 960 hours at the initiation of the new contract. Regular full time employees shall accrue Paid Time Off (PTO) in accordance with the following provisions:

Employees with less than three (3) years of service shall accrue PTO in the amount of 136 hours per year.

Employees with three (3) but less than five (5) years of service shall accrue PTO in the amount of 152 hours per year.

Employees with five (5) but less than ten (10) years of service shall accrue PTO in the amount of 168 hours per year.

Employees with ten (10) years but less than fifteen (15) years of service shall accrue PTO in the amount of 184 hours per year.

Employees with fifteen (15) but less than twenty (20) years of service shall accrue vacation in the amount of 200 hours per year.

Employees with twenty (20) years or more of service shall accrue PTO in the amount of 216 hours per year.

Section 2.

The number of PTO hours carried in the PTO "bank" shall not exceed 960 hours.

Section 3.

Upon termination of employment due to the resignation, death, retirement, dismissal or layoff, an employee shall be compensated at 50% cash value for the unused PTO time up to a maximum of 960 hours (Maximum payment of 480 hours at employees current rate of compensation) through date of termination that such employee has accrued.

Section 4.

Discretionary PTO time (non documented illness) use must be scheduled in advance. Annual PTO use for purposes other than documented disability or illness is limited to twice the amount of time that can be accrued in a year.

Bargaining unit employees may bid for PTO/vacations on a seniority basis beginning each January 10th and ending on each January 25th.

A. "Locked-in Vacations"

1. Employees shall list each of their PTO/vacation requests in the order of preference.
2. Each employee may be granted up to two (2) PTO/vacation periods of at least twenty-four (24) continuous work hours in length if requests are submitted during this period.
3. Employees should submit sufficient requests for PTO/vacations to allow for their request being bumped because of the employee's position on the seniority list.
4. Employees will be allowed to see the vacation calendar to determine if their requests for "lock-in" vacations were granted.
5. If the minimum standards listed in Paragraph E below are met, the PTO/vacation request shall be granted.

B. "Reserved PTO/Vacations"

1. After each January 25th, employees may request two "reserved" PTO/vacation times on a first come, first served basis.
2. Requests for "reserved" PTO/vacations must be for a period of at least twenty-four (24) continuous work hours in length.
3. Any PTO/vacation requests will be considered reserved if conditions specified in B.1 & B.2 are met and if applied for at least thirty (30) days prior to the dates of the requested PTO/vacation.

C. "Short Notice PTO/Vacations"

1. Any other PTO/vacation request of any duration must be requested at least forty-eight (48) hours prior to the date desired.
2. These short notice requests may or may not be granted depending on available staffing, locked-in and reserved PTO/vacations, and accumulated compensatory days already granted.

D. "Emergency and Non-emergency PTO/Vacations"

1. Requests for PTO/vacation time may be made with less than forty-eight (48) hours notice for bona fide emergencies. Efforts will be made to accommodate these bona fide emergency requests.
2. Requests for PTO/vacation with less than forty-eight (48) hours notice will be granted on a discretionary basis. Denial of leave under this clause is not subject to the grievance process.

E. Minimum personnel considerations for approval of PTO/vacation by division shall be as follows:

Sergeants will be permitted to have a minimum of two (2) persons per division on PTO at a time.

F. Voluntary Transfers

Any employee requesting or accepting a transfer to another position after PTO/vacations have been approved may not be able to take a lock-in PTO/vacation granted under the employee's previous assignment.

Section 5.

PTO pay will be paid at the current rate of the employee at the time the time is used or paid, in the event of severance payment. Current salary shall include any increase in salary schedule by reason of length of service, or any percentage increase which an employee is entitled to by reason of any increment plans. PTO compensation will be used in computing final average compensation.

Section 6.

If any employee becomes ill and is under the care of a duly licensed physician or recognized practitioner during his scheduled PTO, his discretionary PTO for the number of days documented as ill may be rescheduled with concurrence of the Sheriff. Evidence of illness may be required by the Employer.

Section 7.

Discretionary PTO may not be waived by an employee and extra pay received for work during that period.

Section 8.

When a holiday observed by the Employer falls during an employee's scheduled PTO, the holiday will be allowed and the PTO leave will be extended accordingly by request prior to taking vacation.

Section 9.

In the event an employee is called back to work from Vacation, s/he shall be compensated as follows:

1.) If the employee is required to terminate his vacation by the Employer, he shall be credited with such time beginning with the day notification is received by the employee.

2.) By paying s/he time and one-half (1 ½) his regular pay for hours worked during the scheduled PTO period.

Section 10.

For the purpose of computing PTO in accordance with the above provisions, hours worked shall include time paid as PTO during absence due to sickness or injury. PTO time will not accrue during absence due to Workers Compensation or Paid Disability Leave after the first 90 days of a workers compensation or disability leave.

Section 11.

Employees shall be permitted to schedule their PTO in conjunction with their pass day.

Section 12.

PTO Time will be used by the hour.

Section 13.

Union members may donate earned PTO hours on an individual basis to a fellow unit member to supplement workers compensation or disability with the understanding the recipient member accepts all tax liability and the donors must give two weeks notice of donation to the payroll department, donations must be in 10 hour increments and the donors bank cannot fall below 80 hours.

Section 14.

All employees retiring before 7/1/97, will have leave time banks paid at 100%. Retirees following 6/30/97 will comply with PTO repay provisions found above in section 1.

Section 15.

PTO compensation will be used in computing Final Average Compensation (FAC).

**ARTICLE 15
DISABILITY LEAVE**

Section 1.

Any employee of the County who finds it necessary to be absent from his or her work shift due to illness shall notify the command pager one (1) hour prior to the beginning of that duty shift whenever possible. The Employer may request a written explanation as to why the employee did not meet the one (1) hour time limit.

Section 2.

Regular full-time employees with one (1) year or more of service shall be eligible for Disability Pay subject to the following condition. An employee unable to work for reason(s) of an employer approved serious illness or a non-work related injury shall be paid sixty percent (60%) of his/her basic weekly gross wage for twelve (12) months or the employee's department seniority whichever is less, payable biweekly beginning the fifteenth day of disability. Absence due to reoccurrence of the same illness or injury shall be paid accordingly, except however, no more than the period described shall be paid for the same illness or injury. Only one waiting period described (15 calendar days) shall be required for the same illness or injury.

Section 3.

During the period of disability coverage, Health and Dental insurance shall continue with the normal premium participation levels remaining in effect.

Section 4.

Under no circumstances will an employee be eligible for benefits described above except by Employer approved medical disability. Benefits will not be paid unless the employee submits the attending physician's certificate of disability on the proper County of Saginaw form stating the nature of illness or injury and anticipated period of disability. In all cases of alleged disability, the Employer retains the right

to verify said certificate(s) and may refer the employee to a physician of its choice whenever it deems necessary at the Employer's expense. Determination regarding an employees disability payment request shall be made within 30 days of submittal of the proper forms by both the employee and the treating physician. In the event the employee's doctor and the doctor retained by the County disagree, a third physician's opinion shall be obtained on appointment by the Saginaw County Medical Society. The third doctor's fee shall be paid by the County.

Section 5.

Disability payments shall terminate when the employee returns to regular work or restricted work if directed by medical authority and approved by the Employer; when the treating physician's statement of disability expires and an extension is not provided; when the employee retires under M.E.R.S. as a result of disability or normal service retirement.

Section 6.

Banked PTO days may be used to supplement long-term disability pay to 100% of the regular salary.

Section 7.

Disability payments described herein shall be offset by any Social Security disability payment due or received by the employee.

An employee determined permanently disabled shall be obligated to apply for benefits from the Social Security Administration and in such case any Disability payments received by the employee from the Employer for any period paid by Social Security shall be repaid by the employee to the Employer.

Section 8.

All payroll deductions in effect immediately prior to disability will be deducted from Disability payments.

Section 9.

Disability leave may be allowed in cases of sickness or injury occurring during the vacation period. Evidence of such incapacity from the first day must, however, be provided to the satisfaction of the Sheriff.

ARTICLE 16
LONGEVITY

Section 1.

Full time members of the bargaining unit shall receive an annual longevity bonus payable as soon as possible on or after December 1 of each year in the amount of \$70 per complete year of service after completion of six years of service.

Section 2.

Longevity shall be paid on December 1st of each year based on service as of December 1st.

ARTICLE 17
INSURANCE

Section 1. Hospital, Medical, Surgical and Prescription.

The Employer shall pay the premium except as provided in Section 6 for the Health Care management Single Provider System (PPO1) of Saginaw County or equivalent coverage for each employee their current spouse, and dependents. The Employer shall continue to pay the premium for such insurance for the employee, his/her current spouse and dependents when the employee, during any period is disabled through injuries that are service connected. The Employer shall continue to pay the premium for such insurance providing coverage for the widow or widower and dependents of any employee killed or fatally injured as a result of an occurrence arising out of or in the course of the employee's employment while the employee is actually on duty, provided however, such obligation to pay premium shall cease in the event the widow or widower remarries. Dependents as used in this Section shall be in accordance with the definitions of the insurance carrier.

An employee upon becoming eligible to receive or presently enrolled in the County Managed Care program may choose to receive fifty dollars (\$50) per month in lieu of such insurance coverage, provided however, the employee provides proof of another source of Health insurance and signs a statement

attesting to said insurance coverage and further meets other eligibility requirements herein mentioned and also is not covered as a dependent of a County Employee.

If an employee's status changes such that he/she is no longer covered under another policy (divorce, death of spouse, etc.) the employee may reenter County coverage subject to the terms and conditions of the carrier. In the event that a lapse in coverage occurs due to the employee not notifying the County in a timely manner, or for any other reason not directly attributable to the Employer, the Employer shall in no way be held liable for health coverage during such lapse.

Employees and retirees of Saginaw County shall not be eligible for dual coverage as both a sponsor and a dependent for any insurance coverage under this agreement.

An employee retiring on or after 7/1/95 from Saginaw County employment and his/her spouse at time of retirement shall be eligible to continue with group health insurance at a rate established by the number of years of County service listed in the table below provided proper application is made prior to retirement and the employee is a member of the Plan on the day of retirement.

Full Time Years of Service	Employer Pays	Employee Pays
6	20%	80%
7	25%	75%
8	30%	70%
9	35%	65%
10	40%	60%
11	45%	55%
12	50%	50%
13	55%	45%
14	60%	40%
15	65%	35%
16	70%	30%
17	75%	25%
18	80%	20%
19	85%	15%
20 & Over	90%	10%

All retirees may choose either the Traditional Health Care Plan or the Current PPO1 program available to full time employees except that the Hospitalization/ medical insurance shall be converted to Medicare Traditional complementary coverage upon attainment of 65 years of age. It is each individuals personal responsibility to contact the Social Services administration regarding Medicare. The health care option chosen at the time of retirement must be the option that the retiree remains covered under until age 65. The members understand that the PPO plan most likely will cost them additional out of pocket costs if they choose to live anywhere other than Saginaw County during their retirement. It is also acknowledged that once the health plan is chosen, they will only have one opportunity to switch to other existing options one time prior to age 65. Upon attainment of age 65, the complementary Medicare provisions described above apply.

Section 2. Professional Liability Insurance.

The Employer shall provide at no cost to the employee a policy of professional liability insurance to indemnify and protect employees against loss arising out of any nature brought against the employee arising out of the performance in good faith of the official duties of such employee. Such liability insurance shall protect the employee where he/she might become legally obligated to pay compensatory damages because of:

- a.) False arrest, detention or imprisonment or malicious prosecution.
- b.) Libel, slander or defamation of character.
- c.) Invasion of privacy, wrongful eviction or wrongful entry.
- d.) Assault and battery pursuant to, during and after arrest.

For the purposes of this Section, official duty shall be construed to be acts done pursuant to authority conferred by law or within the scope of employment or in relation to matters committed by law to the employee or to the Sheriff's Department under whose authority the employee is acting, whether or not there is negligence in the doing of such acts. Employees will be covered while engaged in enforcing the law beyond the normal duty hours. Where there is willful misconduct or lack of good faith in the doing of any such acts, the same shall not constitute the performance in good faith of the official duties of any employee within the operation or intent of this Section. The coverage provided shall be in accordance with

the limits of the Saginaw County general liability insurance policy (currently at \$10,000,000.00 (Ten Million) Dollars) and shall include the cost of defense, including attorney fees.

Section 3. Life Insurance.

The Employer shall pay the full premium upon a term policy of group life insurance providing coverage to each regular full time employee in the amount of \$50,000 and \$50,000 accidental death and dismemberment insurance. The amount reduces to 92%, 84%, 76%, 68%, 60% and 50% of the base amount on the employee's 65th, 66th, 67th, 68th, 69th and 70th birthdays, respectively.

Employees who retire on or after the effective date of this Agreement will be insured for \$4,000 group term life. The premium shall be paid by the Employer.

Section 4. Dental Insurance.

The Employer agrees to pay the premium except as provided in Section 6 for a dental plan for employees and authorized dependents equivalent to the Delta Dental Plan of Michigan as follows:

Eligible Persons: Full-time permanent employees, their legal spouses and dependent children to the end of the calendar year in which they attain the age of 19 or dependent unmarried children until the end of the calendar year in which they attain the age of 25 if eligible as defined by the carrier.

Waiting Period: Employees promoted into the bargaining unit who are enrolled in the Dental Plan (but in no case an employee with less than one year of regular full time employment in the Sheriff's Department) maintain the following dental insurance coverage:

Percentage:

Class I -- 100% (Preventive, diagnostic, and emergency palliative).

Class I Benefits -- 80% (Radiographic, oral surgery, restorative, periodontics, endodontics)

Class II -- 50% (Bridges, partials, and dentures)

\$1,000.00 maximum per person per contract year for

Class I and II benefits.

Section 5.

Employees eligible for coverage by Saginaw County both as an employee and as a dependent shall not be eligible for dual coverage. This does not exclude coverage by another employer.

Section 6.

Employees shall pay 10% of the cost of health and dental insurance. The Employer shall pay the remaining ninety (90) percent of the premium; provided however, the employee shall be responsible for the additional cost of sponsored dependent riders.

ARTICLE 18 LAYOFF AND RECALL

Section 1.

The word "layoff" means a reduction in the working force due to a decrease of work or limitation in funds. Such layoffs shall not be arbitrary or capricious. When there is such a reduction in the work force, the following procedure shall be followed:

Probationary employees (first 6 months of employment in this Unit) will be laid off first, provided the employees with seniority retained can perform the available work. Layoff shall be by classification with the least time in grade employee laid off first. Employees subject to lay off shall be provided an opportunity to bump into Unit I provided he/she has more Departmental seniority.

Section 2.

Seniority employees will be laid off according to time in grade seniority provided the employees retained are able to perform the available work. Employees to be laid off for an indefinite period of time will have at least seven (7) calendar days notice of layoff. The steward shall receive a list from the Employer of the employees being laid off on the same date the notices are issued to the employees.

a.) When the work force is to be increased after a layoff, the employees will be recalled in reverse order of layoff, provided the employees recalled are able to perform the available work.

b.) Notice of recall may be by telephone call, confirmed by certified mail to the employee's last known address.

c.) Employees will be granted up to two (2) weeks to return to work upon request.

ARTICLE 19
GENERAL

Section 1. Joint Safety Committee.

The parties to this Agreement shall establish a joint safety committee consisting of three (3) representatives of the Union, two (2) representatives of the Sheriff, and one (1) representative of the Chairman of the Board of Commissioners. All safety ideas and complaints will be handled by the Safety Committee. The written safety code shall contain the following safety regulations to take immediate effect upon ratification of this Agreement.

- a.) Equipment.
Proper equipment such as helmets, nightsticks, flashlights, first aid kits, chemical repellent, flares, raincoats, shotguns and ammunition, shall be made available to all employees on duty any normal eight (8) hour tour of duty.

Section 2. Equipment and Clothing.

The Employer shall furnish employees all necessary equipment and articles of clothing required by the Sheriff in the performance of their duties. The Sheriff shall keep same in safe operating condition and good repair.

Section 3. Accessories.

The Employer shall furnish all certified officers, all necessary equipment such as patches, bars, stripes and name tags and replace such items as necessary based on normal wear. Equipment lost by the employee shall be replaced by the employee.

Section 4. Service Records.

The parties agree that records of service will be kept in the employee's personnel file and citations will be awarded in instances of meritorious performance, above and beyond the call of duty. The employee shall upon request in the presence of the Employer have access to his/her personnel file consistent with P.A. 397.

Section 5. Range and Ammunition.

The Employer shall make a firing range and ammunition available to the employees for target shooting and the employees shall qualify with their service revolvers a minimum of twice (2) yearly. Failure to qualify with the service revolver may be grounds for disciplinary action.

Section 6. Union Representatives.

Authorized representatives of the Union shall be permitted to visit the operation of the Employer during working hours to talk with the stewards of the Local Union and/or representatives of the Employer concerning matters covered by this Agreement without interfering with the progress of the work force. The Union will arrange with the Employer for time and place prior to the occurrence of such visits.

Section 7. Training Expenses.

The Employer shall pay the tuition, expenses, and provide proper transportation for schools or courses attended at the direction of the Employer. Employees will receive mileage at the current County rate if the class is held outside of Saginaw County and if transportation is not otherwise available.

Section 8. Mileage.

Whenever an employee is requested by the Employer to use his/her own personal vehicle in the line of duty and on the business of the Employer, he/she shall be accorded mileage allowance at a rate the same as the Internal Revenue Service rate for that period.

Section 9. Vehicles.

If a vehicle should be regarded as defective, an employee should immediately inform his/her immediate supervisor. If the supervisor determines the car to be defective, he/she shall cause the vehicle to be removed from service until cleared by a certified mechanic designated by the Employer as fit for road service.

Section 10. Injury on the Job.

An employee who is injured while on the job and is required to leave the job by medical authority will be paid for time lost from scheduled work for the remainder of the day.

Section 11. Accidents.

Any employee involved in any accident shall immediately report said accident and/or any physical injury sustained, to his/her immediate supervisor prior to termination of his/her duty shift in which his/her injury occurred.

Section 12. Bulletin Board.

The Employer will provide a bulletin board in the facility where employees hereunder are employed for the posting of seniority and vacation lists and for the use of the Union and the Employer. Only official notices are to be posted and must have the signature of the steward of the Local Union. The Union will promptly remove from such Union bulletin boards upon the written request of the Employer any material which is detrimental to the Union - Employer relationship.

Section 13. Schools and Training.

The Employer will post a list of schools and training courses which it makes available to department personnel and will offer such schooling and training to a predetermined number of those employees of the bargaining unit who request, in writing, their desire to attend. Seniority shall be considered in the selection of employees who attend such schooling or training. The decision of the Employer in his/her selection shall not be arbitrary or capricious.

Section 14. Higher Classification/Special Pay.

If an employee is required to work in a higher classification for an eight hour shift or more, he/she shall receive the higher rate of pay in said classification. The Employer shall not assign other employees to such assignments to circumvent the payment to any employee assigned originally. Sergeants assigned to prisoner escort trips and other special duty shall be paid at deputy pay rate if they are performing work normally performed by a deputy. Members of this unit shall be permitted to post for such assignments so long as they have the necessary qualifications.

Section 15. Rest Period.

Employees shall normally be granted a minimum rest period of eight (8) hours before having to report back to duty, except in situations of manpower shortages or emergencies.

Section 16. Part-Time Employment.

The Sheriff must be notified of any paid part-time employment engaged in by the employee. All paid part-time employment must be approved by the Sheriff prior to initiation of any outside work. Employees found employed at another job without informing the Sheriff and receiving permission may be disciplined.

Section 17. Bonding.

Should the Employer require any employee to be bonded, any premium involved shall be paid by the Employer.

Section 18. New Classification Pay.

When the Employer assigns rates of pay to new classifications or adds new work assignments to present classifications, the Union may challenge such rates through the Grievance Procedure.

Section 19. Call In Pay.

An employee called in for duty for other than his/her regular eight (8) hour shift, shall receive a minimum of two (2) hours call in time for which he/she shall be paid at time and one-half (1 ½) inclusive of court appearances, except that if the court time is scheduled within one hour of the start of his/her regular shift it shall be viewed as a continuation of the shift and hours worked shall be treated accordingly.

Section 20. Overtime Assignments.

Overtime assignments shall be made among employees engaged in similar work as far as practicable on a rotating basis while still maintaining efficiency of operation. The Employer shall consider seniority in making such overtime assignments when initially invoking the above rotational system.

All Sheriff Department personnel desiring overtime work in prison transport shall sign their name to the appropriate form and be given such work on a rotating basis with fellow employees who likewise avail themselves, when work in prison transport is required at Deputies overtime rate. Employees who decline overtime assignment will be credited such time on the rotation schedule(s) as if worked. Overtime assignment and overtime work, for purposes of this section, shall refer to each occasion of overtime and has no reference to hours.

Section 21. Locker Facilities

The Employer will provide wash rooms and lockers for the changing and storing of clothing. Lockers of individual officers will not be opened for inspection, except in cases of a court order, or in the presence of the officer or his/her designated representative or Steward.

Section 22. Gender Claus

Expressions of gender are for convenience and if used should be viewed as representing both male and female.

ARTICLE 20 CLOTHING ALLOWANCE

Section 1.

A clothing allowance in the amount of \$450.00 per year shall be paid to all employees required to wear civilian clothing. Payment shall be made on or about June 15 and December 15 of each calendar year. Employees required to wear civilian clothing shall receive payment on a prorated basis for those months they are required to wear civilian clothes. The rate of compensation on a monthly basis will be \$31.50 per month.

Section 2.

The cleaning of uniforms issued by the Employer shall be the responsibility of the Employer. Employees required to wear civilian clothes shall be entitled to an equivalent value of cleaning services.

ARTICLE 21 WORKERS COMPENSATION

Section 1.

In the event an employee sustains an occupational injury, he/she will be covered by applicable Workers Compensation Laws. Any employee sustaining an occupational injury, shall receive the first seven (7) calendar days with pay not chargeable to any other benefit. The employee shall fill out the appropriate Workers Compensation forms and must substantiate such injury. This Article shall apply only to compensable injuries. Fringe benefits which will not be lost will be health insurance, dental insurance and life insurance. PTO accrual will continue for first ninety (90) days only.

Section 2.

An employee shall be entitled to use his/her PTO bank to supplement Workers Compensation payments to 100% of his/her regular net pay. Average net pay and Workers Compensation payments shall be as defined by the applicable Michigan Workers Compensation Laws. Supplementation shall be to the nearest full hour at the employee's regular rate of pay. All lost time must be substantiated by medical opinion. Supplementation of contested or litigated claims shall not be made until an award is made in favor of the employee.

ARTICLE 22 PENSION

Effective January 1, 1994, the retirement program shall be as follows:

1. Michigan Municipal Employees Retirement system plan B-4 (2.50% of members final average compensation multiplied by years and months of credited service. This benefit shall not exceed 80% of members final average compensation.
2. FAC 5 - Final average compensation is computed on the highest 60 consecutive months of earning, divided by 5.
3. F50/25 - Standard early retirement requires 25 years of service and 50 years of age.
4. Employees shall be vested (entitled to applicable pension benefits) after six years of credited service with pension payable at age 60.

All new hires after 9/1/94 that become members of the unit will become members of the Saginaw County Defined Contribution Plan currently administered by the International City Managers Union. The County reserves the right to change administrators if it appears that it is the best interest of plan members. All individuals promoted into the unit from Saginaw County employment shall carry with them their current pension plan at the time of promotion.

ARTICLE 23
MAINTENANCE OF STANDARDS

The Employer agrees that all conditions of employment in his/her individual operation relating to wages, hours of work, overtime differentials and general working conditions shall be maintained at not less than the highest minimum standards in effect at the time of the signing of this Agreement, and the conditions of employment shall be changed wherever specified provisions for changes are made elsewhere in this Agreement.

ARTICLE 24
WAIVER CLAUSE

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 waives 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 by this Agreement and with respect to any subject or matter not specifically referred to or covered in this Agreement except those conditions described in Article XXIII.

ARTICLE 25
FUNERAL LEAVE

In the event of a death in the employee's immediate family, i.e., Mother, Father, Sister, Brother, Spouse, Child, Stepchild, Legal Guardian, Parent-in-law, Grandparents, and Grandchildren, the employee shall be excused without loss of pay on the days which the employee has been scheduled to work for a period of not more than three (3) consecutive work days, one of which shall be the day of the funeral. The Employer may grant an extension of leave, with pay, for extenuating circumstances.

If the death occurs more than 200 miles from the County Building, employee shall be granted an additional two (2) days total for travel.

In the event of the death of a close relative, i.e. brother or sister of spouse, employee shall be granted one (1) day, without loss of pay, for the purpose of attending the Funeral. If the death occurs more than 200 miles from the County Building, employee shall be granted an additional two (2) days total for travel.

ARTICLE 26
SPECIAL ASSIGNMENTS

Section 1.

Full-time employees in the bargaining unit shall be offered assignments to School Activities, Juvenile Home Security and Park Patrol prior to filling such assignments with non-bargaining unit personnel, provided employees meet the minimum department requirements and are not scheduled to work on regular assigned shifts.

Full-time employees may be reassigned to marine duties during their regular working hours or on an overtime basis.

Section 2.

Employees of the bargaining unit who desire such assignments shall submit a request in writing to the Employer.

Such assignments shall be made by seniority on a rotating basis of those who submitted a written request for assignments.

Section 3.

All benefits currently supplied to employees within the bargaining unit shall be continued while they are employed on special assignments.

ARTICLE 27
SAVINGS CLAUSE

If any Article or Section of the Agreement or any addendum thereto should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Section should be reinstated by such tribunal, the remainder of the Agreement and addendum shall not be affected thereby, and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such Article or Section.

ARTICLE 28
WAGES

The hourly wage for Sergeant(s) and medical supervisor(s) for any year shall be fifteen percent (15%) above the three highest wage steps for the deputy patrol officer classification in the same year. Step is understood to mean the yearly rate paid for steps five, six and seven which will be the entry, 1 year and 2 year Sergeants level (exclusive of any overtime factors). It is acknowledged by all parties that should the deputies have steps on the scale which are higher than any current paid deputy, that the wage of the sergeants will be based on the three highest steps regular hourly rate in effect on January 1 of that year. Should the Deputies receive an across the board wage increase which is to be implemented at some time other than January 1 as part of their contract, then the Sergeants will also be granted this mid year wage adjustment to maintain the differential noted above. If an individual deputy was to receive an increase in pay as a result of step progression and such increase was not a unilateral unit wide increase but was rather a function of time at grade, this would not result in a unit wide sergeants wage increase until the following January 1.

Further, should shift premium be granted the Deputy classification, the same premium pay shall be granted all eligible personnel covered under the Agreement between the parties.

Rates for current Sergeants and Medical Supervisor

	Deputy	15% Differential
1996	\$35,952	\$41,345
1997	\$37,030	\$42,585
1998	\$38,141	\$43,862
1999	BASED ON DEPUTIES CONTRACT YET TO BE NEGOTIATED FOR THIS YEAR.	

Effective with this contract, a three step entry program will be implemented for new sergeants as follows

	Entry	1st Year	2nd Year
1997	\$39,417	\$41,001	\$42,585
1998	\$40,599	\$42,232	\$43,862
1999	BASED ON DEPUTIES CONTRACT YET TO BE NEGOTIATED FOR THIS YEAR.		

ARTICLE 29
TERMINATION OF AGREEMENT

Section 1.

This agreement shall become effective as of the date of ratification by both the Union and the County of Saginaw except the wage provision of this Agreement which shall be retroactive to January 1, 1997. The Agreement shall be in full force and effect to and including December 31, 1999 and from year to year thereafter unless written notice of desire to cancel or terminate the Agreement is served by either party upon the other at least sixty (60) days prior to date of expiration.

Section 2.

It is further provided that where no such cancellation or termination notice is served and the parties desire to continue said Agreement but also desire to negotiate changes or revisions in this Agreement, either party may serve upon the other a notice, as least sixty (60) days prior to December 31, 1996, or any subsequent contract year advising that such party desires to continue this Agreement but also desires to revise or change the terms or conditions of such Agreement. The respective parties shall be permitted all lawful economic recourse to support their request for revisions if the parties fail to agree thereon.

Section 3.

In the event of an inadvertent failure by either party to give the notice set forth in Section 1 and 2 of this Article, such party may give such notice at any time prior to the termination of automatic renewal date of this Agreement.

ARTICLE 30
PHYSICAL FITNESS TESTING, DRUG TESTING, PSYCHOLOGICAL TESTING

Section 1. PHYSICAL FITNESS TESTING

- A. Participation in the Physical Testing Program is Voluntary. The event will be scheduled by the County and posted at least one month in advance of the test. Prior to participation, employees may be required to gain medical clearance to participate. There will be no financial loss associated with failing the tests. Successful participation will be recognized.
- B. **Dress.** Participants shall be permitted to dress in comfortable, athletic-type clothing and wear running or athletic shoes.
- C. Personnel may participate while on duty without loss of pay.
- D. **Events.** The physical fitness test shall consist of three events: push-ups with a two minute limit, sit-ups with a two minute time limit, and a one and one half mile run.
1. **Push-ups.** Push-ups shall be done with palms of the hand flat on the ground and toes on the ground; no other portion of the body will be permitted to touch the ground during the duration of the exercise period of two minutes. Exercise will start with arms extended. The body will be lowered until the upper arm is horizontal or slightly below horizontal, it is not necessary to touch the chest, chin or any other portion of the body to the ground. The body will be raised back up until the arms are fully extended. The lowering of the body and raising back shall constitute one repetition.
 2. **Sit-ups.** Sit-ups shall be done with knees bent, hands locked behind the head, and the feet held down. Exercise will start with the participant lying with the upper body on the ground. Participant will raise the upper body until the upper body is past the vertical, then lower the upper body back to the ground. Raising the upper body from the starting position and return to the starting position shall constitute one repetition. The exercise will have a two minute duration.
 3. **Run.** Run shall consist of traversing a measured 1.5 mile distance within a time period.
- E. **Scoring.** Minimum acceptable scores are as follows:

	<u>PUSHUPS</u>	<u>SIT-UPS</u>	<u>1 ½ MILE RUN</u>
<u>Age</u>	<u>Men/Women</u>	<u>Men/Women</u>	<u>Men/Women</u>
Up to 31	38/15	42/40	13:45/16:45
32-36	33/14	38/35	13:30/17:15
37-41	32/13	33/30	16:30/18:15
42 and Over	26/12	29/27	17:00/19:00

- F. Participants who pass all the standards will be recognized department wide for their accomplishment.

Section 2. DRUG TESTING

A. **POLICY**

It is the policy of this department that the critical mission of law enforcement justifies maintenance of a drug-free work environment through the use of reasonable employee drug testing programs.

The law enforcement profession has several uniquely compelling interests that justify the use of employee drug testing. The public has a right to expect that those who are sworn to protect them are at all times both physically and mentally prepared to assume these duties. There is sufficient evidence to conclude that the use of controlled substances and other forms of drug abuse will seriously impair a law enforcement employees physical and mental health and, thus, job performance.

Where law enforcement employees participate in all forms of substance abuse and drug activity, the integrity of the law enforcement profession and public confidence in that integrity are destroyed. This confidence is further eroded by the potential for corruption created by drug use.

Therefore, in order to ensure the integrity of the department and to preserve public trust and confidence in a fit and drug free law enforcement profession, this department will implement a drug testing program to detect prohibited drug use by sworn employees commencing July 1, 1995.

B. DEFINITIONS

1. Law Enforcement Employee - All members of the Saginaw County Sheriff Department who are employed by the County of Saginaw under the direction of the Sheriff.
2. Supervisor - Those officials assigned to a position having a day-to-day responsibility for supervising subordinates, or who are responsible for commanding a work unit.
3. Drug Test - The compulsory or voluntary production and submission of urine or blood, in accordance with departmental procedures, by an employee for chemical analysis to detect prohibited drug usage.
4. Reasonable Suspicion - That quantity of proof or evidence that is more than a hunch, but less than probable cause. Reasonable suspicion must be based on specific, objective facts and any rationally derived inferences from those facts about the conduct of an employee. These facts or inferences would lead the reasonable person to suspect that the employee is or has been using illegal drugs while on or off duty.
5. Probable Cause - That amount of facts and circumstances within the knowledge of a supervisor or the administration which are sufficient to warrant a prudent person to believe it is more probable than not that an employee is or has been using drugs while on or off duty in such a manner as to impair his or her ability to perform their required duties.
6. Probationary Employee - For the purposes of this policy only, a probationary employee shall be considered to be any person who is conditionally employed with the department as a recently hired law enforcement employee.
7. MRO - Medical Review Officer - The Medical Review Officer is a physician knowledgeable in the medical use of prescription drugs and the pharmacology and toxicology of illicit drugs. The MRO will be a licensed physician with knowledge of substance abuse disorders. The MRO shall have appropriate medical training to interpret and evaluate an employee's test results in conjunction with his or her medical history and any other relevant biomedical information.
8. Last Chance Agreement - A standard letter of conditions for continued employment that is offered by the Sheriff, or the right to same is invoked by an employee under certain conditions outlined in this order, after it has been determined that the employee has violated this order.
9. Explainable Positive Result - A positive finding in a urine specimen that contained that drug for legitimate reasons; such as a prescribed medication, a food product, or medication administered during a medical or dental treatment.
10. False Positive Result - A positive finding in a urine specimen that did not contain that drug.

C. PROCEDURES/RULES

The following rules shall apply to all employees, while on and off duty:

1. No employee shall illegally possess any controlled substance.
2. No employee shall ingest any controlled or prescribed substance, except under the direction of a licensed medical practitioner.
 - a. Employees shall notify their immediate supervisor when required to use prescription medicine that may influence their job performance. The employee shall submit one of the following:
 1. Note from the prescribing doctor.
 2. Copy of the prescription.
 3. Show the bottle label to his immediate supervisor.

The employee shall advise the supervisor of the known side effects of such medication, as well as the prescribed period of use.
 - b. Supervisors shall document this information and retain the memorandum for at least thirty (30) days.

3. No employee shall ingest any prescribed or over-the-counter medication in amounts beyond the recommended dosage.
4. Any employee who unintentionally ingests, or is made to ingest, a controlled substance shall immediately report the incident to his supervisor so that appropriate medical steps may be taken to ensure the employee's health and safety.
5. Any employee having a reasonable basis to believe that another employee is illegally using, or is in possession of, any controlled substance shall immediately report the facts and circumstances to his supervisor.
6. Discipline of employees for any violation of this drug testing policy shall be in accordance with the due process rights provided in the department's rules and regulations, policies and procedures, and the collective bargaining agreement. The employee may be immediately relieved of duty and reassigned pending a departmental investigation at the discretion of the Sheriff or his/her designee, when one of the following occurs:
 - a. A refusal to participate.
 - b. Probable cause.
 - c. The Medical Review Officer determines that an employee's drug test was positive. During the reassignment period, the employee will receive his/her regular pay and shall make themselves available for consultation.
7. Applicant Drug Testing
 - a. Applicants for a position with the Department shall be required to take a drug test as a condition of employment during a pre-employment medical examination.
 - b. Applicants shall be disqualified from further consideration for employment under the following circumstances:
 1. Refusal to submit to a required drug test, or
 2. A confirmed positive drug test indicating drug use prohibited by this order.
8. Probationary Employee Drug Testing

All probationary employees shall be required, as a condition of employment, to participate in any unannounced drug tests scheduled for the probationary period. The frequency to be determined by the Sheriff or his designee. Probationary employees may be tested prior to completion of the probationary period. A probationary employee shall not be eligible for coverage under the last chance rehabilitation provision set forth in this order, except at the discretion of the Sheriff when he/she determine that factors beyond the control of the employee were unresolved.
9. Employee Drug Testing

Employees will be required to take drug tests as a condition of continued employment in order to ascertain prohibited drug use, as provided below:

 - a. A supervisor may order an employee to take a drug test upon documented probable cause that the employee is or has been using drugs. A summary of the facts supporting the order shall be made available to the employee prior to the actual test.
 - b. Upon reasonable suspicion the Sheriff or his designee may request, through an authorized representative of the employee's labor association, that an employee submit to a voluntary drug test. Submission to a voluntary drug test hereunder shall be subject to the frequency limitation found in subsection d. of this section. Any employee voluntarily submitting to a drug test who tests positive as a consequence of said test, shall be eligible to invoke the last chance rehabilitation provision set forth in this order. Any employee who refuses to submit to a request for a voluntary drug test shall not be disciplined as a consequence of such refusal, but shall not be eligible for coverage under the last chance rehabilitation provision set forth in this policy for a period of three (3) years.
 - c. A drug test will be administered as part of any promotional physical examination required by this department.
 - d. All employees shall be uniformly tested during any unannounced, periodic testing required by the department. Periodic testing for all employees will not exceed twice in a calendar year except for those employees assigned to the narcotics unit.

1. The Sheriff or his designee shall determine the frequency and timing of such tests.
 2. The president of the labor association, or his designee, will receive a list of the employees that have been required to take a drug test after all employees in that particular group have submitted, or have refused to submit, a urine sample to the laboratory testing personnel.
- e. A drug screening test shall be considered as a condition of acceptance to the Narcotic Unit. Furthermore, the members of the Narcotic Unit will be tested randomly at least once every six months and also when an employee leaves the unit. The employees of the narcotic unit shall be eligible to invoke the last chance rehabilitation provision set forth in this order. Employees in narcotics may be required to submit to more than 2 tests in any calendar year.

D. Penalty

Violation of any provision of this drug testing order shall be grounds for disciplinary action. Discipline shall be administered as set forth in the Saginaw County Sheriff Department rules and Regulations, and may include discharge from the Sheriff Department. Any discipline remains subject to review in accordance with the collective bargaining agreement.

E. Drug Testing Procedures

1. The testing procedures and safeguards provided in this order shall be adhered to by any laboratory personnel administering departmental drug tests.
2. Laboratory personnel authorized to administer departmental drug tests shall require positive identification from each employee to be tested before the employee enters the testing area.
3. A pre-test interview shall be conducted by testing personnel to ascertain and document the employee's recent use of any prescription or nonprescription drugs, or any indirect exposure to drugs. Divulgence by the employee of medical information during the pre-test interview is voluntary, however, if the test results are positive, it will be mandatory that the employee divulge the necessary medical information to the Medical Review Officer so that the M.R.O. may determine whether the test result is an explainable positive.
4. The testing area shall be private and secure. Authorized testing personnel shall search the testing area before an employee enters same in order to document that the area is free of any foreign substances.
5. Where the employee appears unable or unwilling to give a specimen at the time of the test, testing personnel shall document the circumstances on the drug test report form. The employee shall be permitted no more than four hours to give a sample. During that time the employee shall remain in the testing area, under observation. Reasonable amounts of water may be given to the employee to encourage urination. Failure to submit a sample shall be considered a refusal to submit to a drug test except for good cause as determined by the M.R.O.
6. The urine sample will be split and stored in case of legal disputes. The samples must be provided at the same time, marked, and placed in identical specimen containers by authorized testing personnel. One sample shall be submitted for immediate drug testing. The other sample shall remain at the laboratory in frozen storage. This sample shall be made available to the employee or his labor association representative prior to disciplinary action, should the original sample result in a legal dispute. The employee must request same within 72 hours of being notified of a positive initial and confirmatory test by the Medical Review Officer. All groups of negative samples may be destroyed after seven (7) days.
7. All specimen samples shall be sealed, labeled, initialed by the Deputy and laboratory technician, and checked against the identity of the employee. Samples shall be stored in a secure and refrigerated atmosphere until testing or delivery to the testing lab representative.
8. Whenever there is a reason to believe that the employee may have altered or substituted the specimen to be provided, a second specimen shall be obtained within a reasonable period of time. The laboratory personnel will take the appropriate necessary steps to assure the integrity of the second specimen.

F. Drug Testing Methodology

1. The testing or processing phase shall consist of:
 - a. Initial screening test.
 - b. Confirmation test - if the initial screening test is positive.
2. The urine sample is first tested using the initial drug screening procedure. An initial positive test result will not be considered conclusive; rather, it will be classified as "confirmation pending." Notification of test results to the supervisor or other departmental designee shall be held until the confirmation test results are obtained and verified by the M.R.O.
3. A specimen testing positive will undergo an additional confirmatory test. The confirmation procedure shall be technologically different and more sensitive than the initial screening test.
4. The drug screening tests selected shall be capable of identifying marijuana, cocaine and every major drug of abuse including heroin, phencyclidine, amphetamines and barbiturates. Personnel utilized for testing will be qualified to collect urine samples, or adequately trained in collection procedures.
5. Concentrations of a drug at or about the following levels shall be considered a positive test result when using the initial immunoassay drug screening test:

Initial Test Level	(ng/ml)
Marijuana metabolite	100
Cocaine metabolite	300
Opiate metabolites	300*
Phencyclidine	25
Amphetamines	1000
Barbiturates	300

*25ng/ml if immunoassay-specific for free morphine.

Concentrations of a drug at or above the following levels shall be considered a positive test result when performing a confirmatory GC/MS test on a urine specimen that tested positive using a technologically different test than the initial screening method:

Confirmatory Test Level	(ng/ml)
Marijuana metabolite	15*
Cocaine metabolite	150**
Opiates:	
Morphine	300 +
Codeine	300 +
Phencyclidine	25
Amphetamines:	
Amphetamine	500
Methamphetamine	500
Barbiturates	300

* Delta-9-tetrahydrocannabinol-9-carboxylic acid

** Benzoyllecgonine

+ 25ng/ml if immunoassay-specific for free morphine.

6. The initial and confirmatory test cutoff levels of this order are the same as that of the United States government which were published in the Federal Register, volume 54, number 230, dated December 1, 1989. These cutoff levels are subject to change by the Department of Health and Human Services as advances in technology or other considerations warrant identification of these substances at other concentrations. If these cutoff levels change in the future, the matter will be discussed with the labor associations prior to any amendment of this general order.
7. The laboratory selected to conduct the analysis shall be experienced and capable of assuring quality control, documentation, chain-of-custody, technical expertise and demonstrated proficiency in urinalysis.

8. Employee's having negative drug test results shall receive a memorandum stating that no illegal drugs were found. A copy of the letter will be placed in the employee's personnel file upon the employee's request.
9. Any employee who interferes with the testing process or breaches the confidentiality of test results shall be subject to discipline.

G. Chain of Custody - Storage

1. Each step in the collecting and processing of the urine specimens shall be documented to establish procedural integrity and the chain of custody.
2. Where a positive result is confirmed, urine specimens shall be maintained in a secured, refrigerated storage area. If a dispute arises the specimens will be stored until all legal disputes are settled.

H. Drug Test Results

1. All records pertaining to departmental-required drug tests shall remain confidential, and shall not be provided to other employers or agencies without the written permission of the person whose records are sought. However, medical, administrative, and immediate supervisory personnel may have access to relevant portions of the records as necessary to insure the acceptable performance of the employee's job duties.

I. Substance Abuse Rehabilitation Program

Employees may participate in a substance abuse rehabilitation program, however, participation shall not prohibit drug testing under this policy or enforcement of this policy.

J. Procedures for Implementation of the Last Chance Agreement

1. An employee whose drug test has been confirmed positive by the Medical Review Officer during random or reasonable suspicion testing shall, (if found guilty during department disciplinary proceedings), be offered a Last Chance Agreement.
2. At the discretion of the Sheriff, the Last Chance Agreement may also be offered to any employee whose drug test has been confirmed positive by the Medical Review Officer.
3. Standard letter of conditions for continued employment (the Last Chance Agreement) must be signed by an authorized representative of the department and the employee.
4. A employee must attend and successfully complete an authorized rehabilitation program.
5. An employee must sign a form releasing any and all information to management as may be requested.
6. An employee must pass a medical examination administered by a medical facility designated by the Sheriff prior to being allowed to return to duty. The examination shall only screen for drug use and the physical impact of the prior drug usage.
7. A employee may be allowed to use PTO time and apply for a medical leave of absence if required, while undergoing rehabilitation.
8. Once authorized to return to duty, the employee must submit to periodic urinalysis as may be determined by the Sheriff.
9. The employee shall be subject to the terms of last chance agreement for three (3) years after their return to work.
10. The employee must agree in writing that the employee will be automatically terminated forthwith if a violation of any portion of the Last Chance Agreement occurs at any time during it's enforcement term.
11. The employee must be advised that the employee is not obligated to sign the agreement and be advised he has the right to seek the counsel of his legal or labor representative.

K. LAST CHANCE AGREEMENT

RE: _____

Whereas, the above referenced individual is guilty of violating the departmental drug or alcohol order on _____, and;

Whereas, the Saginaw Sheriff Department will conditionally reinstate _____ to the position of _____, provided the employee is found by medical examination to be capable of performing all the duties of the classification as determined by the Saginaw County Sheriff Department and subject to the following terms and conditions being met and maintained;

Now therefore, it is agreed that:

1. The employee must sign a form releasing any and all information to management as may be requested.
2. The employee must successfully complete a rehabilitation program as prescribed by an authorized rehabilitation source.
3. The employee must pass a medical examination administered by a medical facility designated by the Sheriff prior to being allowed to return to duty. The examination shall only screen for drug or alcohol use and the physical impact of the prior drug usage.
4. The employee may be allowed to use Paid Time Off (PTO) and may apply for a medical leave of absence if required, while undergoing rehabilitation.
5. Upon clearance by the medical facility designated by the Sheriff, the Employee shall be returned to the Sheriff Department in the position of _____.
6. Once returned to duty, the employee will present himself to the department approved substance abuse rehabilitation center for evaluation, and agree to, as well as follow any and all directives given him by the rehabilitation center for evaluation, and agree to, as well as follow any and all directives given him by the rehabilitation center for a period of three (3) years. Employee _____ agrees to sign appropriate forms releasing any and all information to the Sheriff Department as may be requested. Failure to follow the program directive are grounds for discharge, subject to review pursuant to the collective bargaining agreement of only the discharge for failure to follow program directives.
7. Once authorized to return to duty, employee _____ shall submit to controlled substance testing at the discretion of the Sheriff. If any such test shows a positive result for the presence of a controlled substance, employee _____ will be discharged from employment with the County of Saginaw, subject to review pursuant to the collective bargaining agreement of only the discharge for a positive test result hereunder.
8. Employee _____ will be credited with seniority, for promotional purposes, for time separated from the Sheriff Department between _____ and the date of return to duty. No other wage is due or owing, and Deputy _____ waives any claim thereto.
9. The association shall withdraw with prejudice the grievance # _____ and shall release and discharge the employer from any and all claims relating thereto. The employer shall release and discharge the union and employee from any and all claims relating thereto. Employee _____ shall release and discharge the association and the employer from any and all claims relating to grievance # _____, including but not limited to the processing and arbitration of this grievance. Further, employee _____ releases the County and the association from all liability and claims he may have had or now has with respect to his employment with the County of Saginaw whether such claims or liability arise under Federal or State statute, constitutional provisions, principles of common law, or under the collective bargaining agreement between the County of Saginaw and the _____ Association.
10. All parties have had the opportunity to consult legal counsel and have carefully and completely read and understood all the terms of this settlement agreement. This settlement agreement is freely and voluntarily entered into by all parties without any duress or coercion.
11. The parties agree that this agreement is entered into as a full and final settlement of the above referenced matter, and is to have no value as to precedent. Furthermore, the actions taken by the parties in settling this matter are not meant to establish a practice or right to be utilized in any other grievance, claim, or litigation.
12. In the event the employee grieves and attempts to process to arbitration any discipline imposed as a condition of this Last Chance Agreement, said grievance shall be barred by release and waiver, and an arbitrator shall have no authority to modify the penalty imposed by the Sheriff Department.

DATED THIS _____ DAY OF _____, 199__

Deputy

Sheriff

Section 3. Psychological Testing

It is acknowledged that law enforcement work is stressful and at certain times very emotional. Personnel are required at all times to exhibit keen minds that are stable, focused and in control. Consequently, there could be times that an employee could under the abnormal stress of the job suffer from irrational or unstable behavior. Therefore, the parties to this policy agree to abide by these provisions designed to protect the health and welfare of the employee, as well as safeguard the department from allegations of inappropriate behavior by an employee.

The testing of employees may occur in the event of the following:

1. Any on or off duty officer involved shooting incident.
2. Any on or off duty officer involved accidents resulting in serious or fatal injuries
3. After any incident in which an officer has been exposed to undue trauma or stressful assignments.
4. At the request of the Sheriff when probable cause exists that an employee has or is exhibiting abnormal behavior that maybe caused by unusual stress, mental illness or other medical related problems.

Testing of the employee will be discussed with the employee prior to the test to ascertain information that may warrant a reconsideration of the test.

Testing will consist of two phases in most instances unless testing is specifically needed in test areas and is requested by a physician.

1. Emotional Stability - Testing to determine the mental health and state of the employee.
2. Personality Factor Analysis - Testing to determine an individual fitness to act in the Law Enforcement Profession.

Testing will be done at the Expense of the County and by the Physician or agency chosen by the County. An employee retains the right to a second opinion by a physician of his/her choice at the employees expense. In the event that the second physician disagrees with the first physical, a third physician selected by the Saginaw County Medical Society will be retained and the fees for same will be split between the parties.

Test results will be kept confidential and will be kept by the attending Physician. The results may be used to place an employee on medical leave pending further testing or treatment.

An employee determined unable to serve as result of this testing will be placed on the disability program.

ARTICLE 30 RESIDENCY

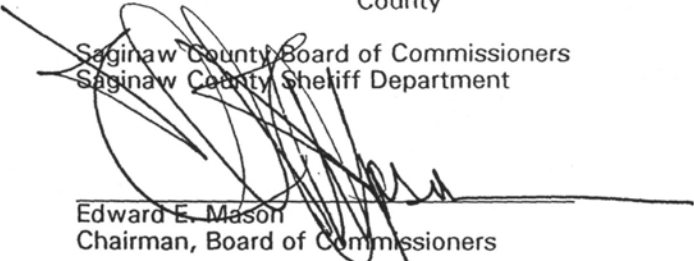
Section 1.


Members shall maintain their primary residence in Saginaw County. A secondary residence is permitted outside the County provided residency at the secondary residence does not exceed 4 months a year. Telephone communication must be provided at the secondary residence at the expense of the employee.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals the day and year first above written.

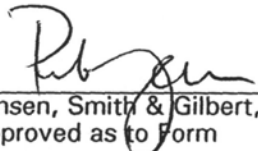
County

Saginaw County Board of Commissioners
Saginaw County Sheriff Department


Edward E. Mason
Chairman, Board of Commissioners

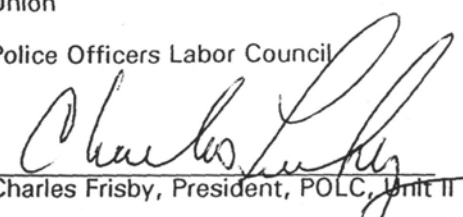

Thomas McIntyre
Sheriff, Saginaw County


Fred D. Todd
Controller, Approved as to Substance


Jensen, Smith & Gilbert,
Approved as to Form

Union

Police Officers Labor Council


Charles Frisby, President, POLC, Unit II


Jerry Caster, Field Representative