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12/31/97

AGREEMENT
BETWEEN
THE BOARD OF COMMISSIONERS AND THE SHERIFF
OF
GRAND TRAVERSE
AND
POLICE OFFICERS LABOR COUNCIL

January 1, 1995 to December 31, 1997

4-12-95

Grand Traverse County

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AGREEMENT

This Agreement entered into this 23rd day of March, 1995, between the Board of Commissioners and the Sheriff for the County of Grand Traverse, a municipal body corporate of the State of Michigan, hereinafter referred to as the "Employer" and the Police Officers Labor Council, 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 Grand Traverse, hereinafter referred to as the Employer, and the Police Officers Labor Council, 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 that 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.

It is the general purpose of this Agreement to promote the mutual interests of the County and its employees and to provide for the operation of the services provided by the County under methods which will further, to the fullest extent possible, the safety of the employees, economy and efficiency of operation, elimination of waste, realization of maximum quantity and quality of output, cleanliness, protection of property and avoidance of interruptions to production. The parties to this Agreement will cooperate fully to secure the advancement and achievements of these purposes.

ARTICLE I RECOGNITION

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

ALL FULL TIME CAPTAINS AND ABOVE OF THE GRAND TRAVERSE COUNTY SHERIFF'S DEPARTMENT, BUT EXCLUDING THE SHERIFF AND UNDERSHERIFF.

ARTICLE II
MANAGEMENT RIGHTS

Section 2.1 The Employer, on its own behalf and on behalf of its electors, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the law and the constitutions of the State of Michigan and of the United States. Further, all rights which ordinarily vest in and are exercised by employers, except such as specifically are relinquished herein, are reserved and remain vested in the Employer, including, but without limiting, the generality of the foregoing.

- a) To manage its affairs efficiently and economically, including the determination of quantity and quality of services to be rendered; the control of materials, tools, and equipment to be used; and the discontinuance of any services, materials, or methods of operation.
- b) To introduce new equipment, methods, machinery or processes, change or eliminate existing equipment, institute technological changes, decide on materials, supplies, equipment, and tools to be purchased.
- c) To subcontract or purchase any or all of the construction of new facilities or the improvement of existing facilities, and bargaining unit work when an immediate and unforeseen emergency places demands which exceed the manpower capability of the department; however, all other subcontracting shall be the object of collective bargaining.
- d) To determine the number, location, and type of facilities and installations.
- e) To determine the size of the work force and increase or decrease its size, subject to the provisions of this agreement.
- f) To hire, assign, and layoff employees in accordance with the terms of this agreement; however, all reductions in the workweek or the workday or any reduction involving a combination in the length of workday, workweek, and/or layoff are the objects of collective bargaining.
- g) To permit employees, not included in the bargaining unit, to perform bargaining unit work when an immediate and unforeseen

emergency places demands which exceed the manpower capabilities of the department; however, all other uses of employees to perform bargaining unit work are the objects of collective bargaining.

- h) To establish, change, combine, or discontinue job classifications; prescribe and assign job duties, content and classification; however, the effect on the bargaining unit of any establishment, change, combination, or discontinuance of job classification(s) and the establishment of wage rates for any new or changed classification(s) shall be the object(s) of collective bargaining.
- i) To determine lunch, rest periods, cleanup times, and the starting and quitting times subject to the terms of this agreement.
- j) To establish reasonable work schedules subject to the terms of this agreement.
- k) To adopt, revise, and enforce working rules and regulations relating to personnel policies, procedures, and working conditions not inconsistent with the expressed terms of this agreement. Said rules and regulations shall be reasonable and relate to the proper performance of the officers' duties and shall be subject to the grievance procedure.
- l) To transfer within the department, promote, and demote employees from classification, department, or shift to another with just cause.
- m) To discharge and discipline employees for just cause.

ARTICLE III UNION SECURITY

Section 3.1 Agency Shop As a condition of continued employment, all employees included in the Collective Bargaining Units set forth in Section 1.0, thirty-one (31) days after the start of this employment with the County shall either become members of the Union and pay to the Union the dues uniformly required of all Union members, or pay to the Union a service fee equivalent to the periodic dues uniformly required of Union members.

Section 3.2 Union Membership Membership in the Union is not compulsory and is a matter separate, distinct and apart from an employee's obligation to share equally the cost of administering and negotiating this Agreement. All employees have the right to join, not join, maintain or drop their membership in the Union as they see fit. The Union recognizes, however, that it is required

under this Agreement to represent all employees included within the various Collective Bargaining Units without regard to whether or not the employee is a member of the Union.

Section 3.3 Checkoff

- a) During the life of this Agreement, the Employer agrees to deduct Union membership dues and initiation fees or the service fee equivalent from the pay of each employee who executes and files with the Employer a proper checkoff authorization form shall be used exclusively and shall be supplied by the Union.
- b) A properly executed copy of the written check-off authorization form for each employee for whom dues, initiation and service fees are to be deducted hereunder shall be delivered to the Employer before any payroll deductions are made. Any written authorization which lacks the employee's signature will be returned to the Union by the Employer.

I hereby request and authorize you to deduct from wages hereinafter earned by me while in the employ of Grand Traverse County, my Lodge dues of \$____,____ per month. The amount deducted shall be paid to the treasurer of the Lodge, made payable to the Union. This authorization shall remain in effect until, by written notice to the Employer, I request its revocation.

PRINT: Last Name		First Name	Middle Initial
Date Deduction is to Start _____			
Month _____	Year _____	Signature _____	
Social Security Number _____		Address _____	
Date Signed _____	City _____	State _____	

- c) Deductions for dues, for any calendar month shall be made from the first (1st) pay period of that month, provided the employee has sufficient net earnings to cover the dues and/or initiation fees. In the event an employee is absent from work during the first (1st) pay period, such deductions shall be made from the first period of the following month together with the deduction for the current month. Deductions for any calendar month shall be remitted to the designated Secretary-Treasurer of the Local Union not later than the fifteenth (15th) day of each month.
- d) In cases where a deduction is made which duplicates a payment already made to the Union by an employee, or where a deduction

is not in conformity with the provisions of the Union Constitution and By-Laws, refunds to the employee will be made by the Union.

- e) The Union shall notify the Employer in writing of the proper amount of dues, and any subsequent changes in such amounts.
- f) If a dispute arises as to whether or not an employee has properly executed or properly revoked a written checkoff authorization form, no further deductions shall be made until the matter is resolved.
- g) The Employer shall not be liable to the Union by reason of the requirements of this Section of the Agreement for the remittance or payment of any sum other than that constituting actual deductions made from employee wages and the Union agrees to hold the Employer harmless for any and all claims arising out of its agreement to deduct dues

ARTICLE IV REPRESENTATION

Section 4.1 Steward Council - The Employer agrees to recognize one (1) Steward with one (1) or more years of service, selected by the Union. The duties of the Stewards shall be limited to the administration of this Agreement, including the investigation and presentation of grievances as established in the grievance procedure.

Section 4.2 The Union in contract negotiations may be represented by two (2) employees from the bargaining unit.

Section 4.3 The Union will furnish the Employer with the name of its authorized Steward and such changes as may occur from time to time in such personnel so that the Employer may at all times be advised as the authority of the individual representative of the Union, and the Employer shall not be required to recognize or deal with any other than those so designated.

ARTICLE V CONFERENCES

Section 5.1 Special Conferences Special conferences for important matters of mutual concern not being processed as a grievance under this Agreement will be arranged between the Employer, Steward and any outside parties requested to attend. Arrangements for such conferences shall be made in advance and shall be limited to the agenda presented when such arrangements are made. It is expressly understood that these special conferences shall not be for the

purpose of conducting collective negotiations, nor to, in any way, modify, add to, or detract from the provisions of this Agreement.

ARTICLE VI
GRIEVANCES

Section 6.1 Grievances A grievance under this Agreement is a written dispute, claim or complaint arising under and during the term of this Agreement and filed by either an authorized representative of, or an employee in, the Bargaining Unit. Grievances are limited to matters of interpretation or application of express provisions of this Agreement. The parties recognizing that an orderly grievance procedure is necessary, agree that each step must be adhered to as set forth herein or the grievance is forfeited.

Step 1: All grievances must be filed within five (5) working days after occurrence of the circumstances giving rise to the grievance or five (5) days from when the grievant should reasonably have known of the occurrence, otherwise the right to file a grievance is forfeited and no grievance shall be deemed to exist. Any employee having a complaint shall first take up the matter with his/her immediate supervisor.

Step 2: Failing to resolve the issue in the first step, the Steward shall within two (2) working days of receipt of the supervisor's disposition, take up the matter with the Sheriff or his/her designated representative. The Sheriff or his/her designated representative shall within two (2) working days of receipt of the grievance, record his/her disposition on all copies of the grievance form and return two (2) copies to the Steward. If the matter is not satisfactorily settled or adjusted in this stage, the Steward shall then forward the matter to the Union who shall then process the grievance to the next step.

Step 3: Failing to resolve the issue in the second step the Union shall within five (5) working days of the Sheriff's disposition contact the Coordinator to arrange a meeting between the Union and the County to discuss said grievance. This meeting shall be scheduled at a mutually agreeable time, which time shall not exceed, however, five (5) working days from the time the Union contacts the County unless a longer time is mutually agreed upon. If the parties in this step are unable to resolve the grievance, the matter may be submitted to arbitration within ten (10) days as hereinafter provided for in this Agreement.

Section 6.2

- a) Any and all grievances resolved at any step of the grievance as contained in this Agreement shall be final and binding on

the Employer, the Union and any and all unit employees involved in the particular grievance.

- b) Grievances shall be processed from one step to the next within the time limit prescribed in each of the steps unless a time limit is mutually extended. If the time is not met by either party, then the grievance is settled in favor of the non-defaulting party.
- c) The County shall not be required to pay back wages for periods prior to the time the incident occurred provided, that in the case of pay shortage, of which the employee had not been aware before receiving his/her pay, any adjustments made shall be retroactive to the beginning of the pay period providing the employee files his/her grievance within three (3) working days after receipt of such pay.
- d) When an employee is given a disciplinary discharge or layoff or a written reprimand and/or warning which is affixed to his/her personnel record, the Steward will be promptly notified in writing of the action taken. Such disciplinary action shall be deemed final and automatically closed unless a written grievance is filed within three (3) working days from the time of presentation of the notice to the Steward. Grievances regarding discharge may, with the consent of the parties, be commenced at any stage of the grievance procedure or may, with the consent of the parties, be advanced and processed out of order.
- e) All claims for back wages shall be limited to the amount of wages that the employee would otherwise have earned less any unemployment compensation or compensation for personal services that he/she may have received, from any source during the period in question.
- f) The County will grant a necessary and reasonable amount of time off during straight time working hours to the Steward who must necessarily be present for direct participation in grievance adjustments with management. Such Steward shall first receive permission from his/her immediate supervisory to leave his/her work station and shall report back promptly when his/her part in the grievance adjustment has been completed. Any employee who takes an unreasonable or unnecessary amount of time in grievance procedure adjustments shall be subject, after a written warning, to disciplinary action.
- g) Saturdays, Sundays and holidays shall not be counted under the time procedures established in the grievance procedure.
- h) The parties, in recognition of the cost of arbitration and the principle that like facts should produce like results, hereby agree that once an employee has elected to pursue a remedy by

State Statute or County Ordinance for alleged conduct which may also be a violation of this Agreement, such employee shall not have simultaneous resort to the grievance procedure and any grievance then being processed shall be deemed withdrawn by the party filing.

Section 6.3 Any employee who violates a State Statute regarding strikes and walkouts shall be subject to disciplinary action, up to and including discharge.

Section 6.4 The Employer agrees to grant an extension of time limits as contained in this Article which shall be for a period of time which is twice the amount as stated within this Article upon written request of the Union.

ARTICLE VII ARBITRATION

Section 7.1 If the grievance is not settled in the last step above, the Union representative may submit such grievance to arbitration. This submission is to be made within ten (10) days after receipt of the last step answer. Each grievance submitted to arbitration shall be submitted to the Federal Mediation Conciliation Service in accordance with its voluntary rules and regulations within the time specified above and 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 7.2 It shall be the obligation of the arbitrator to the Employer and to the Union to make his/her best effort to rule on cases heard by him within twenty-one (21) days after the hearing. Priority shall be given to deciding discharge cases and the arbitrator shall make his/her best efforts to decide these cases within fourteen (14) days of the hearing.

Section 7.3 There shall be no appeal from an Arbitrator's decision. It shall be final and binding on the Union, on all bargaining unit employees and on the Employer.

ARTICLE VIII
DISCIPLINE AND DISCHARGE

Section 8.1 Just Cause The Employer shall not discharge or lay off for disciplinary reasons any employee except for just cause. It is mutually agreed that progressive discipline for minor offenses should be employed and therefore the employee shall first receive an oral and a written warning notice before more severe discipline is issued. The Union acknowledges, however, that a warning notice, whether verbal or written, need not be issued first for major infractions. Discharge must be by proper written notice to the employee and the Union, citing specific charges against such employee.

Section 8.2 The discharged or suspended employee will be permitted to review his/her discharge or suspension with his/her Steward and the Employer designate an area where he/she may do so before he/she is required to leave the property of the Employer. Upon request, the Employer or his/her designated representative may discuss the discharge or suspension with the employee and the Steward.

Section 8.3 An employee who maintains an offense free record for a period of one (1) year shall have all prior minor offenses removed from his/her record for purposes of subsequent disciplinary action.

Section 8.4 When an employee is formally charged with a criminal offense and after investigation, a warrant is not issued by the Prosecuting Attorney against the employee, no suspension without pay shall result.

Section 8.5 No employee will be required to take a polygraph test and such refusal will not be used against him.

Section 8.6 Should a non-probationary employee who has been discharged or given a disciplinary lay-off consider such discipline to be improper, a grievance may be processed initially at the written step of the grievance procedure, provided the grievance is submitted within five (5) working days from the date the discipline was imposed on the grieving employee.

Section 8.7 In the case of discharge or disciplinary layoff without pay, the employee will be given the right to expedited arbitration.

ARTICLE IX
SENIORITY

Section 9.1 Seniority Definition Seniority shall be defined as the length of the employee's continuous service with the Employer commencing from his/her last date of hire.

Classification seniority shall mean the length of continuous service commencing from the date of the employee's service in his/her particular classification. Employees who are employed on the same date shall be placed on the seniority list in alphabetical order of surnames.

- a) All new full and part-time employees shall serve a probationary period of one (1) year, uninterrupted by any type of service break, during which time they will be termed "Probationary Employees". Any current employee within the department who is promoted or appointed to a new position will serve a probationary period of twelve (12) months in the new position. If an employee is absent from work due to illness or other reasons for a period of seven (7) days or longer, such period of his/her absence shall be added to the probationary period. Absences due to an in-service training or job related injury shall not be added to the probationary period.
- b) The Union shall represent probationary employees for the purpose of collective bargaining, however, probationary employees may be demoted at any time by the Employer in its sole discretion and neither the employee so demoted nor the Union shall have recourse to the grievance procedure over such demotion.
- c) During the probationary period an employee shall be eligible for employee benefits unless expressly provided otherwise in this Agreement. After an employee has successfully completed his/her probationary period of employment, he/she shall become a regular full-time or regular part-time employee. His/her seniority shall start as hereinbefore provided.

Section 9.2 Seniority List The seniority list on the date of this Agreement shall show the names and classifications of all employees in the bargaining unit. The Employer will keep the seniority list up to date from time to time and will furnish the Union an up-to-date list upon request.

Section 9.3 Loss of Seniority An employee's seniority with the Employer shall terminate for the following reasons:

- a) He resigns. (When an employee expects to terminate employment with the County, the Sheriff shall be notified in writing by the employee at least two (2) weeks prior to his/her proposed termination date. The Sheriff shall not terminate such employment except for other cause prior to the end of the two (2) week period.)
- b) He retires.

- c) He is discharged or terminated and the action is not reversed through the grievance procedure.
- d) He is absent for four (4) working days without properly notifying the Employer and supplying a satisfactory reason for such absence. This Section is not to be construed in limiting the Sheriff's right to issue discipline for any unjustified absence.
- e) He fails to return to work when recalled or at the specified date at the termination of any leave of absence, unless otherwise excused.

Section 9.4 Any current employee within the department who is promoted or appointed to a new position will serve an orientation period of twelve (12) months in the new position. The employee may return to his/her former classification and shall not lose seniority for previous time in grade, plus orientation period, in the new position. The employee may return to the position he/she previously held prior to being promoted/appointed based on his/her department/classification seniority.

ARTICLE X
LAYOFF AND RECALL

Section 10.1

- a) The word "layoff" means a reduction in the working force due to the decrease of work or limitation in funds, beyond the control of the Employer. Layoff of employees shall be by job classification seniority, and the following order shall be followed, provided that the employees who remain are capable of performing the work available.
 - 1. Probationary employees;
 - 2. Remaining seniority employees within the classification affected shall then be laid off, in the order of their seniority.
- b) When employees have the same classification seniority, the employee with the least seniority in the department shall be laid off first.
- c) Demotion in Lieu of Layoff. An employee subject to layoff who so requests shall, in lieu of layoff, be demoted by seniority to a lower position in the department, provided, however, that he/she is able to perform the required duties of that classification. Demotion shall be through classes in which

the employee previously held permanent status, provided that an employee serving a probationary period shall not displace a permanent employee in a class in which he/she has not previously held permanent status. Employees who change classification in lieu of layoff shall be paid the salary in accordance with the schedule for that classification.

- d) Employees to be laid off for an indefinite period of time will have at least (10) working days notice or 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.

Section 10.2 A laid off seniority employee, if recalled to a job identical or higher in rate to the job from which he/she was laid off, shall be required to take the recall. Failure to take such offered work shall result in loss of seniority and discharge.

Section 10.3

- a) The order of recalling of laid off employees shall be in the inverse order in which the employees are laid off and shall be subject to the same conditions as layoff.
- b) Notices of recall shall be sent by certified or registered mail, or telegram, to the employee's last known address as shown on the Employer's records and it shall be the obligation of the employee to provide the Employer with a current address and telephone number or additional information to guarantee receipt of notice of recall. A recalled employee shall give notice of his/her intent to return to work within three (3) consecutive calendar days of receipt of notice and shall then return within seven (7) calendar days of his/her employment shall be terminated, unless an extension is granted by the Employer.
- c) In the event a recall is necessary on less than three (3) days notice, the Employer may call upon the laid off employee(s), either personally or by telephone, unless an employee is able to return to work immediately is located. In such case, the employee able to return to work immediately will be given a temporary assignment not to exceed three (3) days, and employees passed over (because of their inability to return to work immediately) will be given notice to report for work at the end of said three (3) day period.

Section 10.4 An employee in a classification subject to the jurisdiction of the Union, who had been in the past or will in the future be promoted to outside the bargaining unit, and is thereafter transferred or demoted to a classification subject to the jurisdiction of the Union shall not accumulate seniority while working in a supervisory position beyond twelve (12) months from

date of promotion. The employee who is so transferred or demoted shall commence work in a job generally similar to the one he/she held at the time of his/her promotion, and he shall maintain the seniority rank he/she had at the time of his/her promotion plus up to twelve (12) additional months seniority as set forth above.

ARTICLE XI
LEAVES OF ABSENCE

Section 11.1 A leave of absence is a written authorized absence from work without pay. A leave shall be granted, denied, or extended by the Employer upon written request for such leave from a bargaining unit employee who shall state the reason for such leave upon his/her application. Only a permanent full time employee who has worked continuously for the Employer for one (1) year or more shall be granted a leave of absence.

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

An employee on an approved leave of absence will accumulate seniority, however, the seniority of an employee will not accumulate while the employee is on an approved leave of absence one (1) month or more.

- a) Leaves requested due to illness must be accompanied by a medical doctor's certificate that the employee is unable to work and the reason therefore.
- b) In no event shall the duration of any leave exceed twelve (12) calendar months unless extended.
- c) All leave requests shall state the exact date on which the leave begins and the exact date on which the employee is to return to work. 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.
- d) If an employee obtains a leave of absence for a reason other than stated at the time the request is made, the employee will be terminated from his/her job. Employees shall not accept employment elsewhere while on leave of absence unless agreed to by the Employer. Acceptance of employment or working for another employer, if not approved, while on a leave of absence shall result in immediate discharge.
- e) Failure to return to work on the exact date scheduled shall be cause for termination.

- f) No employee shall return to work prior to the expiration of his/her leave unless otherwise agreed to by the Employer.

Section 11.2 The re-employment rights of 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 without loss of pay during which time they are engaged in active duty for defense training. Such leave time shall not exceed two (2) calendar weeks. Employees called to active duty shall be paid the difference between any Reserve pay received and their regular wages for the time spent on active duty.
- 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 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 service be reinstated to their former position or 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 re-employment 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.

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 11.3 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 11.4 Leaves of absence without pay may be granted, under normal conditions, to an employee elected by the Union to attend educational classes or conventions conducted by the Union. The number will not exceed one (1) employee at any one time and the number of working days will not exceed six (6) in any one (1) calendar year.

Section 11.5 An employee wishing to further his/her education in his/her chosen profession may be granted educational leave for a maximum of one (1) year without pay. The employee who is granted an educational leave must return to his/her previous classification according to seniority. This leave may be extended by mutual agreement.

ARTICLE XII
PROMOTIONS

Section 12.1 The employer will make promotions within the department available to its employees who possess the qualification necessary for the job under consideration. The term (promotion) shall apply only to positions or classifications of Captain.

- a) Applicants must possess the ability and qualifications as described in the vacancy posting (job description).
- b) All promotions shall be on a competitive basis. The required examination for Captain shall consist of:

Oral board evaluation, said oral board to be composed and conducted by a four member panel. (1) Grand Traverse County Commissioner, (1) outside police administrative official, (1) representative selected by the Sheriff, and the Undersheriff.
- c) The employer will not be obligated to consider a request for promotion unless said request is submitted during the 10 day posting period. Employees absent during the 10 day period must give notice of their intent upon return to work.
- d) To be considered for such promotions, an employee must have at least 10 years of police experience, and at least 5 years of supervisory experience. Said employee may not be on any probationary status within the department.
- e) The Sheriff of Grand Traverse County reserves the right to make a final determination for the selection of a Captain. In making this determination, the Sheriff shall be restricted from selecting from the top three candidates as identified by the oral board.
- f) In the event that no employee qualifies for the position, applicants from outside the department may be considered, however, outside applicants must possess the required years of service, and also an appropriate four year college degree.
- g) All positions described as "Promotional" positions, must be filled within 120 days after a vacancy has occurred. This requirement may be waived as the result of mutual agreement between the parties.

- h) Employees who are promoted/appointed to a higher classification shall be permitted to return back to his/her previous classification at any time based on his/her department/classification seniority. (Members of the bargaining unit who are appointed to the position of the Undersheriff shall be permitted to return back to the bargaining unit at any time during his/her term of office). It is further agreed that employees may exercise the right to voluntarily return to their former classification. In either event, employees shall not lose seniority for previous time in grade, plus orientation period, in the new position. Employees who are demoted for disciplinary reasons may be required to serve a six (6) month probationary period in the unit.

ARTICLE XIII
LONGEVITY COMPENSATION

Section 13.1 All full time employees shall receive a longevity bonus payable as a separate check on the first pay date in December in accordance with the following schedule: as elected or assigned by the terms and conditions of employment (see exception below).

a) Plan A

- 1) This plan is available only to employees employed full time on or before December 31, 1986, or such employees may elect plan B below.
- 2) After completion of ten (10) years of seniority, a bonus of 5% of base pay, excluding overtime, shift differential, etc., if applicable, shall be paid for that year or portion of the year. At the completion of ten years (service date) which is less than twelve (12) months in that calendar year, the 5% longevity bonus is prorated over the balance of the calendar year.
- 3) After completion of fifteen (15) years of seniority (service date), a longevity bonus of 10% of base pay shall be paid and prorated, if applicable, as in A.2 above.
- 4) The longevity bonus amount may change as the percentage applicable is calculated on the new base rate for the calendar year.

b) Plan B

- 1) All full time employees hired on and after January 1, 1987 are automatically assigned to this plan and all full

time employees employed on or before December 31, 1986 may elect this longevity bonus plan as an alternative to Plan A.

- 2) After completion of five (5) years of seniority (service date), the employee shall receive a \$50 longevity bonus, prorated over the remainder of the calendar year in which the completion of the five (5) years seniority (service date) occurs.
- 3) In December of the sixth and succeeding years thereafter, \$50 annually will be added to the longevity pay bonus with no maximum limit.

For example: After 5 years: \$50
 After 6 years: \$100

c) General conditions applicable to both plans.

- 1) Bonuses will be paid by separate check, lump sum, on the first pay date in December.
- 2) At the end of employment with the County, any longevity bonus amounts owed under either plan will be prorated over the number of pay periods or portion of pay periods worked until the last record day of employment.
- 3) Election by an employee of Plan A or Plan B, where applicable, is irrevocable.
- 4) Election of Plan A or Plan B by an employee, where applicable, must be made by July 1, 1987, by use of the proper form.
- 5) Leaves of absence for periods in excess of thirty (30) days shall be deducted from an employee's seniority (service date) for purposes of determining longevity bonus.

ARTICLE XIV
HOURS OF WORK, PREMIUM PAY AND SHIFT PREFERENCE

Section 14.1 The regular schedule of an employee's work shall consist of an average of not more than eighty (80) hours for two week pay periods. The normal day consists of eight (8) hours, inclusive of paid meal period.

- a) It is recognized and understood that deviations from the regular schedules of work may be necessary and may unavoidably

result from several causes, such as but not limited to, rotation of shifts, vacation, leaves of absence, weekend and holiday duty, absenteeism, employee request, temporary shortage of personnel and emergencies. No such deviation shall be considered a violation of this contract.

Section 14.2 Employees are allowed two (2) fifteen (15) minute work breaks, one (1) in the first part of the shift and one (1) in the second part of the shift, per day, which are to be taken at a time to allow for the continuous and effective operation of the department.

Section 14.3 Employees of this Collective Bargaining Unit are considered managerial and will be compensated on the basis of an annual salary. There should be no overtime provision addressed in any Article or Section of this Agreement.

Section 14.4

- a) No employee outside the Bargaining Unit will be assigned work which is normally recognized as Bargaining Unit work, except in the case of emergencies.
- b) The Employer will not assign Auxiliary Personnel where it replaces a regular employee, during the layoff of a regular employee.

ARTICLE XV
HOLIDAY PAY

Section 15.1 The following shall be considered as holidays for purposes of this Agreement:

New Year's Day	Thanksgiving Day
Good Friday	Day after Thanksgiving
Memorial Day	Christmas Eve Day
Independence Day	Christmas Day
Labor Day	Floating Holiday
Veteran's Day	

Section 15.2 To be eligible for holiday pay, an employee must:

- a) Work full time and have attained seniority on the date the holiday occurs
- b) Worked in full, when scheduled, the Employee's regularly scheduled straight-time work day prior to and the Employee's regularly scheduled straight-time work day subsequent to the holiday.

Section 15.3 No holiday for which an employee is paid and during which he/she did not work shall be considered or treated for any purpose under this Agreement as time actually worked by him.

Section 15.4 Holidays occurring during the vacation period, bereavement leave or sick leave are compensable and shall not be charged against the employee's accumulated time.

Section 15.5 Employees covered by this Agreement who do not work on the holidays hereinbefore designated, and who meet the eligibility requirements hereinbefore set forth, shall be compensated for such holiday based on eight (8) hours pay at the straight time hourly rate, excluding premiums, of the particular employee.

Section 15.6 When an employee agrees to work on one of the hereinbefore designated holidays or the day observed in lieu thereof, if any, and does not work as agreed, he/she shall not receive the pay for such holiday.

Section 15.7 Employees scheduled to work on one of the hereinbefore designated holidays, or the day observed in lieu thereof, if any, who do not work shall not receive holiday pay.

Section 15.8 In the event of one of the holidays falling 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 15.9 County snow day procedures will apply to bargaining unit personnel.

Section 15.10 One floating holiday shall be credited to the employee as of January 1st of each calendar year. Employees who are hired on or after October 1st shall not be granted the floating holiday. Such holidays shall not accrue from year to year or be paid out for any reason.

ARTICLE XVI VACATION

Section 16.1 Employees working under this Agreement shall receive paid vacations in accordance with the schedule hereinafter stated and provided they are eligible.

An employee's vacation eligibility year shall be defined as the twelve (12) month period immediately preceding the employee's anniversary date of hiring and in yearly periods thereafter. Such shall be accrued on a monthly basis in accordance with the below schedule.

VACATION SCHEDULE

<u>YEARS OF SERVICE</u>	<u>DAYS</u>
Less than 3 years	10
3, but less than 5 years	12
5, but less than 15 years	15
15, but less than 25 years	20
25 or more years	25

Section 16.2 Accrued and unused vacation days shall be carried forward to the next subsequent vacation eligibility year with a maximum limitation on carry-over of twenty (20) days.

Section 16.3 Vacation checks shall be issued at the time the vacation is taken and in increments taken, that is to say, an employee taking a scheduled one (1) week vacation shall receive a check for one week's vacation entitlement.

Section 16.4 Vacation pay will be paid at the current rate of the employee. 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.

Section 16.5 If any employee becomes ill and/or under the care of a duly licensed physician or recognized practitioner during his/her vacation and the employee utilized accumulated sick leave credits for the period of illness, his/her vacation for the number of days so utilized may be rescheduled. Evidence of illness may be required by the Employer.

Section 16.6 A vacation may not be waived by an employee and extra pay received for work during that period. If an employee is required by the employer to reschedule his/her vacation, then the provision of Section 2 will not be invoked.

Section 16.7 Vacation schedules by classification and affected shifts will be worked out as far in advance as possible. To accomplish this and to consider the wishes of seniority employees, after January 1, each employee shall indicate on a yearly calendar his/her vacation request no later than April 1. After April 1, all employees who have failed to select their vacation time will be notified of approval of vacation periods within a reasonable time after April 1 of the applicable year. Any requested change in vacation schedules after notification will require at least thirty (30) days notice. Exceptions may be made for unusual circumstances.

Section 16.8 Upon termination of employment due to resignation, death, retirement or dismissal, an employee shall be compensated in wages for all unused vacation leave through date of termination that such employee accrued.

Section 16.9 Employees shall be permitted to schedule their vacations in conjunction with their regular pass days.

Section 16.10 Personal Days An employee shall be granted five (5) personal leave days per contract year. Personal days under this plan shall not accrue from year to year, or be paid out for any reason. Employees who enter the bargaining unit on or after January 1, 1995, shall not be eligible for this benefit.

Section 16.11 Personal Leave under the S&A Plan Regular full time employees, and regular part time employees on a prorated basis, who enter the bargaining unit on or after January 1, 1995, shall be granted 72 hours of personal leave each year in the first pay period paid in December. New employees shall be granted this leave upon completion of six (6) months of continuous service, pro-rated on the number of months of service within the benefit year. Employees who have not completed six months of continuous employment as of December 1st shall not receive leave for the prior year, however shall receive the full 72 hours for the next year upon completion of six months of employment.

This leave may be used at the employee's discretion for sick or personal reasons. Twenty-four hours notice and prior approval by the supervisor is required for general absences, and at least one hour notice prior to their normal reporting time is required for illness unless the employee can show in writing why prior notification was impossible. Time must be used in 1/2 hour increments. If any employee has been off work due to sickness or accident for three (3) consecutive days, a statement from a physician may be required by the employer.

Any balance remaining following the last full pay period in November shall be paid at the employee's prevailing rate of pay on the first pay check in December.

ARTICLE XVII MATERNITY LEAVE

Section 17.1 Maternity leave shall be treated as any other non-duty temporary disability covered under the personnel policy, and accumulated sick leave and/or annual leave may be applied for this purpose until exhausted. No employee having sufficient sick or annual leave days accrued to cover any time lost shall suffer any loss of pay for regularly scheduled work while on disability leave. Thereafter the employee shall be placed on leave without pay status until recovering from the pregnancy or childbirth. The period of disability shall be assumed to be six weeks following the birth unless medical evidence proves otherwise. The employee must submit a doctor's certificate indicating her ability to perform her job, estimating the delivery date, and providing an exact calendar date for the recommended start of leave. Employees returning to work

after childbirth shall submit to their department head a doctor's statement indicating the employee's physical ability to return to the job. In each case a copy of the doctor's statement shall also be forwarded to the employee's personnel file. If at any time during pregnancy an employee is aware that her and/or her unborn child's health is endangered by her job, she shall immediately make that fact known in writing to her department head.

ARTICLE XVIII
PARENTAL LEAVE

Section 18.1 An employee may request in writing a parental leave up to six months to begin at birth or date of adoption. Accumulated vacation or unpaid leave may be used for this purpose. Upon returning to work, the employee shall have the right to displace any employee with less seniority in the same classification in the department in which s/he worked at the time the leave of absence was granted. An employee who fails to return to work at the termination of his/her parental leave shall be terminated.

ARTICLE XIX
BEREAVEMENT PAY

Section 19.1

- a) When death occurs in an employee's immediate family, i.e., spouse, parent, parent of current spouse, child, brother, sister, grandparents, the employee, on request, will be excused for any of the first three (3) normally scheduled working days (excluding Saturday and Sundays) immediately following the date of death, provided he/she attends the funeral. An employee may request additional time off which may be granted if circumstances substantiate the need for additional time as determined by the Sheriff. Such time would be without pay or, at the option of the employee, may be charged against their sick, vacation, or personal leave banks.
- b) An employee excused from work under this Section shall, after making written application, receive the amount of wages, exclusive of shift or other premiums, that he/she would have earned by working during straight time hours on such scheduled days of work for which he/she was excused. Time thus paid will not be counted as hours worked for purposes of overtime.

ARTICLE XX
SICK LEAVE PAY

Section 20.1 Upon completion of one (1) full year commencing with an employee's most recent hiring date, and not before, an employee shall be credited with twelve (12) paid sick days, and shall thereafter earn additional paid days at the rate of one (1) day per month. Sick days shall be "banked" for future use with no maximum limit on days that may be accumulated as of January 1, 1980.

Section 20.2 Claim for sick leave pay must be submitted on a form provided by the Employer. If any employee has been off work due to sickness or accident for three (3) consecutive days, or when the claim for sick leave pay is for the day before or the day after an employee's assigned "days off" in his/her work schedule, his/her vacation period or one of the holidays observed by the employee, a statement from a physician may be required by the Employer.

Section 20.3 Part-time employees and probationary employees are ineligible for sick leave pay.

Section 20.4 Upon retirement or death of an employee, payment of unused sick leave at the regular rate of pay will be made at the rate of fifty percent (50%) of all sick days credited to the employee's sick bank.

Section 20.5 Employees may convert accumulated sick days in excess of one-hundred twenty (120) days on the basis of two (2) sick days for one (1) vacation day.

Section 20.6 Employees absent from work, due to illness, must notify their immediate supervisor within one (1) hour of their normal reporting time in order to be eligible for paid sick leave, unless the employee can show in writing why prior notification was impossible.

Section 20.7 Employees entering the bargaining unit on or after January 1, 1995, shall have their sick banks frozen and shall not be eligible for sick leave accumulation as described in this article. Frozen sick banks may be used in the following instances:

1. For absences after the personal hours have been exhausted.
2. For regularly scheduled hours during the first seven calendar days when an employee qualifies for the short term disability coverage.
3. When an employee qualifies for the short term disability coverage, but chooses to use their frozen sick bank first.

Any balance left upon retirement (under the County's retirement plan or eligible for drawing social security) or upon death shall

be paid at the rate of one half of any unused hours at the prevailing rate of the employee, up to a maximum payout of four hundred and eighty (480) hours.

ARTICLE XXI
WORKERS' COMPENSATION

Section 21.1 In the event an employee sustains an occupational injury, the employee will be covered by applicable Workers' Compensation Laws. The Employer further agrees that an employee, if eligible for workers' compensation, will receive, in addition to their workers' compensation, 20% of their gross pay for period of time up to thirty-six (36) months.

The Employee may then be required to obtain a medical release to return to work. If he/she cannot, he/she will be given an additional thirty-six (36) months under this Provision.

If the Employee is still unable to return to work, a conference will be held to determine whether or not the employee should be given a medical discharge. If it is determined that said employee shall be placed on Medical Retirement, the Employer shall be responsible for contributing sufficient premiums to the applicable Retirement System so as to allow the employee to be eligible for a ten (10) year Retirement benefit. The Employer shall also be responsible for maintaining all levels and forms of Life and Medical Insurance.

ARTICLE XXII
INSURANCE AND PENSION

Section 22.1 Life and AD&D The Employer agrees to pay the full premium for term life insurance and Accidental Death and Dismemberment after six (6) months of service for regular full time employees in the amount of \$45,000 or one times annual salary, whichever is greater.

Section 22.2 Pension The Employer agrees to provide retirement benefits for all employees under the Municipal Employee's Retirement System, Schedule B4, F55/25. The E2 and FAC-3 riders shall be added to the plan effective July 1, 1996. The Employer further agrees to pay the full premium cost for said retirement system.

Section 22.3 Health, Vision and Dental The Employer agrees to pay the full premium for health coverage for regular full time employees and their families, said insurance to be substantially equivalent to benefits in effect with the Health Maintenance Organization, Vision and Dental Plans on December 31, 1994, under the guideline that the employee does not have in existence any

other medical hospitalization plan with substantially the same benefits from other employment.

The benefits provided under the Grand Traverse County Health Coverage Program shall be secondary to any personal protection or personal injury benefits available from an insurer under a motor vehicle policy described in Section 3101(1) of the Michigan Compiled Laws.

Employees whose spouses are also employed by Grand Traverse County will not be eligible to be double covered under the health program. They may select their own coverage (in the case of regular insurance or HMO) if they wish, and dependents will be covered under the head of the household unless otherwise agreed to by both employees. Head of household will be determined by the spouse with the greatest share of income, and will be determined by submission of financial data.

Employees who retire between the ages of 55 and 62 (or older depending on changes in Medicare benefits) may continue their group health care benefits (excluding optical and dental coverage) by reimbursing the Employer 50% of the monthly premium.

Employees who have retired from the service of Grand Traverse County and who choose complementary health coverage, comparable to Blue Cross and Blue Shield's Exact Fill coverage, after reaching age 62 (or age of Medicare coverage) shall have their premium fully paid by the Employer.

Section 22.4 EAP Grand Traverse County recognizes that all employees are individuals and occasionally have unique personal problems which sometimes affect their job performance. These problems may be related to marriage, family, finances, stress, alcohol or drugs. In most cases these conditions can be effectively treated and controlled. Therefore the County is establishing an Employee Assistance Program which will provide employees with an opportunity to seek assistance with difficulties which may be affecting their job performance, and which will provide supervisors with an additional resource in dealing with employee problems. While we encourage employees and their family members who think they may have a problem which is affecting their lives at home or at work to seek treatment, our primary concern as an employer is limited to problems which affect the employee's attendance and performance on the job. An employee who seeks help will not jeopardize his or her job rights or security by doing so. The program is not intended to replace normal performance appraisals or disciplinary procedures. Participation in the program will not excuse continued poor job performance and failure to attend a recommended program will not be grounds for discipline in the face of a completely satisfactory job performance.

Section 22.5 Short Term Disability Employees who enter the bargaining unit on or after January 1, 1995, shall be eligible for the County's Short Term Disability coverage, such insurance to be effective the first of the month following six months of service. this insurance shall provide 66 2/3 percent of the employee's regular weekly wage, not to exceed \$600 per week, for up to 26 weeks for absences due to approved injury or illness. The coverage will begin on the eighth day following injury or illness.

ARTICLE XXIII
CLOTHING ALLOWANCE

Section 23.1 Employees covered by this Collective Bargaining Agreement shall receive an annual clothing allowance in the amount of \$650.00. This allowance shall be paid on the first pay period on or after January 1st of each year.

Section 23.2 Dry cleaning service will be provided as arranged by the County for those employees of this Bargaining Unit who may utilize the issued uniform of the department. This dry cleaning provision does not apply to any article of personal clothing.

ARTICLE XXIV
GENERAL

Section 24.1 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.

The Employer will provide to the employee such legal assistance as will be required when civil action is brought against an employee as a result of the acts occurring when and while said employee is in the performance of his/her police duties and responsibilities; provided that notification is immediately given to the Employer that service of process was made upon the employee.

Section 24.2 The Employer shall pay the tuition, expenses, and provide proper transportation for training schools as assigned. Any employee designated to attend training schools benefiting both the County and the employee shall be remunerated at their regular rate of pay. Employees will also receive mileage at a rate established uniformly by the County Board of Commissioners round trip if the class is held outside of Grand Traverse County and if transportation is not otherwise available.

Section 24.3 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 at a rate established uniformly by the County Board of Commissioners.

Section 24.4 Equipment If equipment should be regarded as defective, an employee should immediately inform his/her immediate supervisor and present a list of defects. If the supervisor determines the equipment to be defective, he/she shall cause the same to be stored until cleared by an appropriate specialist as fit for service. If the supervisor determines the equipment to be fit for service, he/she must so notify the employee.

The Employer shall not require employees to utilize equipment that is not in safe operating condition or equipped with the safety appliances prescribed by law.

Section 24.5 An employee involved in any accident shall immediately report said accident and any physical injury sustained. An employee shall make out an accident report in writing on forms furnished by the Employer and shall turn in all available names and addresses of witnesses to any accidents. Failure to comply with these provisions shall subject each employee to disciplinary action by the Employer. An employee who is injured while on the job, and cannot continue to work, will be paid for the remainder of his/her shift.

Section 24.6 The Employer shall provide law enforcement officer professional liability in the amount of \$10,000,000.00 per occurrence. Such liability shall include personal injuries of a comprehensive nature including, but not limited to, false arrest, detention or malicious prosecution, the publication or utterance of libel or slander or other defamatory or disparaging material, or publication or utterance in violation of an individual's rights of privacy; wrongful entry or eviction, or other invasion of the right of private occupancy; law enforcement liability, civil rights violations and employment discrimination.

Section 24.7 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 Union Business Representative or Steward for the Union. The Union will promptly remove from such bulletin board, upon written request from the Employer, any material which is detrimental to the Union-Employer relationship.

Section 24.8 Employees shall normally be granted a minimum rest period of eight (8) hours before having to report back to duty, except in unusual situations, manpower shortages or emergencies.

Section 24.9 The Employer shall furnish all equipment deemed necessary perform the duties assigned their classification, and keep same in safe operating condition. Employees will reimburse the Employer for the replacement of any equipment lost or damaged through the employee's gross negligence.

Section 24.10 Should it be required that any employee be bonded, any premium involved shall be paid by the Employer.

Section 24.11 All hours paid to an employee, exclusive of overtime, shall be considered as hours worked for purpose of computing fringe benefits under this Agreement.

Section 24.12 The Employer shall provide for bi-weekly pay periods. Each employee shall be provided with an itemized statement of his/her earnings and of all deductions made for any purpose. Pay day will be every other Thursday.

Section 24.13 The Union shall have the right to examine the time sheets and other records of the Employer pertaining to the computation of compensation for an employee who has submitted a specific grievance relative to such compensation. Upon request by the Union, such records shall be furnished by the Employer for inspection.

Section 24.14 The Employer reserves the right to establish reasonable rules, regulations, policies and procedures not inconsistent with the provision of this Agreement. Such rules, regulations, policies and procedures shall be available for inspection and review by employees if such rules, regulations, procedures and policies concern working conditions. If the Union believes that any rule, regulation, policy and/or procedure is inconsistent with the terms of this Agreement, a grievance may be filed within five (5) days after the establishment or application of such rule, etc., and thereafter considered in accordance with the grievance procedure.

Section 24.15 No employee will be required to return for Court appearances while on vacation leave.

Section 24.16 Employees who receive prior approval for educational courses relating to their job performance may receive tuition reimbursement according to the County's policy.

Section 24.17 The Employer agrees to replace all personal property damaged in the line of duty under the following guidelines:

- 1) All jewelry as exempt from this provision;
- 2) Watches are not classified as jewelry and will be replaced with a maximum value of replacement of \$50.00.

Section 21.18 The Employer agrees that all conditions of employment relating to wages, hours of work, overtime differentials and general working conditions shall be maintained at not less than the minimum standard in effect at the time of the signing of this Agreement. The equipment will be provided by the employer as needed and deemed necessary.

Section 24.19 All employees hired after January 1, 1986, shall be required to participate in the physical Maintenance Program unless the law mandates that an employee be exempt either from testing or from having all the requirements with respect to physical qualifications applied to him/her.

ARTICLE XXV
SAVINGS CLAUSE & OTHER AGREEMENTS

Section 25.1 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 addendums 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.

Section 25.2 The Employer shall not enter into any other agreements with employees in this bargaining unit individually or collectively or with any other organization which in any way conflicts with the provisions hereof, nor may such other organizations represent any employee (s) with respect to wages, hours, or conditions of employment, or in derogation of the exclusive bargaining agent of this Union.

ARTICLE XXVI
TERMINATION

This Agreement shall be effective on the first day of January, 1995, and shall remain in full force and effect until the thirty-first day of December, 1997. It shall automatically be renewed from year to year thereafter unless either party notifies the other, in writing, sixty (60) days prior to the anniversary date that it desires to modify this Agreement.

In any event, however, the conditions of employment, including wages and benefits, shall remain in effect providing that the Union files consistent with Act 312 until such time as a Labor Agreement is negotiated and/or arbitrated.

FOR THE EMPLOYER:

Margaret C. Underwood
Chairman, Board of Commissioners

Harold B. ...
Sheriff

A. Ross ...
County Administrator

FOR THE UNION:

James ...
Business Representative

Thomas ...
Chief Steward

F.O.P.

SALARY SCHEDULE

The salary schedule shall increase by the June, Detroit, CPI of 4.1% less .7% for health premium increase and less 1.4% toward purchase of the FAC-3 and E2 riders, (net 2%) effective January 1, 1995, and by the estimated CPI less estimated health increase and 1.5% for the FAC-3 and E2 riders each year (net 2% each year) effective January 1, 1996, and January 1, 1997.

Annual salary for each year of the contract shall be as follows:

1995	\$46,258	(2% increase)
1996	\$47,183	(2% increase)
1997	\$48,126	