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AGREEMENT

Between

ALGER COUNTY BOARD OF COMMISSIONERS

-AND-

ALGER COUNTY SHERIFF

-AND-

ALGER COUNTY SHERIFF'S ASSOCIATION

January 1, 2009 through December 31, 2012

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This agreement has been entered into as of the first day of January 2009 between the Alger County Board of District Commissioners: and the Alger County Sheriff (Hereinafter Referred to as the "Employer", or as the "Commission", or "Sheriff", respectively), and the **ALGER COUNTY SHERIFF'S ASSOCIATION**(hereinafter referred to as the "Union", or as the "Local", or the "Association", respectively). (The headings used in this Agreement and Exhibits neither add to nor subtract from the meaning, but are for reference only.)

PURPOSE AND INTENT

The general purpose of this Agreement is to set forth terms and conditions of employment, and to promote orderly and peaceful labor relations for the mutual interest of the Employer, the employees and the Union.

The parties recognize that the interest of the community and the Job security of the employees depends upon the Employer's success in establishing a proper service to the community.

To these ends 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

A. Pursuant to-and in accordance with all applicable provisions of Act 379 of the Public Acts of 1965, as amended, the Employer does hereby recognize the Union as the exclusive representative for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment for the term of this Agreement of all employees of the Employer included in the bargaining unit described below:

All employees of the County of Alger Sheriff's Department, excluding supervisory employees and elected officials.

B1. The term "employees" as used in this Agreement means "regular full-time employees", which is an employee who has completed the probationary period and is scheduled to work an average of more than thirty-two (32) hours per week. Such employees shall be entitled to all benefits under this Agreement for which they are otherwise eligible.

B2. The term “part-time employees” as used in this Agreement means “regular part-time employee”, which is an employee who has completed the probationary period and is scheduled to work an average of up to thirty-two (32) hours per week. There shall be a maximum of four (4) such positions within the Alger County Sheriff Department and management shall monitor the hours. Such employees who are hired on or after June 1, 2001 shall be considered as “regular part-time employees” under the provisions of this Agreement and are entitled to the wages and over-time for which they would be eligible but are not entitled to any fringe benefits unless specified within this agreement.

B3. The term “probationary employee”, as used in this Agreement means an employee (either full-time or part-time) who has not yet completed ninety (90) calendar days of continuous employment. The employee’s “continuous employment” shall include all time worked to include up to five (5) days of excused absence. Excused absences in excess of five (5) days shall be added to the length of the probationary period. The Union shall represent probationary employees for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment for the term of this Agreement. Full-time Probationary employees shall, be deemed “employees” under the provisions of this Agreement, and are entitled to the wages, overtime, paid sick leave and holidays for which they would otherwise be eligible. After thirty (30) calendar days of employment probationary employees are also entitled to hospital and medical coverage, or other insurance coverage, in accordance with the new hire agreement with the insurance carrier.

B4. The term “temporary employee” as used in this Agreement means an employee, who is hired for a limited period. In the event that a “temporary employee” is scheduled to work for a period of ninety (90) working days within any twelve (12) month period the employee shall then be recognized as either a regular full-time or regular part-time employee dependent upon the amount of hours scheduled during the ninety (90) working days and shall receive all benefits in accordance with this agreement. The ninety (90) working days shall be credited as the first ninety (90) days of the employee’s probationary period. Temporary employees shall have no rights under this Agreement other than as provided in this Subsection (b) (4).

ARTICLE 2 - AID TO OTHER UNIONS

The employer will not aid, promote or finance any labor group or organization which purports to engage in collective bargaining, or, make any agreement with any such group or organization, for the purpose of undermining the Union.

ARTICLE 3 - RESPONSIBILITIES

The employer agrees that for the duration of this Agreement there shall be no lockouts.

The Union, its officers, agents and members agree that for the duration of this Agreement there shall be no strikes, sympathy strikes, sit-downs, slow downs, stoppages of work, picketing of any kind or form, however peaceable, or any acts of any similar nature, whether primary or secondary, which would interfere with the operation of the Employer, and that they will not other-wise approve, support or permit the existence or continuance of any of these acts.

Union members will not engage in Union activity on the Employer's time, or engage other employees in Union activity while such employees are on the Employer's time, except as specifically provided by this Agreement.

The Union President, his/her designee, and/or the Association Representative may enter into discussions with an employee on the Employer's time provided it does not interfere with the Employer's operations.

ARTICLE 4 - MANAGEMENT

Except as limited by the provisions of this Agreement, the management of the Employer and the direction of the working forces, including but not limited to the right to establish reasonable policies, procedures and work rules, to direct, plan and control operations, to hire, recall, schedule, assign, transfer, promote, demote, suspend, discipline and discharge employees with just cause, to lay off employees because of lack of work, lack of funds, or for, other legitimate reasons, to introduce new or improved operating methods and/or facilities, and to change existing operating methods and/or facilities, and to manage the Sheriff's Department and the County in the traditional manner, are vested exclusively in the Employer.

Neither the Employer nor the Union shall discriminate against employees because of membership or non-membership in the Union.

ARTICLE 5 - UNION SECURITY

A. Regular full-time employees, regular part-time employees, and probationary employees who are members of the Union on the effective date of this Agreement, and also such employees who are hired, or become members of the Union, after such date must, commencing after thirty (30) calendar days of employment, and as a condition of employment, must either become members of the Union, or pay a representation fee to the Union, equal to the amount of dues uniformly required of members of the Union.

B. Employees shall be deemed to be members of the Union within the meaning of this Article if they are not more than sixty (60) calendar days in arrears in payment of membership dues or the representation fee.

C. For purposes of this Article, an employee shall be deemed to be a member of the Union, or to be paying the required Union Representation Fee, unless and until a duly authorized officer of the Association, or the Local Union, shall notify the Employer, in writing, that the employee is neither a member of the Union nor is paying the required Union Representation Fee. The Union shall indemnify the Employer and hold it harmless against any and all suits, claims, demands, and liabilities that shall arise out of or by reason of any action that shall be taken by the Employer for the purposes of complying with the foregoing provisions of this Article, or in reliance on any lists or notices which shall have been furnished to the Employer under any of such provisions.

ARTICLE 6 - DUES CHECK OFF

A. The Employer agrees to deduct from the wages of all employees recognized under this Agreement all Union membership dues, representation fees and initiation fees uniformly required, if any, as provided in a written authorization in accordance with the standard form used by the Employer. The written authorization for Union dues or representation fees deduction shall be signed by the employee and shall remain in full force and effect during the period of this contract and may be revoked only by written notice given during the period thirty (30) calendar days immediately prior to expiration of this contract. The termination must be given both to the Employer and the Union.

B. The Employer agrees to provide this service without charge to the Union.

C. The Union shall indemnify the Employer and hold it harmless against any and all suits, claims, demands and liabilities that shall arrive out of or by reason of any action that shall be taken by the Employer for the purpose of complying with the foregoing provisions of this Article, or in reliance on any list, notice or assignment which shall have been furnished to the Employer under any such provisions.

ARTICLE 7 - REMITTANCE OF DUES AND FEES

A. When Deductions Begin.

Check off deductions under all properly executed authorizations for check off shall become effective at the time the application is signed by the employee and shall be deducted from the second pay period of the month following receipt of the written authorization by the Employer, and the first pay period of each month thereafter during the existence of such authorization.

B. Remittance of Dues to Financial Officer.

Deductions for any calendar month shall be remitted to such address and to such financial officer of the Labor Association as shall be designated in writing by the Labor Association with an alphabetical list of names and addresses of all employees from whom deductions have been made no later than the 5th day of the month following the month in which they were deducted.

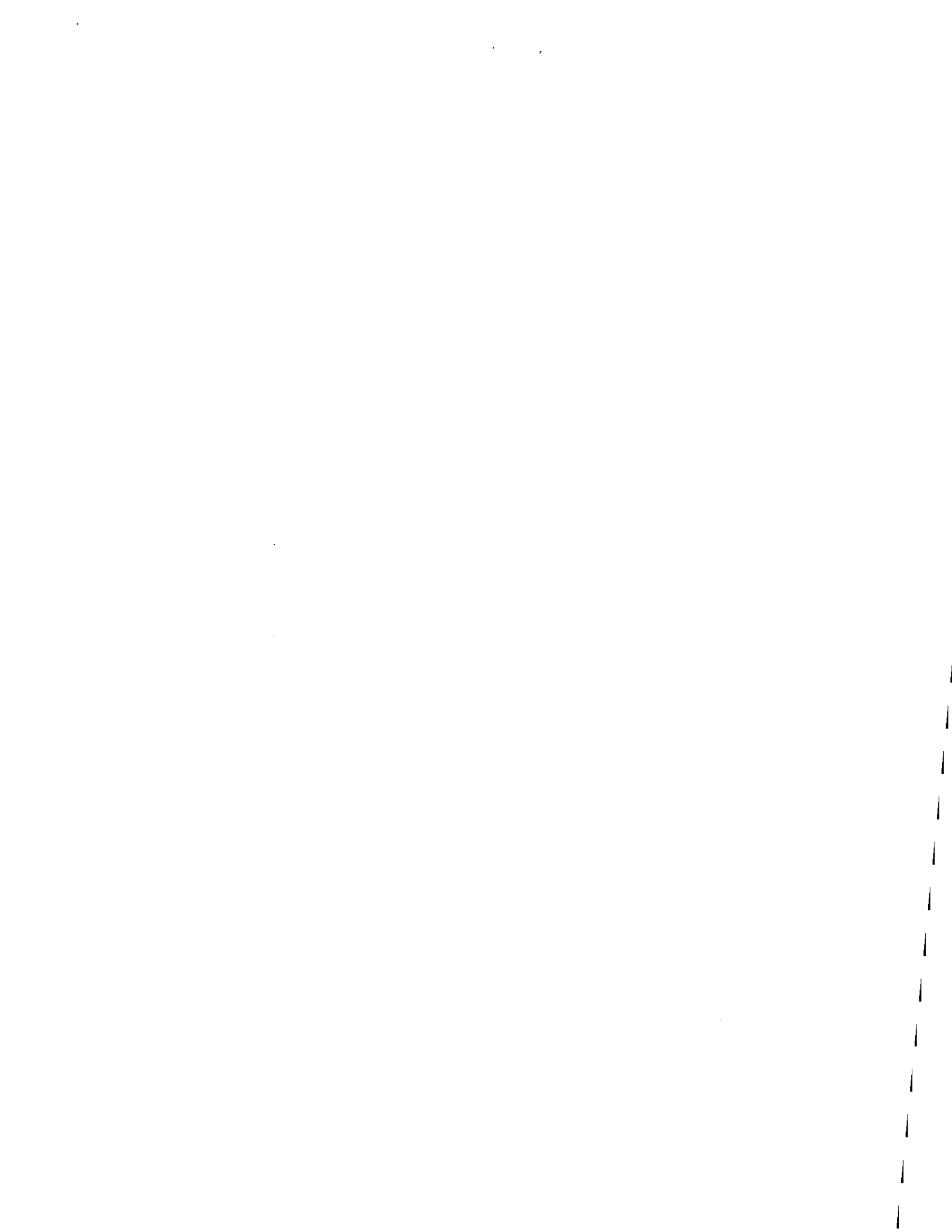
C. The Employer shall also indicate the amount deducted and notify the financial officer of the Labor Association of the names and addresses of employees who, through a change in their employment status, are no longer subject to deductions, and further advise said financial officer by submission of an alphabetical list of all new employees since the date of submission of the previous month's remittance of dues.

ARTICLE 8 - UNION REPRESENTATION

A. President/V-President.

The employees covered by this Agreement will be represented by the President and/or V/President and/or the Association Representative. The Union shall have the exclusive right to assign said individuals.

B. The Employer shall be notified of the name of the Union/Association Officers



promptly upon execution of this Agreement, and at least annually thereafter, and shall be promptly notified of any changes as they occur during the year.

C. So long as no disturbance of any sort in the normal operations of the Employer is created, the President or his/her designee, during working hours, and without loss of time or pay, may investigate and present grievances to the Employer.

D. Union Bargaining Committee

1. Employees covered by this Agreement will be represented in negotiations by up to three (3) negotiating committee members.
2. All bargaining by the parties shall commence at times mutually agreed to by the parties.
3. If the Employer insists that such bargaining be during regular working hours, such negotiating committee members shall be permitted time off, without loss of pay, for time actually spent in such negotiations with the Employer during such regular working hours.

ARTICLE 9 - SPECIAL CONFERENCES

A. The President, his/her designate, and/or the Association Representative and the Employer or its designated representatives may convene a special conference upon the request of either party. Such meetings shall be between a reasonable number of representatives of the Union and of management. Arrangement 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 conference shall be confined to those included in the agenda. Conferences shall be held at the hours mutually agreed to by the parties. If the Employer insists that such meeting be held during regular working hours, such representatives of the Union shall be permitted time off, without loss of pay, for time actually spent in such special conference during such regular working hours.

B. The Union representatives may meet on the Employer's property for at least one-half (½) hour immediately preceding the conference.

ARTICLE 10 - GRIEVANCE PROCEDURE

A. It is the intent of the parties to this Agreement that the grievance procedure set forth shall serve as the means for the peaceful settlement of all disputes that may arise between them as to the application and interpretation of this Agreement or the conditions of employment, without any interruption or disturbance of any sort whatsoever in the normal operations of the Employer. Employees are required to follow and to use this procedure in case they have any grievances which they wish to be considered and settled.

Step 1. The grievance shall be presented to the Sheriff within ten (10) working days after the employee knew or should have known that the grievance had occurred. So long as no disturbance of any sort in the normal operations of the Employer is caused, the grievance may be discussed between the aggrieved employee and the Sheriff during working hours. The aggrieved employee may request an additional meeting with the Sheriff at which the President and/or his/her designee may be in attendance. Such meeting shall be held at a mutually satisfactory time and place within forty-eight (48) hours following the employee's initial discussion with the Sheriff. If the complaint is not resolved at this meeting, it may be presented in writing and appealed to Step 2 of the grievance procedure.

Step 2. Grievances not adjusted by the Sheriff shall be reduced to writing on forms provided by the Union and shall be dated and signed by the employee involved. The written grievance shall, within the employee's first five (5) working days after answer in Step I above, be presented by the employee and/or the President (or designee) to the Administrative Aide for presentation to the Labor Relations Committee, or their designate, for discussion and disposition. If such presentation is made by the President or designee they shall countersign the grievance. The Association Representative may be present at any Step 2 meeting with the Union. The Labor Relations Committee, or their designate, shall give their written signed disposition within ten (10) working days of the administrative aide's receipt of the grievance on their behalf.

Step 3.

A. If the grievance remains unsettled and the Association wishes to carry it further,

the written grievance shall, within ten (10) working days after answer at Step 2, be presented by the Association Representative or his/her designate, to the Administrative Aide for presentation to the Board of Commissioners, or their designate, for the purpose of attempting to resolve the dispute. The Board of Commissioners, or their designate, shall give their written, signed disposition within thirty (30) calendar days of the administrative aide's receipt of the grievance on their behalf.

- B. If the dispute remains unsettled, and the Association wishes to carry the matter further, it shall, within ten (10) working days after answer at Step 3 (a) (or such longer period as may be mutually agreed upon) file a demand for Arbitration in accordance with the Federal Mediation and Conciliation Service Rules and Procedures.
- C. An arbitrator may be appointed by mutual agreement of the parties hereto but if the parties are unable to agree upon Arbitrator then the matter shall be referred to the Federal Mediation and Conciliation Service, which shall furnish a competent, disinterested arbitrator. The arbitration proceedings shall be conducted in accordance with the Federal Mediation and Conciliation Service. The arbitrator shall have authority and jurisdiction only to interpret and apply the provisions of this Agreement insofar as shall be necessary to the determination of the merits of such grievance, but he shall not have jurisdiction nor authority to add to, detract from or alter in any way the provisions of this Agreement. The arbitrator shall have no authority to consider or adjust any grievance not presented, as above provided, within ten (10) days after the employee knew or should have known of the occurrence or, non-occurrence of the event upon which the grievance is based, and shall in no event award back pay prior to the date of the occurrence or non-occurrence of the event upon which the grievance is based. The decision of the arbitrator shall be final and binding subject to the limitations herein specified.
- D. The expenses for the arbitrator, shall be shared equally between the Employer and the Union, except that in cases involving identical issues where a previous award was in the Union's favor, the Employer will pay the full cost of arbitration, and

that in cases involving identical issues where a previous award was in the Employer's favor, the Union shall pay the full cost of arbitration.

- E. Any grievance not answered within the time limits by the Employer shall be deemed denied as of that date. Any grievance not appealed within the time limits shall be deemed settled on the basis of the Employer's last answer.
- F. Each grievance when reduced to writing shall contain a clear and concise statement of the subject matter of the grievance, and the relief sought. Such statement may be revised not later than at the first meeting in Step 2 to state the number of the articles and sections of this Agreement under which the claimant believes himself entitled to relief. No written grievance statement may contain more than one grievance. Any grievance which does not comply with this paragraph may be returned by the Employer, without action, provided the Employer shall give the reasons for such return. The time limits provided in the grievance procedure shall be automatically extended by the number of days between presentment of the grievance to the Employer and such return by the Employer without action.
- G. The parties may, by written signed agreement, mutually agree to waive any steps of the grievance procedure, or any time limits herein provided. If the Employer, or the Union, wish to present a grievance on their own behalf, Step 1 of the grievance procedure shall be deemed waived, and such presentment shall be directly at Step 2, as if Step 2 were the first step of the grievance procedure. Such presentment shall be in writing, as provided for in Step 2. If the Union, such presentation shall be to the Administrative Aide for presentment to the Labor Relations Committee. If by the Employer, such presentment shall be to the President and/or designee for presentment to the Labor Association Representative. If an aggrieved employee does not wish to process a grievance through the grievance procedure, but the Union does not agree with the Employer's position, the grievance shall be withdrawn and the Union may indicate, in writing, that it does not agree with the Employer's position, and that such withdrawal by the Union shall not be construed by the Employer as

acceptance of the Employer's position by the Union.

- H. As used throughout this Agreement, unless otherwise specified, "calendar" days shall mean Monday through Sunday, and "working" days shall mean Monday through Friday, excluding holidays.
- I. Either party may upon notice to the other party extend any time limit in the arbitration procedure 14 additional days.

ARTICLE 11 - DISCHARGE AND SUSPENSION

A. Notice of Discharge or Suspension.

The Employer agrees, promptly upon the discharge or suspension of an employee to notify, in writing, the employee and the local steward of the discharge or suspension. So long as there is no need for immediate removal of the employee from the Employer's premises, the discharged or suspended employee will be allowed to discuss the discharge or suspension with the President (or designee), and with the Employer or its designated representative, before the employee is required to leave the Employer's property.

B. Appeal of Discharge or Suspension.

Should the discharged or suspended employee consider the discharge or suspension to be improper or without just cause, it shall be submitted by the employee and/or the President, or, designate, to Step 2 of the grievance procedure within five (5) working days. Such submission shall be in writing, on forms provided by the Union, and shall be dated and signed by the employee involved. If such submission is made by the President (or designee), he shall countersign the grievance.

C. In general, for minor infractions, progressive discipline, including verbal and written warning, and disciplinary suspension not to exceed five (5) working days, in that order, will be followed prior to discharge. The arbitrator shall not have jurisdiction to modify the degree of discipline imposed by the Employer (except for discharge, or for suspensions of more than five (5) working days) if the arbitrator determines that an employee has been disciplined in accordance with the terms hereof.

D. In imposing any discipline or discharge on a current charge, the Employer will not take into account any prior infractions which occurred more than two (2) years previously.

ARTICLE 12 - SENIORITY

A. New employees hired in the unit shall be considered as probationary employees for the first ninety (90) calendar days of their employment. During such probationary period, the Employer may lay-off or dismiss any probationary employees with or without cause, except that no such employees shall be laid off or dismissed for engaging in lawful Union activities. When an employee finishes the probationary period he/she shall be credited with seniority from the date of his/her employment. All employees not specifically hired by the Employer as either regular full-time or regular part-time employees shall be classified as temporary or seasonal employees. The Union will be notified in writing whether an employee is regular full-time, regular part-time, temporary or seasonal.

B. Seniority shall begin with the employee's last date of hire into the Alger County Sheriff Department. When two or more employees are hired and report for work on the same day, their seniority shall be determined by drawing lots in the presence of the County's representative and a Union representative. A record will be made of this procedure and signed by all parties present, with a copy sent to the Union.

C. Part-time employees shall accrue seniority on a prorated basis, such proration being determined by dividing the number of hours for which the employee was paid during a given calendar year by 2080 hours. In no event shall any employee accrue more than one year seniority per year.

D. If an employee transfers to a position under the Employer not included in the bargaining unit, and thereafter transfers back to a position within the bargaining unit, the employee shall have accumulated seniority while working in the position to which he/she transferred. Employees transferring under the above circumstances shall retain all rights accrued for the purpose of any benefits provided in this Agreement.

ARTICLE 13 - SENIORITY LISTS

A. Seniority shall not be affected by the age, race, sex or marital status of the employee.

B. The seniority lists on the date of this Agreement will show the date of hire, names and classifications of all employees of the unit who have completed their probationary period

and who are entitled to seniority.

C. The Employer will keep the seniority lists up to date at all times and will provide the Association with up-to-date copies at least every three (3) months.

ARTICLE 14 - LOSS OF SENIORITY AND TERMINATION OF EMPLOYMENT

An employee shall lose seniority and employment shall be terminated in any of the following events:

A. If the employee quits.

B. If the employee is discharged and the discharge is not reversed through the procedure set forth in this Agreement.

C. If the employee is absent for two (2) consecutive working days without notifying the Employer. No employee shall be absent from work without good cause. An employee desiring to be absent from work for good cause shall notify the Sheriff or his/her designate of such desire, and the reason therefore, before the end of the employee's previous shift, if possible, and in any event not less than thirty (30) minutes before the beginning of the employee's next shift, except in case of emergency beyond the employee's control and in such case as soon as reasonably possible. Absence may be excused by the Employer, but the Employer may require proof of good cause for such absence if it so desires.

D. If the employee is laid off for more than two (2) years.

E. If the employee does not return to work when scheduled upon recall from layoff as set forth in the recall procedure.

F. If the employee does not return as scheduled from sick leave or, leave of absence.

G. If the employee willfully makes a false statement which is material on his/her application for employment or an application for leave of absence.

H. If the employee retires or is retired pursuant to any retirement plan of the Employer then in effect. The Employer will give at least ninety (90) calendar days written notice of mandatory retirement.

I. In proper cases, exceptions may be made to any of the provisions of this Article, provided such exceptions shall be in writing and shall be signed by the parties involved.

ARTICLE 15 - LAYOFF DEFINED

A. The word, "layoff" means a reduction in the work force due to a decrease of work, lack of funds, or other legitimate reasons.

B. In the event it becomes necessary for layoff the Employer shall notify the proper Union representatives at least fourteen (14) calendar days before the layoff, except in the case of a legitimate emergency, of the number of employees scheduled for layoff, their names, seniority, job titles and work locations, and shall meet with the Union to discuss implementation of such layoff.

C. When a layoff takes place within any classification employees not entered on the seniority list, including probationary and temporary employees, shall be laid off first. Thereafter, seniority (length of continuous service) will determine the order in which employees shall be laid off. An employee who would otherwise be laid off may, within seven (7) calendar days of notification of layoff as provided in Article 17(b), elect to bump a less senior employee in another classification if, in the Employer's opinion, the employee has the necessary qualifications, skill and physical ability to perform such work. Such employee shall receive the wages for the classifications in which they elect to work. In such case no further notice need be given pursuant to Article 17 (b). Exceptions may be made to any of the above, provided such exceptions shall be in writing by the parties involved.

ARTICLE 16 - RECALL PROCEDURE

A. When the working force is increased after a layoff, employees will be recalled within any classification in inverse order of layoff, according to seniority (length of continuous service). Notice of recall shall be sent to the employee at their last known address by registered or certified mail. If an employee fails to report for work within ten (10) calendar days from the date of mailing of notice of recall they shall be considered a quit. In proper cases exceptions shall be made.

B. If there are laid off employees in other classifications with greater seniority than those being recalled, notice of intended recall shall be sent to such employees at their last known addresses by registered or certified mail. Such employee who would not otherwise be recalled may, within five (5) calendar days from the date of mailing of notice of recall, notify the

Employer in writing that they were laid off. If, in the Employer's opinion, the employee has the necessary qualifications, skill and physical ability to perform such work, and if such employee reports for work as scheduled by the Employer, such more senior employee will be recalled into such equal or lower classifications. Such employee shall receive the wages for the classifications in which they elect to work. In such case, the Employer will attempt to notify such other employee as quickly as reasonably possible that a more senior employee has elected to be recalled into the position, but in any event it shall be as if notification of recall for such other employee had never been made, and such recall shall be deemed void from the very beginning. If the Employer recalls the wrong employee from a layoff, other than recall of the wrong employee where there is no good faith belief by the Employer that it was recalling the proper employee, it will not be liable for any retroactive pay to the employee who should have been recalled with respect to any period prior to the beginning of the work week after agreement by the Employer that the wrong employee was recalled, or the beginning of the work week following receipt by the Employer of such a decision by an arbitrator in accordance with the grievance procedure herein provided. Such grievance may be submitted directly to Step 2 of the grievance procedure.

ARTICLE 17 - DISABLED EMPLOYEES

The Union and the Employer may mutually waive any of the seniority rules set forth in this Agreement relative to efforts by the Employer to provide suitable jobs for physically handicapped war veterans, or for employees who have been partially disabled in the service of the Employer, provided such action shall not result in the laying off an employee with greater length of continuous service.

ARTICLE 18 - JOB POSTINGS AND BIDDING PROCEDURE

A. Permanent vacancies (vacancies which require filling and are due to the previous occupant's continuity of service being terminated or due to permanent promotion, or demotion, or permanent establishment of a new job or an additional job opening) and Temporary Vacancies (vacancies for short or definite periods of time [five (5) days or more] due to vacancies which will be filled by a returning employee) in any job classification will be posted for employees.

The Employer shall post a notice of a permanent vacancy for a period of five (5) working days in such manner as may be appropriate setting forth the minimum requirements for the position. Interested employees shall apply in writing within the five (5) working days posting. (The Employer will take reasonable efforts to contact employees on leave concerning posted vacancies, so long as the employee has given the Employer a location where they can be reached.) The Employer will not post vacancies more than fifteen (15) working days prior to the opening for such vacancy without notifying the Union of the reason for such advanced posting. The Employer shall fill the vacancy from full-time applicants based upon seniority (length of continuous service), if in its judgment there are applicants with the qualifications skill and physical ability to perform the work. Should no full-time applicants post for the position or not be qualified, the Employer shall fill the vacancy from part-time employees who have posted for the position. The Employer may only fill a vacant position with a new hire should no full time or part-time bargaining unit employee apply for the position. Employees shall be permitted to transfer from one job classification to another with an equal or lower wage rate.

B. If, at any time during the first four weeks after the employee is awarded the job, the employee notifies the Employer that he/she is unable to perform the work, and the reasons therefore, or the Employer notifies the employee that it does not feel the employee is satisfactory in the new position, and the reasons therefore, the employee shall be returned to his/her former classification. If the employee feels he/she was unjustly removed from the new position or unjustly passed over for arbitrary or capricious reasons for the vacancy, it shall be immediately submitted to Step 2 of the grievance procedure. When the employee is returned to his/her former classification the Employer may fill the vacancy, without re-posting the opening, with the next senior applicant for the posted opening who, in the Employer's judgment, has the qualifications, skill and physical ability to perform the work.

C. Where there is a qualified employee who is able to replace him/her, an employee shall have the option to apply for a job in an equal or lower wage rate, provided, however, that an employee may exercise this option only once in any three year period. The Employer and the Union may also mutually agree to fill any equal or lower job with a senior employee.

D. Employees required to work in a high classification shall be paid the rate of the classification in which they are working.

E. The employer shall furnish the Association President with a copy of each job posting at the same time the postings are posted, and at the end of the posting period the Employer shall furnish the President with a copy of the list of names of those employees who applied for the job and thereafter notify the Union's President as to who was awarded the job. A copy of each job posting shall be posted on the bulletin board.

ARTICLE 19 - VETERANS: MILITARY LEAVE

A. The re-employment rights of employees and probationary employees who are veterans will be in accordance with all applicable state or federal laws and regulations.

B. A regular full-time employee who is a member of a national guard unit or military reserve unit, and is required to spend time on active duty, shall receive from the Employer the difference in pay between that which the employee receives from the Government and that which he/she would have earned from the Employer during the same period. The employee shall present proof of service and of the payment received for such service. Such paid period shall be limited to ten (10) working days per year. Such pay shall be based upon the employee's schedule work day, not to exceed eight (8) hours per day, and normal base rate exclusive of overtime or other premiums. Payment to an employee under this paragraph shall be conditioned upon the employee working such hours as he/she is available during the hours he/she is not rendering such service.

ARTICLE 20 - UNPAID LEAVES OF ABSENCE

A. An employee shall be granted a leave of absence by the Employer for any reason which is acceptable to the Employer, provided, the employee's services can be spared. Except as hereinafter provided, no leave shall be for more than three (3) months unless it is for a very exceptional reason; but the Employer may grant one (1) or more extensions of a leave upon the employee's request at its sole discretion for acceptable reasons. If an employee fails to report for work promptly upon the termination of the leave of absence, the employee shall be considered as having quit voluntarily. No employee shall be entitled to return to work before the expiration of the leave unless the Employer consents to an early return. No employee shall be paid during any leave of absence unless otherwise specifically provided.

B. Request for a leave shall be made in writing signed by the employee to the Sheriff and shall state the reasons for the request, and the approximate length of time the employee desires. If such request is granted, written authorization for the leave of absence shall be furnished to the employee by the Employer.

C. A regular full-time employee on leave of absence of thirty (30) calendar days or more shall not lose his/her previous seniority, but, except for leaves for full time work with the Union as provided in paragraph (e) hereof, shall accrue no additional seniority during such leave. A regular full-time employee on leave of absence of less than thirty (30) calendar days shall continue to accrue seniority during such leave. Unless the combined leave days during an employee's probationary period total five (5) working days or less, probationary employees shall accrue no seniority during leaves of absence, and such time shall not be counted as time worked, or time "continuously employed" for any purpose under this Agreement.

D. A regular full-time employee shall be granted a leave of absence by the Employer if he/she becomes ill or injured and unable to work, provided the claim thereof is supported by satisfactory evidence. Such leave shall be for the duration of the employee's inability to work, but not to exceed one (1) year, unless such one-year period is extended by the Employer upon the employee's request for a very exceptional reason. Upon the employee's return to work from such a leave the employee shall furnish the Employer with acceptable proof of his/her fitness for work.

E. A regular full-time employee who is selected for full-time work with the Union or a labor organization with which the Union is affiliated, shall be granted a leave of absence for that purpose upon his/her and the Union's request, upon reasonable notice and as soon as he/she can be spared by the Employer. Such leave shall not be for a period of longer than one (1) year, but shall be subject to extension for additional like periods upon request.

F. A regular full-time female employee who is pregnant shall be entitled to maternity leave. Upon receiving confirmation of pregnancy, the employee must obtain a report from her attending physician stating the length of time she may safely remain at work, and stating if there are any restrictions on the type of work that she performs. The attending physician shall also state the approximate date of delivery. Normally, the employee will be permitted to continue working up until the tenth calendar week before her estimated delivery date, and will return after

the sixth full calendar week following the termination of pregnancy but maternity leave shall commence no later than the point at which the pregnancy interferes with the employee's normal duties, and shall terminate no sooner than the employee can assume her normal duties. An employee may, upon written request, continue to work beyond the tenth calendar week prior to her estimated delivery date or return to work before the end of six calendar weeks from the termination of pregnancy, if she produces medical proofs satisfactory to the Employer of her physical fitness to do so. If requested by the Employer, acceptable medical proof of her physical ability and fitness to return to work upon the termination of her pregnancy leave shall be furnished by the employee. If for reason of ill health the employee is unable to return after six full calendar weeks of the termination of pregnancy and requires a further leave, such leave shall be granted upon presentation of proof from her physician satisfactory to the Employer of the need for such leave. The physician's certificate shall indicate the estimated time when the employee can return to work.

ARTICLE 21 - BULLETIN BOARDS

The Employer will provide a bulletin board in the Main Office which may be used by the Union for posting notices pertaining to Union business. Notices of Union meetings, Union recreation and social affairs, and Union elections and appointments may be posted on this board without prior approval by the Employer, but no other notices shall be posted thereon without the approval of the Employer.

ARTICLE 22 - RATES FOR NEW JOBS

When a new job is created within the bargaining unit, the Employer will notify the Union of the classification and rate structure prior to its becoming effective. In the event the Union does not agree that the classification and rate are proper, such classification and rate shall be subject to discussion and if agreement is not reached, the Employer may institute such proposed classification and rate but the Union may grieve the reasonableness of such classification and rate directly to Step 3 of the grievance procedure.

ARTICLE 23 - TEMPORARY ASSIGNMENTS

An employee temporarily transferred to a position having a lower rate of pay shall be paid for all hours at their normal classifications rate of pay; an employee temporarily transferred to an occupation having a higher rate of pay shall receive such rate of pay for the time worked at such occupation.

ARTICLE 24 - JURY DUTY; COURT TIME

A. A regular full-time employee who serves on jury duty (including an employee who reports for jury duty when summoned, whether or not he is used) will be paid the difference between the payment received for such service and the pay that would otherwise have been received from the Employer for the hours he/she would have worked. Such pay shall be based upon the employee's scheduled workday, and normal base rate exclusive of overtime or other premiums, not to exceed eight (8) hours per day for regular full-time employees. Regular part-time employees will be rescheduled for duty in the event that jury duty occurs on a scheduled day of work. Payment hereunder is conditioned upon the employee's prompt return to work, after release, for the remainder of the scheduled shift. The employee will present proof, on a form provided by the Employer, that he/she did serve or report as juror, the time of release, and the amount of pay received therefore.

B1. A regular full-time employee who is required by the County to be present in Court as a witness for the County, or who is subpoenaed as a witness for the County, due to performance of their duties as a member of the Alger County Sheriff's Department, and who serves as such witness duty during hours for which not otherwise scheduled to work, will be paid, for such hours. Such pay shall be the difference between the payment the employee receives for such service and the pay that would have otherwise been received from the Employer if the employee had actually been working for the County for such hours. Such unscheduled paid hours shall, however, be limited to necessary time actually spent by the employee in Court on the County's behalf.

B2. Where such presence by the employee is required by the County in an adjoining county, the County may, at the sheriff's discretion, either provide transportation for the employee to such adjoining county, or reimburse the employee for driving their own vehicle. If an employee actually drives their own vehicle, they shall be reimbursed at the rate equal to the

mileage rate paid to other county officials, such mileage being computed from the Alger County Courthouse to the Courthouse in the adjoining county. Such compensation is to compensate the employees both for the use of their vehicle and for their time spent in travel. If the employee is not otherwise reimbursed at the mileage rate, such as where the employee is provided transportation by the county, by another employee, or otherwise, such employee will be paid for actual necessary travel time from the Alger County Courthouse, or, the employee's home, whichever is shorter, such pay being based upon the employee's normal base rate of pay, exclusive of overtime, shift or other premiums.

ARTICLE 25 - SAFETY AND HEALTH

A. The Employer and Union recognize the importance of maintaining working conditions which promote the safety and health of the employees, and it is their intent to comply with OSHA and other safety and health standards.

B. The Union may designate a Safety Committee of not more than three (3) employees which will meet with the representative of the Employer at such times as may be mutually agreed upon for the purpose of discussing the enforcement of safety rules and the maintenance of safe working conditions.

C. The Union will co-operate with the Employer in encouraging employees to observe the safety regulations which shall be prescribed by the Employer and to work in the safe manner.

ARTICLE 26 - WORKER'S COMPENSATION

On-the-Job Injury:

Each employee will be covered by the applicable Worker's Compensation Laws.

ARTICLE 27 - WORKING HOURS

A. This Article is intended to define the normal shifts and normal hours of work, and shall not be construed as a guarantee of hours of work per day or per week.

B. Shift workers shall receive shift premium as herein provided: Where employees are required to work eight (8) hour shifts, the work day shall be divided into three (3) eight (8)

hour periods, mutually agreed upon by the Sheriff and the Union. Shift premium shall be provided for the second shift and third shift workers as follows:

Second shift \$0.45

Third shift \$0.55

Shift premium shall be paid for hours actually worked only, but shall be included in the calculation of overtime compensation for hours actually worked.

C. Work schedules will be posted at least one (1) week in advance. It is recognized and understood, however, 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, vacations, leaves of absence, weekend and holiday duty, absenteeism, employee requests, temporary shortage of personnel, funds available, work available, weather and emergencies.

D. Employees who are allowed time off for lunch (not to exceed one (1) hour), will receive such lunch period without pay. Employees who are required by the Employer to take their lunch on the job will be paid for such period, but must remain working at their work station.

E. Employees scheduled to work at least eight (8) hours per day may take two (2) fifteen minute breaks, which shall be taken on the job only, one of which shall be taken as scheduled in the a.m. only, or the first half of their regular shift, and the other of which shall be taken as scheduled in the p.m. only, or the second half of their regular shift. Employees who work less than eight (8) hours per day, but at least four (4) hours per day, may take one (1) fifteen minute break as scheduled.

F. Employees who are called out for unscheduled or emergency work, who do report for work, shall be paid the straight time rate provided they have worked no more than eight (8) hours that day, and shall be paid at the rate of time and one-half for all such time actually worked in excess of eight (8) hours in any one (1) day. Any such employee who reports for work, and performs the work assigned, shall receive a minimum of two (2) hours pay at the straight time rate. For purposes of this Section, the day shall be deemed to commence at the start of the employee's scheduled shift during the previous twenty-four (24) hours, if any, and continue for twenty-four (24) consecutive hours thereafter.

G. SCHEDULE. The union shall prepare the work schedule, with the approval of the Sheriff. This article shall be subject to the grievance process. An individual employee's

schedule may be exchanged with another employee of equal duties and qualifications, provided there is no extra cost to the employer, and advanced notice is given to the Sheriff. It is the intent of this section to provide the employee with a reasonably adequate knowledge of future shifts and/or days off.

H. SHORT SHIFT CHANGE PROVISION. It is recognized that the normal period of time off between an employee's shifts is 16 hours. It is agreed that when this period of time off is reduced due to shift scheduling, the affected employee will be compensated by the payment of one and one half (1 ½) hours pay for each hour so reduced.

ARTICLE 28 - PAID SICK LEAVE

A. Regular full-time employees covered by this Agreement shall be entitled to one (1) eight (8) hour day of paid sick leave for each "calendar month" of employment, with 100 days maximum accumulation. A "calendar month" shall consist of a minimum of twelve (12) eight (8) hour days worked by an employee during any calendar month. Paid vacations and paid sick leave shall be considered time actually worked towards accumulating sick leave.

B. Paid sick leave will be granted to an employee for time lost due to sickness. Sickness, as used in this subsection, shall include accidental injury or illness, and shall include pregnancy. In the discretion of the Employer, and on an individual basis, employees may be permitted to use paid sick leave where required due to illness or injury of a member of the employee's immediate household necessitating the employee's presence.

C. If the Employer suspects abuse of paid sick leave by an employee, the Employer shall notify the Union of such suspected abuse and may thereafter require proof that the employees' sickness rendered them unable to report for work.

D. An employee shall be paid his accumulated sick leave, up to the maximum of 100 days, upon death, or upon termination of employment unless terminated for cause.

E. One (1) sick day shall be deemed to be eight (8) hours at the employee's base rate of pay exclusive of overtime or other premiums. Sick pay for paid sick leave shall be based upon the employee's normal scheduled work day, not to exceed eight (8) hours per day.

ARTICLE 29 - FUNERAL LEAVE

Regular employees shall be allowed up to three (3) working days off, with pay, to attend the funeral of a member of the employee's immediate family and for necessary travel to and from the funeral. Immediate family is to be defined as follows: mother, father, step-parents, foster parents, brother, sister, wife or husband, children, step-children, foster children, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparents, and grandchildren, or a member of the employee's household. Funeral pay shall be based upon the employee's normal scheduled work day, and his base rate of pay exclusive of overtime or other premiums, not to exceed eight (8) hours per day for regular full-time employees. For Employees hired before October 11, 2005 Paid funeral leave may be extended for up to two (2) additional working days where necessary for travel to and from the funeral due to distances involved.

For all employees hired on or after October 11, 2005 Funeral leave may be extended for up to two additional working days where necessary for travel to and from the funeral due to distances involved. This extended time shall be unpaid but Employee may use vacation or sick days to make up pay for this extended funeral leave.

ARTICLE 30 - TIME AND ONE-HALF

A. Employees may be given compensatory time off in lieu of the payment of overtime, provided such time off must be mutually agreeable to the Sheriff and the employee, and further provided that any such compensatory time off must be given within the same pay period for which accrued. For example, an employee otherwise entitled to time and one-half for hours worked on a holiday may be given compensatory hours off, at the rate of one and one-half (1 ½) hours off for each one (1) hour so worked, provided such compensatory time off must be given within the same pay period as the holiday worked.

B. Time and one-half will be paid as follows:

1. For all hours compensated over eighty (80) hours in a pay period. For all hours worked over the regularly schedule shift in a day.
2. For an employee working on a holiday.
3. Employees working on a day when the County Courthouse closed due to inclement weather or other reason as decided by the County Board.

- C. Overtime payment shall not be duplicated for the same hours worked under the terms of this Agreement. To the extent that hours are compensated for at overtime rates under one provision they shall not be counted as hours worked in determining overtime under the same or any other provisions.

ARTICLE 31 - HOLIDAY PROVISIONS

The paid holidays are designated as: New Year's Day, Lincoln's Birthday, Washington's Birthday, one-half day on Good Friday, Memorial Day, Fourth of July, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving, day before Christmas, Christmas Day, day before New Year's. Holiday pay shall be for regular employees only, and shall be based upon the employee's normal scheduled work day, not to exceed eight (8) hours.

All regular full-time employees shall have 3 Personal Days per year. Scheduling of Personal Days shall be approved by the Sheriff.

An employee shall be eligible for holiday pay only under, the following conditions:

1. The employee must work his regularly scheduled shift prior to and immediately following the holiday. Failure to perform both shifts shall nullify the holiday with pay.
2. Regular part-time employees will be paid holiday rates of pay only if they work the holiday.
3. Exceptions to the preceding subparagraph will be made:
 - (a) Where the employee is granted prior leave for the shift prior to the holiday for good cause, including sickness and vacation.
 - (b) Where the employee is granted leave for the shift after the holiday for good cause, including sickness and vacation.
 - (c) Such leaves shall be granted only in cases where good and sufficient cause is shown. Substantiation may be required by the Employer.
 - (d) Employees scheduled to work on the holiday shall forfeit any right they may otherwise have to holiday pay if they fail to report and work as scheduled.
 - (e) If the holiday is observed during the employee's scheduled vacation, the

employee shall be paid for the unworked holiday.

- (f) No holiday pay shall be granted to an employee on laid-off status, on leave, or otherwise not actually scheduled to work the working day before and the working day after the holiday (or, for part-time employees, their normal working days before and after the holiday), except as provided for vacations herein above.

ARTICLE 32 - VACATIONS

An eligible regular full time employee who has attained the years of continuous service indicated in the following table in any calendar year during the continuation of this Agreement, and has been paid for at least 2080 hours during the preceding calendar year, shall receive a vacation corresponding to such years of continuous service as shown.

<u>Year of Service</u>	<u>Weeks of Vacation</u>
1	1 week
2	2 weeks
6	3 weeks
12	4 weeks
18	5 weeks
25	6 weeks

“One week” vacation shall be deemed to mean seven (7) calendar days. Vacations shall normally be scheduled by the week, or combination of weeks.

Vacation pay for each week’s vacation during any calendar year shall be determined by dividing the total number of hours worked (including overtime hours as the actual number of hours worked, not the number of hours paid) by the employee during the prior calendar year by 52, and multiplying such number of hours (not to exceed forty (40) hours) by the employee’s current basis classification rate at the time of vacation.

Vacation time cannot be accumulated. Unless the Employer and the employee otherwise mutually agree in writing, any vacation time earned during the previous year and not used within the following year shall be considered lost to the employee.

If a regular pay day falls during an employee’s vacation, they may receive that check in

advance of the vacation provided they have requested such advance payment at least five (5) working days prior to commencement of their vacation.

For all employees hired on or after October 11, 2005 one weeks vacation time shall not exceed 40 hours pay. The past practice of paying 56 hours of pay for one week of vacation shall not apply to these new employees.

ARTICLE 33 - INSURANCE

A. The employer will make available to each regular full time Employee: Blue Cross Blue Shield Flexible Blue Option Plan 3 health insurance plan together with the FB CSR-FB CSR, FB OCSM 24-FB OCSM-24, FB PC\$500M (REQ FB RM 100), FB RM 100 (REQ FB PCM 500), XVA-XVA, DENTAL: TRADITIONAL PLUS PLAN 3, BLUE VISION 12-12-12, AND FB PLAN 3 - 0% (RX) (Collectively called the health program). Each employee shall establish at a financial institution located in Munising, Michigan an eligible Health Savings Account (HSA). The Employer shall pay into the HSA of each FAMILY OR TWO PERSON PLAN EMPLOYEE a maximum of \$4,000.00 per year and a maximum of \$2,000.00 per year FOR EACH SINGLE PLAN EMPLOYEE commencing the first month conversion to this health program occurs. The initial Employer deposit to the employee HSA shall be \$2,500.00 for each FAMILY OR TWO PERSON PLAN EMPLOYEE and \$1,250.00 for each SINGLE PLAN EMPLOYEE. One-half of the initial deposit shall be paid January 2 and the other half June 1 each year. An added deposit by the Employer shall be made, not to exceed the remaining annual maximum allowable Employer contribution (\$1,500.00 family or two person or \$750.00 single plan), only if the employee has exhausted the initial deposit by incurring health carrier plan deductible expenses in excess of the initial deposit during the plan year. Other expenses paid out of the HSA by the employee shall not qualify when calculating the health carrier plan deductible incurred to date. If an employee has under the above formula exhausted the HSA initial year deposit the employee may request and the Employer shall pay, a subsequent deposit by presenting to the Employer a health insurance carrier plan explanation of benefits showing the HSA health carrier plan deductible paid during the plan year to date has exceeded the initial deposit. The Employer shall pay the employees actual incurred health carrier plan deductible which exceeds the initial deposit in an amount not to exceed \$500.00 per occurrence, subject to

the annual maximum above stated. The Employer may handle special needs requests for an earlier payment schedule on a case by case basis.

The employee shall pay all health insurance plan deductibles and co-pays. Future premium cost increases shall be shared between the Employee and the Employer. Measured against the above health program's actual introductory 2008 premium cost the Employer shall pay the premium cost increases until the premium cost has increased by a total of 5% over the introductory 2008 premium. The Employee shall pay 25% of all cost increases above this first 5% increase of the introductory premium cost and authorizes the Employer to deduct such sums from the Employees pay check. The Employee's cost share of the premiums shall be deducted equally throughout the year from each pay period and shall be adjusted as premium costs increase or decrease.

Commencing January 1, 2007 any Employee who has elected family continuation coverage for dependant children enrolled in school aged 19-25 shall pay 50% of the family continuation premium cost deducted from the Employee's pay in the manner described above.

B. Life insurance in the amount of \$25,000 will also be provided by the County.

C. The employer's obligation hereunder shall exist with respect to any employee only while he is in the active service of the Employer, only while he continues as a regular full-time employee, and only with respect to a month in which the employee is either on paid sick leave or has earnings from the Employer, for hours actually worked during such month. If an employee wishes to continue his coverage during any period with respect to which the employer's obligation does not exist or apply, the employee shall have sole responsibility for making all arrangements necessary with the County Clerk's Office for the continuance of such coverage at his own expense. No coverage is provided under this Article for any employee beyond the end of the month of his termination of employment with the Employer except as applied to employees who retire from service as provided for in this Agreement.

D. Regular part-time employees are eligible for insurance coverage, provided such employees shall have the responsibility for making necessary arrangements with the Employer for payment of 100% of the necessary premiums through payroll deduction.

E. The Employer, by payment of the cost of such coverage as herein specified, shall be relieved of any further obligation or liability with respect to the benefits of such coverage.

An employee, to be eligible for benefits must make proper application with the Employer, and must keep the employer informed of any changes in family, coverage desired, beneficiaries or other information affecting insurance status. The effective date for coverage, or for changes in coverage, is the latter of the employee's eligibility or the earliest date permitted by the insurance company following notification of such change by the Employer. The Employer will notify the insurance company of any changes requested by the employee within a reasonable period following notification of the Employer by the employee. It is the employee's obligation to assure that he has provided proper information concerning his family to the Employer, and that he is therefore receiving appropriate insurance benefits. It is also the employee's responsibility to assure that he has made adequate provision for any required advance payment of premiums for the part-time employees, for continuation of coverage during periods when the Employer's obligation hereunder does not exist, or for additional coverage not provided by the Employer. Accordingly, although the employer will make reasonable efforts to notify employees prior to termination of their benefits, the Employer may automatically terminate insurance benefits, due to the employee's non-payment of necessary premiums, with or without prior notice to the Employee. Any employee whose benefits have been terminated must make proper application for resumption of benefits before benefits will again be provided.

Any full-time employee at their own option may select to receive a lieu of health insurance (Blue Cross and Blue Shield) a one lump sum payment, payable December 1st of each year, equal to 50% of the premium price to a maximum of \$3,000.00 per year. Such employees must provide proof of an alternate source of health insurance. This payment shall increase annually by \$500.00 on 01/01/2009, 01/01/2010, 01/01/2011, and 01/01/2012 but such annual increases may not raise the maximum to be paid by an employee above 50% of their actual premium cost.

Note: The net amount listed above may vary from individual to individual depending upon the employee's eligibility for single or family coverage. Employees who elect to receive cash in lieu of health insurance may not reapply for Blue Cross and Blue Shield until such-time as the rules of Blue Cross and Blue Shield will allow.

ARTICLE 34 - COMPUTATION OF BENEFITS

All hours paid to an employee shall be considered as hours worked for the purpose of computing any of the benefits under, this Agreement, unless hours actually worked are otherwise specified.

ARTICLE 35 - GENERAL PROVISIONS

A. Any agreement reached between the Employer and the Union is binding on all employees affected and cannot be changed by any individual.

B. The employees shall notify the Employer of any change of name or address, or of any change which would affect insurance or, other benefit status promptly. The Employer shall be entitled to rely upon the employee's last name, address, and other information shown on its records for all purposes involving his employment and this Agreement.

C. Every employee must and hereby agrees to have such physical examinations as are required from time to time by the Employer, and paid for by the Employer, to establish or reestablish the employee's physical fitness to perform his work.

D. The Employer agrees to notify the Union prior to transfer of any of the operations from one location to another for a period of more than seven (7) calendar days, and to meet with the Union to discuss implementation of such transfer, and the employees to be transferred. If the Union believes the Employer has violated the provisions of this Agreement relating to transfer of operations, or implementation of such transfer, it may file a grievance directly at Step 3 of the grievance procedure.

E. 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 all proper subjects collective bargaining, and that the understanding and agreements arrived at by them after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the terms 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 not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this Agreement.

F. The entire Agreement between the parties as set forth in this written instrument, which includes Appendixes A through E attached hereto, expresses all of the terms and conditions of employment which shall be applicable during the term hereof to the employees covered hereby.

ARTICLE 36. DISTRIBUTION OF AGREEMENT

The Employer agrees to make available to each employee a copy of this Agreement and to provide a copy of the same Agreement to all new employees entering the employment of the Employer.

ARTICLE 37. APPENDICES

The following appendices are incorporated and made a part of this Agreement.

Appendix	A -	Schedule of Rates
Appendix	B -	Pensions
Appendix	C -	Uniform List
Appendix	D -	Longevity
Appendix	E -	Ambulance Stipend

ARTICLE 38. DURATION

This Agreement shall continue in full force and effect until December 31, ²⁰¹² and for successive yearly periods thereafter unless notice is given in writing by either the Employer or the Union to the other at least sixty (60) days prior to such termination date or any anniversary date thereafter, of its desire to modify, amend or terminate this Agreement. If such notice is given, negotiations shall begin not later than thirty (30) days prior to the anniversary date. This Agreement shall remain in full force and be effective during the period of negotiations.

ARTICLE 39. EFFECTIVE DATE

This Agreement shall become effective January 1, 2009.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed as of the day and year first above written.

FOR THE UNION:

FOR THE COUNTY:

FOR THE SHERIFF:

DATED: _____

APPENDIX A
Schedule of Rates

<u>Classification</u>	<u>First Year Basic Formula</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
<u>Undersheriff</u>	$17.64 + .12 = 17.76 \times 2.5\% = .44$	\$18.20	\$18.75	\$19.31	\$19.89
<u>Sergeant</u>	$16.83 + .12 = 16.95 \times 2.5\% = .42$	\$17.37	\$17.89	\$18.43	\$18.98
<u>Amb. Coordinator</u>	$16.09 + .12 = 16.21 \times 2.5\% = .41$	\$16.62	\$17.12	\$17.63	\$18.16
<u>Certified Officer</u>					
Start	$12.31 + .12 = 12.43 \times 2.5\% = .31$	\$12.74	\$13.12	\$13.51	\$13.92
6 Months	$12.90 + .12 = 13.02 \times 2.5\% = .33$	\$13.35	\$13.75	\$14.16	\$14.58
One Year	$13.77 + .12 = 13.89 \times 2.5\% = .35$	\$14.24	\$14.67	\$15.11	\$15.56
Two Years	$14.44 + .12 = 14.56 \times 2.5\% = .36$	\$14.92	\$15.37	\$15.83	\$16.30
Three Years	$16.09 + .12 = 16.21 \times 2.5\% = .41$	\$16.62	\$17.12	\$17.63	\$18.16
<u>Deputy Sheriff</u>					
Start	$11.68 + .12 = 11.80 \times 2.5\% = .30$	\$12.10	\$12.46	\$12.83	\$13.21
6 Months	$12.31 + .12 = 12.43 \times 2.5\% = .31$	\$12.74	\$13.12	\$13.51	\$13.92
One Year	$12.90 + .12 = 13.02 \times 2.5\% = .33$	\$13.35	\$13.75	\$14.16	\$14.58
Two Years	$13.85 + .12 = 13.97 \times 2.5\% = .35$	\$14.32	\$14.75	\$15.19	\$15.65
Three Years	$15.47 + .12 = 15.59 \times 2.5\% = .39$	\$15.98	\$16.46	\$16.95	\$17.46
<u>Paramedic</u>					
Start	$11.68 + .12 = 11.80 + .31 = 12.11 \times 2.5\% = .30$	\$12.41	\$12.78	\$13.16	\$13.55
6 Months	$12.31 + .12 = 11.80 + .31 = 12.11 \times 2.5\% = .32$	\$13.06	\$13.45	\$13.85	\$14.27
One Year	$12.90 + .12 = 13.02 + .31 = 13.33 \times 2.5\% = .33$	\$13.66	\$14.07	\$14.49	\$14.92
Two Years	$13.85 + .12 = 13.97 + .31 = 14.28 \times 2.5\% = .36$	\$14.64	\$15.08	\$15.53	\$16.00
Three Years	$15.47 + .12 = 15.59 + .31 = 15.90 \times 2.5\% = .40$	\$16.30	\$16.79	\$17.29	\$17.81

Maintenance

Start	$11.08 + .12 = 11.20 \times 2.5\% = .28$	\$11.48	\$11.82	\$12.17	\$12.54
6 Months	$11.68 + .12 = 11.80 \times 2.5\% = .30$	\$12.10	\$12.46	\$12.83	\$13.21
One Year	$12.31 + .12 = 12.43 \times 2.5\% = .31$	\$12.74	\$13.12	\$13.51	\$13.92
Two Years	$13.21 + .12 = 13.33 \times 2.5\% = .33$	\$13.66	\$14.07	\$14.49	\$14.92
Three Years	$15.23 + .12 = 15.35 \times 2.5\% = .38$	\$15.73	\$16.20	\$16.69	\$17.19

The EMT Instructor/Coordinator will get an additional 25 cents per hour.

.12 raise was given in 2009 in lieu of the yearly uniform cleaning allowance of \$250.00.

Whenever employees of the department are required to work during a period when the courthouse is closed due to inclement weather, employees on duty shall receive time and one-half for all hours worked.

APPENDIX B
PENSIONS

The pensions provisions for employees covered by this agreement shall be the Michigan Municipal Employees' Retirement System Program "B-3, with an E-2 rider" and a 47F waiver. The program will be an "F-50" program, allowing the employee to retire at age 50, providing the Employee has 25 years of credited service..

Effective July 1, 1999, employees shall be permitted to retire and receive regular retirement benefit upon attaining 20 years of credited service, regardless of age. Further, upon request of an eligible employee, a window will be opened in January 1999 to allow the requesting eligible employee to retire with twenty (20) years of service regardless of age.

The County will pay both the Employer and Employee portions.

All Employees who were most recently hired on or after October 11, 2005 shall pay the first 3.75% of gross wages as their share of the pension program and the Employer agrees to pay any additional required portion.

Any employee wishing to participate in the existing health care benefits upon retirement may do so. Said benefits may be purchased through the Employer at the rate of ½ (one half) the Employer's group rate, the remaining ½ will be paid by the Employer.

APPENDIX C
UNIFORM LIST

The Sheriff's uniform shall be one prescribed by the sheriff and provided by the County in the following minimum quantities.

ALL DEPUTIZED PERSONNEL:

1. Three (3) shirts
1. Three (3) pair of pants (slacks for females)
2. Three (3) skirts (females)
3. Two (2) badges (hat and shirt).
4. Three (3) neckties
5. One (1) belt (Garrison).

6. One (1) summer jacket.
7. One (1) winter jacket.
8. One (1) Winter coveralls and (1) set of Summer fatigues.
9. Shoes and Boots will be provided as needed.

In addition to the above, Marine and Snowmobile Personnel and Road Patrol Personnel will receive the following:

1. Two (2) nameplates (1 coat, 1 shirt).
2. One (1) belt including:
 - a. Holster
 - b. Ammo Pouch
 - c. Handcuff Case
 - d. Mace Holder
 - e. Key Holder
 - f. Baton Holder
 - g. Four (4) Keepers
3. If the employee is required by the County to have a weapon, such weapon shall be provided by the County.

The following equipment will be available as needed:

1. Raincoats and Rainhats.

Such uniforms and accessories shall become the property of the County. The County will pay the cost of repairs to uniforms damaged during duty, but will not pay the cost of alterations.

Paramedic Considerations

Full-time Non-Deputized Paramedics shall have a uniform prescribed by the Sheriff and provided by the ambulance millage in the following quantities:

FULL-TIME NON-DEPUTIZED PARAMEDICS

1. Three (3) Short Sleeve Polo Style Shirts of appropriate color with the appropriate designated EMS Logo.
2. Three (3) Long Sleeve Winter Shirts of appropriate color with the appropriate designated EMS Logo.
3. Three (3) Pairs of BDU style pants of appropriate color.

4. One (1) Belt.
5. One (1) summer jacket of appropriate Color with the appropriate Designated EMS Logo.
6. One (1) winter jacket of appropriate Color with the appropriate Designated EMS Logo.
7. One (1) winter coveralls or Snow Pants of appropriate Color.
8. Shoes and Boots will be provided as needed.
9. Two (2) nameplates (1 coat, 1 shirt)
10. Appropriate Identification Card for wearing outside of uniform.

The following equipment will be available as needed:

1. Raincoats and Rain hat

APPENDIX D

Longevity

The county will pay longevity to employees on the anniversary dates at the following rates:

5-10 years	\$200.00
11-15 years	\$300.00
16-20 years	\$400.00
21-25 years	\$500.00
26 or more	\$700.00

APPENDIX E

Regular Full Time EMT Ambulance Stipend Agreement

This section is limited to apply to the number not to exceed eleven (11) full time licensed EMT employees who do not have general ambulance duties listed as a regular part of their job description (such as Ambulance Coordinator). Should the number of full time licensed EMT employees increase to an amount above eleven (11) the parties agree to meet to discuss the matter. The eleven (11) regular full time licensed EMT employees will be assigned one of their

regularly scheduled eight (8) hours shifts per month to the ambulance duty shift. The "monthly requirement" is defined as follows: Each licensed EMT eligible under this section will be required to work one eight (8) hour shift per month on the ambulance duty without on-call or ambulance duty pay."

In cases where an employee responds to an ambulance call while on a regular scheduled other duty shift, then that shift will be applied to the monthly requirement. These employees who meet the monthly requirement as defined herein, shall receive Five Hundred Dollars (\$500.00) payable by separate check, issued through payroll, subject to regular and necessary deductions and identified as ambulance stipend, at the end of each calendar year. This regular full time licensed and certified EMT stipend agreement shall be a part of the collective bargaining agreement and shall expire on December 31, 2008. It shall only carry forward with mutual agreement of the parties and shall be a suitable subject for negotiations at that time as is other Articles and sections of the Agreement.

LETTER OF UNDERSTANDING

It is hereby mutually understood and agreed:

1. Although the language on the pre-printed authorization form for deduction of union dues, or the service fee is different from the language contained in the collective bargain agreement, so long as the language of the Union's pre-printed form is construed to mean the same as the language contained in the collective bargaining agreement, the employer will continue to permit the union to use the pre-printed form.
2. Employees in one classification performing work in another classification shall commence receiving pay at the starting rate for such other classification but shall progress through the pay schedule for such other classification based upon the cumulative number of hours worked in such other classification. For purposes hereof, one (1) year shall be deemed to be 2,080 hours, six (6) months shall be deemed to be 1,040 hours, and ninety (90) working days shall be deemed to be 720 hours. Date of hire by the county shall otherwise control for employee benefits under the collective bargaining agreement.
3. The rate per mile paid to an employee for use of their personal vehicle shall be paid in accordance with the allowance established from time to time by Alger County.
4. The senior deputy will have the option to work ambulance or not work ambulance, if 2 deputies are on and 1 must work ambulance duty.
5. Deputies will have 1st choice for "on-call" ambulance shifts.
6. Once the work schedule is posted, union personnel shall be called first to fill any vacancies that may occur due to illness or other reasons that leave a shift unfilled. Seniority will be used to determine the order of call in for such shifts.

For the County of Alger:

Catherine A. Pullen

For the:

ALGER COUNTY SHERIFF'S ASSOCIATION:

Ally R. Dehorne

For the Sheriff of Alger County:

D. J. Crowell

Dated:

8/19/09

LETTER OF AGREEMENT

It is hereby understood and agreed between the County of Alger (Co-Employer), the Sheriff of Alger County (Co-Employer) and the Alger County Deputy Sheriff's Association (Union representing the members of the Alger County Sheriff Department) that:

As a result of the agreement reached by the Co-Employers and the Union the following is the agreement that has been reached for Sheila Peters and Amber Denman.

Sheila Peters:

With 9034.5 hours worked as a part-time employee. This would push her hire date back to September, 2003. It is agreed that she will receive:

1. Vacation according to this hire date but only at 40hrs a week.
2. Sick time according to this hire date.
3. Mrs. Peters hire date for MERS will be reflected as 01-07-08.
4. Mrs. Peters will be paying in the 3.75% to be applied to the MERS fund.
5. Also funeral leave will be reflected as a new hire after 10-11-05, Mrs. Peters would not receive the additional 2 days for travel.

Amber Denman:

With 9014 hours worked as a part-time employee. This would push her hire date back to March 4, 2004. It is agreed that she will receive:

1. Vacation according to this hire date but only at 40hrs a week.
2. Sick time according to this hire date.
3. Mrs. Denman's hire date for MERS will be reflected as 07-07-08.
4. Mrs. Denman will be paying in the 3.75% to be applied to the MERS fund.
5. Also funeral leave will be reflected as a new hire after 10-11-05, Mrs. Peters would not receive the additional 2 days for travel.

It was also agreed that according to Article 1, section B2, all new full-time hires will not receive any fringe benefits at the time of hire from past part-time employment. And that Article 12, section C refers to Department seniority only and nothing else.

LETTER OF AGREEMENT

March 24, 2001

This is a letter of agreement between the Alger County Sheriffs Association, and the Alger County Board Of Commissioners.

This agreement deals with, Article 33. Insurance subtitle E. In the past it has been the procedure to pay full-time employees who take the insurance payment option twice a year, 1/2 of the payment in the first part of May, and 1/2 the payment in the first part of December. This has been changed now to one payment being made in December as per the contract between the two parties.

The Alger County Board of Commissioners has agreed to change the payment option back to twice a year with this letter of agreement, 1/2 in the first part of May and 1/2 in the first part of December. And this part of Article 33 can be dealt with during negotiations.

Emil Kozaric



Anthony Grabovac



Catherine Pulica



July 8th 2008

Raenelle Ealy
Alger County Ambulance Service

Raenelle,

This letter is to inform you that effective July 8th 2008 your status as an employee has been changed. Your application for the position of Part-Time Paramedic has been received and accepted. You have been awarded this position and have been moved from a temporary employee to a part time employee.

As a part time employee you will be limited to working no more than an average of 32 hours per week. You are not entitled to any fringe benefits other than wages as outlined in the union contract.

Having completed one temporary employee period of 90 days, you have accumulated 3 months service time with this department. You will be eligible for the 6-month step increase in your wages to \$12.31 as outlined on October 8th, 2008. Further step increases should be calculated using April 8th as your anniversary date. For example, you will be eligible for 1-year status on April 8th 2009.

If you have any questions regarding this matter please feel free to contact me.

Sincerely;

David Cromell
Sheriff

CC: County Clerk
Personnel File-Raenelle Ealy

LETTER OF AGREEMENT

It is hereby understood and agreed between the County of Alger (Co-Employer), the Sheriff of Alger County (Co-Employer) and the Alger County Deputy Sheriff's Association (Union representing the members of the Alger County Sheriff Department) that:

As a result of the agreement reached by the Co-Employers and the Union the following is the agreement that has been reached for Sheila Peters and Amber Denman.

Sheila Peters:

With 9034.5 hours worked as a part-time employee. This would push her hire date back to September 3, 2003. It is agreed that she will receive:

- 1) Vacation according to this hire date but only at 40hrs a week.
- 2) Sick time according to this hire date.
- 3) Mrs. Peters hire date for MERS will be reflected as 01-07-08.
- 4) Mrs. Peters will be paying in the 3.75% to be applied to the MERS fund.
- 5) Also funeral leave will be reflected as a new hire after 10-11-05, Mrs. Peters would not receive the additional 2 days for travel.

Amber Denman:

With 9014 hours worked as a part-time employee. This would push her hire date back to March 4, 2004. It is agreed that she will receive:

- 1) Vacation according to this hire date but only at 40hrs a week
- 2) Sick time according to this hire date.
- 3) Mrs. Denman's hire date for MERS will be reflected as 07-07-08.
- 4) Mrs. Denman will be paying in the 3.75% to be applied to the MERS fund.
- 5) Also funeral leave will be reflected as a new hire after 10-11-05, Mrs. Denman would not receive the additional 2 days for travel.

It was also agreed that according to Article 1, section B2, all new fulltime hires will not receive any fringe benefits at the time of hire from past part-time employment. And that Article 12, section C refers to Department seniority only and nothing else.

<u>Date</u>	<u>Sign</u>
1-5-09	D. M. Cornell
1-12-09	Catherine A. Pullen
1-13-09	Anthony Debono

2:56

To All Ambulance Personnel:

In the past we have had some difficulty in getting people to sign up for ambulance on busy Holiday Week-ends. Effective June 1st 2007 we will now offer the following Holiday incentives for ambulance staff.

On Holidays defined below we will allow the rate of \$6.00 per hour "on call" time and double the normal rate per run. The specified Holidays and Holiday weekends are defined as follows:

- 3pm News Years Eve until 11pm on New Years Day.
- 7am on July 4th until 7am on July 5th
- 7am on the Saturday of Memorial Week-end until 11pm on the Monday of Memorial Week-end. (3 - days)
- 7am on the Saturday of Labor Day Week-end until 11pm on the Monday of Labor Day Week-end. (3-days)
- 7am on December 24th (Christmas Eve) until 11pm December 25th (Christmas Day).

7am Thanksgiving day until 7am the day after PH

Sheriff Cromell

May 29th 2007

Feb. 22, 2005

To: Sheriff Cromell

Subject: Proposed Rates for Ambulance

FORWARD TO
ODMM OF WHOLE
LABOR

Currently: \$3.00 per hour on call time.
\$25.00 per call.
\$5.00 per hour standby time. (Standby time begins after 1 hour at the hospital)
Volunteers also have been offered \$25.00 (One call) for attendance at meetings or training

Proposed: \$3.00 per hour on call time. (TO REMAIN THE SAME)

Pay per call will be 4 tiered

- \$25.00 per call for MFR
- \$30.00 per call for EMT
- \$35.00 per call EMT-S (This would not become effective until We are performing EMT-Specialist Level Care.)
- Any crewmember that goes on a run to Marquette will receive \$40.00 for the call- *this is not in addition to the above rate*

RATIONAL: The service need to progress. The logistics of paying Overtime to full time personal for taking an EMT-Specialist course has killed previously proposed course offerings. The tiered pay scale my prompt personnel to seek such training on their own to receive the higher scale.

Marquette runs are time consuming with an average call lasting three hours. More than once the crew on a Marquette run gets \$25.00 for the call while a second crew gets called in to make two or three short calls and make \$50 to \$75 in the same time period. The mileage charged to a patient for he extra travel to Marquette should more than equal the amount needed to pay the EMT's \$40.00 per call. (We average 200 calls per year to Marquette. The additional rate for Marquette runs would cost the service an average of \$6,000 per year).

\$6.50 per hour standby time. (Define stand by time as a call in which the Ambulance Crew is required by hospital personal to stay over sixty minutes from the time the ambulance arrives at the hospital. The standby time will begin after the sixty minutes has started.)

RATIONAL: The current rate of \$5.00 per hour does not meet minimum rate standards. The government is proposing increasing the minimum rate up to \$7.15 per hour. We will need to keep pace keeping from violating the Fair Labor Standards Act.

Longevity Scale

YEARS OF SERVICE	AMOUNT
5-10	\$150.00
11-15	\$200.00
16-20	\$250.00
21 and over	\$300.00

**ARTICLE XXII
RETIREMENT**

The following Michigan Employees' Retirement System of Michigan (MERS) benefits shall be fully paid for by the County for ACPOA members:

- A. The MERS B-4 Plan with the FAC-3 option, and Benefit Program F(N) with full retirement after 20 years of service with the E-2 cost of living option.
- B. Full retirement is agreed to be 80% of the Final Average Compensation at retirement.

**ARTICLE XXIII
TERMINATION ALLOWANCE**

Upon any ACPOA member ceasing employment, the County shall pay to ACPOA members the monetary termination allowance based upon years of service:

YEARS OF SERVICE	DAYS TO BE PAID
0-4 years	-0-
5-8 years	15 days
9-12 years	30 days
13-16 years	50 days
17+ years	75 days

*Based on rate of pay at time of retirement

The Termination Allowance Formula: Annual salary divided by 1820 hours, then multiplied by 7, then multiplied by number of days earned.

11-18-08

T/A agreement between Alger County and the Alger County Deputy Sheriff Association

1. A 4 (four) year contract with a raise of 2.5% for the first year and 3.0% raise for the next 3 (three) years
2. A new job classification of Paramedic with a rate of .31 cents on hour above a Deputy Sheriff with starting steps as outlined in the contract
3. The clothing allowance will be eliminated from the contract and .12 cents will be added to each eligible employees rate of pay
4. The medical insurance will change from a H S A to a H S A with an HRA with a \$4,0000.00 deductible which will be paid by the county (as outlined by the County Board)
5. A \$500.00 increase per year for employees who elect to opt out of the insurance with a maximum payout of the 50% of the insurance policy
6. The FAC changed from 5 to 3 and an employee's sick time will be changed to paid time off upon retirement and added to the final average compensation. If the County can not work this agreement out with MERS, the County will substitute with the longevity as outlined in the contract for the Courthouse union employees (dead line 3-31-09)
7. Add letter of agreement that was made on 2-24-08 on article 33
8. Add to the bottom of wage page that 1-1-09 a .12 raise was given in lieu of yearly cleaning allowance of \$250.00
9. Add letter of agreement on Amber and Sheila

November 26, 2008 ratification vote held and attentive agreement was ratified

5/20/09 Catherine A. Pullen #6 changed this date to
Courthouse longevity not
sick time rolled into retirement

5/20/09 Esley Mathison

5/20/09 Arthur R. Graham

5/20/09 D. J. M. Cronell, Sheriff

2009

11-18-08

T/A agreement between Alger County and the Alger County Deputy Sheriff Association

1. A 4 (four) year contract with a raise of 2.5% for the first year and 3.0% raise for the next 3 (three) years
2. A new job classification of Paramedic with a rate of .31 cents on hour above a Deputy Sheriff with starting steps as outlined in the contract
3. The clothing allowance will be eliminated from the contract and .12 cents will be added to each eligible employees rate of pay
4. The medical insurance will change from a H S A to a H S A with an HRA with a \$4,000.00 deductible which will be paid by the county (as outlined by the County Board)
5. A \$500.00 increase per year for employees who elect to opt out of the insurance with a maximum payout of the 50% of the insurance policy
6. The FAC changed from 5 to 3 and an employee's sick time will be changed to paid time off upon retirement and added to the final average compensation. If the County can not work this agreement out with MERS, the County will substitute with the longevity as outlined in the contract for the Courthouse union employees

3-31-09

Add Article 30

7. Delete Letter of Understanding for health ins. buyout + Add Language to the Contract

November 26, 2008 ratification vote held and tentative agreement was ratified

x President - *Arthy Johnson*

x Vice President - *Steve Blank*

*Thomas J. Woody Jr.
Steve Heber*

agreed to rec. T/A :

Chair: *Catherine A. Pullen*

ICE CHAIR: *Eileen Matthews*

regular full time Employee the Blue Cross Blue Shield Flexible Blue Plan 3 health insurance plan together with the FB CSR-FB CSR, FB OCSM 24-FB OCSM-24, FB PCS500M (REQ FB RM 100), FB RM 100 (REQ FB PCM 500), XVA-XVA, DENTAL: TRADITIONAL PLUS PLAN 3, BLUE VISION 12-12-12, AND FB PLAN 3 - 0% (RX) (Collectively called the health program). Each Employee shall establish at a financial institution located in Munising Michigan an eligible Health Savings Account (HSA). The Employer shall pay into the HSA of each FAMILY OR TWO PERSON PLAN EMPLOYEE a maximum of \$4,000.00 per year and a maximum of \$2,000.00 per year FOR EACH SINGLE PLAN EMPLOYEE commencing the first month of conversion to this health program occurs. The initial employer deposit to the employee HSA shall be \$2,500.00 for each FAMILY OR TWO PERSON PLAN EMPLOYEE and \$1,250.00 for each SINGLE PLAN EMPLOYEE. One half of the initial deposit shall be paid January 2 and the other half June 1 each year. An added deposit by the employer shall be made, not to exceed the remaining annual maximum allowable employer contribution (\$1,500.00 family or two person or \$750.00 single plan), only if the employee has exhausted the initial deposit by incurring health carrier plan deductible expenses in excess of the initial deposit during the plan year. Other expenses paid out of the HSA by the employee shall not qualify when calculating the health carrier plan deductible incurred to date. If an employee has under the above formula exhausted the HSA initial year deposit the employee may request, and the employer shall pay, a subsequent deposit by presenting to the employer a health insurance carrier plan explanation of benefits showing the HSA health carrier plan deductible paid during the plan year to date has exceeded the initial deposit. The employer shall pay the employees actual incurred health carrier plan deductible which exceeds the initial deposit in an amount not to exceed \$500.00 per occurrence, subject to the annual maximum above stated. The Employer may handle special needs requests for an earlier payment schedule on a case by case basis.

The Employee shall pay all health insurance plan deductibles and co-pays. Future premium cost increases shall be shared between the Employee and the Employer. Measured against the above health program's actual introductory 2008 premium cost the Employer shall pay the premium cost increases until the premium cost has increased by a total of 5% over the introductory 2008 premium. The Employee shall pay 25% of all cost increases above this first 5% increase of the introductory premium cost and authorizes ,

Appendix C
Uniform List
(Paramedic Considerations)

Full time Non-Deputized Paramedics shall have a uniform prescribed by the Sheriff and provided by the ~~County~~ in the following minimum quantities:

Ambulance Millage

FULL TIME NON-DEPUTIZED PARAMEDICS

1. Three (3)-Short Sleeve Polo Style Shirts of appropriate color with the appropriate designated EMS Logo.
2. Three (3)-Long Sleeve Winter Shirts of appropriate color with the appropriate designated EMS Logo.
3. Three (3)-Pairs of BDU style pants of appropriate color.
4. One (1) belt.
5. One (1) summer jacket of appropriate Color with the appropriate designated EMS Logo.
6. One (1) winter jacket of appropriate Color with the appropriate designated EMS Logo.
7. One (1)-winter coveralls or Snow Pants of appropriate Color.
8. Shoes and Boots will be provided as needed.
9. Two (2) nameplates (1 coat, 1 shirt)
10. Appropriate Identification Card for wearing outside of uniform.

The following equipment will be available as needed:

1. Raincoats and Rain hats