

AGREEMENT

This agreement entered into this 15th day of April, 1975,
by and between the County of Roscommon Michigan, hereinafter refered to
as "COUNTY" and the Roscommon County Sheriff's Deputies Association,
hereinafter refered to as "ASSOCIATION", being retroactive to January
1, 1975. Contract will expire December 31, 1976.

WITNESSETH - It is the intent and purpose of the parties hereto that
this agreement shall maintain and improve the harmonious relationship of
the County and its employees.

Therefore the County and the Association together set forth herein
the basic agreement covering rates of pay, hours of work, and conditions
of employment, to be observed by the parties hereto.

ARTICLE I

SECTION A BARGAINING UNIT

The County recognizes the Association as the sole bargaining agency
in respect to salary and working conditions for all Sheriff's Department
Employees covered by this contract, excluding Sheriff, Undersheriff,
Matron, & Sheriff's Secretary.

SECTION B

The bargaining unit shall consist of the Sheriff and 2 Deputies
designated by the Association.

SECTION C RESPONSIBILITIES (COUNTY)

The County agrees that it will not discriminate in any way or manner
against any person in its employment by reason of his or her membership
or activity and the Association, and the County further agrees it will
not willfully comit any act not calculated to undermine the Association.

RESPONSIBILITIES (ASSOCIATION)

The Association agrees to exert every effort on its part to cause
the employees individually and collectively to perform and render effi-
cient work and services on behalf of the County.

Roscommon, County of

County of Roscommon
Robert W. Smith
County Clerk + Registrar of Deeds
Roscommon, Michigan 48653

SECTION D PRECONTRACT EXPIRATION MEETING

Within 90 days of the expiration of this contract agreement, the Association and its bargaining committee shall submit in writing a letter of intent and conditions of employment to the County in reference the ensuing contract.

SECTION E SPECIAL MEETINGS

Meetings between the County and Association may be held at any time by mutual agreement.

SECTION F PAYROLL DEDUCTION (DUES)

Payroll deduction of dues for the lodge or Association shall be made available to the employees upon notification in writing on a payroll deduction card. These shall be forwarded to the Secretary of that Association quarterly.

ARTICLE II

SECTION A HOSPITALIZATION

The County will pay in full hospitalization, Blue Cross and Blue Shield for all employees and their families. Said policy to contain, Prescription Drug Program, and Master Medical.

SECTION B LIFE INSURANCE

together → The County will pay in full Term Group Life Insurance in the amount of \$5,000.00 with double indemnity clause payable to the beneficiary so designated by the employee, plus \$10,000 policy provided by National Sheriffs' Association - Cost \$15.00 per deputy, per year.

SECTION C FALSE ARREST INSURANCE

The County will pay in full for each employee false arrest insurance in the amount of \$100,000.

SECTION D GROUP ACCIDENT POLICY

The County will pay in full a group accident policy for all Sheriff Department employees, \$50.00 per week.

ARTICLE III

SECTION A RESIDENCY

All employees must reside within the corporate limits of the County of Roscommon.

ARTICLE IV

SECTION A LONGEVITY

Longevity shall be paid at the rate of \$25.00 per year after 5 years of service.

Longevity will be paid in January and yearly thereafter following 5 years of service.

Should any employee, in good standing with the County leave his or her position before December of any given year, all longevity due that employee shall be paid in December of that year.

In case of death of any employee before December 1 of any given year, longevity due deceased shall be paid to his or her estate in December of that year.

ARTICLE V

SECTION A COURT TIME

All off duty Deputies shall be paid 4 hours regular time for any time spent in court up to the 4 hours. After 4 hours of court time employee will be paid regular time for time actually spent in court.

ARTICLE VI

SECTION A OVERTIME

Overtime must be approved by the Sheriff or Under-Sheriff and will be paid to employee at a rate of one and one half times regular rate of pay. In accordance with 1974 Amendments to Fair Labor Standards Act, overtime for deputies begins after sixty (60) hours in one week.

ARTICLE VII

SECTION A UNIFORM EQUIPMENT

The County shall provide all uniform equipment VIA budgetary items.

SECTION B CLEANING

The County shall provide \$500.00 per year allowance for departmental uniform cleaning.

ARTICLE VIII

SECTION A HOLIDAYS

All Sheriff Department employees shall receive the following paid holidays: January 1, NEW YEARS DAY, February 12, LINCOLNS BIRTHDAY, WASHINGTONS BIRTHDAY, MEMORIAL DAY, JULY 4th, LABOR DAY, VETRANS DAY, CHRISTMAS DAY, THANKSGIVING DAY, EASTER DAY, & GOOD FRIDAY.

SECTION B PERSONAL DAYS

All Sheriff Department employees shall be furnished 2 personal days to be used during the year, these are to be non accumulative.

SECTION C FUNERAL LEAVE

Father-in-law, Mother-in-law, Son-in-law, & daughter-in-law
For death in immediate family (Father, Mother, son, daughter, or relative residing in employees household) employee shall receive 3 days off. Under extenuating circumstances commissioners may grant additional time, (Upon recommendation of Sheriff).

SECTION D SICK LEAVE

Sick leave shall be allowed at a rate of 1 day per month - accumulative to 120 days.

It shall be paid in full upon death of employee, paid 1/2 on employee's leaving employment.

Upon death of employee, all sick leave shall be paid in full to his or her estate.

SECTION E VACATION

After 1 year	5 days
2 years	10 days to 5th year
5 years	15 days to 10th year
10 years	20 days

Any conflict in vacations will be resolved seniority.

Vacation must be taken within 1 year of eligibility.

ARTICLE IX

SECTION A GRIEVANCE PROCEDURE

Step 1 Aggrieved employee shall discuss the grievance with the Department Head.

Step 2 Aggrieved employee shall discuss the grievance with the Department Head and an Association Representative.

Step 3 Aggrieved employee shall submit in writing the facts of the grievance and discuss said grievance with the Department Head.

Step 4 Aggrieved employee shall submit the grievance in writing and discuss said grievance with the Department Head and an Association Representative.

Step 5 Aggrieved employee shall submit the grievance in writing to the Association who will take the following action: If the Association deems the grievance a just one, they will present the grievance at a joint conference with a committee from the County,

Step 6 If grievance is not resolved in step 5, employee may appeal to full Board of Commissioners for final settlement.

ARTICLE X

SECTION A LEGAL REPRESENTATION

The County shall provide at no cost to the officer, the services of an attorney for any civil action arising out of the employees' normal duties relative to his office.

ARTICLE XI

SECTION A PART-TIME EMPLOYEES

A part-time employee is defined as one who works 21 hours or less per week. Part-time and temporary employees will not receive fringe benefits.

ARTICLE XII

SECTION A EXPERIENCE CREDIT

Employees hired between January 1 and August 1, will receive credit for 1 full year of experience. Employees hired August 2 through December 31 will receive no experience credit for that year.

All salary adjustments will be made at the beginning of each year.

ARTICLE XIII

SECTION A WAGE SCHEDULE

The following shall be the rate of pay for officers of the Roscommon County Sheriff Department.

DEPUTIES

1st year	\$ 7,700.00
2nd year	7,975.00
3rd year	8,525.00
4th year	9,075.00
5th year	9,625.00
6th year	9,955.00

CORPORAL

10,120.00

SERGEANT

10,450.00

In witness whereof, The County of Roscommon and The Association, by their duly authorized representatives, have hereunto signed their names this 15 th day of April, 1975.

For The Association

Robert W. Winters

George A. Meyer

Alfred J. Smith

For the County

Robert L. Mead

Robert Mead
Chairman of Board

Elwin L. Hulce

Elwin L. Hulce
Bargaining Committee

William Massey

William Massey
Bargaining Committee

Robert W. Smith

Robert Smith
County Clerk