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AGREEMENT

This Agreement entered into under Act 379, Public Acts of Michigan, as amended, between Genesee County, a municipal body corporation of the State of Michigan, comprising the Genesee County Board of Commissioners; and the 7th Judicial Circuit Court; 67th Judicial District Court; Genesee County Probate Court, and the Genesee County Prosecutor, hereinafter referred to as the Employer, and Local Union 496, Chapters 00 and 01 affiliated with Council 25, and chartered by the American Federation of State, County and Municipal Employees (AFL-CIO), hereinafter referred to as the Union, expresses all mutually agreed covenants between the parties hereto.

PREAMBLE

This Agreement has as its purpose the promotion of harmonious relations between the Employer and the Union, the establishment of an equitable and peaceful procedure for the resolution of differences and the establishment of rates of pay, hours of work and other conditions of employment.

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

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

The following constitutes an entire Agreement between the parties, and no verbal statement shall supersede any of its provisions. This Agreement embodies all the obligations between the parties evolving from the collective bargaining process and supersedes all prior relationships existing by past practices.

ARTICLE I - RECOGNITION - EMPLOYEES COVERED

Section 1 - Bargaining Unit

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 sole exclusive representative for the purpose of collective bargaining with respect to the rates of pay, wages, hours of employment, and other conditions of employment during the terms of this Agreement for those employees including:

Local 496, Chapter 00, Clerical, Maintenance, Custodial

All regularly employed clerical, maintenance and custodial employees.

Local 496, Chapter 00, Clerical, Circuit Court

All regularly employed clerical employees.

Local 496, Chapter 00, Clerical, District Court

All regularly employed clerical employees.

Local 496, Chapter 00, Clerical, Probate Court

All regularly employed clerical employees.

Local 496, Chapter 01, Professional-Technical

All regularly employed professional and technical employees.

All regularly employed licensed practical nurses and registered nurses.

All regularly employed Kennel Attendants and Animal Control Officers.

Excluded from representation by the above mentioned bargaining units shall be elected and appointed officials, supervisors, confidential clerical employees, employees in the office of Human Resources, Judicial Administrative Secretaries, District Court Secretary-Recorders, Assignment Clerk/Office Manager, contract attorneys, referees, employees represented by other bargaining units and all other employees.

Section 2 - Co-Employers

It is understood by the parties that all of the above bargaining units specified in Section 1 continue to retain their individual autonomy and certification status, as amended, under MERC. It is further understood by the parties that the Circuit Court, District Court, Probate Court and the County are recognized as four (4) separate Employers, and the Prosecutor is recognized as a Co-employer, under State statutes and existing case law.

For historical purposes the following MERC cases are being listed - R70 A-39, R70 C-90, R72 I-312, R78 I-440, R71A-27, R69 C-91, and R-70-439.

Section 3 - Membership

The Employer will not interfere with or discriminate in any way against any employee in the above bargaining unit by reason of their membership in the Union or their activity on behalf of the Union or any other labor organization.

Section 4 - Powers of the Court

The parties recognize the constitutional, statutory and inherent powers of the Court to manage their affairs, to administer justice and to run the business of the Courts. They further recognize the necessity that a Judge be able to maintain confidence in all employees on the staff or closely associated with the Judge.

Section 5 - New Classifications

The Human Resources Director will provide written notification to the Local President, Chapter Chairperson, and Chief Steward of any new classification created by the Board of Commissioners. The notification will include a copy of the job description and salary rate, and the Employer determination of bargaining unit status, if any.

This notification will be tendered by certified mail or by personal delivery no later than thirty (30) calendar days after creation of the classification. If the Union disagrees with the bargaining unit status of the new classification, the Local President, Chapter Chairperson, or Chief Steward will provide written notification of said disagreement to the Human Resources Director by certified mail or personal delivery, no later than fifteen (15) calendar days after receipt of the above mentioned initial notification from the Human Resources Director. A Special Conference will then be scheduled by the Human Resources Director pursuant to the provisions of Article V. If the disagreement concerning the bargaining unit status of the new classification is not resolved at the Special Conference, either party may submit the matter to MERC for final determination. An unresolved issue of bargaining unit status for any new position will not preclude the Employer from filling the classification vacancy in question.

ARTICLE II - EMPLOYEE, UNION AND EMPLOYER RIGHTS

Section 1 - Public Acts

The employees and the Union as sole and exclusive bargaining representatives of the employees shall have the rights granted to them by Act 379 of the Michigan Public Acts of 1965, as amended, and by other applicable Michigan Public Acts.

Section 2 - Employer Rights

The Employer, on its own behalf and on behalf of the public it serves, hereby retains and reserves unto itself, and its designated representatives when so delegated by it, all powers, rights, duties and responsibilities conferred upon and vested in it by the laws and Constitution of the State of Michigan and the United States. Among the rights of the Employer, included only by way of illustration and not by way of limitation, is the right

to determine all matters pertaining to the services to be furnished and the methods, procedures, means, equipment and machines to provide such service; to determine the size of the work force and to increase and decrease the number of employees retained; to hire new employees; to determine the nature and number of facilities and departments and their location; to adopt, modify, change or alter its budget; to establish classifications of work; to combine or reorganize any part or all of its operations; to maintain order and efficiency; to study and use improved methods and equipment and outside assistance either in or out of the Employer's facilities; to direct the work force; to assign work and determine the location of work assignments and related work to be performed; to determine the number of employees to be assigned to operations; to select employees for promotion or transfer to supervisory or other positions; to determine the number of supervisors; to make judgments regarding skill and ability and the qualifications and competency of employees; to establish training requirements for purposes of maintaining or improving the professional skills of employees and for advancement. The Employer shall also have the right to suspend, discipline or discharge employees for just cause; to establish and follow an orderly procedure to transfer, layoff and recall personnel; to establish reasonable work rules and to fix and determine penalties for violations of such rules; to establish and change work schedules and hours; to provide and assign relief personnel; and to continue and maintain its operations as in the past, provided, however, that these rights shall not be exercised in violation of any specific provision of this Agreement and, as such, they shall be subject to the Grievance and Arbitration Procedure established herein.

Section 3 - Practices

It is not the intent of this Agreement to abridge or amend any mutually satisfactory practice currently in effect with regard to wages, hours and other terms and conditions of employment which is not superseded or prohibited by the provisions of this Agreement. However, it is further recognized that such practices may be subjected to modification or termination by the Employer due to new or differing modes of operation, economic feasibility, or other changing conditions. In such instances, if the Union and/or any affected employee considers such action to be unjust or unreasonable, the matter may be pursued through the grievance procedure.

ARTICLE III - UNION SECURITY AND UNION DUES

Section 1 - Membership

All employees who are members of the Union on the effective date of this Agreement or elect to become members during the term of this Agreement shall maintain their membership except as provided herein; employees may terminate their membership by notifying in writing the Employer and the Union of their desire to terminate said membership within fifteen (15) days of the expiration of this Agreement.

Section 2 - Dues

Employees who are members of the Union shall, as a condition of continued employment, pay to the Union each pay period the dues and fees which have been certified to the Employer by the Treasurer of Local 496. The Employer agrees to deduct Union dues uniformly required each pay period. The amounts to be deducted shall be certified to the Employer by the Treasurer of Local 496, and the aggregate deductions of

all employees shall be remitted together with an itemized statement to the Financial Officer of Council 25.

Section 3 - Service Fee

Any present or future employee who is not a Union member and who has not made application for membership, shall, as a condition of employment, pay to the Union each pay period a service fee equivalent to the amount of dues uniformly required of members of the Union. The Employer agrees to deduct the aforesaid service fees each pay period from the pay of the employees and pay the amount so deducted to the Financial Officer of Council 25.

Section 4 - Other Equivalent Fees

Any employee who was or is covered by the collective bargaining Agreement and who, in any month paid neither dues nor equivalent service fee, shall pay a service fee equivalent to dues for that month and all months during which they were represented and paid neither dues nor service fees.

Section 5 - Hold Harmless

With regard to the above Sections 1 through 4, the Union hereby agrees to hold the Employer harmless from any and all liability that may arise in consequence of the application of such clauses. Any requests by employees for actual or alleged overpayments shall be made directly to the Union through its Treasurer, within two (2) weeks of the actual or alleged over-payment.

In cases where Union dues are deducted in error from non-Union employees and are sent to the Union, the Union shall promptly refund any monies owed the employee upon presentation of proper evidence. Such presentation shall be made within two (2) weeks of the receipt of the check in which overpayment occurred.

Section 6 - New Unit Employee List

The Human Resources Director will submit monthly to the Local Union President, Chief Stewards and Chapter Chairpersons, a written listing, by Chapter, of new bargaining unit employees. Thereafter, within thirty (30) calendar days the Local Union Treasurer will notify the Human Resources Director in writing of the agency fees or membership status of the new bargaining unit employees.

ARTICLE IV - UNION REPRESENTATION

Section 1 - Stewards

Employees in each of the individual bargaining units shall be represented by Stewards who shall be full-time employees working on the normal shift in that District, in accordance with the following schedule:

Local 496, Chapter 00

District #1

One (1) Steward: FOC, (County Administration Building)

District #2

Two (2) Stewards (Not from the same department): Register of Deeds Office, Emergency Management, Treasurer and all departments on the second and third floors (County Administration Building)

District #3

One (1) Steward: Prosecuting Attorney's Office in the Courthouse.

District #4

One (1) Steward: Circuit Court, County Clerk's Office and Cooperative Reimbursement

District #5

One (1) Steward: Sheriff's Department

District #6

One (1) Steward: Drain Commission, Cooperative Extension, Animal Shelter and Parks and Recreation

District #7

One (1) Steward: Probate and Family Court

District #8

One (1) Steward: McCree North Building and Burton Health Center

District #9

One (1) Steward: McCree South Building including Prosecutor's Office but excluding District Court

District #10

One (1) Steward: Maintenance Employees, Buildings and Grounds first shift

District #11

One (1) Steward: Maintenance Employees, Buildings & Grounds second shift and third shift

District #12

One (1) Steward: District Court

Local 496, Chapter 01

District #13

One (1) Steward: Controller, Management Information Services, F.O.C., Affirmative Action

District #14

One (1) Steward: Parks and Recreation

District #15

One (1) Steward: Planning, Sheriff, Land Bank Specialist

District #16

One (1) Steward: Public Health positions not assigned to another district.

District #17

One (1) Steward: Equalization including Land Records, Purchasing, Emergency Management, GIS

District #20 18

One (1) Steward: Nurses

District #19

One (1) Steward: Environmental Sanitarians and Accountants (Health Department)

District #20

One (1) Steward: Animal Shelter, Drain, Cooperative Extension

District #21

One (1) Steward: County Court House

District #22

One (1) Steward: 67th District Court

The number of stewards and districts as listed may be changed by mutual written agreement of the Union and Employer during the life of this agreement.

Alternate Steward

The Union may also designate an Alternate Steward for each Steward listed above. An Alternate Steward's duties shall be the same as those of the Steward when the Steward is absent from work. No one shall be eligible to serve as a Steward or Alternate Steward unless he/she is an employee and until he/she has satisfactorily completed their probationary period.

Chief Steward

The Union may also designate two (2) Chief Stewards (one [1] from each chapter) who will represent the Union at Special Conferences and at the Appeal Step and the Arbitration Step of the Grievance Procedure. Each Chief Steward shall serve as their counterpart's Alternate. This is in addition to other provisions contained in the contract. In addition, during their regularly scheduled working hours, the Chief Stewards will be permitted to investigate grievances appealed to the Appeal Step and Arbitration Step of the Grievance procedure, and to give advice to Stewards concerning contractual provisions.

Section 2 - Steward/Chairperson/President Release

The Chief Stewards, Chapter Chairpersons, Stewards and Local President (if an employee of the Employer), shall be permitted to leave their work station, after the expiration of the first hour of their shift, to investigate and present grievances to the Employer, without loss of pay, after specifying to their Supervisor the purpose of their activity and recording their time on Form #124. (Note: The first hour of the shift limitation shall be waived if the subject matter of the grievance is disciplinary action). The Supervisor shall grant permission forthwith, for such representatives to leave their work station subject to necessary emergency exceptions. The above listed representatives will continue to be permitted to answer contractually related questions, without loss of pay, during working hours. The privilege of these representatives leaving their work station during working hours without loss of pay is subject to the understanding that time will be devoted to the proper processing of grievances, and/or performing other representational duties and will not be abused. Upon entering any County department in the fulfillment of their representational duties, the above listed representatives shall notify the Department Head or Departmental Supervisor of their presence and purpose. The above listed representatives will be permitted reasonable use of a telephone during working hours for the purpose of conducting legitimate Union business. When space is available, the Employer will attempt to find a private area where telephone conversations may take place.

Section 3 - Identification of Union Representatives

The Union will furnish the Human Resources Department, in writing, with the names of all its authorized representatives who are employed within the unit, and any changes as may come from time to time in such personnel, so that the Employer may at all times be advised as to the authority of the individual representatives of the Union with which it may be dealing.

Likewise, the Human Resources Department will provide the Chief Stewards in writing each June, with a list of administrative and supervisory personnel in the various departments who will be involved in the grievance procedure for employees in the various individual bargaining units.

Section 4 - International/Executive Officer Attendance

International and/or Council Executive Officers of the Union and/or their representatives are authorized to represent the Union at the appropriate step of the grievance procedure.

Section 5 - Steward Grievance

Any Steward, Alternate Steward or Chief Steward, having an individual grievance in connection with their own work, may ask for a Chief Steward to assist them in adjusting the grievance with their supervisor.

Section 6 - Bargaining Committee - Addendum Bargaining

Employees will be represented during negotiations by Addendum Bargaining Committees composed of the representatives indicated from each of the following bargaining units:

<u>UNIT</u>	<u>NUMBER</u>
Chapter 00	Three (3)
Chapter 01	Three (3)

Section 7 - Bargaining Committee Master Agreement

Employees will be represented during negotiations by a Master Agreement Bargaining Committee composed of one (1) representative from each Chapter, the Local President if a member of Chapter 00 or 01, and the two (2) Chief Stewards for the express purpose of negotiating a Master Agreement. If the Local President is not a member of Chapter 00 or 01, one (1) additional member of either Chapter 00 or 01 may be designated by the Union.

Section 8 - Bargaining Committee Pay

Members of the above Bargaining Committees will not lose pay for time spent during regular working hours in contract negotiations. Members of the above Bargaining Committees shall give notification to their Supervisor, in accordance with departmental practice, prior to leaving their workstation to attend negotiation sessions. Human Resources will notify affected departments of scheduled negotiation sessions.

ARTICLE V - SPECIAL CONFERENCES

Section 1 - Procedure

The Special Conference Procedure may be utilized if there is no grievance on the issue.

The Union President, Chief Steward, and Chapter Chairperson agree to attempt to resolve department specific issues at the department head or Court Administrator level, prior to requesting a Special Conference. Unresolved issues, or issues which cross department lines, may be referred to Human Resources. In that event, a special conference will be arranged between the Union President, Chief Steward or Chapter Chairperson and the Human Resources Director and the Court Administrator or Department Head if applicable, upon the request of either party.

Section 2 - Representatives

Such meetings shall have no more than three (3) representatives of the Union and no more than three (3) representatives of the Employer.

When a Special Conference involves a Court employee, one (1) representative of the Employer shall be the Court Administrator or Court Department Head as applicable. Additional members may be in attendance at those conferences by mutual consent. Arrangements for each Special Conference shall be made in advance, and an agenda of the matters to be taken up at the meeting shall be presented, in writing, at the time the conference is requested.

Special Conferences shall be held at a mutually agreed upon time, and shall be limited to one (1) hour duration unless extended by the parties. The members of the Union will not lose pay for time spent during regular working hours in the Special Conference.

Section 3 - Scheduling/Synopsis

When possible, Special Conferences shall be scheduled within fourteen (14) calendar days after the receipt of the request. The time limitations set forth in this Agreement for matters subject to the Grievance Procedure shall continue to be applicable despite a request for a Special Conference on the same subject, unless the parties mutually agree to the contrary in writing. Matters of a grievable nature, if not resolved in Conference, shall be moved to the appropriate step of the grievance procedure, such step being agreed to in writing by the Conferees.

Human Resources shall provide a written synopsis of the special conference within thirty calendar days of the meeting.

Section 4 - Union Meeting Period

The Union representatives may meet at a place designated on the Employer's property for one-half (1/2) hour preceding the conference.

ARTICLE VI - GRIEVANCE PROCEDURE

Section 1 - Grievance Definition

A grievance under the terms of this Agreement is defined as a specific complaint or dispute regarding wages, hours and/or conditions of employment. It is mutually agreed that all grievances, disputes or complaints arising under and during the term of this Agreement shall be settled in accordance with the procedure herein provided.

Section 2 - Understanding

An employee having a grievance, or one designated member of a group of employees having a grievance, shall present it to the Employer with the following understanding:

- a. The Employer and the Union agree that it is in the best interest of all concerned that grievances be settled as quickly and expeditiously as possible, making every effort to settle these matters at the earliest step of the grievance procedure.
- b. All parties agree that the question of grievances will be dealt with in a responsible manner, and that all grievances arising under and during the life of this Agreement shall be settled in accordance with the procedure herein provided.

Section 3 - Processing

The Employer and the Union shall answer or appeal any grievance presented within the time limits, which may be extended by mutual agreement in writing.

Section 4 - Grievance Procedure

A grievance must be presented in writing by the Steward within thirty (30) calendar days after its occurrence, or within 30 calendar days from when the Union became aware of a continuing grievance, in order for it to be a proper matter for the Grievance Procedure. However, in no event will any claim for back pay be valid for a period of more than thirty (30) calendar days prior to the date the grievance was first filed.

Step 1 - Oral Presentation

Employees shall first specify the grievance orally to their Supervisor. Thereafter, employees may discuss the grievance with their Supervisor and/or the Steward may be requested by the employee to discuss the grievance with the Supervisor.

Step 2 - Grievance in Writing

If not resolved in this manner, it shall be submitted in written form, signed by the employee(s) and presented to the Supervisor. The Supervisor shall answer the grievance within five (5) working days of receipt.

Step 3 - Department Head

If the grievance is not satisfactorily resolved at Step 2, it may be appealed in written form to the Department Head within five (5) working days from the date the Supervisor's answer is due. The Department Head will render a decision in writing within five (5) working days.

Step 4 - Appeal Step

If the grievance is not resolved at Step 3, a written appeal may be given by the Union to the Genesee County Human Resources Director within five (5) working days after the Department Head's answer is due. The grievance will be scheduled at the first possible Appeal Step meeting when necessary attendees are available. Appeal Step meetings shall be scheduled on the second and fourth Thursday of each month. The Steward, Chief Steward, the Union's Council representative, and the necessary representatives of the Employer shall attend. Additional Union representatives may attend without loss of pay when arranged in advance through Human Resources. The Grievant shall attend if requested by the Union. If the grievance is resolved, a copy of the resolution will be sent to the parties. If not resolved, the Human Resources Director shall submit the Employer's final answer to the Union representatives within ten (10) calendar days following the date of the last Appeal Step meeting.

Step 5 - Arbitration

- a. The Union may request arbitration on any unresolved grievance within twenty five (25) calendar days after receipt, by the Chief Steward, of the Employer's final answer on the grievance.
- b. All such requests shall be in writing by registered or certified mail or personal delivery, addressed to the Human Resources Director and shall state the precise issue to be decided, and any specific portions of the Agreement which are claimed to be violated. If not so requested within the twenty five (25) calendar day period, the matter shall be considered settled on the basis of the final answer.
- c. Not more than one (1) grievance or dispute may be submitted in one (1) arbitration proceeding except by mutual agreement of the parties.
- d. If the parties are utilizing a mutually agreeable list of arbitrators, Human Resources will advise AFSCME Council 25 the name of the assigned arbitrator. AFSCME Council 25 must notify the arbitrator no later than sixty (60) calendar days after the arbitrator is assigned by Human Resources. Failure to notify the arbitrator within sixty (60) calendar days shall cause the Employer's potential liability to cease at that point.

If the parties are not utilizing a mutually agreeable list of arbitrators, the services of the Federal Mediation and Conciliation Service will be utilized. Within sixty (60) calendar days of requested arbitration to the Human Resources Director,

AFSCME Council 25 must notify the Federal Mediation and Conciliation Services to request a list of seven (7) arbitrators. Failure to notify the Federal Mediation and Conciliation Service within sixty (60) calendar days of requested arbitration shall cause the Employer's potential liability to cease at that point. If an Arbitrator is not mutually agreed to by the parties from such list, the parties shall alternately strike names from the list until one name remains. The Union shall have the first strike.

- e. After designation of the Arbitrator, a hearing shall be held as soon as practical and the Arbitrator shall issue an Opinion and Award. The decision shall be final and binding on the parties and the employee(s) involved, subject to any law or governmental regulation applicable thereto, including those under authority of Genesee County.
- f. The Arbitrator's fee, travel expenses, the filing fee and the cost of any room or facilities shall be borne equally by the parties, but the fees and wages of representatives, counsel, witnesses or other persons attending the hearing shall be borne by the parties incurring them, with the exception that the grievant, if a current employee on the active payroll, and one (1) Chief Steward shall not lose pay.

If more than one (1) grievant is involved in a particular grievance, the Union shall designate one (1) grievant who shall be covered by this provision for time spent during regular working hours in attendance at an arbitration hearing.

- g. The Arbitrator shall have no power to add to, subtract from, or modify, any of the terms of this Agreement. Neither shall he/she have power to establish or change any classification wage rate, to rule on any claim arising under an insurance policy or retirement claim or dispute, or to issue a ruling modifying any matter covered by a Statute or Ordinance.

No provision of this Agreement shall prohibit an Arbitrator from amending or modifying any disciplinary action.

Section 5 - Veterans' Preference Claims

It is the intent of the parties to this Agreement that its terms and provisions shall be applicable to all employees included within the bargaining unit. Accordingly, the parties hereby agree that any employees who may come within the provisions of any legislative enactment entitling a military veteran to a preference in employment, or which establishes a procedure whereby the military veteran may challenge the Employer's determinations regarding the veteran's employment status will be required to, no later than Step 3 of the Grievance Procedure, elect in writing either the Grievance Procedure or the statutory remedy as the single means of challenging the Employer's determination. If the employee elects to pursue the statutory remedy, any grievance concerning the Employer's employment determination shall be considered withdrawn by the Union and further, shall not thereafter be a subject of any Arbitration proceeding.

ARTICLE VII - DISCIPLINARY PROCEDURES

Section 1 - Guidelines

Disciplinary action issued by the Employer will be for just cause. Disciplinary action shall include written reprimand, unpaid suspension and discharge. Employees will be tendered a copy of any disciplinary action entered into their personnel file within three (3) working days of the action taken. The Steward will also be tendered a copy. In imposing disciplinary action on a current charge, the Employer will not take into account any disciplinary action which occurred more than two (2) years previously. The Employer may impose disciplinary action on employees for errors or mistakes on their employment application, if such errors or mistakes give rise to a material misrepresentation by the employee in securing a position with Genesee County. Should the disciplined employee or the Union consider any disciplinary action improper, the matter shall be processed through the Grievance Procedure. Discharge grievances shall be filed at Step 4.

The Employer may utilize verbal counseling in cases not justifying disciplinary action. The written record of verbal counseling shall be identified as a counseling memorandum, shall be tendered the employee and shall be entered in the employee's personnel file. Counseling memorandums shall not be construed as disciplinary action. The Employer will not take into account any counseling memorandums which occurred more than two (2) years previously. Employees receiving counseling memorandums shall have the right to submit a written statement (up to five (5) sheets of 8 1/2 by 11 inch paper) explaining his or her position concerning the counseling memorandums, which will become a permanent part of the file and will be included whenever the file is displayed to a third party. The employee's written statement shall be attached to the counseling memorandum. Should the counseling memorandum be removed from the file, the employee's written statement shall also be removed.

Discipline records and counseling memorandums shall be removed from the employee's personnel file after four (4) years from date of issue. The Union understands the records will be maintained in a separate file in the Human Resources and may be utilized in litigation, arbitration and/or reporting requirements of any governmental agency.

Section 2 - Discussions/Leaving Premises

A discharged or suspended employee will be allowed to discuss the discharge or suspension with their Steward, and the Employer will make available an area where this may be done in private before the employee is required to leave the property of the Employer. Upon request, the Employer or a designated representative will discuss the discharge or suspension with the employee and the Steward.

Section 3 - Discipline vs. Voluntary Quit Provisions

The application of the provisions of Article IX, Section 7(c) are not to be construed as limiting the application of discipline with regard to absence without reasonable cause.

ARTICLE VIII - WORK RULES

The Employer reserves the right to establish and change from time to time reasonable work rules governing the conduct of its employees and to determine disciplinary action for violation of such rules. The Employer shall provide written notice to the Chapter Chairperson and Chief Steward of the Chapter affected, prior to the effective date of the work rule. The Union shall have thirty (30) calendar days after receipt by the Chief Steward, to grieve the reasonableness of any such rules. Any grievance challenging the reasonableness of a rule shall be initiated at Step 4 of the Grievance Procedure.

ARTICLE IX - SENIORITY

Section 1 - Chapter 00 and 01 Seniority Definition

Chapter 00 seniority shall be defined as the length of an employee's continuous service within that individual bargaining unit within each separate Employer commencing with the employee's last date of hire. Chapter 01 seniority shall be defined as the length of an employee's continuous service in their current classification within each separate bargaining unit within each separate Employer commencing with their last date of hire in that classification. An employee's "last date of hire" shall be the most recent date upon which they commenced work. Employees who commence work on the same date shall be placed on the seniority list in alphabetical order of surnames at time of hire. Any seniority date thus established is primarily for layoff and recall purposes and may or may not be identical to the employee's anniversary date or date of continuous service dependent upon attendant circumstances.

Employees that move from one non-interchangeable seniority group to another within Chapter 01, shall retain seniority credited in the non-interchangeable seniority group but will not accumulate any further seniority when the employee leaves the group.

Section 2 - Probationary Period - Full-Time Employees

All new full-time employees hired in each individual bargaining unit, but with the exception of employees in the Assistant Prosecuting Attorney classification, shall be considered as probationary employees for the first one thousand forty (1040) straight-time hours (twenty-six (26) weeks) of their employment, with the understanding that absence from work, other than paid holiday and paid, prior approved personal or vacation time, shall extend the probationary period accordingly. For employees in the Assistant Prosecuting Attorney classifications the probationary period shall be 3120 straight-time hours. Upon completion of the probationary period, the employee shall acquire seniority dated back twenty-six (26) weeks (78 weeks for Assistant Prosecuting Attorney classifications) from the day she/he completed the probationary period.

In addition, new employees hired as Assistant Prosecutor Trainees must gain admission to the bar within a one (1) calendar year period after their date of hire, or be subject to immediate termination as an unsatisfactory probationary employee.

Section 3 - Probationary Period - Part-Time Employees

All new part-time employees hired in each individual bargaining unit, with the exception of employees in the Assistant Prosecuting Attorney classifications, shall be considered as

probationary employees for the first 1040 straight-time hours of their employment, with the understanding that absence from work, other than paid holiday and paid, prior approved personal or vacation time, shall extend the probationary period accordingly. Upon completion of this probationary period, the employee shall be credited 1040 seniority hours. For employees in the Assistant Prosecuting Attorney classifications the probationary period shall be 3120 straight-time hours. Seniority for part-time employees shall be maintained on a seniority hours basis. If a part-time employee moves to a full-time position, the seniority hours will be converted to the equivalent full-time seniority date and the employee will be appropriately placed on the full-time seniority list.

Section 4 - Probationary Employee Representation

There shall be no seniority among probationary employees. The Union shall represent probationary employees for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment and other conditions of employment as set forth in Article I of this Agreement. However, the Union shall not represent probationary employees who have been disciplined or discharged, unless said discipline or discharge was for Union activity.

Section 5 - Temporary Employees

Temporary employees are defined as those employees hired into a position of a duration of less than ninety (90) calendar days. Under no circumstances will temporary employees be permitted to work in that status for ninety (90) calendar days or more without attaining probationary status of one month's duration. However, credit for temporary service will be accorded employees upon completion of the probationary period, for benefit and seniority purposes where feasible (except, for example, retirement and insurance benefits). These provisions shall not be utilized by the Employer to erode the bargaining unit through the hiring of consecutive or excessive temporary employees. All other provisions of this Agreement do not apply to temporary employees.

Section 6 - Seniority List

The seniority lists on the date of this Agreement will show the names and job titles of all employees of the units entitled to seniority.

The Human Resources Department will keep the seniority lists up-to-date at all times. On June 1st and December 1st, up-to-date copies of the seniority lists will be provided by the Human Resources Department to the Chief Stewards for all bargaining unit employees with the Local Union, and to the Chairpersons for the employees within each of their individual respective bargaining units.

During the month of June, the Employer will provide Michigan AFSCME Council 25 an updated list of represented employees showing their current address.

Section 7 - Loss of Seniority

An employee's total seniority and classification seniority and his/her employment relationship with the Employer shall terminate for any of the following reasons:

- a. The employee quits, retires, or receives a pension, including a disability pension, under the Genesee County Retirement System.
- b. The employee is terminated or discharged and the termination or discharge is not reversed through the procedures set forth in this Agreement.
- c. The employee is absent for any three (3) consecutive working days without properly notifying the Employer. After such unreported absence, the Employer will send written notification to the employee by certified mail at his/her last known address that, because of the unreported absence, the employee is considered to have resigned (voluntary quit) and is no longer in the employ of Genesee County. In proper cases exceptions shall be made upon the employee producing convincing proof of his/her inability to give such notice.
- d. If the employee does not return to work on the date specified for recall from layoff as set forth in the recall procedure. In proper cases, exceptions shall be made upon the employee producing convincing proof of his/her inability to return as required.
- e. The employee fails to return on the specified date following an approved leave of absence, disability leave, vacation or a disciplinary suspension. In proper cases, exceptions shall be made upon the employee presenting convincing proof of his/her inability to return on the required date.
- f. The employee has been on layoff status for a period of three (3) years or the length of his/her seniority, whichever is less.
- g. The employee has been on disability leave for a period of three (3) years or for a period of time equal to the length of his/her seniority at the time such disability leave commences, whichever is less.
- h. The employee has been on Workers' Compensation leave for a period of four (4) years or for a period of time equal to the length of his/her seniority, at the time such Workers' Compensation leave commences, whichever is less.

Section 8 - Steward/President Seniority List Position

Notwithstanding their position on the seniority list, the Chief Stewards, the Stewards and the Local President shall, in the event of a layoff of any type, be continued at work as long as there is a job in their bargaining unit classification within that Employer which they are capable of performing, and shall be recalled to work in the event of a layoff on the first open job classification in their bargaining unit within that Employer which they are capable of performing.

ARTICLE X - LAYOFF AND RECALL

Section 1 - Layoff Procedure

In the event a fiscal year budget is adopted by the Board of Commissioners which would result in the layoff of more than ten (10) non-probationary, bargaining unit members, the Employer and Union will meet to discuss alternatives to layoffs, such discussion to include the possibility of voluntary days off without pay. The layoff provisions of the collective bargaining agreement shall prevail unless mutually agreed otherwise by the parties.

The Employer may layoff employees whenever it deems such action to be necessary, including, by way of illustration only and not by way of limitation, a reduction in the work force due to a shortage of work or funds, the abolition of positions, material changes in departmental organization or for other reasons which are outside an employee's control. Whenever a reduction in the work force occurs, the following procedure shall be utilized:

- a. The Employer will determine the classification(s) being reduced within the individual bargaining units.
- b. Thereafter employees will be laid off in the following order within each classification being reduced:
 1. Temporary employees
 2. Probationary employees
 3. Part-time seniority employees
 4. Full-time seniority employees

No full-time seniority employees shall be laid off from the classification being reduced while there are temporary, probationary, or part-time employees being retained in that classification within that individual bargaining unit.

- c. In the event the Employer deems it necessary to layoff full-time seniority employees the following procedure will be utilized:
 1. When a specified classification within an individual bargaining unit within a separate Employer is being reduced, a classification seniority (as defined in Article IX, Section 1) comparison shall be made of all employees in the affected classification and the employees with the least classification seniority at the time of layoff shall be laid off, providing the employees being retained are capable of performing the available work. It is understood by the parties that in application of this section laid off employees in higher rated classifications within each separate bargaining unit will filter downward within that separate bargaining unit in line with their total seniority (as defined by Article IX, Section 1) into equal or lower rated bargaining unit classifications at the pay step giving the employee the least decrease in wages, and employees must be capable of performing the available work. Filtering downward is by classification within the department, then by classification and seniority within the Employer. In no event will employees in lower rated classifications filter upward to positions in higher rated classifications.

2. However, when the need arises to layoff an employee serving a promotional trial period, such employee shall be restored to the job classification and department from which he/she was promoted, and the layoff shall be in the manner prescribed above. Time served in the trial period shall be credited as though served in the lower classification should layoff occur in the lower classification.

However, when the need arises to layoff an employee serving a lateral transfer trial period, such employee shall remain in the job classification and department to which he/she was laterally transferred, seniority permitting, and layoff shall be in the manner prescribed in subsection (c.1.) above.

3. If the above "filtering down" provisions result in a lower rated position being made available to the employee bumping down, said employee will be required to make a decision to accept the lower rated classification or be placed on layoff status and submit same to the Human Resources Department within one (1) working day of initial notification of pending layoff from their current classification.
4. A supervisory, non-union, or exempt employee who had been promoted or transferred out of the bargaining unit prior to April 22, 1993 will retain bumping rights to the classification within the Employer he/she left to take said promotion or transfer, seniority permitting, in the event he/she is placed on layoff status or otherwise involuntarily reduced for other than disciplinary reasons. These bumping rights shall expire when the listed employee has been out of the bargaining unit for the length of his/her previous time spent in the bargaining unit (See Letter of Agreement). For this bumping purpose only, "seniority permitting" shall be defined as the previously accumulated seniority in the classification (Chapter 01) or bargaining unit (Chapter 00) in which they are exercising their seniority rights provided he/she is capable of performing the available work.

Subsequent to April 22, 1993, employees promoted or transferred outside the individual bargaining unit within that Employer will retain bumping rights to the classification within that Employer they left to take said promotion or transfer for a period of two (2) years or the length of their seniority, whichever is less.

Section 2 - Notification of Layoff

Employees being laid off from the work force will receive seven (7) calendar days notice by personal contact, telephone call, or written communication prior to being laid off; but in any event confirmed, within the above time limits, in writing by certified mail to the employee's last known address. However, in circumstances where either due to employees returning to work without adequate notice from leaves of absence, or where there is a temporary lack of work due to facilities being inoperable (for example: fire, floods, tornados) the above mentioned seven (7) day notification requirement will be waived and only one (1) day notice will be required. The Chief Steward shall receive a list from the Employer of the employees being laid off on the same date the notices are issued to the employee.

Section 3 - Recall

- a. When an individual bargaining unit work force is to be increased after a layoff, employees on layoff status (or in a reduced status in another classification) will be recalled in the reverse order of the layoff on a seniority basis providing the employee being recalled is capable of performing the available work. The names of employees on layoff status or in a reduced status in another classification shall be placed on a recall list, in order of their seniority, for recall to classifications from which the employees were laid off or reduced, or to other equal or lower rated bargaining unit classifications within that Employer of which they are capable of performing the available work, prior to new employees being hired.
- b. Notice of recall may be by personal contact, telephone call or written communication, but in any event will be confirmed by certified mail to the employee's last known address.
- c. Employees will be granted an extension of up to ten (10) working days from the date of recall notification to return to work. An employee desirous of such extension must make written request specifying the date of return to the Human Resources Department. Such request shall be made within three (3) working days of notification by certified mail of recall. However, employees granted such an extension will forfeit claim to any unemployment compensation during that extension period.
- d. Accepting a position in another bargaining unit will not affect an employee's recall rights.

Section 4 - Miscellaneous

- a. When an employee is laid off or placed in a reduced status, he or she may report to the Human Resources Department on a designated date for the express purpose of updating their resume and/or qualifications as contained in their personnel file, and also to notify the Human Resources Department in writing with regard to the equal or lower rated classifications for which they wish consideration. The Employer shall not be liable for any claim of back wages due to an alleged failure to recall the employee to any vacancy in equal or lower paying classifications if the employee fails to report as outlined above.
- b. Once a laid off or reduced status employee has been offered a full time position or a temporary position known to be a duration of six (6) months or more, in his or her former classification and has refused that position, as confirmed in writing by the Human Resources Department, the employee's seniority rights for recall to their former classification shall be terminated.
- c. Any laid off employee declining a position in any equal or lower rated classification previously designated by the employee in writing as outlined in subparagraph (a) above, as confirmed in writing by the Human Resources Department, shall be placed at the bottom of the recall list to all positions except his/her former classification, and the Employer shall not be liable for any claim of back wages due to an alleged failure to recall the employee to any vacancy in an equal or lower paying classification. However, the Human Resources Department shall continue to consider the laid off employee, contingent on attendant

circumstances and the employee's availability for recall, for other position vacancies in equal or lower paying classifications, as they occur.

- d. It is understood by the parties that when a laid off employee declines any position (either in the same classification or in an equal or lower paying classification) being offered to them by the Human Resources Department, the employee may be jeopardizing potential unemployment compensation benefits under applicable state regulations.
- e. Employees recalled to equal or lower rated classifications shall serve a sixty (60) calendar day trial period to prove they are capable of performing the work. At any time during the trial period, if the Employer determines that the employee is unsatisfactory in the new classification, the Employer shall have the right to return the employee to their former status as a laid off employee.

ARTICLE XI - VACANCIES

Section 1 - Posting

Permanent job vacancies shall be posted in all departments within the separate Employer where the vacancy exists for a ten (10) calendar day posting period. Vacancies for which an eligibility list exists shall be posted for five (5) calendar days. Employees who are interested in filling a posted vacancy shall make written application to Human Resources within the posting period in order to be eligible for consideration for the vacancy.

Section 2 - Applications/Interviews

The Department Head will not be obligated to consider an application from an employee during the employee's absence from work or during an employee's layoff from work, unless that employee submits the request in writing during the posted period. The Steward shall be allowed to submit a written request during an employee's authorized absence from work or during an employee's layoff from work, on behalf of the absent or laid off employee. It shall be the responsibility of the employee on an authorized absence from work or on layoff from work to submit a request in writing to the Steward to make application for specific posted positions in which the employee is interested. Employees will not be considered for any vacancy unless the employee will be available for work in the vacant position on the date said position is to be filled, or within a reasonable period of time thereafter, dependent on prevailing circumstances within that department.

A Department Head may reject an applicant for interview if the applicant has been interviewed for a position within that department during the preceding nine (9) months, or if the applicant has been selected and placed into any other posted vacancy during the preceding nine (9) months. Human Resources shall send a notice to the Governmental Operations Committee of the Board of Commissioners, listing any position still not filled by a department, twelve weeks from the closing of the posting. A copy of the notice will be sent to the Chief Steward of the affected bargaining unit.

Employees working in the same classification and department, where a vacancy is posted, shall not be eligible to apply, as the parties understand that it is a job assignment.

Section 3 - Selection Criteria

Chapter 01

The Department Head will exercise final appointing authority for selection of employees under Section 1 and 2 above, subject to the following conditions:

- a. The employee meets the required knowledge, training and qualifications for the position as specified in the established job description, and considering the specific function of the vacancy.
- b. The personnel record of the employee, attendance records and the interview process. Counseling memorandums more than twenty-four months old shall not be considered for promotional purposes.
- c. The employee must be able to perform the essential functions of the job either with or without reasonable accommodation.
- d. The most senior applicant who meets the minimum qualifications shall be awarded the trial period unless the Department Head can establish that the selected applicant is more highly qualified for the vacancy.

Chapter 00

The Department Head will exercise final appointing authority for selection of employees under Section 1 and 2 above subject to the following conditions:

- a. The employee meets the required knowledge, training and qualifications for the position.
- b. Employees who have a disciplinary suspension on their record will not be eligible to apply for Chapter 00 vacancies for a one (1) year period following the issuance of the suspension. After the expiration of the one (1) year period, he/she will be eligible to apply for subsequent vacancies and will be eligible to be added to any existing "continuous eligibility list" for which the employee is qualified. Employees who have a written reprimand on their record will not be eligible to apply for Chapter 00 vacancies for a six (6) month period following the issuance of the written reprimand. After the expiration of the six (6) month period, he/she will be eligible to apply for subsequent vacancies and will be eligible to be added to any existing "continuous eligibility list" for which the employee is qualified.
- c. The employee must be able to perform the essential functions of the job either with or without reasonable accommodation.
- d. Subject to the provisions of Section 2, above, the Department Head will select one of the three (3) highest seniority applicants from an eligibility list for each vacant position authorized to be filled. If less than three (3) bargaining unit members are considered eligible for the vacancy, the Department shall select from those available.

In the event the first applicant selected declines the position, the Department will select between the remaining two (2), subject to Section 2, above. In the event the second applicant selected declines the position, the remaining applicant shall be

offered the trial period. In the event the third applicant selected declines the position, and there are remaining applicants on the initial eligibility list, the above procedure shall be repeated until the list is exhausted.

A declining applicant will be otherwise eligible for inclusion as one of the three (3) highest seniority applicants considered for the next vacancy in that classification.

If an employee declines to interview for any position, his/her position on the eligibility list will not be affected.

In the event the initial selected applicant vacates the position during the trial period, the Department will select from the remaining applicants that were interviewed, if any. In the event the second selected applicant vacates the position during the trial period, the vacancy will be re-posted if it is to be filled.

In the event there are no available qualified applicants, for a posted vacancy, the vacancy will be filled in accordance with contractually established posting procedures.

Section 4 - Continuous Eligibility Lists

Initial Continuous Eligibility List(s) will be established for a specific classification or classifications. Human Resources will determine which continuous eligibility lists shall be established. A qualified applicant will remain on the list(s) indefinitely, or until disciplinary suspensions or written reprimands preclude their eligibility, or until he/she requests in writing to be removed. It will be the employee's sole responsibility to re-apply for the list(s) after the time period bar for discipline has expired. New applicants may apply by contacting Human Resources.

If an employee declines to interview for any position, his/her position on the eligibility list will not be affected.

In the event there are no available qualified applicants on an eligibility list, the vacancy will be filled in accordance with contractually established posting procedures.

Word processing tests will be conducted as needed. Passing scores will be in effect indefinitely.

Section 5 - Oral Interview Observer

Whenever oral interviews are utilized, a non-participating Union observer shall be present. The Union observer shall be a Local 496 bargaining unit member. However, within a Court Employer, the non-participating Union observer shall be a bargaining unit member employed in that Court, when possible. Prior notification in writing shall be furnished to the Employer by the Union concerning the identity of the non-participating Union observer.

Section 6 - Trial Period

The employee who is selected shall serve a ninety (90) calendar day trial period to prove he/she is capable of performing the work. At any time during this trial period the employee may on his/her own volition, request in writing to be relieved of the new classification and be returned to the former classification and former rate of pay without loss of seniority.

At any time during the trial period, if the Employer determines that the employee is unsatisfactory in the new classification, the Employer shall have the right to return the employee to the former classification from which he/she was selected without loss of seniority from that former classification.

When an employee is selected for a new classification, he/she shall retain seniority status in the former classification for the duration of the trial period. Upon successful completion of the trial period, seniority in the new classification shall accumulate effective the date of the initial transfer into the new classification.

Employees serving a trial period will be evaluated in writing by the Employer each month of the trial period. Upon receipt of the written evaluation(s) the employee may respond in writing concerning the evaluation to the Employer. The response shall be attached to the evaluation. Any such response shall be on one (1) 8 1/2" x 11" sheet of paper in reasonably acceptable form.

Section 7 - Promoted/Upgraded Employee - Pay Step/Anniversary Date

In the event that an employee is promoted (e.g. selected for a position that has a higher ending rate than the employee's current classification), the employee shall receive the rate of the new classification at the earliest step which will result in an increase in salary rate. However, the first step of the salary range shall not be utilized for promotional step increases, unless the employee being promoted is currently at the first step of the classification from which they are being promoted. The employee shall retain his/her current anniversary date when promoted.

An employee promoted from the top step of his/her then current salary range, shall establish a new anniversary date six (6) months from the effective date of the employee's promotion into the higher rated classification. The employee will be eligible for merit increases annually thereafter, until reaching the end of the salary range.

In the event a seniority bargaining unit employee is laid off and filters down to a lower classification, and subsequently is promoted to a position that is higher-rated than the classification from which he/she was laid off, he/she shall be paid at the first step of the new classification that is higher than the current rate of the step the employee was at in the classification from which he/she was laid off, provided he/she is promoted within two (2) years of the layoff.

Section 8 - Temporary Vacancy

If the Human Resources Department initially determines that a vacancy is for thirty (30) calendar days or less, the said vacancy shall not be subject to the recall provisions of Article X, and may be filled by the Employer with contractual services or with temporary employees, regardless of the eventual length of the leave of absence.

If the vacancy is initially determined by the Human Resources Department to be in excess of thirty (30) calendar days then the provisions of Article X, Sections 3 and 4 or Article XI shall apply. The Employer may fill said vacancies with contractual services or with temporary employees for both the promotional posting period and also during the open selection process, consistent with the ninety (90) day provisions of Article IX, Section 5.

An employee selected to fill a temporary vacancy, initially determined by Human Resources to be in excess of thirty (30) calendar days, shall (as well as the employee on said authorized leave) be governed by the applicable provisions of Article XII, (Section 12) or Article XVIII (Section 4). The employee granted the temporary vacancy in question shall retain the right to apply for and be considered for permanent vacancies throughout the bargaining unit.

Any employee selected temporarily to a position involving a change of seniority status to fill a vacancy due to an authorized Leave of Absence, shall retain seniority status in their former classification for a period of one (1) calendar year. Thereafter, the selection shall become a permanent selection and the employee shall accumulate seniority back to their original date of entry into that classification.

If during the period of time an employee is selected for any temporary vacancy, a reduction in the workforce occurs that would have affected the former permanent incumbent in said temporary vacancy, such reduction in the workforce shall take place in the same manner as if the former permanent incumbent was working in the position in question.

If the employee on Leave of Absence terminates employment with Genesee County anytime within the first calendar year of the leave, then the here to fore temporary vacancy becomes a permanent vacancy. The employee's temporary selection then becomes permanent, if that employee has successfully completed the trial period. If the employee on leave returns from leave within one (1) year from the date such leave commenced, the employee in the temporary vacancy created by the original employee going on leave of absence, as well as any employee secondarily selected or granted a lateral transfer, automatically reverts back to the classification and Department they formerly held, prior to the Leave of Absence commencing. If the employee on leave returns after having been on such leave a period of time greater than one (1) year, the employee will be initially placed in the same classification the employee held prior to the leave, seniority permitting, and thereafter, if necessary, the provisions of Article X (Layoff Procedure) will be applied.

Section 9 - Examinations And Performance Tests

Written examinations and performance tests must be approved by Human Resources prior to implementation. When written examinations or performance tests are developed for vacancies within the bargaining unit, the parties shall enter negotiations regarding implementation and application of these new selection devices at the request of the Union. This shall not cause an unreasonable delay in the filling of vacancies. Written examinations or performance tests for persons being hired from the public are not subject to negotiations.

Section 10 - Part-Time Employee Applications

Applications for vacancies will be accepted from part-time employees who are otherwise eligible at the time of the initial posting of a vacancy within the bargaining unit. Seniority part-time employee applications will be considered only after the applications of seniority full-time employees and prior to probationary employee applications. Part-time seniority for the purpose of filling vacancies shall be the total number of hours accumulated within the bargaining unit. All other provisions of Article XI shall apply.

Section 11 - Probationary Employee Applications

Full time and part time probationary employee applications will be considered next, prior to the positions being posted outside the bargaining unit. Probationary employees are not eligible if the vacancy is in the same classification in the same department, which would be a job assignment, unless such opportunity will result in a status change from part time to full time, even if within the same classification within the same department.

The Department Head will have the option of selecting or not selecting any of the probationary applicants before considering candidates from the public. The Department Head's decision is not subject to any review or grievance as such employees are probationary.

If selected, probationary employees will be paid at the beginning pay step of the new position and will not have the option to return to the former position that is afforded seniority employees during the trial period.

Whether selected for the permanent vacant position inside or outside of the department where the employee is a probationary employee, the employee must complete a new full probationary period in the new position before attaining seniority. At the conclusion of this new probationary period, such employee will have his/her seniority date adjusted back to include all time worked as a probationary employee for the County.

Section 12 - Voluntary Demotion Employee Pay

In the event an employee is selected for a vacancy that results in a voluntary demotion (e.g. selected for a position that has a lower ending rate than the employee's current classification), the employee shall receive the rate of the new classification which is closest to his/her current classification's rate of pay, but not higher.

Section 13 - Open Selection

In instances where vacancies are unable to be filled through the above procedures, the vacancies will be filled through the established open selection procedures.

ARTICLE XII - LEAVE OF ABSENCE

Section 1 - Procedure for Requesting Leaves

A leave of absence, as provided for in this Article, is a written authorized absence from work granted by the Employer. Requests for a leave of absence shall be submitted in writing by the employee to the Department Head at least ten (10) working days in advance, except in emergency situations. The request shall state the reason for the leave of absence; the exact date on which the leave begins; and the exact date on which the employee is to return to work. Authorization or denial for a leave of absence request shall be furnished to the employee in writing by the Employer. Additional requirements for specific leaves are included in the following sections dealing with the specific leave.

Failure to return to work on the date scheduled shall be cause for termination subject to the provisions of Article IX, Section 7. Extension beyond the return date designated on the original leave of absence may be granted. Approval or denial shall be furnished in writing to the employee by the Department Head. Written application for an extension must include the reason for the extension; the exact revised date on which the employee is to return to work; must be made at least ten (10) calendar days prior to the expiration date of the original leave of absence (except in those instances where it is not possible to meet the ten day requirement); and must be consistent with any specific eligibility and time limit requirements listed in the following sections dealing with that specific leave. Prior to the approval or denial, a thorough investigation will be conducted, whenever necessary.

Leaves of absence are to be used for the purpose intended and employees shall make their intent known when applying for such leaves. Employees shall not accept employment elsewhere while on leave of absence, unless agreed to by the Department Head. Acceptance of employment or working for another employer without prior approval while on a leave of absence shall result in immediate termination of employment.

Section 2 - Military Leave

- a. Any employee shall be granted an unpaid military leave of absence if they are currently employed by the Employer in other than a temporary position and are inducted into the Armed Forces of the United States, either voluntarily or involuntarily, or a paid military leave of absence if they are called to active service as members of a Reserve Component for the purpose of training for a period of time not to exceed ten (10) working days.
- b. Employees inducted into the Armed Forces of the United States either voluntarily or involuntarily, shall, upon completion of such service, be reinstated to their former position or to a position of like seniority, status and pay providing that the individual does not serve for more than four (4) years plus a one (1) year

additional voluntary extension of active duty if this additional service is at the request and for the convenience of the Government (and plus any involuntary service) and further providing that the individual be honorably discharged and be mentally and physically qualified to perform the former position or if he/she is disabled during military service and cannot perform the duties of the former position, the employee may be entitled to the nearest comparable job they are qualified to perform. Application for re-employment must be made within ninety (90) days after completion of military service or from hospitalization continuing after discharge for a period of not more than one (1) year.

- c. Employees who are members of a Reserve Component in the military service and are called to active duty for the purpose of training, shall be entitled to a leave of absence in addition to their annual vacation leave from their respective duties. Employees shall be paid the difference between all military compensation paid to the employee excluding travel allowance for a period of time and their regular wage for the same period of time not to exceed ten (10) working days in any calendar year. To receive such payment, employees must present verification of monies received during this training. Any additional time that an employee may be required to attend military meetings will not be compensated by the Employer, nor will the employee receive any benefits other than insurance coverage for additional time required to be taken under this section.
- d. An employee shall not lose seniority while on military leave and the period between his/her release from the service and his/her return to work.
- e. Employees who are called for a pre-induction physical for the Armed Services are to be granted pay for the day of the physical. Employees must request personal time or time without pay for time other than the day the physical is actually given or any succeeding physicals that may be required.
- f. Employees on military leave are not eligible to continue insurance coverage except for those individuals who are called to active duty as Reservists as outlined in Section c.
- g. Employees other than Reservists as outlined in Section c. who return from military leave shall commence to accrue benefits at the levels they would have received had they not entered service provided they meet all the provisions contained herein. In no case shall employees, other than those outlined in subsection c above, continue to accrue benefits while on military leave.
- h. An employee shall not lose credited service under the Defined Contribution Retirement Plan while on military leave. Employees may elect to make back contributions to the plan upon their return to work within the established time frame of applicable law regarding such payment.
- i. An employee who is called to active military service, known to be lasting longer than two weeks, shall have the opportunity to cash-in accumulated vacation time provided the employee's accumulated time is in excess of 40 hours.

Upon the initial separation of employment, the Employer shall pay a maximum of 40 hours of vacation time to the employee, and deduct the identical amount of hours from the employee's accumulated vacation time bank.

Thereafter, for each 60 calendar day period the employee remains on active military leave, the Employer will cash out an identical amount of hours as described in paragraph 2 above, until the employee's vacation leave bank reaches 40 hours. At that point, no further cash-in shall be allowed.

Each employee who chooses this cash-in option shall be required to sign a written authorization stating the amount of hours, up to 40, to be cashed-in during each cash-in period

Section 3 - Jury Duty Leave

- a. Any employee other than a temporary employee shall be granted a leave of absence with pay when they are required to report for jury duty. The employee shall give the Employer prior notification of their jury duty if at all possible. Employees shall be paid the difference between any jury duty compensation they receive and their regular wages for time necessarily spent in jury service. Employees shall be paid on the next regularly scheduled payday for each full day or half day of jury service, whichever is applicable. Employees who complete jury duty prior to the end of the work day shall return to their regular work station for the remainder of the work day.
- b. If any problem arises with regard to the work schedule of a second or third shift employee required to serve jury duty, the parties will meet as soon as possible to arrange a reasonable work schedule for said employee during the jury duty period. This meeting will be attended by the Department Head and/or Supervisor, the Human Resources Director, the Chief Steward, the Steward and the employee.
- c. Probationary employees shall have their probationary period extended by the length of time they are on jury duty leave. Employees eligible to receive insurance benefits shall continue to receive those benefits while on jury duty leave. Seniority (reference Article IX, Section 1) and continuous service for the purpose of benefit accrual rates and benefit accumulation shall continue for an employee while on an authorized, paid jury duty leave of absence.

Section 4 - Court Leave

- a. Any employee other than a temporary employee required by the Employer to appear before a court or tribunal on any matters related to their work with the Employer, shall be granted a leave of absence with pay for the period during which they are required to be absent from work. The employee shall give the Department Head prior notification of their court appearance if at all possible. Employees shall be paid on the next regularly scheduled payday for each full day or half day of court service, whichever is applicable, after endorsing the court duty check(s) and attaching the check(s) to the time sheet. Employees who complete court duty prior to the end of the work day shall return to their regular work station for the remainder of the work day.
- b. If any problem arises with regard to the work schedule of a second or third shift employee required for court duty, the parties will meet as soon as possible to arrange a reasonable work schedule for said employee during the court duty

period. This meeting will be attended by the Department Head and/or Supervisor, the Human Resources Director, the Chief Steward, the Steward and the employee.

- c. Probationary employees shall have their probationary period extended by the length of time they are on court leave. Employees eligible to receive insurance benefits shall continue to receive those benefits while on court leave. Seniority (reference Article IX, Section 1) and continuous service for the purpose of benefit accrual rates and benefit accumulation shall continue for an employee who is on an authorized, paid court leave of absence.

Section 5 - Union Educational Leave

- a. Leave of absence without pay shall be granted to any employee with 2080 straight-time hours or more of service, who is elected or selected by the Union to attend educational classes or conventions conducted by the Union.
- b. The number of employees on Union educational leave will not exceed the number indicated in the following schedule:

<u>Unit</u>	<u>Number of Employees</u>
Chapter 00	5
Chapter 01	5

The number of employees on Union educational leave will not exceed more than one (1) from any department, unless approved by the department head. The number of working days for any one employee will not exceed twenty (20) in any one (1) calendar year.

- c. Seniority (reference Article IX, Section 1) and continuous service for the purpose of benefit accrual rates shall continue for an employee on an authorized union educational leave of absence.
- d. The Union must notify Human Resources, at least seven (7) calendar days in advance, of the names of members who will be attending education classes or conventions. Such employees will be paid by the Employer, as described above, using the payroll code for Paid Union Business. Local 496 will reimburse the Employer for the total gross wages of each employee.

Section 6 - Union Business Leave

- a. Leave of absence without pay shall be granted to any employee elected to any Union office or selected by the Union to do work which takes them from employment with the Employer. Such employees shall be eligible after having completed 2080 straight-time hours of service.
- b. Not more than one (1) employee from each of the Chapters (00 and 01) shall be eligible for such leave at any one time.

- c. Such leave shall not exceed three (3) years or the term of office whichever is shorter. However, this leave may be extended by mutual agreement of both parties.
- d. Employees on such leave shall be required to give the Employer at least ten (10) working days prior notice before the leave will be granted and at least ten (10) working days notice prior to returning to County employment from the leave.
- e. Seniority (reference Article IX, Section 1) and continuous service for the purpose of benefit accrual rates shall continue for an employee on an authorized union business leave of absence for the duration of said authorized leave.

Employees on such leave will also accumulate retirement credit, statutory requirements permitting, if the employee submits both the Employer and employee contributions on a monthly basis.

Section 7 - Administrative Union Business Leave

- a. Leaves of absence without pay shall be granted to the Local Union President and/or the Chapter Chairperson, to perform administrative duties limited to internal Union business or functions, which takes them from employment with the Employer. Such employees shall be eligible after having completed 2080 straight-time hours of service.
- b. Not more than one (1) employee from each of the Chapters (00 and 01) shall be eligible for such leave at any one time.
- c. Such leave shall not exceed ten (10) working days of which no more than five (5) shall be consecutive working days per individual per year.
- d. Employees on such leave shall be required to give the Employer at least five (5) working days prior written notice before such leave will be granted.
- e. Seniority (reference Article IX, Section 1) and continuous service for the purpose of benefit accrual rates, shall continue for an employee on an authorized short-term administrative union business leave of absence for the duration of said authorized leave.
- f. The Union must notify Human Resources, at least seven (7) calendar days in advance, of the names of members who will be attending to administrative duties. Such employees will be paid by the Employer, as described above, using the payroll code for Paid Union Business. Local 496 will reimburse the Employer for the total gross wages of each employee.

Section 8 - Bereavement Leave

- a. When death occurs in an employee's immediate family as defined below, the employee upon request will be excused for any of the first four (4) scheduled working days immediately following the date of death provided they attend the funeral or memorial service, also providing that any minor holidays which occur during the four (4) day period of bereavement leave shall be counted as one (1) or

more of the days of the four (4) day bereavement leave, with the understanding that in no event will the bereavement leave provided be extended as the result of a minor holiday. In addition, in cases where more than four (4) working days occur between the date of death and the funeral or memorial service, the bereavement leave can be adjusted to encompass any four (4) consecutive, scheduled work days in conjunction with the funeral or memorial service provided that the employee attends the funeral or memorial service.

The immediate family for purposes of this section is defined as the employee's current spouse, current spouse's parent, current spouse's step-parent, employee's parent, step-parent, child, and step-child.

- b. When death occurs in an employee's immediate family as defined below, the employee upon request will be excused for any of the first three (3) scheduled working days immediately following the date of death provided they attend the funeral or memorial service, also providing that any minor holidays which occur during the three (3) day period of bereavement leave shall be counted as one (1) or more of the days of the three day bereavement leave, with the understanding that in no event will the bereavement leave provided be extended as the result of a minor holiday. In addition, in cases where more than three (3) working days occur between the date of death and the funeral or memorial service, the bereavement leave can be adjusted to encompass any three (3) consecutive, scheduled work days in conjunction with the funeral or memorial service provided that the employee attends the funeral or memorial service.

The immediate family for purposes of this section is defined as the employee's uncle and his current spouse, grandparent, grandchild, brother, sister, aunt and her current spouse, current spouse's grandparent, current brother-in-law, current sister-in-law, current son-in-law and current daughter-in-law.

- c. Bereavement leave does not apply to employees who have less than 520 straight-time hours of service.
- d. Employees excused from work under this provision shall, after making written application, receive the amount of wages they would have earned by working during straight-time hours on such scheduled days of work for which they are excused.
- e. Employees may be granted additional time off for travel or otherwise by use of earned vacation or personal days upon approval of their Supervisor or Department Head.
- f. Seniority (reference Article IX, Section 1) and continuous service for the purpose of benefit accrual rates and benefit accumulation shall continue for an employee who is on an authorized, paid bereavement leave of absence.

Section 9 - Retirement Commission Business Leave

- a. Leaves of absence with pay shall be granted to elected members of the Genesee County Employees Retirement Commission to attend retirement related seminars which require attendance away from the work site. Such employees shall be eligible after having completed 2080 straight-time hours of service.

- b. Not more than one (1) employee from any department shall be eligible for such leave at any one time.
- c. Such leave shall not exceed ten (10) working days of which no more than five (5) shall be consecutive working days per individual per year.
- d. Employees on such leave shall be required to give the Employer at least five (5) working days prior written notice before such leave will be granted.
- e. Seniority (reference Article IX, Section 1) and continuous service for the purpose of benefit accrual rates, shall continue for an employee on an authorized short-term retirement commission business leave of absence for the duration of said authorized leave.

Section 10 - Educational Leave

- a. Leaves of absence without pay may be granted to employees wishing to further their education in a job related field. Such employees shall be eligible to apply for educational leave after having completed 2080 straight-time hours of service.
- b. Educational leaves may be granted for a maximum of two (2) years. This leave may be extended by mutual agreement of both parties.
- c. Employees will not be eligible for Educational Reimbursement while on educational leave.
- d. Seniority (reference Article IX, Section 1) and continuous service for the purpose of benefit accrual rates shall continue for an employee on an authorized educational leave of absence for the first thirty (30) calendar days of such leave. Upon return from a leave of absence lasting longer than thirty (30) days, an employee's seniority date, benefit accrual rates and benefit dates will be adjusted forward to take into account the length of the employee's absence, provided however, that the employee shall be given credit on his/her seniority date and benefit eligibility dates for the first thirty (30) calendar days of his/her absence.

Section 11 - Personal Leave

- a. A personal leave of absence without pay may be granted employees with at least 520 straight-time hours of service by the Department Head.
- b. Employees may be required to exhaust accumulated personal time prior to going without pay. However, if so requested in writing to the Human Resources Department at least ten (10) calendar days in advance of said leave, the employee going on personal leave may reserve twenty-eight (28) hours or their then current amount of accumulated personal time, whichever is less.
- c. Personal leave shall not exceed one (1) calendar year.
- d. Seniority (reference Article IX, Section 1) and continuous service for the purpose of benefit accrual rates shall continue for an employee on an authorized personal

leave of absence for the first thirty (30) calendar days of such leave. Upon return from a leave of absence lasting longer than thirty (30) days, an employee's seniority date, benefit accrual rates and benefit dates will be adjusted forward to take into account the length of the employee's absence, provided however, that the employee shall be given credit on his/her seniority date and benefit eligibility dates for the first thirty (30) calendar days of his/her absence.

The Department Head in considering request for personal leave will take into consideration the nature of the reason for the request. Priority among those applying shall be given to those employees requesting personal leave for family illness, child rearing, or emergency type situation.

Section 12 - Return From Leave

Employees returning to work from an authorized leave of absence within one (1) year from the date such leave commenced will resume work in the same classification and Department they held immediately prior to the leave. If an employee returns to work from a leave of absence which is authorized to last longer than one (1) year after having been on such leave for a period of time greater than one (1) year, the employee will be initially placed in the same classification the employee held prior to the leave, seniority permitting, and thereafter, if necessary, the provisions of Article X (Layoff Procedure) will be applied. The time periods set forth in this Section shall be calculated on a consecutive basis for multiple leaves of absence unless an employee returns to work for a period of fourteen (14) consecutive calendar days between the end of one (1) leave period and the commencement of another leave period, in which latter case the time periods shall be calculated separately for purposes of this Section. This Section shall not apply to military leaves of absence.

ARTICLE XIII - LONGEVITY COMPENSATION

Section 1 - Compensation Period

Longevity compensation will be granted to employees upon completion of seven (7) years of service with the County and additional increments will be paid at three (3) year intervals thereafter up to and including the nineteenth (19th) year of service.

Section 2 - Continuous Service Definition

Longevity compensation is based upon total, continuous* length of service with the County and does not relate to the length of time served in a particular classification, office or department.

*Continuous service -- Authorized leave of absence or layoffs, which do not exceed one (1) year, will not constitute a break in service. However, time off will be subtracted in computing the length of eligible increment time. Separation due to resignation or dismissal constitutes a break in continuous service.

Section 3 - Longevity Increments

For employees hired prior to May 24, 2005, longevity compensation will be paid to employees who have served the equivalent of seven (7), ten (10), thirteen (13), sixteen (16) and nineteen (19) years of service. Longevity increments shall be calculated as follows:

2% of the annual rate upon completion of seven (7) years of continuous full-time service.

4% of the annual rate upon completion of ten (10) years of continuous full-time service.

6% of the annual rate upon completion of thirteen (13) years of continuous full-time service.

8% of the annual rate upon completion of sixteen (16) years of continuous full-time service.

10% of the annual rate upon completion of nineteen (19) years of continuous full-time service.

For employees hired on or after May 24, 2005, longevity compensation will be paid to employees who have served the equivalent of seven (7), ten (10), thirteen (13), sixteen (16) and nineteen (19) years of service. Longevity increments shall be calculated as follows:

1% of the annual rate upon completion of seven (7) years of continuous full-time service.

2% of the annual rate upon completion of ten (10) years of continuous full-time service.

3% of the annual rate upon completion of thirteen (13) years of continuous full-time service.

4% of the annual rate upon completion of sixteen (16) years of continuous full-time service.

5% of the annual rate upon completion of nineteen (19) years of continuous full-time service.

Section 4 - Military Leaves

Time spent on military leave (not to exceed four (4) years unless otherwise provided by statute) will be used in computing continuous service for longevity only.

ARTICLE XIV - HOURS OF WORK AND PREMIUM HOURS

Section 1 - Work Period

The work period consists of eighty (80) hours per bi-weekly pay period. The normal workweek is Monday through Friday, 8:00 a.m. to 5:00 p.m. with the exceptions of those departments requiring six (6) or seven (7) day operations or unless stated otherwise in

this Article. Such normal workweek constitutes a mutually satisfactory practice in accordance with the provisions of Article II Section 3 of this Agreement.

Section 2 - Breaks/Lunch

Employees are allowed two (2) paid fifteen (15) minute breaks per day and an unpaid lunch period of either 30 minutes or 60 minutes. One (1) break is to be taken in the first half of the shift and the other in the second half of the shift. Breaks and lunch periods are to be taken at a time scheduled by the Employer to allow for the continuous and effective operation of the department.

Section 3 - Overtime

a. All employees shall be required to work reasonable amounts of overtime upon request (reference February 15, 1974 Arbitrator's Opinion and Award between Genesee County Friend of the Court and Local 496 Clerical and Maintenance Employees AFSCME). Overtime must be authorized by the Department Head or designated representative. When, in the judgment of the Employer overtime is required, the Employer will endeavor to distribute such overtime work in an equitable fashion.

b. Time and one-half (1 1/2) will be paid under any of the following conditions except as modified by any existing flex time agreements:

1. Daily: All work performed in excess of eight (8) hours in a work day.
2. Periodically: All work performed in excess of forty (40) hours per work week.

c. Compensatory Time

When mutually agreed upon in writing by the Employer and the employee, compensatory time instead of cash payment for overtime will be permitted. Compensatory time off shall be accumulated at time and one-half (1 1/2). An employee will be permitted to accumulate no more than one hundred twenty (120)* hours of compensatory time. Any hours earned in excess of the one hundred twenty (120) hour balance shall be paid at the applicable overtime rate. Compensatory time off will be scheduled consistent with the Department Head's prior approval, who will consider both the wishes of the employee as well as the efficient operation of the department concerned. Upon termination of employment an employee shall be compensated in wages for all unused accumulated compensatory time consistent with the Fair Labor Standards Act.

*Note: 80 overtime hours equals 120 hours of compensatory time.

d. Upon request of an employee, the employee's normal schedule may be amended by the Employer to allow for flex-time for periods less than three (3) days.

Section 4 - Continuous Six/Seven Day Operations

Employees assigned to work in continuous six (6) and/or seven (7) day operations who are scheduled to work on Saturdays and/or Sundays shall be paid time and one-half (1 1/2) for work on these days only for time worked in excess of eight (8) hours per day or in excess of forty (40) hours in the employee's scheduled work week. The following departments currently have continuous six (6), and/or seven (7) day operations and accordingly, bargaining unit employees may be assigned to work within these continuous operations:

Animal Shelter - Animal Control Officers and Kennel Attendants
County Buildings and Maintenance - Property Attendant and Utility Worker
Parks and Recreation - All bargaining unit classifications
Emergency Management

The parties agree that the Department Head shall be required to provide bargaining unit employees in the above listed departments and classifications with a minimum of one (1) week's notice prior to changing their work schedule from a six (6) day and/or seven (7) day operation, to a five (5) day operation, or vice versa; and prior to changing shift starting and ending times.

Section 5 - Reporting Pay

Employees permitted to report to work on their regularly scheduled shift without having been notified the day prior that there will be no work, shall be credited with four (4) hours pay.

Section 6 - Call-in Pay

An employee required to work on a day other than a regularly scheduled work day or outside the regularly scheduled hours on a regularly scheduled work day shall receive a minimum of two (2) hours paid at the overtime rate provided:

1. the overtime was approved in advance by the employee's supervisor;
2. there is a break in time between the employee's regularly scheduled work and the overtime;
3. the employee is otherwise eligible for overtime compensation as provided in the labor contract;
4. the employee is not on "stand-by" status at the time the required overtime occurs.

Section 7 - Shift Premium

A night shift premium will be paid to an employee for any time worked on any shift scheduled to start in accordance with the following:

<u>Scheduled Shift Starting Time</u>	<u>Shift Premium</u>
(1) On or after 3:00 p.m. and before 11:00 p.m.	6%
(2) On or after 11:00 p.m. and before 4:00 a.m.	8%
(3) On or after 4:00 a.m. and before 6:00 a.m.	8% until 8:00 a.m.
(4) On or after 12:00 noon and before 3:00 p.m.	6% for four (4) hours
(5) Swing Shift Employees*	8 % for entire shift

*The Employer will designate swing shift assignments. Positions will be filled under the applicable shift preference provisions.

ARTICLE XV – HOLIDAYS

Section 1 - Holiday Schedule

The following days shall be designated and observed as paid holidays for full-time and part-time employees who are eligible in accordance with the provisions of Section 2 below:

New Years Day	Veteran's Day
Martin Luther King Day	Thanksgiving Day
Lincoln's Birthday	Friday after Thanksgiving Day
Presidents Day	Day before Christmas
Good Friday	Christmas Day
Memorial Day	Day before New Years Day
Independence Day	
Labor Day	

Section 2 - Holiday Eligibility

Eligibility for holidays for the days listed in Section 1 above is subject to the following requirements:

- a. In order to qualify for holiday pay, the employee must have completed five hundred twenty (520) straight-time hours with Genesee County;

- b. The employee must work his/her scheduled hours on both his/her last regularly scheduled day before the holiday and on his/her first regularly scheduled day after the holiday or be on an authorized normally paid leave;
- c. The employee must not be on a layoff;
- d. The employee must not be suspended for disciplinary reasons;
- e. An employee who is scheduled to work on a holiday but fails to report for work, unless otherwise excused, shall not be entitled to holiday pay.

Section 3 - Non-Worked Holiday Pay

Eligible full-time employees who perform no work on a holiday shall be paid their regular holiday pay of eight (8) times their current hourly rate of pay.

Section 4 - Worked Hours Holiday Pay

Employees required to work a designated major holiday (New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day) will be accorded premium pay at one and one-half (1 1/2) times their regular hourly rate for all hours worked in addition to their regular holiday pay.

Bargaining unit employees who are eligible for holiday pay and who are required to work on a minor holiday will select one (1) of the following two (2) options:

- A. Straight-time rate of pay for hours worked on the holiday in addition to holiday pay.

-OR-

- B. Time off equivalent to the amount of time worked on a minor holiday to be granted on a mutually agreeable date, in addition to holiday pay. The additional time off must be taken in accordance with the applicable provisions of Article XIV, Section 3(c).

The employee must notify the Employer of his/her option selected prior to the minor holiday worked.

Section 5 - Computing Overtime Pay - Holiday Pay Impact

For the purpose of computing overtime, all holiday hours (worked or unworked) for which an employee is compensated shall be regarded as hours worked. However, it is understood that the application of this provision will not result in the pyramiding of overtime premium due to paid holidays.

Section 6 - Holiday Celebration

If a holiday falls on Sunday, the following Monday will be recognized as the holiday. If a holiday falls on Saturday, the preceding Friday will be recognized as the holiday.

If consecutive holidays fall on a Friday and Saturday, Thursday and Friday will be recognized as the holidays in the same holiday order. If consecutive holidays fall on Sunday and Monday, Monday and Tuesday will be recognized as the holidays in the same holiday order.

The preceding two paragraphs shall apply only to those eligible employees whose normal workweek consists of forty (40) hours of work performed from Monday through Friday. For employees working other than a Monday through Friday schedule, the actual date of the holiday will be observed.

ARTICLE XVI - VACATIONS

Section 1 - Eligibility

Vacation leave can be used only after the employee has served at least 1040 hours. The employee will then be credited with forty-five (45) hours vacation leave and thereafter will be allowed nine (9) hours of vacation leave for each 208 hours worked. Use of vacation time can only be scheduled with the Department Head's approval who will consider both the wishes of the employee as well as efficient operation of the department concerned.

Section 2 - Annual Vacation

Regular, full-time employees with an average regular work week of forty (40) hours shall receive annual vacation with pay in accordance with the following provisions:

For the first five (5) years of full-time service, employees shall accrue paid vacation at the rate of nine (9) hours for each 208 working hour period. (Ninety (90) hours or eleven and one-fourth (11 1/4) working days vacation per year.)

Upon completion of five (5) years full-time service, employees shall accrue paid vacation at the rate of thirteen (13) hours for each 208 working hour period. (130 hours or sixteen and one-fourth (16 1/4) working days vacation per year.)

Upon completion of ten (10) years full-time service, employees shall accrue paid vacation at the rate of seventeen (17) hours for each 208 working hour period. (170 hours or twenty-one and one-fourth (21 1/4) working days vacation per year.)

Upon completion of fifteen (15) years full-time service, employees shall accrue paid vacation at the rate of twenty (20) hours for each 208 working hour period. (200 hours or twenty-five (25) working days vacation per year.)

Employees with a regular day of eight (8) hours shall have eight (8) hours deducted from their accrued vacation time for each day of vacation taken.

Vacation time shall not accumulate during the period of time any employee is absent from work without pay or during a sick leave of absence, or during unpaid leaves of absence under Article XII.

Section 3 - Compensation at Termination of Employment

Upon termination of employment, an employee shall be compensated in wages for all unused accumulated vacation leave.

Section 4 - Vacation Accumulation

For employees accruing vacation at the rate of ninety (90) hours annually, the maximum amount of vacation that may be accumulated shall be one hundred thirty-five (135) hours or sixteen and seven-eighths (16 7/8) days.

For employees accruing vacation at the rate of one hundred thirty (130) hours annually, the maximum amount of vacation that may be accumulated shall be one hundred ninety-five (195) hours or twenty-four and three-eighths (24 3/8) days.

For employees accruing vacation at the rate of one hundred seventy (170) hours annually, the maximum amount of vacation that may be accumulated shall be two hundred fifty-five (255) hours or thirty-one and seven-eighths (31 7/8) days.

For employees accruing vacation at the rate of two hundred (200) hours annually, the maximum amount of vacation that may be accumulated shall be three hundred (300) hours or thirty-seven and one-half (37 1/2) days.

Salary may not be substituted for vacation leave while the individual is employed by Genesee County, except as provided in Section 10 below. It is understood that no employee will jeopardize his/her accumulated vacation leave due to the Employer's failure to grant the vacation time.

Section 5 - Pay Rate

Vacation pay will be paid at the current rate of the employee (exclusive of shift premium). Current salary shall include any increase in salary schedule by reason of length of service, or any percentage increase which an employee is entitled to by reason of any increment plan.

Section 6 - Approval Process

It is understood by the parties that employees must have prior authorization before utilizing any vacation time off.

In order to exercise seniority preference, employees shall submit requests for vacation time off on the standard Request for Time Off P-130 form by November 15 for the following calendar year. All requests submitted by November 15 will be approved or denied by December 15. Such requests shall be honored on the basis of seniority, by

classification, by supervisor, subject to reasonable scheduling requirements of the department.

Written requests for vacation time off received after November 15 shall be considered on a first-come, first-served basis for the following calendar year, consistent with staffing requirements and efficiency of operations. The Employer will respond as soon as possible to such requests in order that employees will know in a timely fashion as to whether or not such requests for vacation time off will be authorized.

In those instances where scheduled vacation time off must be cancelled or rescheduled by the Employer due to staffing requirements, employees will receive written notification thirty (30) calendar days prior to said rescheduling or cancellation.

Section 7 - Illness During Vacation

If an employee becomes ill and is under the care of a duly licensed physician or recognized practitioner during his/her vacation and the employee utilizes accumulated personal days or old sick days for the period of illness, the vacation for the number of days so utilized shall be rescheduled at a mutually agreeable date.

Section 8 - Advance Vacation Checks

If a regular pay day or pay days fall during an employee's vacation, he/she will receive their check or checks in advance, provided he/she has requested payment in writing three (3) weeks prior to the pay day preceding the vacation.

Section 9 - Vacation vs. Holiday

When a paid holiday falls during an employee's scheduled vacation, the holiday will be allowed and the vacation period will be extended accordingly.

Section 10 - Vacation Cash-In

Bargaining unit members shall have the option of cashing-in accumulated vacation time. An employee desiring to cash-in accumulated vacation time must provide written notice, on a form provided by Human Resources, by September 15th of each year. Employees may cash-in up to two hundred (200) accumulated vacation hours per year, provided remaining accumulated vacation hours does not fall below eighty (80).

Payment will be made no later than November 15th. Payment shall be made at the rate of sixty percent (60%) of the total amount. Payment shall be by separate check and shall be considered regular wages for tax purposes only.

Payment shall not be subject to retirement contributions and shall not count as final average compensation.

ARTICLE XVII - LIFE INSURANCE COVERAGE

Section 1 - Active employees

Bargaining unit members are eligible for \$50,000 term life insurance policy on the first day of the month immediately following the completion of 520 hours of straight-time employment.

Section 2 - Retirees

Life insurance for retirees is \$12,000 for employees who retire on or after January 1, 2001; \$10,000 for employees who retired on or after January 1, 1996, but before January 1, 2001; \$8,500 for employees who retired on or after January 1, 1989 but before January 1, 1996; \$7,500 for employees who retired on or after January 1, 1986, but before January 1, 1989; and \$5,000 for employees who retired prior to January 1, 1986. The date of separation of employment shall be utilized for determining the proper benefit level.

Section 3 - Carriers

Determination of eligibility and payment of benefits is a function of the insurance carrier. Employees are bound by the terms and conditions of the carrier.

The Employer reserves the right to select or change insurance carriers or to self insure the above coverage.

ARTICLE XVIII - DISABILITY INSURANCE COVERAGE

Section 1 - Benefit Limits

Bargaining unit members are eligible for disability insurance benefits on the first day of the month immediately following the completion of 520 hours of straight-time employment.

Employees with less than five (5) years of service are eligible for long-term disability and/or short-term disability for a period of time equivalent to their months of service. Employees with five (5) years or more are eligible for long-term disability to age sixty-five (65). Employees with five (5) years or more who commence long term disability on or after January 1, 2001, are eligible for long term disability to age sixty-five (65) or for a maximum of ten (10) years, whichever is shorter.

Short-term disability benefits commence after completion of a seven (7) calendar day waiting period. Effective the beginning of the month after ratification of the contract by the Genesee County Board of Commissioners (June 1, 2005), short-term disability benefits commence after completion of a fourteen (14) calendar day waiting period. Eligible employees receive sixty (60%) percent of the employee's regular weekly wage rate up to a maximum of \$500.00 per week, for up to twenty-six (26) weeks. Employees may be required to exhaust accumulated personal time prior to going without pay if the disability leave is also a qualified FMLA leave. However, upon request, the employee may reserve twenty-eight (28) personal time hours, or their then current amount of

accumulated personal time, whichever is less. Accumulated personal and/or vacation time may be used at the request of the employee.

Long-term disability benefits commence after twenty-six (26) weeks, or upon proper certification of a permanent disability, whichever comes first. Eligible employees receive a monthly allowance of sixty percent (60%) of the employee's regular monthly wage rate up to a maximum of \$2000.00 per month.

Section 2 - Application for Benefits

An employee who is unable to work due to a serious health condition, may apply for disability benefits by submitting to Human Resources: 1) certification from a licensed health care provider required by the Employer; and 2) disability insurance forms required by the carrier. These documents are available in Human Resources and must be turned in within one business day after the visit to the health care provider and no later than the tenth (10th) calendar day following the employee's last day worked in order for the employee to be eligible for disability benefits. These time periods may be waived upon the employee providing convincing proof to Human Resources that delay in submitting required documents was beyond the employee's control.

An employee on disability leave may apply for an extension of the leave by contacting his/her department and Human Resources the same date the employee is seen by the health care provider, if possible, or by 8:30 a.m. on the next business day following the appointment. Written certification from the health care provider must be delivered to Human Resources within three business days of the appointment.

It is the responsibility of the employee to provide the required documents within the specified time frames in order to maintain eligibility for benefits. It is the responsibility of the employee to comply with departmental notice requirements regarding absences from work. Failure to keep the department properly and timely informed of absences shall be just cause for disciplinary action.

Section 3 - Seniority During Disability Leave

Seniority (reference Article IX, Section 1), and continuous service for the purpose of benefit accrual rates shall continue for an employee on authorized disability leave for the first thirty (30) calendar days from the date the employee is separated from the payroll. Upon return from a leave of absence lasting longer than thirty (30) days, an employee's seniority date, benefit accrual rates, and benefit dates will be adjusted forward to take into account the length of the employee's absence, provided, however, that the employee shall be given credit on his/her seniority date and benefit eligibility dates for the first thirty (30) calendar days of his/her absence, as described above.

Section 4 - Return From Disability Leave

An employee returning to work from an authorized disability leave of absence within one (1) year from the date such leave commenced, will resume work in the same classification and department held immediately prior to the leave, seniority permitting. If an employee returns to work from a disability leave of absence which is authorized to last longer than one (1) year, after having been on such leave for a period of time greater than one (1) year, the employee will be initially placed in the same classification the employee held prior to the leave, seniority permitting, and thereafter, if necessary, the provisions of

Article X, (Layoff Procedure) will be applied. The time periods set forth in this Article shall be calculated on a consecutive basis for multiple leaves of absence unless an employee returns to work for a period of fourteen (14) consecutive calendar days between the end of one (1) leave period and the commencement of another leave period, in which latter case the time period shall be calculated separately for purposes of this Section. This Section shall not apply to military leaves of absences.

Prior to return to work, the employee shall provide to Human Resources, a statement from the health care provider, specifying the employee's ability to return to his/her normal assigned duties. The Employer may require the employee to be examined by a designated health care provider prior to being allowed to return to work. An employee returning from disability leave must confirm the return to work by calling the employee's department one workday prior to the scheduled return to work.

Section 5 - Administration

In the administration of the disability leave program, the Employer may from time to time investigate, or require to be investigated, employees who it has cause to believe may be misusing or abusing the benefits of the disability policy. The Employer may also require the employee to undergo examination by an independent health care provider. If, as a result of this examination, an employee is deemed not to be totally disabled, benefits under the disability policy shall cease immediately and depending upon the circumstances, may be subject to disciplinary action. The total cost of the independent examination shall be borne by the Employer.

If an employee ceases to be totally disabled or fails to submit required proof of said disability, the disability payments shall automatically and immediately cease. Notwithstanding proof of total and permanent disability that may have been accepted by the insurance company as satisfactory, the employee, on request from the insurance company, shall furnish proof of the continuance of such disability and shall submit to physical examinations at reasonable intervals by health care providers designated by the insurance company.

Section 6 - Carriers

Determination of eligibility and payment of benefits is a function of the insurance carrier. Employees are bound by the terms and conditions of the carrier.

The Employer reserves the right to select or change insurance carriers or to self insure the above coverage.

ARTICLE XIX – WORKERS' COMPENSATION

Section 1 - Reporting and Payments

Employees shall report all injuries and illnesses arising directly from County employment to their supervisor as soon as possible after the accident's occurrence using the forms required by the Genesee County Risk Management Office. If the injury is deemed compensable, the employee will receive the State-mandated payment in accordance with statutory compensation levels. In addition, any employee with 520 straight-time hours of

service sustaining an occupational illness or injury shall be entitled to an amount which, when combined with the statutorily required compensation, will give the employee a total combined benefit of eighty percent (80%) of their then current gross regular straight-time pay plus continuation of hospital/medical insurance, optical insurance, dental insurance and life insurance benefits. Such supplemental payments will be paid in periodic installments at intervals of not more than thirty (30) calendar days beginning with the initial payment received by the employee under Worker's Disability compensation provisions and ending no later than twenty-four (24) months thereafter. The employee shall be entitled to a maximum of twenty-four (24) months of supplemental payments for the same disability, regardless of any intervening periods of employment. In addition, the rate of pay used to determine the supplemental rate of pay shall be the rate used by the State in determining the Worker's compensation payment. In the event the employee's claim, disputed or undisputed, is resolved by informal compromise settlement, grievance or arbitration settlement, redemption or any other term used to describe such payment, said payment shall be considered to include any accrued and future supplemental benefits. In addition, employees will not be entitled to receive both the County supplemental payment and a supplemental payment from the County's auto insurance carrier, if applicable. Accordingly, employees will be given the option of claiming one (1) of the above two (2) supplemental payments, but under no condition will they be eligible to receive both.

Section 2 - Seniority/Continuous Service

Seniority shall continue to accumulate while an employee is receiving Workers Disability Compensation benefits. Time so spent will be counted as continuous service for benefit accrual rate purposes only.

The above supplemental compensation shall be issued in periodic payments to the employee, at intervals of not more than thirty (30) calendar days, beginning with the initial payment received by the employee from the insurance carrier under applicable Worker's Compensation Laws.

Section 3 - Short-Term Compensation

Employees shall also be compensated for legitimate short-term (seven (7) days or less) occupational injuries or illnesses in accordance with the provisions contained in Section 1 of this Article. This includes the date of the injury or illness if the employee needs to seek treatment during regular hours.

Section 4 - Outside Employment

Unless approval of the Employer is granted in advance, employees shall not be permitted to accept employment elsewhere while on Worker's Disability compensation leave. Acceptance of employment or working for another employer without advance approval, while on such leave may result in disciplinary action up to and including immediate discharge.

ARTICLE XX – HEALTH INSURANCE

Section 1 - Employees Hired Prior to November 1, 2000

Effective August 1, 2005, the Employer agrees to pay the monthly premiums for Blue Cross/Blue Shield Community Blue 15/75 hospital/medical coverage as the standard plan for each full-time employee hired prior to November 1, 2000, including spouse and dependents under age 19. The Employer will also pay the monthly premiums for no more than two dependents ages 19-25. Such dependents must meet the eligibility criteria of the carrier. Monthly premiums for more than two dependents, age 19-25, must be paid by the employee.

Employees have the option of selecting other available hospital/medical coverage plans during open enrollment. However, employees selecting other than the standard plan shall pay, through payroll deduction, the amount by which the premiums for such coverage exceeds the Blue Cross/Blue Shield Community Blue 15/75 hospital/medical coverage premiums, including premiums for more than two dependents, ages 19-25, if applicable. There shall be no reimbursement if the premiums for another selected plan are less than the standard plan.

Section 2 - Employees Hired on or After November 1, 2000, but Before August 1, 2005.

The Employer agrees to continue to pay the monthly premiums for the current HealthPlus of Michigan hospital/medical coverage as the standard plan for each full-time employee hired on or after November 1, 2000, but before August 1, 2005, including spouse and dependents. Dependents ages 19-25 are included provided they meet the eligibility criteria of the carrier. Coverage is effective on the first day of the month immediately following the employee's completion of five hundred and twenty (520) straight-time hours of employment.

Employees have the option of selecting other available hospital/medical coverage plans during open enrollment. However, employees selecting other than the standard plan shall pay, through payroll deduction, the amount by which the premiums for such coverage exceeds the HealthPlus of Michigan hospital/medical coverage premiums. There shall be no reimbursement if the premiums for another selected plan are less than the standard plan.

Section 3 - Employees Hired on or After August 1, 2005

The Employer agrees to pay the monthly premiums for the new HealthPlus of Michigan hospital/medical coverage with a deductible of \$250/person and \$500/family as the standard plan for each full-time employee hired on or after August 1, 2005, including spouse and dependents. Dependents ages 19-25 are included, provided they meet the eligibility criteria of the carrier. Coverage is effective on the first day of the month immediately following the employee's completion of five hundred and twenty (520) straight-time hours of employment.

Employees have the option of selecting other available hospital/medical coverage plans at the time of hire or during open enrollment. However, employees selecting other than the standard plan shall pay, through payroll deduction, the amount by which the premiums for such coverage exceed the HealthPlus hospital/medical coverage premiums. There shall be no reimbursement if the premiums for another selected plan are less than the standard plan.

Section 4 - Hospital/Medical Coverage – More than one Family Member Employed by County

When spouses employed by Genesee County and/or a Court Employer are eligible for hospital/medical benefits, only one (1) hospital/medical coverage plan can be selected for each employee and any eligible dependent(s). One spouse may choose to opt out of hospital/coverage as provided in Section 7 below.

Section 5 - Prescription Drugs

Prescription drug coverage shall include an employee co-pay of five dollars (\$5) for generic drugs, fifteen dollars (\$15) for preferred formulary drugs and twenty-five dollars (\$25) for brand name drugs, per prescription. There is no reimbursement to the employee if no generic or preferred formulary equivalent is manufactured.

Section 6 - Dual Coverage

Employees hired on or after July 1, 1979 who have hospital/medical coverage through another Employer paid source, shall be given the option of retaining such alternative coverage, or being covered under the existing Genesee County hospital/medical program. In no event, however, will an employee hired on or after July 1, 1979 be allowed to maintain dual hospital/medical coverage through Genesee County and through the alternate source. Otherwise eligible employees who elect to maintain such alternative hospital/medical coverage through another source but who lose the alternate coverage due to death, divorce, loss of job, change in dependent status or another qualifying event as defined by the County's insurance carrier, such employee must apply within thirty (30) calendar days of the loss of coverage in order to be eligible for coverage under the existing Genesee County hospital/medical program. If such application is not made within the thirty (30) calendar day period, the employee must wait until the next open enrollment period to apply for County paid coverage.

Such thirty (30) calendar day requirement may be waived or extended at the sole discretion of the insurance carrier. Upon being enrolled for hospital/medical coverage through Genesee County, the employee will be required to waive in writing any other employer paid coverage.

Present employees who were hired prior to July 1, 1979 will be allowed to retain dual coverage on a voluntary basis.

Section 7 - Health Insurance Reimbursement

Bargaining unit members and retirees who are eligible for hospital/medical coverage must advise the Human Resources Department, on forms provided, of their voluntary election not to receive County paid hospital/medical coverage. This "Opt-Out" will

remain in effect until the employee notifies the Human Resources Department on forms provided of the employee's election to commence coverage as otherwise provided in this section.

Employees and retirees must initially provide proof at "Opt-Out" that the employee/retiree is covered by a medical insurance plan and must sign a waiver which holds the County harmless for any liability which may be caused by voluntarily electing not to receive hospital/medical coverage from the County.

Thereafter, each full six (6) month period (June through November and December through May) the employee goes without the County provided coverage, the employee will be paid a lump sum gross amount of \$1000.00 (in December or June as appropriate), provided that during the six (6) month period the employee would otherwise have been eligible for County paid coverage, had the employee been receiving County paid coverage and the "Opt-Out" payment is not more than the hospital/medical premiums would have been during the same period.

The June 2005 payment is \$750.00.

This lump sum amount shall be considered as taxable wages.

Employees may opt in or out of coverage due to a qualifying event, as defined by the carrier, if otherwise eligible under the agreement.

An employee who is participating in the "Opt-Out" provision who separates employment prior to completion of the six (6) month period, or has a qualifying event and begins or discontinues coverage, will receive a pro-rated amount for each full month without coverage during that six (6) month period.

This does not preclude a County employee from being provided with County insurance through his/her spouse, who also works for the County.

New hires may "Opt-Out" effective when the employee would otherwise be eligible for hospital/medical coverage. Such employee will receive a pro-rated amount for each full month without otherwise eligible coverage during that six (6) month period.

Section 8 - Carriers

Determination of eligibility and payment of benefits is a function of the insurance carrier. Employees are bound by the terms and conditions of the carrier.

The Employer reserves the right to select or change insurance carriers or to self-insure the above hospital/medical coverage.

Section 9 - VEBA Trust

A Voluntary Employee's Beneficiary Association (VEBA) pursuant to Section 501(c) (9) of the Internal Revenue Code is established as a method to pay for health insurance coverage for retirees.

Effective the first full pay period following April 1, 2006 and continuing thereafter, the County will reduce the pre-tax compensation of each employee by 1% which the County will contribute to the VEBA as an employer contribution. At no time shall any employee have any right to receive the amount of the salary reduction in cash or in any form other than retiree health insurance coverage under the provisions of the VEBA.

Following ratification of the contract, the parties will enter into coalition bargaining with interested Genesee County Unions regarding the composition of the VEBA Board of Trustees.

ARTICLE XXI - DENTAL BENEFITS

Section 1 - Benefit Limits

Dental benefits shall be provided on the first day of the month immediately following the completion of 1040 hours of straight-time employment at no cost to the employee. Employees shall also have the option of electing such coverage on the first day of the month immediately following the completion of 520 hours of straight-time employment, provided said employees pay the premiums through payroll deduction, until eligible for Employer-paid coverage.

Current dental benefits include, Class I - diagnostic and preventive - 100%; Class II - restorative - 75%; Class III - prosthodontic - 50%; and Class IV orthodontics - 50%. Class I, Class II, and Class III have \$1,200.00 combined maximum benefit per eligible person per benefit year. Class IV has a \$1,400.00 maximum life time benefit per eligible person.

Section 2 - Carriers

Determination of eligibility and payment of benefits is a function of the insurance carrier. Employees are bound by the terms and conditions of the carrier.

The Employer reserves the right to select or change insurance carriers or to self-insure the above coverage.

ARTICLE XXII - OPTICAL BENEFITS

Section 1 - Benefit Limits

The Employer agrees to pay the monthly premiums for Optical benefits effective on the first day of the month immediately following the completion of 1040 hours of straight-time employment at no cost to the employee. Employees shall also have the option of electing such coverage on the first day of the month immediately following the completion of 520 hours of straight-time employment, provided said employees pay the premiums through payroll deduction, until eligible for Employer paid coverage.

Benefits are available every twenty-four (24) months for employees, spouses and eligible dependents, ages 19-25. Dependents under age 19 are eligible for benefits every twelve (12) months. There is a \$5.00 co-pay per person for examinations and a \$7.50 co-pay per person for lenses, frames and/or contact lenses. Maximum payments to participating providers after co-pays:

Examinations	\$45	New Contact lens fitting	\$90
		Current Contact lens fitting	\$60
Single vision lenses	\$22.50	Frame allowance	\$125
Bifocal lenses	\$37.50	Contact lenses	*Up to maximum
Trifocal or progressive lenses	\$42.50	Laser correction	*Up to maximum

*The maximum aggregate payout for all of the above benefits is \$250; every 24 months for adults and every 12 months for dependents under age 19.

Section 2 - Carriers

Determination of eligibility and payment of benefits is a function of the insurance carrier. Employees are bound by the terms and conditions of the carrier.

The Employer reserves the right to select or change insurance carriers or to self-insure the above coverage.

ARTICLE XXIII - PAID PERSONAL TIME

Employees will be accorded sixty-four (64) hours of paid personal time after completion of 520 hours of straight-time employment on the occurrence of their current benefit date during each calendar year. The intended use of such time is for legitimate purposes as medical (doctor, dentist and short-term illness), business, legal, or other personal matters. Approval must be obtained from the department prior to utilizing personal time on the standard Request for Time Off Form P-130-A, except in emergency situations. In cases where multiple requests for personal days are received from employees, which cannot be granted due to efficiency of operations and/or staffing requirements, the department will honor said requests on a first-come, first-served basis; unless said requests are received on the same date, in which case seniority shall prevail. If not utilized, personal time will accumulate indefinitely and have no monetary value upon separation from employment with Genesee County for whatever reason.

The Employer reserves the right to require that employees absent from work furnish satisfactory proof that said absence from work was occasioned by reasonable cause in those cases where the Employer has cause to believe that employees are abusing time off from work provisions. No further explanations other than "medical," "business," "legal," or "other personal matters" shall be required when the request for personal days is submitted for prior approval, unless abuse is suspected.

Nothing in the above provisions shall abrogate the employee's responsibility to comply with departmental procedures concerning prior notification of absence from work.

ARTICLE XXIV - RETIREMENT BENEFITS

Section 1- Defined Benefit Plan (Employees Hired Prior To July 1, 1996)

Retirement benefits for the Genesee County Employees' Retirement System defined benefit plan (GCERS Plan) are governed by the detailed provisions of the Genesee

County Retirement Ordinance and amendments thereto, together with the Retirement Commission's administrative rules and regulations. Copies of the Ordinance may be obtained from the County Retirement Office. Employees shall have the option of transferring assets at the time of retirement, pursuant to Section 59 of the Retirement Ordinance.

Multiplier

The retirement allowance factor for employees who retire on or after July 1, 1996 shall be 2.4 for all years of credited service. The maximum portion of the retirement allowance financed by the Employer shall not exceed seventy-five percent (75%) of the employee's final average compensation.

Retirement Eligibility

An employee is eligible for retirement benefit payments under the following conditions:

After twenty-three (23) years or more of credited service with no age restriction.

At sixty (60) years of age with a minimum of eight (8) years of credited service.

Deferred retirement after fifteen (15) years of credited service with retirement benefit payments commencing when twenty-three (23) years of service would normally have been completed. Employees hired prior to January 1, 1988 may elect deferred retirement after eight (8) years of credited service with retirement benefit payments commencing when twenty-three (23) years of service would normally have been completed.

Final Average Compensation

The employee's best two (2) years of credited service prior to termination of employment shall be computed as final average compensation. Sick leave benefits, Worker's Compensation payments (weekly payments only) and layoff benefits shall be included when figuring final average compensation and credited service, contingent upon the employee's contribution of one-half percent (.5%) of the benefits received within twelve (12) months of return from such leave or layoff.

Employee Contribution Rate

Employee contributions are one-half of one percent (.5%) of their annual compensation deducted biweekly.

Other Governmental/Military Service

Employees may apply in writing to the Retirement Office to receive credit for other governmental service, including Military Service for credited service for retirement purposes after completion of five (5) years of credited service with Genesee County. Additionally, the employee must meet all other qualifications and conditions under the provisions of Section 12 a of Act No. 156 of the Public Acts of 1851, as amended by Act No. 219 of the Public Acts of 2003 [MCL 46.12a].

The fifteen (15) year "gap rule" as found in subsections (9)(a) and (b) shall not apply regarding receipt of credit for other governmental service; and the limitations as set out in Section 13 of this same law regarding receipt of credited service for military service

performed subsequently to June 1, 1980, and the five (5) year maximum purchase limitation with respect to such service, shall not apply.

Temporary employment with Genesee County or any other Governmental Agency is not considered to be eligible for credited service with Genesee County.

Pop-up Option

When an employee selects a beneficiary option at the time of retirement and the beneficiary is subsequently removed as a result of death, the retirement selection shall automatically revert to Straight Life Allowance.

Cost of Living

Adjustments of three percent (3%) shall be made annually for the first five (5) years following an employee's retirement. The initial cost of living adjustment shall be payable in the next retirement payment after the completion of one (1) full year of retirement. Cost of living adjustments are not included in computing the retirement allowance financed by the Employer.

Medical Benefits

Upon commencement of pension benefit payments, the Employer shall provide retirees, spouses and dependents, with medical, dental and optical coverage, including any premium co-payments, equivalent to the coverage and premium co-payments which was in effect for the retiree at the time of separation of employment. If such coverage is not available for retirees, the Employer and Union will meet to negotiate an alternative. Retirees shall also be required to pay for Medicare Supplement Part B. Retirees shall be allowed to switch medical coverage during the regular annual open enrollment period, provided coverage is available to retirees.

Life Insurance

Employees who retire on or after January 1, 2001 with at least eight (8) years of credited service, shall receive \$12,000 straight life insurance policy upon commencement of pension benefit payments.

Miscellaneous Provisions

- a) A retiree, who selects the Straight Life Allowance retirement option or a Section 25(c) option, will be entitled to medical, dental and optical benefits through the retiree's lifetime only (100% of the coverage paid by the Employer). Coverage will cease upon the death of the retiree.
- b) A retiree, who selects the Option A retirement option, will be entitled to medical, dental and optical benefits through the retiree's and one (1) beneficiary's lifetime (100% of the coverage paid by the Employer).
- c) A retiree, who selects the Option B retirement option, will be entitled to medical, dental and optical benefits through the retiree's lifetime (100% of the coverage paid by the Employer) and, should the retiree predecease the beneficiary, one (1) beneficiary will receive medical, dental and optical coverage (50% paid by the Employer and 50% paid by the Beneficiary).

- d) A retiree, who selects the Option C retirement option, will be entitled to medical, dental and optical benefits through the retiree's lifetime (100% of the coverage paid by the Employer). If the retiree deceases during the guaranteed period of Option C, one (1) beneficiary will receive medical, dental and optical coverage (100% of the coverage paid by the Employer) for the remainder of the guarantee period after which time all coverage will cease.
- e) The beneficiary of an employee who deceases for non-duty reasons will be entitled to medical, dental and optical coverage (100% of the coverage paid by the Employer) if the employee has 15 years of credited service as determined by the Genesee County Retirement system. This coverage will continue through the beneficiary's lifetime.
- f) An employee who has at least ten (10) years of credited service and who is found eligible by the Genesee County Retirement Commission to retire with a non-duty disability retirement, will be entitled to medical, dental and optical coverage as outlined in Sections a, b, c or d above, except for a Section 25 (c) option.
- g) An employee who is found eligible by the Genesee County Retirement Commission to retire with a duty disability retirement, will be entitled to medical, dental and optical coverage as outlined in Sections a, b, c or d above, except for a Section 25 (c) option.
- h) In the event an employee dies as a result of an injury or disease arising out of employment with the County and is eligible for duty death benefits as determined by the Genesee County Retirement System, the beneficiary of the employee will be entitled to medical, dental and optical benefits (100% of the coverage paid by the Employer) as long as the beneficiary remains eligible under the provisions of the Genesee County Retirement Ordinance.

Section 2- Defined Contribution Plan (Employees Hired Prior To July 1, 1996)

Retirement benefits for the existing Genesee County 401(a) Defined Contribution Plan (DC Plan) are governed by the applicable provisions of the Genesee County Retirement Ordinance and amendments thereto, together with the applicable IRS Rules, Genesee County Board Resolutions, Plan Documents, the rules of the Plan Administrator and governing law. Employees who did not choose the option to transfer to the DC Plan during the enrollment periods in 1996 and 1997, shall have the option of transferring assets at the time of retirement, pursuant to Section 59 of the Retirement Ordinance.

Contributions

The Employer will contribute an amount equal to ten percent (10%) of the employee's gross earnings each pay period into the employee's personal retirement account. The employee shall have the option of contributing an amount equal to either three percent (3%) of gross earnings or five percent (5%) of gross earnings depending upon which plan the employee selected. Employees are one hundred percent (100%) vested in their account.

Medical Benefits

The Employer shall provide retirees, spouses, and dependents, with medical, dental and optical coverage, including any premium co-payments, equivalent to the coverage and premium co-payments which was in effect for the retiree at the time of separation of employment. If such coverage is not available for retirees, the Employer and Union will meet to negotiate an alternative. Retirees shall also be required to pay for Medicare Supplement Part B. Retiree dependents who are receiving medical, dental or optical benefits under this provision, shall continue to receive such benefits upon death of the retiree as long as the Beneficiary is otherwise eligible, pursuant to the terms and conditions of the carrier. Such benefits shall be provided as follows:

- (1) After 23 years of credited service, regardless of age.
- (2) At age 60 with at least eight (8) years of credited service.
- (3) When twenty-three (23) years of credited service would have been completed for employees who were hired prior to January 1, 1988 and who separate employment after eight (8) years of credited service.
- (4) When twenty-three (23) years of credited service would have been completed for employees who were hired on or after January 1, 1988 and who leave after fifteen (15) years of credited service.

Life Insurance

Employees who retire on or after January 1, 2001 with at least eight (8) years of credited service shall receive \$12,000 straight life insurance policy paid by the Employer at age sixty (60) or when twenty-three (23) years of credited service would have been completed, whichever is sooner.

Miscellaneous Provisions

- (a) The beneficiary of an employee who deceases for non-duty reasons will be entitled to medical, dental and optical coverage as outlined in paragraph (1) above if the employee has 15 years of credited service.
- (b) An employee who has at least ten (10) years of credited service and who is found eligible to retire with a non-duty disability retirement, will be entitled to medical, dental and optical coverage as outlined in the paragraph above entitled "Medical Benefits." Determination of non-duty disability shall be handled in the same manner as Defined Benefit non-duty disability retirements.
- (c) An employee who is found eligible to retire with a duty disability retirement, will be entitled to medical, dental and optical coverage as outlined in the paragraph above entitled "Medical Benefits."
- (d) In the event an employee dies as a result of an injury or disease arising out of employment with the County and is eligible for duty death benefits, the beneficiary of the employee will be entitled to medical, dental and optical benefits as outlined in the paragraph above entitled "Medical Benefits."

Section 3 - Defined Benefit Plan (Employees Hired On Or After July 1, 1996) But Before May 24, 2005

Employee Choice

Upon completion of five hundred twenty (520) straight-time hours of employment, new employees shall be covered by the Defined Contribution Plan (3% employee contribution) unless the employee chooses the Defined Benefit Plan by notifying the Human Resources Department in writing prior to completion of 520 hours. Employees hired on or after May 24, 2005, must participate in the Defined Contribution plan. The Defined Benefit plan will no longer be an option.

Multiplier

The retirement allowance factor for employees who retire on or after July 1, 1996 shall be 2.4 for all years of credited service. The maximum portion of the retirement allowance financed by the Employer shall not exceed seventy-five percent (75%) of the employee's final average compensation.

Retirement Eligibility

An employee is eligible for retirement under the following conditions:

After twenty-three (23) years or more of credited service with no age restriction.

At sixty (60) years of age with a minimum of eight (8) years of credited service.

Deferred retirement after fifteen (15) years of credited service with retirement benefit payments commencing when twenty-three (23) years of credited service would normally have been completed.

Employee Contribution Rate

Employee contributions are five percent (5%) of their annual compensation deducted biweekly.

Final Average Compensation

The employee's best two (2) years of credited service prior to termination of employment shall be computed as final average compensation. Sick leave benefits, Worker's Compensation payments (weekly payments only) and layoff benefits shall be included when figuring final average compensation and credited service, contingent upon the employee's contribution of five percent (5%) of the benefits received within twelve (12) months of return from such leave or layoff.

Other Governmental/Military Service

Employees may apply in writing to the Retirement Office to receive credit for other governmental service, including Military Service for credited service for retirement purposes after completion of five (5) years of credited service with Genesee County.

Additionally, the employee must meet all other qualifications and conditions under the provisions of Section 12 a of Act No. 156 of the Public Acts of 1851, as amended by Act No. 219 of the Public Acts of 2003, [MCL 46.12a].

The fifteen (15) year "gap rule" as found in subsections (9)(a) and (b) shall not apply regarding receipt of credit for other governmental service; and the limitations as set out in Section 13 of this same law regarding receipt of credited service for military service performed subsequently to June 1, 1980, and the five (5) year maximum purchase limitation with respect to such service, shall not apply.

Temporary employment with Genesee County or any other Governmental Agency is not considered to be eligible for credited service with Genesee County.

Pop-up Option

When an employee selects a beneficiary through option A or B at the time of retirement and the beneficiary is subsequently removed as a result of death, the retirement selection shall automatically revert to Straight Life Allowance.

Cost of Living

Adjustments of three percent (3%) shall be made annually for the first five (5) years following an employee's retirement. The initial cost of living adjustment shall be payable in the next retirement payment after the completion of one (1) full year of retirement. Cost of living adjustments are not included in computing the retirement allowance financed by the Employer.

Medical Benefits

- (A) The Employer shall provide retirees, spouses and dependents, with at least twenty-three (23) years of credited service, with medical, dental and optical coverage, including any premium co-payments, equivalent to the coverage and premium co-payments which was in effect for the retiree at the time of separation of employment. If such coverage is not available for retirees, the Employer and Union will meet to negotiate an alternative. Retirees shall also be required to pay for Medicare Supplement Part B.
- (B) Employees who receive pension benefit payments as a deferred retiree, may elect to be provided medical benefits as stated in the above paragraph provided the retiree pays an additional twenty-five percent (25%) of the necessary premiums to the Employer no later than the 20th of each month.

Life Insurance

Employees who receive pension benefit payments with at least fifteen (15) years of credited service, regardless of age, shall receive \$12,000 straight life insurance policy paid by the Employer.

Miscellaneous Provisions

- a) A retiree, who selects the Straight Life Allowance retirement option or a Section 25(c) option, will be entitled to medical, dental and optical benefits as outlined in paragraphs A and B above through the retiree's lifetime only. Beneficiary coverage will cease upon the death of the retiree.

- b) A retiree, who selects the Option A retirement option, will be entitled to medical, dental and optical benefits as outlined in paragraphs A and B above through the retiree's and one (1) beneficiary's lifetime.
- c) A retiree, who selects the Option B retirement option, will be entitled to medical, dental and optical benefits as outlined in paragraph A above through the retiree's lifetime and, should the retiree predecease the beneficiary, one (1) beneficiary will receive medical, dental and optical coverage (50% paid by the Employer and 50% paid by the Beneficiary).
- d) A retiree, who selects the Option C retirement option, will be entitled to medical, dental and optical benefits as outlined in paragraphs A and B above through the retiree's lifetime. If the retiree deceases during the guaranteed period of Option C, one (1) beneficiary will receive medical, dental and optical coverage as outlined in paragraphs A and B above for the remainder of the guarantee period after which time all coverage will cease.
- e) The beneficiary of an employee who deceases for non-duty reasons will be entitled to medical, dental and optical coverage as outlined in paragraphs A and B above if the employee has 15 years of credited service as determined by the Genesee County Retirement system.
- f) An employee who has at least ten (10) years of credited service and who is found eligible by the Genesee County Retirement Commission to retire with a non-duty disability retirement, will be entitled to medical, dental and optical coverage as outlined in paragraphs A and B above.
- g) An employee who is found eligible by the Genesee County Retirement Commission to retire with a duty disability retirement, will be entitled to medical, dental and optical coverage as outlined in paragraph A above.
- h) In the event an employee dies as a result of an injury or disease arising out of employment with the County and is eligible for duty death benefits as determined by the Genesee County Retirement System, the beneficiary of the employee will be entitled to medical, dental and optical benefits as outlined in paragraph A above.

Section 4 - Defined Contribution Plan (Employees Hired On Or After July 1, 1996)

Employees hired on or after May 24, 2005, must participate in the Defined Contribution plan. The Defined Benefit plan will no longer be an option.

Contributions

The Employer will contribute an amount equal to ten percent (10%) of the employee's gross earnings each pay period into the employee's personal retirement account. The employee shall have the option of contributing an amount equal to either three percent (3%) of gross earnings or five percent (5%) of gross earnings depending upon which plan the employee chooses.

Vesting

This means ownership of the assets of the employee's personal retirement account which includes employee contributions, Employer contributions and investment earnings. Employees shall be one hundred percent (100%) vested at all times on their own employee contributions and investment earnings. Employees shall be vested on Employer contributions and investment earnings according to the following schedule:

<u>Completed years service</u>	<u>Percent vested</u>
Two (2)	25%
Three (3)	50%
Four (4)	75%
Five (5)	100%

Medical Benefits

- i) The Employer shall provide retirees, spouses and dependents, with at least twenty-three (23) years of credited service, (twenty-five (25) years for employees hired on or after May 24, 2005) with medical, dental and optical coverage, including any premium co-payments, equivalent to the coverage and premium co-payments which was in effect for the retiree at the time of separation of employment. If such coverage is not available for retirees, the Employer and Union will meet to negotiate an alternative. Retirees shall also be required to pay for Medicare Supplement Part B. Retiree dependents who are receiving medical, dental or optical benefits under this provision, shall continue to receive such benefits upon death of the retiree as long as the Beneficiary is otherwise eligible, pursuant to the terms and conditions of the carrier.
- ii) Employees who retire with at least fifteen (15) years of service but less than twenty-three (23) years, (twenty-five (25) years for employees hired on or after May 24, 2005) may elect to be provided medical benefits as stated in the above paragraph provided the retiree is at least age sixty (60) and provided the retiree pays twenty-five percent (25%) of the necessary premiums to the Employer no later than the 20th of each month. Retiree dependents who are receiving medical, dental or optical benefits under this provision, shall continue to receive such benefits upon death of the retiree as long as the Beneficiary is otherwise eligible, pursuant to the terms and conditions of the carrier.

Life Insurance

Employees who retire with at least fifteen (15) years of credited service, regardless of age, shall receive \$12,000 straight life insurance policy paid by the Employer.

Miscellaneous Provisions

- a) An employee who is found eligible to retire with a duty disability retirement, will be entitled to medical, dental and optical coverage as outlined in paragraph (i) above.
- b) In the event an employee dies as a result of an injury or disease arising out of employment with the County and is eligible for duty death benefits, the beneficiary of the employee will be entitled to medical, dental and optical benefits

(100% of the coverage paid by the Employer) as long as the beneficiary remains eligible under the provisions of the Genesee County Retirement Ordinance.

- c) An employee who has at least fifteen (15) years of credited service who dies, not in the line of duty, shall be considered to have retired on the day before the death.

ARTICLE XXV - LAYOFF BENEFITS

Effective January 1, 1978 Genesee County mandatorily falls under the Michigan Employment Security Act in accordance with Act No. 277 of the Public Acts of 1977, and is not permitted to maintain its own "equivalent" unemployment compensation system.

ARTICLE XXVI - UNION BULLETIN BOARDS

Section 1 - Location/Postings

The Employer will provide bulletin boards in suitable locations which may be used by the Union for posting notices of the following types:

- a. Notices of Union recreational and social events
- b. Notices of Union elections
- c. Notices of results of Union elections
- d. Notices of Union meetings
- e. Notices pertinent to the administration of the Union

All such notices are to be signed by the Chapter Chairperson. One (1) board shall be located in each County building specified below:

Administration Building	Basement	One (1)
Courthouse		Two (2)
Courthouse Annex		One (1)
Cooperative Extension Building		One (1)
Sheriff's Department	1st Floor	One (1)
Parks and Recreation Office		One (1)
Motor Pool - Garage		One (1)
Animal Control		One (1)
District Court		One (1)
Drain Office		One (1)
Health Department	McCree South Lounge	One (1)
	McCree North Lounge	One (1)
	Burton	One (1)

Section 2 - Use/Detrimental Material

The Union shall have the exclusive right to the use of these bulletin boards. It is not the intent of the parties to permit the posting of material detrimental to the Employer/Union relationships. In the event a dispute arises concerning the appropriateness of the material posted on the Union bulletin boards, the President of the Local Union will be advised by the Employer and a special conference will be called. Except as permitted above, there

shall be no distribution or posting by employees represented by this Local Union or its representatives of advertising or political matter upon the Employer's premises.

ARTICLE XXVII - OUTSIDE EMPLOYMENT

Any outside employment undertaken shall in no way deter an individual from satisfactorily performing his/her duties as a County employee. Employees shall notify the Department Head in writing prior to undertaking any outside employment.

ARTICLE XXVIII - GENERAL PROVISIONS

Section 1 - Reporting Absences

Employees are required to provide notice of absence from work as far in advance as possible, but no later than thirty (30) minutes after the start of their shift, to his/her immediate supervisor, or in the absence of their supervisor, the supervisor's designee. In those instances where the employee is aware that his or her absence will be for a period longer than one (1) day, the employee shall notify the Employer of the number of days they will be absent from work and his/her return to work date.

Upon return to work, the employee shall complete the standard Request for Time Off Form P-130-A which indicates the category of accumulated time to be deducted.

Building and Grounds, Animal Shelter and Parks & Recreation have separate and additional reporting requests due to the nature of their operations.

The obtaining or receiving of disability leave claim forms from the Human Resources Department does not fulfill the employee's contractual obligation to comply with the reporting of absence requirements outlined in these provisions.

Section 2 - Seniority and Replacement Procedures for Probate Court - Judicial Secretary

Effective January 1, 2005, the Probate Court will consist of two (2) Judges (Nelson and Weiss).

The parties recognize that Judges must have confidence in their secretaries and as such, agree that a newly appointed Judge may replace the incumbent Probate Court - Judicial Secretary without regard to any provisions of this Agreement.

If current Probate Court – Judicial Secretaries Kathleen Duval or Deborah Cherry are replaced under the above provisions, they shall be placed in a clerical position for which they are qualified within the Probate Court, in line with their seniority. In the event the affected employee's seniority does not permit placement, these employees shall be considered as laid off.

Any future Probate Court – Judicial Secretary vacancies for existing or new Judges may be filled by the Employer without regard to any provisions of this Agreement. Such employees will serve at the pleasure of the Judge. Any Probate Court – Judicial Secretary removed for any reason shall be considered as laid off, with no placement or recall rights under the provisions of the Agreement.

Section 3 - Agreements and Settlements

All Letters of Agreement and Grievance Settlements will be signed by the Human Resources Director and where applicable, the Prosecutor, the Court Administrator or Friend of the Court as Employer representatives and the Chapter Chairperson, Chief Steward and AFSCME Staff Representative as Union representatives.

Whenever in this Agreement an Employer or Union Representative is alluded to by title, it is understood that each representative may specify a designee.

Section 4 - Changes in Existing Positions

The Agreement reached during contract negotiations concerning the classification and pay grade levels for all classifications within the bargaining units shall be final and binding for the duration of the Master Agreement except as provided below.

Upon implementing revisions in the content of an existing job description, the Employer will provide a copy of the revised job description to the Chief Steward of the affected bargaining unit. In the event a job description is revised due to a vacancy, the revised job description will be provided to the Chief Steward at least two workdays prior to the posting. A special conference will be held upon request of the Union.

In the event an employee believes his/her duties and/or responsibilities have been significantly changed, since the signing of the collective bargaining agreement, to the point where the employee is no longer properly classified or is under compensated, the employee may request a Job Analysis Questionnaire from Human Resources. Upon completion of the employee portion of the questionnaire, the materials shall be submitted by the employee to Human Resources. The Human Resources Department will provide a written analysis at a regularly scheduled special conference, which shall be held no later than sixty (60) calendar days after receipt of the Questionnaire in Human Resources. If the Union disagrees with the analysis, the matter may be referred to arbitration as provided in Article VI, Step 5 to determine if the employee is improperly classified or under compensated. If an arbitrator determines the employee is improperly classified or under compensated, the Union and Employer shall enter negotiations to determine the appropriate job description and pay rate. If no agreement is reached, the matter shall be referred back to the arbitrator for a final determination. The arbitrator shall review each party's final position as to job description and rate of pay and must select one or the other. The new job description shall then be final and binding for the duration of the Master Agreement. The Union shall not process more than two (2) such arbitration cases in any calendar year. Pay increases resulting from this process shall become effective on the date the arbitrator received notice from the Union that s/he is selected to arbitrate the issue.

Section 5 - Newly Created Positions

In the event the Employer creates a new classification which falls within the confines of the existing bargaining units, the Employer will provide a copy of the new job description and the established rate of pay to the Chief Steward and Chapter Chairperson of the bargaining unit. Upon request of the Union, a special conference shall be held if the Union objects to the established rate of pay. If there is no agreement upon the rate of pay, the matter may be referred to arbitration as provided in Article VI, Step 5.

Section 6 - Contracting and Subcontracting

The right of contracting and subcontracting is vested with the Employer. The Employer's right to contract or subcontract shall not be used for the purpose or intent of eroding the Union.

In the event the Employer is intent upon seeking a contracting or subcontracting agreement for work that has been historically performed by members of the bargaining unit, the Employer shall notify the Chief Steward of the appropriate bargaining unit, at least thirty (30) calendar days prior to the applicable Board of Commissioners' committee meeting, when possible.

Such notification shall describe the nature, scope, approximate duration, anticipated costs, the reasons why the Employer is contemplating or intent upon contracting or subcontracting out the work and any other details known at that time.

In all cases, except those involving day-to-day maintenance and repair work, temporary services and services which do not involve the layoff of existing employees, the expedited process, described below, shall be implemented and completed prior to letting a binding contract.

In order to timely protest a decision to contract out, the Union must, within ten (10) working days of notification of the Employer's decision to subcontract, advise the Employer in writing that it demands arbitration under the expedited process.

Thereafter, an expedited arbitration proceeding shall be scheduled within thirty (30) calendar days from the date of demand for arbitration, unless mutually agreed that an extension of time is appropriate. The impartial arbitrator shall hear the dispute as scheduled. Briefs (if any) shall be filed within fourteen (14) calendar days of the close of the hearing. The arbitrator will be requested to expedite the decision in the matter.

The decision of any arbitrator under this expedited process shall not be binding as a precedent by either party in any future contracting out dispute.

Nothing contained in this Article shall deprive the Union from engaging in rights otherwise allowed in the Constitution of the State of Michigan and the United States.

The Employer agrees that it will offer any employee displaced by contracting of work, available employment (job vacancies) in other departments within that Employer they are capable of performing.

The parties understand that the Employer may utilize temporary contractual services to replace bargaining unit employees on short term leaves of absence.

Section 7 - Capable of Performing the Work

Wherever in this Agreement a provision stipulates that an individual must be "capable of performing the work" (Seniority, Layoff and Recall, Promotions, Etc.), it is understood by the parties that the individual must meet the minimum qualifications for said position. In those situations where there exists reason to believe that an employee who meets the minimum qualifications for the position in question, is not "capable of performing the work," said employee will be provided a minimum break-in period to prove their capability of performing the job.

Section 8 - State Assumption of County Departments

The parties further agree that in the event the State of Michigan or another Employer assumes jurisdiction and control over any department, where bargaining unit employees are assigned to work, the parties will meet as soon as possible to discuss and arrange an orderly transition of employees to the State or that other Employer.

Section 9 - Continuation of Benefits

- a. The Employer agrees to provide a maximum of twelve (12) months hospital/medical coverage for employees on authorized disability leave of absence who have at least five (5) full years of continuous service, beginning with the first day such employee goes on authorized disability leave status. Employees who have at least one (1) full year of service but not more than five (5) full years of service shall be provided a maximum of six (6) months of hospital/ medical coverage in accordance with the above provisions.
- b. The Employer agrees to provide one (1) month's hospital/ medical coverage for each full year of continuous service up to a maximum of six (6) months coverage, for employees on layoff status, beginning with the first day of layoff. Said continuation of hospital/medical coverage is contingent upon the laid off employee maintaining eligibility for unemployment benefits.
- c. Employees will also be permitted the option of continuing present hospital/medical coverage at their own expense while on authorized Union Business Leave, Educational Leave and Personal Leave for a maximum of twelve (12) months, beginning with the first day such employee goes on said authorized leave. Employees on authorized disability leave or on layoff status who are not eligible for a full twelve (12) months of paid benefits (see paragraph a and b above) will also be permitted the option of continuing their benefits up to a maximum of twelve (12) months of benefits. However, the combined total of Employer paid and employee paid benefits shall not exceed twelve (12) months. Employee payment of insurance premiums referred to in this section must be submitted to the Human Resources Department in the form of a check or money order by the 15th of each month, or coverage will cease.
- d. The above provisions (paragraphs a, b, and c, above) concerning continuation of hospital/medical coverage shall be applicable to Term Life Insurance coverage, Optical Insurance and Dental Insurance.

Section 10 - Time Off Without Pay

Time off without pay is not a benefit granted employees by the provisions of this Agreement. Adequate time off from work is provided employees through the vacation, personal day, and leave of absence provisions of this Agreement. However, it is recognized that under certain circumstances, an individual employee may have a legitimate request for time off without pay. It is further recognized by the parties that when such a request is made by an employee that the Department Head and/or Supervisor involved will give consideration to said request in light of attendant circumstances including (but not confined to) the employee's stated basis for the request, providing the employee has no accumulated personal time. Thereafter, the Department Head and/or Supervisor will promptly notify the employee as to whether their request for time off without pay is granted or denied.

Section 11 - Grant Employees

Grant employees covered by the collective bargaining agreement shall receive full benefits accorded other bargaining unit employees. Continued employment of grant employees and grant positions is contingent upon continuation of the grant and upon the availability of funding from existing and/or future grants.

Section 12 - Mileage Allowance

Any employee authorized by the County to utilize their own personal vehicle on actual County business shall receive a mileage allowance at the rate established by the Internal Revenue Service or thirty (30) cents per mile, whichever is greater.

Vehicle is defined as a four wheeled car, pick-up truck, or van type of passenger conveyance.

Section 13 - Payroll Shortages and Overpayments

Upon the request of the employee, a supplemental check will be issued by the Controller's Office, for payroll shortages of eight (8) hours or more, as soon as possible, but no later than the end of the next business day of the employee's request. For any other payroll shortages, adjustments will be made in the employee's next check through regular processing procedures.

Minor overpayments shall be adjusted in the employee's next check. Employees will be notified in writing when an overpayment of a significant amount has occurred. Employees may make arrangements through the Controller's Office to refund such overpayments through payroll check adjustments over a specified period of time. However, if such arrangements are not requested by the employee and thereafter approved by the Payroll Section of the Controller's Office, the amount owed to the County shall be eliminated by adjustment of the employee's next payroll check(s) up to the statutorily allowed maximum of 25% of net earnings.

Section 14 - Installation of New Equipment

The Local President and the Chief Steward(s) shall be notified by the Human Resources Director in writing a minimum of thirty (30) days in advance of the scheduled installation date of any new equipment being placed into operation by the Employer, which changes the wages, hours, or other terms and conditions of employment of Local 496 members. Thereafter, the parties will meet at the request of either party to negotiate concerning said changes in wages, hours, or other terms and conditions of employment. If there is no agreement between the parties within sixty (60) days of the installation of new equipment, the matter may be referred to arbitration as provided in Article VI, Step 5.

The Employer will be responsible for providing training for affected bargaining unit employees when the Employer installs new equipment for which additional training is required. If said training is unsuccessful, the Employer will place the affected employee in another position within the bargaining unit within that Employer at an equal, if available, or lower-rated classification and will pay the affected employee the wage rate of the classification where placed.

Section 15 - Merit Increase

On the employee's "anniversary date" (normally the employee's seniority date unless he/she has been on leave of absence or layoff) each year, the employee will be advanced to the next step of the salary range provided his/her performance has been rated satisfactory. In the event an employee is to be denied this increase under this provision, he/she must have been informed ninety (90) days prior to their anniversary date of the situation and informed in detail of what he/she can do to improve their job performance by the anniversary date.

Section 16 - Employment of Relatives

a. Definition of Relative

For the purpose of this rule, a "relative" shall be a person holding the following relationship to the employee, whether that relationship is natural, adoptive, step or foster in nature:

Spouse	First Cousin	Son-in-Law
Child	Uncle	Brother-in-Law
Parent	Aunt	Sister-in-Law
Brother	Grandchild	Daughter-in-Law
Sister	Niece	Mother-in-Law
Grandparent	Nephew	Father-in-Law

b. Prohibitions on Employment of Relatives

No person shall be appointed in a department where the Department Head, Assistant Department Head, Head of the Division where employed or immediate Supervisor is a relative of the employee at the time of appointment. This same language shall apply where one of the related employees is not necessarily an immediate Supervisor, but is in such a position in the Department as to review, check, audit or make recommendations in any reasonable manner on the work or reports submitted by the other related employee. Said prohibition will not be implemented with regard to relatives employed prior to July 28, 1987.

c. Other

No person shall continue to be an employee in a Department after he or she becomes the spouse of the Department Head, Assistant Department Head, Head of the Division where employed or of the immediate Supervisor. Employees who are relatives of persons subsequently promoted or appointed to the positions of Department Head, or Assistant Department Head of the employee's Department, may continue to be employed in the same Department except:

- (1) Spouses as covered above.
- (2) If such a relationship occurs before the employee completes their probationary period, the employee shall be transferred to another Department. Employees other than spouses who are relatives of persons promoted or appointed to the position of Head of the Division where

employed or of the immediate Supervisor, shall be transferred to another Division or Supervisory Unit of the same Department where they will not be supervised by a relative.

Section 17 - General Liability

The Employer will continue to provide bargaining unit members with liability coverage substantially equivalent to the coverage already being provided, as of the effective date of this agreement. If such coverage ceases to be available or is not available at commercially reasonable costs, the Employer will notify the Union of the loss or anticipated loss of coverage and the parties will meet to negotiate replacement or alternate coverage. Coverage excludes among other things, dishonest, fraudulent, criminal or malicious acts.

Section 18 - VDT Provisions

A pregnant employee may request reassignment to another position within their classification which does not require the use of VDT equipment. Such reassignment will be contingent upon mutual agreement by the Employer, the employee requesting the change in duties, and the Union. Such agreement would terminate upon the commencement of the pregnant employee's disability leave of absence. The parties recognize that such a reassignment is contingent on the availability of a suitable position and a mutual agreement by the parties involved.

Section 19 - Community Service

One Local 496 Community Services Committee member designated by the Local 496 President, shall be permitted to leave his/her work station, after the expiration of the first hour of the shift, to perform the following legitimate functions, without loss of pay, after specifying to their Supervisor the purpose of their activity.

- A. To assist and advise bargaining unit members having substance abuse (drug and/or alcohol) and serious personal problems.
- B. To conduct or coordinate Union and/or Employer clothing, toy and/or fund drives among bargaining unit members.

The Supervisor shall grant permission forthwith, for the designated Community Services Committee member to leave his/her workstation subject to necessary emergency exceptions. The privilege of leaving his/her work station during working hours without loss of pay is subject to the understanding that time will be devoted to legitimate functions as specified in this section and will not be abused. Upon entering any County department in the fulfillment of these duties, the Community Services Committee member shall notify the Department Head or Department Supervisor of their presence and purpose.

Section 20 - Immunizations

The County offers to employees the opportunity of obtaining the appropriate immunizations free of charge. Any County employee that requests some type of shot, administered by the County, will be provided such shot free of charge, if deemed appropriate by the Department Head.

Section 21 - Declared Emergency

In the event an emergency is declared pursuant to Act 368 of 1978, the language contained in Article XIV – Hours of Work and any related language in the Chapter 00 or 01 Addendums, will be temporarily suspended until the emergency is lifted.

Section 22 - P.E.O.P.L.E. Checkoff

The current Genesee County payroll system will not accommodate a P.E.O.P.L.E. Checkoff.

Following the implementation of a new payroll system in the Genesee County Controllers Office, the parties will discuss the feasibility of implementation and the required provisions necessary for a Union "P.E.O.P.L.E." deduction from wages of bargaining unit employees as provided for in a written authorization.

Such provisions established will be set forth in a Letter of Agreement.

ARTICLE XXIX - EDUCATIONAL REIMBURSEMENT

Section 1 - Course Work/Amount Reimbursed

Full-time seniority employees will be reimbursed for tuition and fees for approved coursework in accordance with the following provisions:

- a. Class attendance and homework assignments must be completed on the employee's own time and not during working hours. In addition, employees are prohibited from utilizing break periods and/or lunch periods to attend class for which they are requesting to receive educational reimbursement. Employees will be permitted to utilize vacation, personal and/or compensatory time to attend class when authorized to do so by their Department.
- b. Employees must be full-time and on the active employment rolls at the beginning of the course, during the course, and at the completion of the course. Probationary employees are excluded from applying and being reimbursed.
- c. Coursework must be job related. It is the understanding of the parties that the term "job related" will also encompass coursework taken by the employee in order to provide that employee with the necessary academic training to qualify for regular opportunities within the established County-wide classification system.
- d. Seminars and workshops are excluded, except for education required to maintain certification or registration of the employee's current job.
- e. Employees must satisfactorily meet academic requirements ("C" or equivalent for all undergraduate coursework, and "B" or equivalent for all graduate coursework).
- f. Reimbursement per employee is limited to \$2000.00 for approved courses which end in those calendar years. In no instance will a refund exceed the employee's

actual expenditures, nor will reimbursement be issued for expenses also being reimbursed through other sources (i.e., scholarships, G.I. Bill, etc.). Fees and payments for books, supplies, transportation, parking, meals, recreational activities and graduation are excluded. Total reimbursement for Local 496 employees is limited to \$44,000. If applications for reimbursement exceed this maximum limit, reimbursement shall be on a first-come, first-served basis, in accordance with the date on which the application was received by the Human Resources Department. In the event the bargaining unit maximum is reached in three consecutive calendar years, the maximum will be increased to \$54,000 for subsequent years.

Section 2 - Application Process

In order to be eligible for reimbursement, employees must make application for educational reimbursement through the Human Resources Department on designated forms. The application will not be approved if it is after two (2) weeks following the first day of class. Proof of class registration and an itemized bill from the institution must accompany the application. It is the sole responsibility of the employee to submit the application, class registration, and itemized bill to the Human Resources Department by this deadline. Upon receipt, a determination will be made as to whether the employee and the course work meet program eligibility requirements and notification will be sent to the employee within two (2) weeks of determination.

Section 3 - Tuition Refund

Within thirty (30) calendar days of the completion of approved course(s), the following documents must be submitted to the Human Resources Department: 1) Official copy of the grade report (or similar official evidence of completion of the course); 2) Receipt verifying that the tuition for the course(s) has been paid in full; and 3) Copy of the approved application form. Tuition reimbursement will be issued for approved courses within thirty (30) calendar days of receipt of the above documents. If an employee receiving educational reimbursement leaves County's employment prior to expiration of a one (1) year period following completion of the reimbursed course(s), the employee shall repay the County on the basis of 1/12 of the amount for each month they are short of meeting this one (1) year requirement.

ARTICLE XXX - PART-TIME EMPLOYEE BENEFITS

Section 1 - Benefits Provided-Other Than Insurance

Part-time employees will be credited with the following full-time employee benefits on a pro-rata basis in accordance with hours worked:

1. Vacation (after completion of 1040 hours of straight-time employment);
2. Personal Days (after completion of 520 hours of straight-time employment);
3. Step Up Increments;
4. Longevity;
5. Retirement;
6. *Seniority (except for layoff purposes)
7. Holidays - 50% of recognized paid holidays accorded full-time employees, contingent upon the part-time employee working a regularly scheduled work week averaging a minimum of twenty (20) hours (after completion of 520 hours of straight-time employment).

8. Bereavement Leave - Fifty (50) percent of the hours accorded full-time employees with pay, in accordance with the provisions of Article XII, Section 8, Local 496 Master Agreement (after completion of 520 hours of straight-time employment).
9. Leaves of Absence - Article XII, Section 3 and 4, for scheduled hours absent from work only.

*Part-time employees will be grouped on a separate seniority list for each classification.

Section 2 - Insurance Benefits Provided

In addition, part-time employees will receive the following insurance benefits on the first day of the month immediately following the employee's completion of five hundred and twenty (520) hours of straight-time employment:

1. Disability - 60% of regular weekly salary (20 hours x hourly rate) up to the weekly maximum in effect for full-time employees.
2. Life Insurance - 100% of full-time employee coverage.
3. Health Insurance, Dental, Optical – Part-time employees will receive 100% of full-time employee health insurance coverage contingent on part-time employee paying 50% of monthly premiums effective upon the first day of the month immediately following the completion of 520 hours of straight-time employment. Part-time employees will also receive 100% of full-time employee dental and optical coverage, contingent on said employees paying 50% of monthly premiums through payroll deduction effective upon the first day of the month immediately following the completion of 1040 hours of straight-time employment. Said employees shall also have the option of electing dental and/or optical coverage on the first day of the month immediately following the completion of 520 hours of straight-time employment, provided said part-time employees pay 100% of premiums through payroll deduction, until he/she is eligible for Employer paid coverage.
4. Health Insurance Reimbursement - Part-time bargaining unit members who are eligible for hospital/medical benefits, must advise the Human Resources Department, on forms provided, of their voluntary election not to receive County paid hospital/medical coverage. This "Opt-Out" will remain in effect until the employee notifies the Human Resources Department on forms provided of the employees election to commence coverage as otherwise provided in this section.

Employees must initially provide proof at "Opt-Out" that the employee is covered by a medical insurance plan and must sign a waiver which holds the County harmless for any liability which may be caused by voluntarily electing not to receive hospital/medical insurance coverage from the County.

Thereafter, each full six (6) month period (June through November and December through May) the employee goes without the County provided coverage, the employee will be paid a lump sum gross amount of \$375.00 (in December or June as appropriate), provided that during the (6) month period the employee would otherwise have been eligible for County paid coverage, had the employee been receiving County paid coverage and the "Opt-Out" payment is not more than the hospital/medical premiums would have been during the same period.

Effective June 1, 2005, for each full six (6) month period (June through November and December through May) the employee goes without the County provided coverage, the employee will be paid a lump sum gross amount of \$500.00 (in December or June as appropriate), provided that during the (6) month period the employee would otherwise have been eligible for County paid coverage, had the employee been receiving County paid coverage and the "Opt-Out" payment is not more than the hospital/medical premiums would have been during the same period.

This lump sum amount shall be considered as taxable wages.

Employees may opt in or out of coverage due to a qualifying event, as defined and provided by the carrier, if otherwise eligible under the agreement.

An employee who is participating in the "Opt-Out" provision who separates employment prior to completion of the six (6) month period, or has a qualifying event and begins or discontinues coverage, will receive a pro-rated amount for each full month without coverage during that six (6) month period.

New hires may "Opt-Out" effective when the employee would otherwise be eligible for hospital/medical coverage. Such employee will receive a pro-rated amount for each full month without otherwise eligible coverage during that six (6) month period.

This does not preclude a County employee from being provided with County insurance through his/her spouse, who also works for the County.

ARTICLE XXXI - UNIFORMS, PROTECTIVE CLOTHING AND SAFETY EQUIPMENT

Section 1 - Uniforms Provided by Employer

The Employer will provide coveralls or other suitable protective clothing to be utilized when employees are working in an unsanitary area or when loading or unloading trucks. These items are to remain at the work site. Uniforms, protective clothing and safety equipment shall be replaced by the Employer when the Purchasing Director determines that such items are no longer suitable to be utilized by the employee. Uniforms, protective clothing and safety equipment shall be returned to the Employer upon termination of employment for any reason. It shall be the responsibility of each employee to provide normal and reasonable care of the uniforms, protective clothing and safety equipment.

The Employer reserves the right to require employees to wear and/or utilize any necessary protective devices, including protective footwear or foot shields, while performing their work duties as a condition of employment, at the Employer's expense.

The Employer will continue to provide uniforms, protective clothing and safety equipment to certain employees in Building and Grounds, Motor Pool, and Animal Control at the Employer's expense. Employees are required to wear the uniforms at all times while on the Employer's premises.

Uniformed Building and Grounds employees are each responsible for laundering their own uniforms. The Employer also agrees to provide one (1) all-weather coat to said

employees, with the exception of employees in the Painter and Painter Trainee classifications.

Uniformed Motor Pool employees will continue to be provided with four (4) freshly laundered changes of uniforms on a weekly basis. The Employer also agrees to provide one (1) all-weather coat to such employees.

Kennel Attendants who have completed the probationary period will be provided with four (4) complete laundered uniforms consisting of shirt and trousers.

Animal Control Officers will be provided with a minimum of five (5) uniforms consisting of shirt, hat, jacket, tie, trousers, and any such necessary uniform items as may be determined by the Employer. The Employer will provide for the cleaning of two (2) uniforms per employee per week. The Employer will also provide one (1) overcoat with a heavy liner for winter use, one (1) raincoat, one night stick for use on duty, and one (1) complete set of leather including belt, holster, bullet pouch, and belt keepers. Employees are prohibited from wearing these uniform items except when traveling to and from work and during regular duty hours.

Section 2 - Uniform Allowance

The Employer will continue to provide a uniform allowance for the initial purchase and replacement of uniforms for employees in specified classifications. It is understood that this allowance is for the purchase and necessary upkeep of uniform items required by the Employer. The initial payment shall be paid within one (1) month of the date of employment, and thereafter, payments shall be paid annually on January 31. The employee receives the initial amount the first year of employment. On or before January 31st of the following year, the replacement allowance will be pro-rated in the following manner: one-twelfth (1/12) of the total allowance for each full month worked in the first year of employment. On or before the following January 31, and each year thereafter, the employee shall receive a clothing allowance in the full amount. Any employee receiving the uniform allowance who is terminated from employment by virtue of discharge, resignation, or voluntary quit prior to the expiration of a one-year period from the date the allowance was paid, shall repay the allowance on the basis of one-twelfth (1/12) of the amount received for each month they are short of meeting the one-year requirement.

A uniform allowance will be provided as follows: Horticulturist, Railroad Shop Mechanic, Master Mechanic, and Railroad Restoration and Construction Apprentice will receive \$215 for initial purchase and \$215 per year thereafter for replacement; Park Ranger will receive \$300 for initial purchase, \$200 per year thereafter for replacement, plus an additional cleaning allowance of \$150 per year paid in the manner outlined above for uniform allowance; part-time Park Ranger will receive \$125 for initial purchase, \$125 per year thereafter for replacement, plus a cleaning allowance of \$100 per year paid in the manner outlined above for uniform allowance; Property Attendant (Parks) will receive \$150 for initial purchase and \$150 per year thereafter for replacement. If required by Parks & Recreation Commission policy, a uniform allowance will be provided as follows: Park Naturalist II will receive \$300 for initial purchase and \$125 per year thereafter for replacement.

Print Shop employees will be provided \$200 for initial purchase and \$200 per year thereafter for replacement of plain shirts and pants appropriate for work and subject to the

approval of the Purchasing Director. The employees are responsible for purchasing, maintaining, and laundering these shirts and pants.

Section 3 - Safety Shoes

Where the Employer deems it necessary for employees to wear safety shoes, one hundred dollars (\$100.00) will be paid to the employee with his/her first pay check. The employee is responsible for purchasing and maintaining safety shoes. Thereafter, the employee will receive one hundred dollars (\$100.00) every twenty-four months, adjusted for breaks in service, with the employee continuing to be responsible for purchase and maintenance of the safety shoes.

ARTICLE XXXII - TOOL ALLOWANCE

The Employer will provide employees in the classifications of Maintenance Mechanic, Maintenance Mechanic Trainee, Auto Mechanic, Auto Mechanic Helper, and Utility Worker with power and special tools necessary for the performance of job duties. Employees will be responsible for supplying necessary hand tools, and shall receive a tool allowance from the Employer in the amount of \$200 per year upon submission of proper receipt(s) specifying the item(s) purchased, the amount paid, the name and address of the store or company from which the tools were purchased, and the date payments were made. Such reimbursement shall be made the first full pay period of January of each year.

Auto Mechanic and Auto Mechanic Helper classifications will also be reimbursed for insurance premiums incurred for theft insurance covering their tools used and stored at the work site.

The Employer will provide employees in the classifications of Park Horticulturist, Railroad Shop Mechanic, Master Mechanic, and Railroad Restoration and Construction Apprentice with specialized tools required for specified jobs as the need arises. Employees will be responsible for supplying tools required for the performance of job duties. The first pay period of January of each year, employees in said classifications shall receive a \$100 tool allowance.

Any employee receiving tool allowance and/or insurance reimbursement who is terminated from employment by virtue of discharge, resignation or voluntary quit prior to expiration of the one-year period after date reimbursement was issued, shall repay such reimbursement on the basis of one-twelfth (1/12) of the reimbursement for each month they are short of meeting the one (1) year requirement.

ARTICLE XXXIII - SAFETY GLASSES

The Employer will purchase for any employee it requires to wear safety glasses, without cost to the employee, one (1) pair of safety glasses at time of original employment, or at such time after employment as it becomes necessary for the employee to wear glasses on the job. The Employer also will provide safety glasses as required by prescription changes, but not more than once in a two (2) year period, without cost to the employee.

- C. Employees as indicated in (A) above, shall for the duration of the Agreement receive the privilege of excused time for tardiness due to breakdown of personal car contingent upon this benefit not being abused or misused.
- D. Vehicle is defined as a four wheeled car, pick-up truck, or van type of passenger conveyance.

(8) *Senior Court Clerk and Court Clerk - County Clerk's Office*

The position not currently assigned to a specific Court (also known as the "floater") will be filled by a Senior Court Clerk.

The job duties of the Senior Court Clerk and the Court Clerk are recognized as interchangeable, with experience being the primary factor in progressing to Senior Court Clerk.

The Senior Court Clerk position is an automatic promotion upon completion of two (2) years as a Court Clerk. Therefore, Senior Court Clerk positions will not be posted. Upon completion of two (2) years (4160 hours) as a Court Clerk, the employee will be automatically promoted to Senior Court Clerk. The rate of pay received will be the first step of the Senior Court Clerk pay range which provides the employee an increase from their pay rates as a Court Clerk.

All vacancies will be posted in the Court Clerk classification in accordance with the provisions of Article XI, except as provided below.

In the event that a vacancy occurs in either the Senior Court Clerk or Court Clerk classifications and no one possesses the required Court Clerk minimum requirements, the then current Deputy Clerk with the most experience in the Legal Division shall be awarded the trial period in the Court Clerk classification subject to the trial period as outlined in Article XI, Section 6. The rate of pay received will be the first step of the Court Clerk pay range which provides the employee an increase from their pay rate as a Deputy Clerk.

The parties recognize that this use of classification seniority constitutes an exception to Article IX, Section 1 of the Master Contract.

(9) *Applicable Items for Employees in Circuit/District/Probate Courts*

Items 1, 2, 4, 5, 6, and 10 are applicable to employees in Circuit, District and Probate Courts. Items 3, 7 and 8 are not applicable to employees in Circuit, District and Probate Courts.

(10) Savings Clause and Termination

It is understood by the parties that all the provisions of Articles XXXV and XXXVI of the Local 496 Master Agreement apply in their entirety to all the provisions of the Addendum.

FOR THE UNION/Date:

Tom Hynes 9-22-05
Patricia Burgess 9-22-05
Cheryl Ilcoate 9-22-05
Lisa G. B. Buehly 9-22-05
Jennifer Michael 9-23-05
Mark Pratt 9-23-05

FOR THE EMPLOYER/Date:

Donald E. Hul 9-22-05
James N. Bauer 9-23-05
Monty W. Campbell 9-26-05
Lena Altheide 9-27-05
Jim 9-27-05

**ADDENDUM
BETWEEN
GENESEE COUNTY (As Defined)**

And

**CHAPTER 01, LOCAL 496, COUNCIL 25, AFSC&ME
REPRESENTING PROFESSIONAL & TECHNICAL EMPLOYEES**

The following Addendum provisions are applicable to employees represented by Chapter 01 of Local 496, and represent full and final settlement of all negotiation issues between the parties. These provisions supersede all Chapter 01 Professional and Technical Employees Letters of Agreement and Addendums in existence prior to the effective date of this Addendum. The effective date of these provisions shall be the effective date as provided in Article XXXVI unless otherwise specified.

(1) *Article IX and Article X - Seniority and Layoff and Recall*

In the application of the provisions of Article IX, Sections 1 through 7 and Article X to Chapter 01 bargaining unit employees, the phrase "classification within the non-interchangeable seniority group" shall be substituted for the word "classification" and the following constitutes the non-interchangeable seniority groups within the bargaining unit:

Group I

Computer Operator, Programmer, Systems Analyst, Network Coordinator, Solution Center Coordinator, Solution Center Technician, Computer Operator II, Public Health Information Systems Technician, Public Health Information Systems Coordinator, Information Specialist

Group II

Examiner, Mapping Technician, ~~and~~ Property Description Technician, Geographic Information Systems Specialist

Group III

Associate Planner, Senior Planner, Rehabilitation Inspector, Rehabilitation Intake Coordinator

Group IV

Printer

Group V

Park Naturalist, Recreation Program Specialist, Financial Affairs Officer, ~~Park~~ Horticulturist, Park Ranger, Master Mechanic, Food Operations Coordinator, Parks Marketing Specialist

Group VI

Accountant

Group VII
Emergency Management Specialist, Emergency Management Program Coordinator

Group VIII
Environmental Health Technician

Group IX
Facility Training Coordinator

Group X
FOC Accountant

Group XI
Public Health Nurse I, II, Public Health Nursing Coordinator, ~~and~~ Nurse Practitioner

Group XII
Nutritionist I, Nutritionist II, Nutritionist Coordinator

Group XIII
Health Educator, Health Education Coordinator

Group XIV
Public Health Program Coordinator

Group XV
Environmental Sanitarian, Environmental Health Coordinator

Group XVI
Medical Technologist

Group XVII
Animal Control Officer, Kennel Attendant

Group XVIII
Assistant Prosecuting Attorney Trainee, I, II, III

Group XIX
Development, Planning and Grants Coordinator

Group XX
Epidemiologist

Group XXI
Equal Opportunity Specialist

Group XXII
Railroad Restoration Apprentice

Group XXIII
Clinical Utilization Coordinator

Group XXIV
Tax Reversion Coordinator

Group XXV
Community Health Analyst

Group XXVI
Defender Administrator Specialist

Group XXVII
Drug Court Specialist

Group XXVIII
Court Technology Coordinator

Group XXIX
67TH District Court Information Systems Coordinator

Group XXX
Land Foreclosure Specialist

(2) *Shift Preference*

- (a) After attaining one (1) year of seniority, employees may make written application to their Supervisor for transfer to a desired shift within the same department and classification. Shift preference may only be exercised during the periods from January 1st to January 30th and July 1st to July 31st. Application for transfer must be made not less than thirty (30) calendar days in advance of January 1st or July 1st. Shift transfers in accordance with the above provisions will be made by the Employer no later than January 30th for the first filing period and no later than July 31st for the second filing period on the basis of seniority within the classification in that department.
- (b) Shift preference may also be exercised in the event of a vacancy within the department and classification, providing prior application has been made to the Supervisor. However, this does not preclude the Employer from filling any such vacancy with a probationary employee who will not be subject to transfer to another shift until the conclusion of their probationary period.
- (c) It is understood by the parties that all employees being considered for transfer must be fully capable of performing the work available. In the event any employee transferred cannot perform satisfactorily on the shift in question, a special conference will be held before any action is taken.

(3) *Associate Planner Seniority*

The seniority of any Associate Planner assigned as either a Community Development Specialist or an Economic Development Specialist shall continue to accumulate seniority within the classification of Associate Planner. In the case of layoff, recall or promotion, the total time spent in the classification Associate Planner, irrespective of the specialty, shall be used to determine applicable seniority rights.

(4) Stand-By Time - Management Information Services

Any employee scheduled by the Employer to be on "stand-by" status for any specified calendar week shall be compensated at the following rates. One (1) hour additional straight time pay for those days that they are regularly scheduled to work and two (2) hours additional straight time pay for days they are not regularly scheduled to work; for a total of nine (9) hours additional straight time pay for the week in question. If an employee on stand-by status is called in, they shall receive applicable compensation for hours worked in addition to compensation for stand-by time. Employees placed on stand-by status by the Employer shall be required to remain locally readily available at all times while on stand-by.

However, it is understood by the parties that when a minor holiday(s) falls within the specific calendar week a bargaining unit employee is scheduled to be on stand-by status, that employee shall receive no additional compensation other than the above mentioned total of nine (9) straight time hours compensation. It is further understood by the parties that when a major holiday (reference Article XV, Section 4) falls within the specific calendar week a bargaining unit employee is scheduled to be on stand-by status, that employee shall receive an additional four (4) hours straight time pay for being on stand-by on that major holiday; for a total of thirteen (13) hours additional straight time pay for the specific calendar week in question.

(5) Park Rangers

(a) Shift Change/Preference

Except for emergency situations, scheduling will be done on a monthly basis and supervisors will not change shifts of employees without fifteen (15) calendar days notice, unless otherwise mutually agreed upon by the Employer and employee.

The work schedule for any one (1) month will be completed and posted by the fifteenth (15) day of the preceding month. The Employer shall have the right to change any shift providing the employee is given fifteen (15) calendar days notice of said change.

After one (1) year seniority within the bargaining unit, employees may be considered for transfer to their desired shift upon making written application to their immediate supervisor. Such shift preference shall be considered twice a year to become effective on April 1 and October 1. Seniority will be recognized as the primary basis for transfer to a desired shift, provided such transfer will not be detrimental to the efficient operation of the Parks and Recreation Commission.

It is understood by the parties that the applicants for shift change must be capable of satisfactorily performing all job duties on desired shifts.

(b) Hours of Work

Shifts shall be established as any eight (8) consecutive hours. For clarification of premium pay, first shift will be any shift which starts between the hours of 4:00 a.m. to 11:59 a.m., second shift is any shift which starts between the hours of 12:00 noon to 7:59 p.m., third shift is any shift which starts between the hours of 8:00 p.m. to 3:59 a.m.

(c) Court Time

Employees who may be subpoenaed to appear in the Court on criminal matters on days off or other authorized off duty time will be given a minimum of two (2) hours pay at the time and one-half (1 1/2) rate for their set appearance in lieu of any witness fee. Witness fees are to be assigned to the Genesee County Treasurer.

(d) Equipment and False Arrest Insurance

The Employer will provide the equipment necessary for the performance of the ranger's duties. Rangers are expected to exercise reasonable care in the maintenance of equipment items provided to them.

The Employer will provide and pay the cost of false arrest insurance and bonding for rangers required to maintain such coverage.

(e) Overtime

Time and one-half (1 1/2) will be paid to employees for all work performed in excess of eight (8) hours in any twenty-four (24) hour period or in excess of eighty (80) hours bi-weekly pay period.

(f) Holidays

Park Rangers are scheduled as a continuous seven (7) day operation and the actual date of the holiday will be recognized.

(g) Lunch Period

A one-half (1/2) hour lunch break is also permitted; however, it should be noted that ranger personnel are on duty for the eight (8) hour period of their day and that these breaks are granted only when the workload permits.

(h) Outside Employment

Any outside employment undertaken shall in no way deter an individual from satisfactorily performing his or her duties as a County employee.

The employee is to fill out a form designating the kind of outside work to be undertaken and the hours that are required by the position.

The Director is to make a decision in writing regarding the feasibility of allowing the employee to indulge in this outside employment. The decision of the Director is final.

(i) Call-in pay

An employee called into work on a day other than a regularly scheduled work day will receive a minimum of two (2) hours pay paid at the overtime rate for time spent on the job.

(j) Seniority - Seasonal Employees

Seasonal employees are defined as employees hired to perform a specific function on a limited basis. Seasonal employees shall not be limited to ninety (90) calendar days as in the case of temporary employees. All other provisions of this Agreement do not apply to seasonal employees.

(k) Layoff and Recall

The Park Rangers are exempt from Article X, Section 1 (b) with the following provision. The number of full-time Park Rangers shall not fall below two (2) while seasonal park rangers are being employed.

If the number of full-time rangers falls below two (2), Section 1 (b) of the Local 496 Master Agreement will become operative and seasonal employees shall be considered as temporary employees for this purpose only.

It is also understood by the parties that any full-time or part-time employees who are laid off shall be offered available seasonal hours at the applicable seasonal rate of pay. Refusal of said seasonal hours releases the Commission from any additional offers and restricts the laid off employees only to those contractual rights found in the Master Agreement.

(l) Firearms Qualifications

Each permanent Ranger is to use the department issued weapon(s) or one approved by the Chief Administrative Officer. Each personal weapon approved for use must be registered with the Sheriff's Department and a copy of said registration shall be tendered to the Chief Administrative Officer and maintained in the employee's personnel file.

It is understood that said employees will be allotted time during their regular work shift for firearms qualification training, provided prior approval has been obtained from his/her supervisor. It is also mutually agreed that overtime will not be paid for time spent in firearms training.

Each Ranger must maintain a minimum qualification score on the MCOLES. approved course at least once every six (6) months for each weapon carried on duty, including shotguns if used. Each qualification score must be verified by a certified range instructor. A record of all certified scores shall be maintained in the employee's personnel file. The Employer will furnish all ammunition needed for the qualifying rounds.

Any Ranger who fails to meet the MCOLES. minimum qualification score for any six (6) month period for each weapon carried shall be prohibited from carrying such weapon until such time as the minimum qualifications score(s) is achieved. No Ranger shall at any time carry any weapon with which he/she has not qualified with and registered as required.

In the event that a Ranger is unable to qualify with the required firearms within a thirty (30) calendar day period after the six (6) month period has elapsed, he/she shall be deemed unfit for duty and appropriate disciplinary action taken.

(6) **Public Health Nurses**

(a) Classifications

Bargaining unit employees classified as Public Health Nurse I, who subsequently attain a Bachelor of Science Degree in Nursing from an accredited academic institution, will be advanced to the Public Health Nurse II classification, upon providing the Director of Nursing and the Human Resources Department with an official college transcript, which verifies attainment of said degree. Bargaining unit employees who advance to the Public Health Nurse II classification by meeting this degree requirement will be compensated in accordance with Article XI, Section 7, of the Local 496 Master Agreement.

(b) Withholding of Professional Services

It is recognized that the needs for care and proper treatment of patients are of paramount importance and that there should be no interference with such care and treatment.

(c) Transportation Allotment

(1) All travel provisions noted in the current Travel Regulations booklet will be provided to members of this unit.

(2) In addition to the travel regulation provisions, the County shall provide each Field Nurse, Public Health Nurse Coordinator, Nutritionist-Nursing Division and Health Educator, who is required by the County to utilize their own vehicle, with \$500.00 annually to defray a portion of the cost of their automobile policy. Said employee must furnish by November 30 to the Health Department proof of coverage for traveling on County business; the minimum liability coverage of the policy shall be \$250,000/\$500,000.

(3) Payment will be pro-rated at the end of the year on the basis of the number of months worked during that particular year. Part-time employees will receive fifty percent (50%) of the amount paid full-time employees. Payment will be made as a travel expenditure as soon as possible after December 16th.

(4) Vehicle is defined as a four wheeled car, pick-up truck, or van type of passenger conveyance.

(d) One Day or Less Without Pay

Effective January 1, 1979, in circumstances where bargaining unit employees encounter a legitimate need for time off from work for one (1) day or less for personal reasons such as physician visits, family business, etc., said employees may be granted said time off work without pay, if they have no available ~~no~~ accumulated personal days. Should the request for time off conflict with efficient operation of the department or previously approved time off for other bargaining unit employees the request will be denied. Bargaining unit employees must provide at least

seventy two (72) hours advance notice, wherever feasible, in order for said request to be considered, unless beyond the employee's control to do so.

(e) Conferences

The Public Health Department will provide the Union in writing with the Department policy regarding conferences and seminars for bargaining unit employees.

(f) General Items

The following benefits and privileges currently being provided bargaining unit employees will be maintained at their current level for the duration of the Agreement. Said continuation is contingent upon such privileges not being abused or misused.

1. Tuberculin testing at designated intervals (if test proves positive chest X-ray will be furnished).
2. Use of library facilities and reasonable allotment of time to prepare for group education presentation.
3. Use of phone for emergencies.
4. Collections for various causes, weddings, funerals, etc.
5. Excused time for tardiness due to breakdown of personal car.
6. Designated parking area, contingent upon continuation of present Genesee County policy on furnishing parking space for employees.

(g) Vacant Nursing Positions

Any permanent vacancy in Nursing positions in the Field, Medicaid, WIC, or Clinic programs will be posted for five (5) working days prior to the position being filled. Employees, with a minimum of one (1) year of service, who are interested in applying for a change in program assignment to the vacant nursing position in question or a change in specialty within the Field, must do so in writing to the Department Head within the above mentioned posting period.

In instances where more than one (1) employee has applied for the vacant nursing position in question or a change in specialty within the Field and when the Department Head has designated more than one (1) employee from this group of applicants as eligible, the most senior employee will be accorded the change in program assignment or specialty, whichever is applicable.

Changes in assignments resulting from the above mentioned procedure will be limited to one (1) change per employee during any twelve (12) month period. This twelve (12) month limitation will not apply to nurses who changed specialties within the Field and subsequent to such change, are interested in applying for a change in program assignment.

However, under all circumstances it is understood by the parties that the Department Head reserves the right to make the final determination as to whether or not any employee is accorded a change in program assignment or a change in specialty within the Field, and said final determination cannot be challenged through the grievance procedure.

(h) Layoff and Recall Supplement

In the event the Employer deems it necessary to layoff bargaining unit employees from the Department, said employees will be offered any available contract employees work in line with their seniority, prior to being laid off, provided they are capable of performing the work. The Employer will otherwise be allowed to retain contract employees who are performing the work at the time of the layoff.

(i) Working Hours

It is understood by the parties that the current regular working hours of 8:00 a.m. to 5:00 p.m., Monday through Friday, constitutes a mutually satisfactory practice in accordance with the provisions of Article II, Section 3, of the Local 496 Master Agreement.

(j) Inclement Weather Policy

The parties mutually agreed to continue the current policy regarding inclement weather. Upon approval from authorized supervision, employees assigned to field programs may be excused from their normal and regular duties because of dangerous or inclement weather. It is understood that excused time away from field duties under these circumstances shall be spent performing other job-related duties during the regular shift.

(7) ***Environmental Sanitarian***

(a) Registration

All Sanitarians who pass the State of Michigan Registration examination and maintain their registration, shall receive an annual allowance of \$500 which shall be paid following confirmation of registration or registration renewal. Each Sanitarian applying for the annual registration allowance shall, in order to receive said allowance, provide to the Environmental Health Director or his/her designee a copy of his or her Sanitarian license certificate from the State of Michigan on or before May 1 but in no event later than June 1 of that year. Thereafter the registration allowance will be paid to eligible Sanitarians on the first pay in July in accordance with all of the other provisions of this item. Any Sanitarian not providing said copy of their license certificate by June 1, shall not receive a registration allowance payment for that year.

This payment received in July of each year is accorded for the previous twelve (12) months employment. If employment is terminated during any said twelve (12) month payment period, the employee shall be paid the amount owed him/her pro-rata for time worked to the nearest one-twelfth (1/12) of a year. Any new employee meeting the registration requirement

will be accorded this payment pro-rata for time worked to the nearest one-twelfth (1/12) of a year, contingent upon completion of their probationary period.

At such time that a change, alteration or abolishment of the State statute providing for "Registered Sanitarians" is enacted by the State Legislature which eliminates registration, the sum of \$50 will be re-inserted in each step of the current salary level.

Until State legislation is enacted eliminating the State Board of Registration for Environmental Sanitarians or other actions clarifying the state, registration issue, the national registration will be accepted, as well as State of Michigan registration for all purposes as outlined in items E and F of the 1985 Addendum.

(b) Overtime

The Genesee County Health Department will quarterly review accumulated overtime total with the intent of assuring that scheduled overtime is equally distributed wherever practical among employees in the "Environmental Sanitarian" classification.

(c) Working Hours

It is understood by the parties that the current regular working hours of 8:00 a.m. to 5:00 p.m., Monday through Friday, constitutes a mutually satisfactory practice in accordance with the provisions of Article II, Section 3, of the Local 496 Master Agreement.

(d) Changes in Geographic Assignments

Any anticipated changes in geographic assignments areas will be posted for five (5) working days prior to the change being made. Employees who are interested in applying for that assignment must do so in writing to the Director of Environmental Health, within the above mentioned posting period.

In instances where more than one (1) employee has applied for a change in geographic assignment area and when the Director of Environmental Health has designated more than one (1) employee from this group of applicants as acceptable for a change in geographic assignment area, the most senior employee will be accorded the change in geographic assignment area.

However, it is understood that the Director of Environmental Health reserves the right to make the final determination as to whether or not any employee is deemed acceptable for a change in geographic assignment areas, and said final determination cannot be challenged through the grievance procedure.

(8) ***Animal Control***

(a) Standby Time

When employees are scheduled by the Employer to be on standby status for any specific period of time, they shall be compensated at the following rate: Two (2) hours straight time pay for each Saturday, Sunday, or holiday (reference Article XV, Section 1) the employee is required to be on standby. If an employee who is on standby status is called in to work outside of and not in conjunction with his/her regularly scheduled work shift, said employee shall receive a minimum of one (1) hours pay at the overtime rate. If otherwise eligible, bargaining unit employees at the Animal Shelter will be compensated at time and one-half their then current rate of pay when called in to work on any minor holiday while on standby status. Employees required to be on standby status shall remain locally readily available to answer calls at all times while on standby in accordance with current practice. The Chief Animal Control Officer will rotate standby assignments among eligible employees as far as practicable. The Chief Animal Control Officer will maintain a listing of accumulated standby assignments (hours) for all affected employees. Said listing will be utilized for parties on a routine basis. All standby assignments made available to an employee, shall be charged to that employee including standby hours available while said employee is absent from work for any reason including leave of absence. The County shall not be liable for any claims of compensation lost as a result of distributing standby assignments. An employee initially assigned to standby status may decline to accept said standby assignment (and will be charged as outlined above), and will not be ordered to perform that assignment, as long as another employee is available and willing to accept said assignment.

(b) Acting Chief Animal Control Officer

The Chief Animal Control Officer is authorized to designate a Chapter 01 bargaining unit member to be "Acting Chief Animal Control Officer" and to act in such capacity during any period of time that the Department Head is on vacation leave of absence. It shall be the employee's option to accept or decline said appointment. While acting in his/her absence in this capacity, said bargaining unit member shall be paid seventy-five (\$75) in addition to his or her regular rate of pay, provided he/she works in said capacity for a minimum of forty (40) consecutive hours, excluding weekends. Consideration for selection for said position will be determined on the basis of seniority, wherever practical.

(c) Census Sergeant

The employee selected to perform duties as Census Sergeant shall receive an additional \$75 per week for the duration of the assignment.

(9) ***Support Services Specialist; Recreation Program Specialist Use of Car***

The Support Services Specialist and the Recreation Program Specialist each will retain use of an Employer-owned County Parks and Recreation vehicle to be used for official County business which includes emergency and official County business outside of normal business hours. The use of an Employer-owned

County Parks and Recreation vehicle is provided in lieu of overtime. The provided vehicle shall remain in the parking lot of the Parks and Recreation to be available for official County business whenever the employee is on vacation or an authorized leave of absence.

(10) *Property Description Technician Testing*

County employees who have the requisite experience in drafting will be allowed to take the applicable test to determine their ability to prepare and/or draw property descriptions from property survey and/or transfer documents. Drafting experience shall include those classifications in which it is utilized as a portion of the job.

(11) *Nutritionist I Advancement to Nutritionist II*

Individuals hired as Nutritionist I who are or become certified as a registered dietitian will automatically be promoted to the Nutritionist II classification upon successfully completing two (2) years of employment as a Nutritionist I.

(12) *Hours of Work for Assistant Prosecuting Attorneys*

The current practices and procedures in effect for Assistant Prosecuting Attorneys concerning hours of work (including shift starting and ending times, work breaks, lunch hours and compensatory time) shall be continued for the duration of this Addendum.

(13) *Timekeeping Procedures for Assistant Prosecuting Attorneys*

The formula for recording and utilizing accumulated personal and vacation time off will consist of a multiplier factor of sixteen-fifteenths (16/15). The formula will be utilized whenever accumulated personal time and/or vacation time is taken in increments less than a full day.

Attorneys utilizing one (1) full day of accumulated personal or vacation time off will continue to be charged with eight (8) hours.

Administrative staff assigned to review and process payroll timesheets and vouchers in the Prosecutor's Office will be responsible for administering the aforementioned 16/15 formula.

(14) *"On Call" Pay for Assistant Prosecuting Attorneys*

A bargaining unit employee who is designated by the Prosecutor as being "on call" for a specific week shall be compensated for such duty at the rate of \$400 additional pay for the week in question or the Unit Chief's "on call" rate amount, whichever is higher. The employee who is assigned to "on call" duty for the week in question shall be available in accordance with established practice for the professional assistance to Law Enforcement Agencies twenty-four (24) hours per day for seven (7) consecutive days.

(15) *Savings Clause and Termination*

It is understood by the parties that all provisions of Articles XXXV and XXXVI of the Local 496 Master Agreement apply in their entirety to all provisions of the Addendum.

(16) *Genesee County & Michigan Bar Dues*

The Employer will pay Michigan Bar dues for attorneys required to pay these dues as a condition for performing their County responsibilities.

The Employer will continue to pay Genesee County Bar dues provided the attorney attends at least six (6) monthly meetings or serves on a committee of the Genesee Bar.

(17) *"On Call" Emergency Management Specialist*

An Emergency Management Specialist, when required to be "on call," will receive straight time pay for one (1) hour for each weekday and two (2) hours for each Saturday and Sunday.

An employee assigned to be "on call" shall be required to remain locally readily available at all times while "on call."

(18) **Network Coordinator Back Up**

The parties agree that departmental employees will be surveyed as to their interest in training for a backup position to the Network Coordinator. Training will consist of on-the-job training (OJT) and necessary coursework to be taken on the employee's own time with reimbursement through the tuition reimbursement program. If more than one employee expresses an interest, first preference will go to the high seniority person with the certification as described in the job description. Next preference will go to high seniority employees with the interest to complete the certification within a 24-month period.

When a vacancy occurs in the Network Coordinator classification, preference to fill the vacancy will be given to the designated backup Network Coordinator, regardless of seniority, that meets the minimum requirements of the Network Coordinator classification and has at least one (1) year experience as the backup Network Coordinator.

FOR THE UNION/Date:

Tom Reynolds 9-22-05
Fletcher Burgess 9-22-05
Cheryl Ilcoate 9-22-05
Lisa Ann Berkley 9-22-05
Jennifer Michael 9-23-05
Mark [unclear] 9-23-05

FOR THE EMPLOYER/Date:

Donal [unclear] 9-22-05
JM 9-22-05
James A. Baver 9-23-05
Robert [unclear] 9-26-05
Lena Altheide 9-27-05

APPENDIX A
LUMP SUM PAYMENT

A one (1) time \$400 lump sum gross payment, less applicable taxes, not rolled into the base compensation, payable to each bargaining unit member employed by Genesee County on the date a tentative agreement is signed (April 28, 2005).

Employee retirement contributions will not be deducted from this lump sum payment nor will Employer retirement contributions be paid nor will the lump sum be included as retirement earnings.

This payment will be made to active employees, and included in a separate check, within six (6) weeks following the ratification of the contract by the Genesee County Board of Commissioners. Employees that are on a leave of absence at the time of the payment, that are otherwise eligible, will be paid the lump sum payment, by separate check, following their return to work.



WAGES & CLASSIFICATIONS

**AFSCME LOCAL 496
CHAPTER 00, CLERICAL MAINTENANCE**

June 4, 2005 (2.0%)

DISTRICT COURT COURIER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	22,735	25,729	28,723	33,521	34,275	35,060	35,799	36,734	37,625
Hourly	10.9303	12.3697	13.8092	16.1161	16.4785	16.8559	17.2109	17.6607	18.0891

PRINTING EQUIPMENT OPERATOR, PROPERTY ATTENDANT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	24,874	27,868	30,862	35,799	36,734	37,625	38,554	39,526	40,535
Hourly	11.9588	13.3982	14.8374	17.2109	17.6607	18.0891	18.5356	19.0029	19.4878

ANIMAL SHELTER DISPATCHER, CLERK P.A., DEPUTY CLERK, DEPUTY DISTRICT COURT CLERK, DEPUTY REGISTER, FLOATER SECRETARY, HEALTH TECHNICIAN, PROGRAM CLERK, SECRETARY

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	24,182	27,175	30,169	35,060	37,625	38,554	39,526	40,535	41,632
Hourly	11.6258	13.0650	14.5044	16.8559	18.0891	18.5356	19.0029	19.4878	20.0153

ACCOUNT CLERK, CLERK RECORDER, COURT CLERK, UTILITYWORKER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	25,754	28,747	31,741	36,734	37,625	38,554	39,526	40,535	41,632
Hourly	12.3816	13.8209	15.2603	17.6607	18.0891	18.5356	19.0029	19.4878	20.0153

JUVENILE COURT OFFICER - PROBATE COURT TRANSPORTATION OFFICER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	26,286	29,280	32,274	37,301	38,283	39,322	40,420	41,518	42,730
Hourly	12.6377	14.0771	15.5165	17.9334	18.4053	18.9049	19.4328	19.9604	20.5433

**AFSCME LOCAL 496
CHAPTER 00, CLERICAL MAINTENANCE**

June 4, 2005 (2.0%)

CASHIER (F.O.C.), MAINTENANCE MECHANIC TRAINEE

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	26,593	29,587	32,580	37,625	38,554	39,526	40,535	41,632	42,692
Hourly	12.7849	14.2243	15.6636	18.0891	18.5356	19.0029	19.4878	20.0153	20.5248

**ASSESSMENT CLERK, BUDGET AND ACCOUNT CLERK-SHERIFF DEPARTMENT, ELECTION CLERK,
SECRETARY STENO, SENIOR ACCOUNT CLERK, SENIOR DEPUTY DISTRICT COURT CLERK, SENIOR PROGRAM CLERK**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	27,465	30,459	33,453	38,554	39,526	40,535	41,632	42,692	43,835
Hourly	13.2044	14.6439	16.0834	18.5356	19.0029	19.4878	20.0153	20.5248	21.0745

**CLERICAL COORDINATOR (PUBLIC HEALTH), CLERICAL COORDINATOR (SHERIFF), SENIOR COURT CLERK
SENIOR DEPUTY REGISTER**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	28,379	31,373	34,367	39,526	40,535	41,632	42,692	43,835	45,032
Hourly	13.6436	15.0830	16.5227	19.0029	19.4878	20.0153	20.5248	21.0745	21.6498

**ADMINISTRATIVE SECRETARY, ASSIGNMENT CLERK, CLERICAL COORDINATOR (PROS.),
DEPUTY COLLECTIONS AND DISBURSEMENT CLERK, EQUALIZATION SECRETARY, HEAD CASHIER,
LAND FORECLOSURE CLERK, LEGAL SECRETARY, PARALEGAL, PARALEGAL-LAW LIBRARY,
PRINCIPAL ACCOUNT CLERK, PROBATE COURT SECRETARY/RECORDER**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	29,328	32,321	35,315	40,535	41,632	42,692	43,835	45,032	46,304
Hourly	14.0999	15.5391	16.9785	19.4878	20.0153	20.5248	21.0745	21.6498	22.2615

**AFSCME LOCAL 496
CHAPTER 00, CLERICAL MAINTENANCE**

June 4, 2005 (2.0%)

PAINTER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	34,678	37,673	40,667	46,227	47,619
Hourly	16.6723	18.1118	19.5513	22.2247	22.8938

MAINTENANCE MECHANIC

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	35,986	38,980	41,974	47,619	49,076
Hourly	17.3010	18.7405	20.1799	22.8938	23.5940

AUTO MECHANIC

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	32,892	35,886	38,879	44,384	45,769	47,212	48,712	50,327	52,003
Hourly	15.8135	17.2529	18.6920	21.3387	22.0042	22.6983	23.4190	24.1959	25.0013

JUDICIAL SECRETARY - PROBATE COURT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	37,975	40,099	44,210	46,251	47,878
Hourly	18.2573	19.2785	21.2546	22.2359	23.0181

**AFSCME LOCAL 496
CHAPTER 00, CLERICAL MAINTENANCE**

*The first full pay period following:
October 1, 2005 (1.0%)*

DISTRICT COURT COURIER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	22,962	25,986	29,010	33,857	34,618	35,411	36,157	37,102	38,002
Hourly	11.0396	12.4934	13.9473	16.2773	16.6433	17.0245	17.3830	17.8373	18.2700

PRINTING EQUIPMENT OPERATOR, PROPERTY ATTENDANT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	25,123	28,147	31,170	36,157	37,102	38,002	38,940	39,921	40,940
Hourly	12.0784	13.5322	14.9858	17.3830	17.8373	18.2700	18.7210	19.1929	19.6827

ANIMAL SHELTER DISPATCHER, CLERK P.A., DEPUTY CLERK, DEPUTY DISTRICT COURT CLERK, DEPUTY REGISTER, FLOATER SECRETARY, HEALTH TECHNICIAN, PROGRAM CLERK, SECRETARY

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	24,424	27,447	30,471	35,411	38,002	38,940	39,921	40,940	42,048
Hourly	11.7421	13.1957	14.6494	17.0245	18.2700	18.7210	19.1929	19.6827	20.2155

ACCOUNT CLERK, CLERK RECORDER, COURT CLERK, UTILITYWORKER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	26,011	29,035	32,059	37,102	38,002	38,940	39,921	40,940	42,048
Hourly	12.5054	13.9591	15.4129	17.8373	18.2700	18.7210	19.1929	19.6827	20.2155

JUVENILE COURT OFFICER - PROBATE COURT TRANSPORTATION OFFICER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	26,549	29,573	32,597	37,674	38,666	39,715	40,824	41,933	43,157
Hourly	12.7641	14.2179	15.6717	18.1127	18.5894	19.0939	19.6271	20.1600	20.7487

**AFSCME LOCAL 496
CHAPTER 00, CLERICAL MAINTENANCE**

*The first full pay period following:
October 1, 2005 (1.0%)*

CASHIER (F.O.C.), MAINTENANCE MECHANIC TRAINEE

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	26,858	29,882	32,906	38,002	38,940	39,921	40,940	42,048	43,118
Hourly	12.9127	14.3665	15.8202	18.2700	18.7210	19.1929	19.6827	20.2155	20.7300

**ASSESSMENT CLERK, BUDGET AND ACCOUNT CLERK-SHERIFF DEPARTMENT, ELECTION CLERK,
SECRETARY STENO, SENIOR ACCOUNT CLERK, SENIOR DEPUTY DISTRICT COURT CLERK, SENIOR PROGRAM CLERK**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	27,740	30,764	33,788	38,940	39,921	40,940	42,048	43,118	44,273
Hourly	13.3364	14.7903	16.2442	18.7210	19.1929	19.6827	20.2155	20.7300	21.2852

**CLERICAL COORDINATOR (PUBLIC HEALTH), CLERICAL COORDINATOR (SHERIFF), SENIOR COURT CLERK
SENIOR DEPUTY REGISTER**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	28,662	31,686	34,711	39,921	40,940	42,048	43,118	44,273	45,482
Hourly	13.7800	15.2338	16.6879	19.1929	19.6827	20.2155	20.7300	21.2852	21.8663

**ADMINISTRATIVE SECRETARY, ASSIGNMENT CLERK, CLERICAL COORDINATOR (PROS.),
DEPUTY COLLECTIONS AND DISBURSEMENT CLERK, EQUALIZATION SECRETARY, HEAD CASHIER,
LAND FORECLOSURE CLERK, LEGAL SECRETARY, PARALEGAL, PARALEGAL-LAW LIBRARY,
PRINCIPAL ACCOUNT CLERK, PROBATE COURT SECRETARY/RECORDER**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	29,621	32,645	35,668	40,940	42,048	43,118	44,273	45,482	46,767
Hourly	14.2409	15.6945	17.1483	19.6827	20.2155	20.7300	21.2852	21.8663	22.4841

**AFSCME LOCAL 496
CHAPTER 00, CLERICAL MAINTENANCE**

*The first full pay period following:
October 1, 2005 (1.0%)*

PAINTER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	35,025	38,049	41,073	46,690	48,095
Hourly	16.8390	18.2929	19.7468	22.4469	23.1227

MAINTENANCE MECHANIC

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	36,346	39,370	42,394	48,095	49,566
Hourly	17.4740	18.9279	20.3817	23.1227	23.8299

AUTO MECHANIC

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	33,221	36,245	39,268	44,828	46,226	47,685	49,199	50,831	52,523
Hourly	15.9716	17.4254	18.8789	21.5521	22.2242	22.9253	23.6532	24.4379	25.2513

JUDICIAL SECRETARY - PROBATE COURT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	38,355	40,500	44,652	46,713	48,356
Hourly	18.4399	19.4713	21.4671	22.4583	23.2483

**AFSCME LOCAL 496
CHAPTER 00, CLERICAL MAINTENANCE**

*The first full pay period following:
April 1, 2006 (3.00%)*

DISTRICT COURT COURIER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	23,651	26,766	29,881	34,872	35,657	36,473	37,241	38,215	39,142
Hourly	11.3708	12.8682	14.3657	16.7656	17.1426	17.5352	17.9045	18.3724	18.8181

PRINTING EQUIPMENT OPERATOR, PROPERTY ATTENDANT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	25,877	28,991	32,106	37,241	38,215	39,142	40,108	41,119	42,168
Hourly	12.4408	13.9382	15.4354	17.9045	18.3724	18.8181	19.2826	19.7687	20.2732

**ANIMAL SHELTER DISPATCHER, CLERK P.A., DEPUTY CLERK, DEPUTY DISTRICT COURT CLERK, DEPUTY REGISTER,
FLOATER SECRETARY, HEALTH TECHNICIAN, PROGRAM CLERK, SECRETARY**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	25,156	28,271	31,385	36,473	39,142	40,108	41,119	42,168	43,310
Hourly	12.0944	13.5916	15.0889	17.5352	18.8181	19.2826	19.7687	20.2732	20.8220

ACCOUNT CLERK, CLERK RECORDER, COURT CLERK, UTILITYWORKER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	26,792	29,906	33,021	38,215	39,142	40,108	41,119	42,168	43,310
Hourly	12.8806	14.3779	15.8753	18.3724	18.8181	19.2826	19.7687	20.2732	20.8220

JUVENILE COURT OFFICER - PROBATE COURT TRANSPORTATION OFFICER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	27,346	30,460	33,575	38,805	39,826	40,907	42,049	43,191	44,452
Hourly	13.1470	14.6444	16.1419	18.6561	19.1471	19.6667	20.2159	20.7648	21.3712

**AFSCME LOCAL 496
CHAPTER 00, CLERICAL MAINTENANCE**

*The first full pay period following:
April 1, 2006 (3.00%)*

CASHIER (F.O.C.), MAINTENANCE MECHANIC TRAINEE

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	27,664	30,779	33,893	39,142	40,108	41,119	42,168	43,310	44,412
Hourly	13.3001	14.7975	16.2948	18.8181	19.2826	19.7687	20.2732	20.8220	21.3519

**ASSESSMENT CLERK, BUDGET AND ACCOUNT CLERK-SHERIFF DEPARTMENT, ELECTION CLERK,
SECRETARY STENO, SENIOR ACCOUNT CLERK, SENIOR DEPUTY DISTRICT COURT CLERK, SENIOR PROGRAM CLERK**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	28,572	31,687	34,802	40,108	41,119	42,168	43,310	44,412	45,602
Hourly	13.7365	15.2340	16.7315	19.2826	19.7687	20.2732	20.8220	21.3519	21.9238

**CLERICAL COORDINATOR (PUBLIC HEALTH), CLERICAL COORDINATOR (SHERIFF), SENIOR COURT CLERK
SENIOR DEPUTY REGISTER**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	29,522	32,637	35,752	41,119	42,168	43,310	44,412	45,602	46,846
Hourly	14.1934	15.6908	17.1885	19.7687	20.2732	20.8220	21.3519	21.9238	22.5223

**ADMINISTRATIVE SECRETARY, ASSIGNMENT CLERK, CLERICAL COORDINATOR (PROS.),
DEPUTY COLLECTIONS AND DISBURSEMENT CLERK, EQUALIZATION SECRETARY, HEAD CASHIER,
LAND FORECLOSURE CLERK, LEGAL SECRETARY, PARALEGAL, PARALEGAL-LAW LIBRARY,
PRINCIPAL ACCOUNT CLERK, PROBATE COURT SECRETARY/RECORDER**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	30,510	33,624	36,738	42,168	43,310	44,412	45,602	46,846	48,170
Hourly	14.6681	16.1653	17.6627	20.2732	20.8220	21.3519	21.9238	22.5223	23.1586

**AFSCME LOCAL 496
CHAPTER 00, CLERICAL MAINTENANCE**

*The first full pay period following:
April 1, 2006 (3.00%)*

PAINTER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	36,076	39,191	42,306	48,090	49,538
Hourly	17.3442	18.8417	20.3392	23.1203	23.8164

MAINTENANCE MECHANIC

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	37,436	40,551	43,666	49,538	51,053
Hourly	17.9982	19.4957	20.9932	23.8164	24.5448

AUTO MECHANIC

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	34,217	37,332	40,446	46,173	47,613	49,115	50,675	52,356	54,098
Hourly	16.4507	17.9482	19.4453	22.1987	22.8909	23.6131	24.3628	25.1710	26.0088

JUDICIAL SECRETARY - PROBATE COURT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	39,506	41,715	45,991	48,115	49,807
Hourly	18.9931	20.0554	22.1111	23.1320	23.9457

**AFSCME LOCAL 496
CHAPTER 00, CLERICAL MAINTENANCE**

*The first full pay period following:
April 1, 2007 (3.00%)*

DISTRICT COURT COURIER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	24,361	27,569	30,777	35,919	36,726	37,568	38,359	39,361	40,316
Hourly	11.7119	13.2542	14.7967	17.2686	17.6569	18.0613	18.4416	18.9236	19.3826

PRINTING EQUIPMENT OPERATOR, PROPERTY ATTENDANT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	26,653	29,861	33,069	38,359	39,361	40,316	41,311	42,353	43,433
Hourly	12.8140	14.3563	15.8985	18.4416	18.9236	19.3826	19.8611	20.3618	20.8814

**ANIMAL SHELTER DISPATCHER, CLERK P.A., DEPUTY CLERK, DEPUTY DISTRICT COURT CLERK, DEPUTY REGISTER,
FLOATER SECRETARY, HEALTH TECHNICIAN, PROGRAM CLERK, SECRETARY**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	25,911	29,119	32,327	37,568	40,316	41,311	42,353	43,433	44,609
Hourly	12.4572	13.9993	15.5416	18.0613	19.3826	19.8611	20.3618	20.8814	21.4467

ACCOUNT CLERK, CLERK RECORDER, COURT CLERK, UTILITYWORKER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	27,595	30,803	34,011	39,361	40,316	41,311	42,353	43,433	44,609
Hourly	13.2670	14.8092	16.3516	18.9236	19.3826	19.8611	20.3618	20.8814	21.4467

JUVENILE COURT OFFICER - PROBATE COURT TRANSPORTATION OFFICER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	28,166	31,374	34,582	39,969	41,021	42,134	43,311	44,486	45,786
Hourly	13.5414	15.0837	16.6262	19.2158	19.7215	20.2567	20.8224	21.3877	22.0123

**AFSCME LOCAL 496
CHAPTER 00, CLERICAL MAINTENANCE**

*The first full pay period following:
April 1, 2007 (3.00%)*

CASHIER (F.O.C.), MAINTENANCE MECHANIC TRAINEE

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	28,494	31,702	34,910	40,316	41,311	42,353	43,433	44,609	45,744
Hourly	13.6991	15.2414	16.7836	19.3826	19.8611	20.3618	20.8814	21.4467	21.9925

**ASSESSMENT CLERK, BUDGET AND ACCOUNT CLERK-SHERIFF DEPARTMENT, ELECTION CLERK,
SECRETARY STENO, SENIOR ACCOUNT CLERK, SENIOR DEPUTY DISTRICT COURT CLERK, SENIOR PROGRAM CLERK**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	29,429	32,637	35,845	41,311	42,353	43,433	44,609	45,744	46,970
Hourly	14.1486	15.6910	17.2334	19.8611	20.3618	20.8814	21.4467	21.9925	22.5815

**CLERICAL COORDINATOR (PUBLIC HEALTH), CLERICAL COORDINATOR (SHERIFF), SENIOR COURT CLERK
SENIOR DEPUTY REGISTER**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	30,408	33,616	36,825	42,353	43,433	44,609	45,744	46,970	48,252
Hourly	14.6192	16.1615	17.7042	20.3618	20.8814	21.4467	21.9925	22.5815	23.1980

**ADMINISTRATIVE SECRETARY, ASSIGNMENT CLERK, CLERICAL COORDINATOR (PROS.),
DEPUTY COLLECTIONS AND DISBURSEMENT CLERK, EQUALIZATION SECRETARY, HEAD CASHIER,
LAND FORECLOSURE CLERK, LEGAL SECRETARY, PARALEGAL, PARALEGAL-LAW LIBRARY,
PRINCIPAL ACCOUNT CLERK, PROBATE COURT SECRETARY/RECORDER**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	31,425	34,633	37,841	43,433	44,609	45,744	46,970	48,252	49,615
Hourly	15.1081	16.6503	18.1926	20.8814	21.4467	21.9925	22.5815	23.1980	23.8534

**AFSCME LOCAL 496
CHAPTER 00, CLERICAL MAINTENANCE**

*The first full pay period following:
April 1, 2007 (3.00%)*

PAINTER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	37,158	40,367	43,575	49,533	51,024
Hourly	17.8645	19.4070	20.9494	23.8139	24.5309

MAINTENANCE MECHANIC

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	38,559	41,768	44,976	51,024	52,585
Hourly	18.5381	20.0806	21.6230	24.5309	25.2811

AUTO MECHANIC

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	35,244	38,452	41,660	47,559	49,041	50,589	52,195	53,926	55,721
Hourly	16.9442	18.4866	20.0287	22.8647	23.5776	24.3215	25.0937	25.9261	26.7891

JUDICIAL SECRETARY - PROBATE COURT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	40,691	42,967	47,371	49,558	51,301
Hourly	19.5629	20.6571	22.7744	23.8260	24.6641

**AFSCME LOCAL 496
CHAPTER 00, CLERICAL MAINTENANCE**

*The first full pay period following:
April 1, 2008 (2.50%)*

DISTRICT COURT COURIER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	24,970	28,258	31,547	36,817	37,644	38,507	39,317	40,345	41,324
Hourly	12.0047	13.5856	15.1666	17.7003	18.0983	18.5128	18.9026	19.3967	19.8672

PRINTING EQUIPMENT OPERATOR, PROPERTY ATTENDANT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	27,320	30,608	33,896	39,317	40,345	41,324	42,344	43,411	44,519
Hourly	13.1344	14.7152	16.2960	18.9026	19.3967	19.8672	20.3576	20.8708	21.4034

**ANIMAL SHELTER DISPATCHER, CLERK P.A., DEPUTY CLERK, DEPUTY DISTRICT COURT CLERK, DEPUTY REGISTER,
FLOATER SECRETARY, HEALTH TECHNICIAN, PROGRAM CLERK, SECRETARY**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	26,559	29,847	33,135	38,507	41,324	42,344	43,411	44,519	45,724
Hourly	12.7686	14.3493	15.9301	18.5128	19.8672	20.3576	20.8708	21.4034	21.9829

ACCOUNT CLERK, CLERK RECORDER, COURT CLERK, UTILITYWORKER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	28,285	31,573	34,862	40,345	41,324	42,344	43,411	44,519	45,724
Hourly	13.5987	15.1794	16.7604	19.3967	19.8672	20.3576	20.8708	21.4034	21.9829

JUVENILE COURT OFFICER - PROBATE COURT TRANSPORTATION OFFICER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	28,870	32,158	35,447	40,968	42,046	43,187	44,393	45,599	46,930
Hourly	13.8799	15.4608	17.0419	19.6962	20.2145	20.7631	21.3430	21.9224	22.5626

The Employer will replace safety glasses whenever it can be substantiated by the employee beyond reasonable doubt that damage to the safety glasses did, in fact, occur on the job and did not result from negligence on the employee's part. It shall be the responsibility of the employee to establish these conditions to the department head. Employees' claims for damage to glasses other than safety glasses while on duty will not be honored. The employee will be responsible for all charges for their own eye examinations and all replacement costs over and above those agreed to by the Employer.

Employees will be required to wear safety glasses in those operations and areas specified by the Employer.

ARTICLE XXXIV - SAFETY COMMITTEE

A Safety Committee composed of two (2) bargaining unit representatives and two (2) Employer representatives shall be established. This Committee will review safety matters involving bargaining unit employees and may make recommendations to the Employer concerning such matters. The Safety Committee will operate under the procedural aspects outlined in Article V (Special Conferences).

ARTICLE XXXV - SAVINGS CLAUSE AND NO STRIKE CLAUSE

Section 1 - Invalid Provision

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

Section 2 - No Strike Clause

In consideration of the foregoing provisions of this Agreement and during the term of this Agreement, the Union agrees that it will not cause or authorize its members to strike, sit down, slow down or engage in any work stoppage. The Union further agrees that it and its authorized representatives will discourage any such action on the part of individual employees.

ARTICLE XXXVI - TERMINATION

This Agreement shall be not become effective until ratified by the affected bargaining units, and by the Genesee County Board of Commissioners and applicable Court Employers, and shall remain in full force and effect until 11:59 P.M. on the 30th day of September 2010. No provisions shall take effect prior to final ratification, unless specifically stated within this agreement. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing at least sixty (60) days prior to the expiration date that it desires to modify this Agreement. In the event that such notice is given, negotiations shall begin not later than thirty (30) days prior to the expiration date, in which case this Agreement shall continue in full force and effect until terminated as provided hereinafter.

In the event that either party desires to terminate this Agreement, written notice must be given to the other party not less than fifteen (15) days prior to the desired termination date, such notification date shall not be before the expiration date set forth in the preceding paragraph. This agreement may be extended by mutual agreement on a day-to-day basis after termination.

FOR THE UNION/Date:

FOR THE EMPLOYER/Date:

Tommy [Signature] 9-22-05
Fletcher Baynes 9-22-05
Cheryl Elcorte 9-22-05
[Signature] 9-22-05
Jennifer Mignani 9-23-05
Mark [Signature] 9-23-05

Donald [Signature] 9-22-05
[Signature] 9-22-05
James A. Bauer 9-23-05
[Signature] 9-26-05
Lena Altheide 9-27-05

APPENDIX

Section 1 - Benefit Accrual Rate

The rate at which a particular benefit is accumulated and determined by the employees continuous service with Genesee County. This rate increases in an incremental fashion as years of continuous service grow.

Section 2 - Benefit Accumulation

Actual amounts of the fringe benefit item received at the prescribed benefit accrual rate, in accordance with hours worked.

Section 3 - Employee Benefit and Seniority Dates

- a. Continuous Service Date: Hire date adjusted for leaves of absence and/or layoffs in excess of thirty (30) calendar days and any unpaid suspension not overturned by grievance procedure; utilized for computing longevity payments.
- b. Anniversary Date: Hire date adjusted for leaves of absence and/or layoffs in excess of thirty (30) calendar days and any unpaid suspension not overturned by grievance procedure; utilized for determining the date of an employee's next scheduled merit increase.
- c. Hire-In Date: Date of most recent employment with Genesee County.
- d. Vacation Benefit Date: Hire date adjusted for leaves of absence and/or layoffs over thirty (30) calendar days and any unpaid suspension not overturned by grievance procedure; utilized for determining vacation accrual rate.
- e. Personal Time Benefit Date: Hire date adjusted for leaves of absence and/or layoffs over thirty (30) calendar days and any unpaid suspension not overturned by grievance procedure; utilized for personal time accumulation. However, if employee was active on the payroll prior to January 1, 1969 their personal time benefit date is January 1st.
- f. Seniority Date: Hire date in a department and/or classification per Union contract provisions, adjusted for leaves of absence and/or layoffs over thirty (30) calendar days and any unpaid suspension not overturned by grievance procedure; utilized primarily for promotional and layoff and recall purpose.
- g. Retirement Date (credited service): Date of membership in the Retirement System adjusted for any time absent from work when contributions were not made by the member into the Retirement System.

LETTER OF AGREEMENT

Family and Medical Leave Act

Whereas, the United States Congress has enacted the Family and Medical Leave Act of 1993 (FMLA), and

Whereas, the Employer and Union are desirous of incorporating the provisions of said Act into the existing collective bargaining agreement,

THE PARTIES AGREE AS FOLLOWS:

1. The FMLA is hereby incorporated into the collective bargaining agreement by reference. In the event benefits provided by FMLA conflict with benefits provided by the collective bargaining agreement, the provisions which provide the greatest benefit to the employee shall be honored.
2. In order to be eligible to request FMLA leave, an employee must have worked for the County for at least twelve (12) months since the employee's last date of hire and must have worked at least 1250 straight-time hours in the twelve (12) months immediately preceding the request for FMLA leave.
3. FMLA leave is without pay unless otherwise provided by a collective bargaining agreement or Personnel Policies.
4. Full-time employees are entitled to maximum FMLA leave of twelve (12) weeks (480 hours) in any twelve (12) month period commencing with the first date of any FMLA leave.
5. Part-time employees are entitled to FMLA leave on a pro-rata basis using the average hours worked per week during the twelve (12) weeks immediately preceding the commencement of the leave. For example, a part-time employee who worked an average of twenty (20) hours per week would be entitled to a maximum of six (6) weeks (240 hours) of FMLA leave in any twelve (12) month period commencing with the first date of an FMLA leave.
6. An employee must request FMLA leave at least thirty (30) calendar days in advance in the event of a foreseeable leave. Request forms will be provided by the Employer. In unexpected or unforeseeable situations, the employee must follow the regular notice requirements contained in the collective bargaining agreement or in department rules.

AFSCME 496
Family and Medical Leave Act

7. FMLA leave will be granted to an employee for the following reasons:
 - a) To care for the employee's child upon birth or upon placement of a child by adoption or foster care. Leave for this reason expires no later than twelve (12) months after the child's birth or placement with the employee.
 - b) To care for the spouse, child or parent of the employee when the spouse, child or parent has a serious health condition.
 - c) In the event the employee has a serious health condition rendering the employee unable to perform the functions of his/her position.
8. Requests for intermittent leave (in hourly or daily increments) shall be granted when medically necessary due to the employee's own serious health condition or when the employee is needed to care for his/her spouse, child or parent who has a serious health condition.

The Employer reserves the right to temporarily transfer an employee on intermittent leave to a position with equivalent pay and benefits so as not to disrupt the efficiency of the department.
9. Requests for intermittent leave due to birth or placement of an employee's child by adoption or foster care shall be granted at the sole discretion of the Department Head.
10. Employees granted FMLA leave may be required to exhaust accumulated personal time prior to going without pay. However, upon request, the employee may reserve twenty-eight (28) personal time hours, or their then current amount of accumulated personal time, whichever is less. Accumulated personal time and/or vacation time may be used at the request of the employee.
11. Employees receiving Employer paid hospital/medical, dental and vision insurance at the time FMLA leave commences shall continue to receive such insurance for the duration of the FMLA leave or longer, if the collective bargaining agreement so provides. The Employer has no obligation to provide any such insurance during FMLA leave in the event the employee would not otherwise be eligible to receive such insurance.
12. Any employee required to pay a portion of health insurance premiums at the time FMLA leave commences must continue to make the required payment during the term of the leave. Failure to make the required payment shall be cause for termination of the health insurance coverage.

AFSCME 496
Family and Medical Leave Act

13. Seniority and continuous service for the purpose of benefit accrual rates shall continue for the first thirty (30) calendar days of FMLA leave. Upon return from FMLA leave lasting longer than thirty (30) calendar days, an employee's seniority date, benefit accrual rates and benefit dates shall be adjusted forward to take into account the length of the employee's absence, provided however, the employee shall be given credit on his/her seniority and benefit eligibility dates for the first thirty (30) calendar days of the absence.
14. Failure to return to work upon expiration of FMLA leave shall result in the employee being required to reimburse the Employer for health insurance premiums paid by the Employer to continue such coverage during the leave. This reimbursement shall not apply under the following conditions:
 - a) The employee's reason for not returning to work is due to continuation of the serious health condition which necessitated the FMLA leave or the onset of a new serious health condition of the employee.
 - b) Circumstances beyond the control of the employee properly substantiated to the Employer within thirty (30) calendar days of the expiration of the leave.
 - c) Converting the FMLA leave to another approved leave as provided in the County Policies or collective bargaining agreement.
15. Employees returning to work from an FMLA leave within twelve (12) weeks from the date such leave commenced will resume work in the same classification and Department they held immediately prior to the leave. If an employee returns to work from FMLA leave which is authorized to last longer than twelve (12) weeks after having been on such leave for a period of time greater than twelve (12) weeks, the employee will be initially placed in the same classification the employee held prior to the leave, seniority permitting, and thereafter, if necessary, the provisions of Article X - Layoff Procedure will be applied.
16. The Employer reserves the right to require employees to submit proper certification to justify granting and continuing FMLA leaves and to have the employee examined by a physician designated by the Employer. In the event there is a dispute between the employee's physician and the Employer's physician, the two physicians shall select a third physician whose decision shall be final and binding upon the employee and Employer. The cost of the third physician shall be borne by the Employer.

AFSCME 496
Family and Medical Leave Act

- 17. Time spent by an employee on short-term or long-term disability and Workers' compensation leave shall be counted as FMLA leave, including the applicable waiting period.
- 18. Spouses both employed by the County are entitled to a maximum of twelve (12) weeks in the aggregate for the same FMLA reason. For example, each employee would be entitled to FMLA leave due to the birth of a child but, for a maximum of twelve (12) weeks (e.g., eight (8) weeks for the mother and four (4) weeks for the father).
- 19. An employee on FMLA leave may not work for another Employer during the period of the leave. Termination of County employment will result for violations of this paragraph.
- 20. Definitions of terms used herein shall be as contained in the Act.

FOR THE UNION/Date:

FOR THE EMPLOYER/Date:

<u>Tom August</u> 9-22-05	<u>Donald C. Hall</u> 9-22-05
<u>Fletcher Boyus</u> 9-22-05	<u>JM</u> 9-22-05
<u>Cheryl Elcoate</u> 9-22-05	<u>James A. Bauer</u> 9-23-05
<u>Tina D. Berkley</u> 9-22-05	<u>Wendy Wornach</u> 9-26-05
<u>Jennifer Michael</u> 9-23-05	<u>Sena (Altheide)</u> 9-27-05
<u>Mark Pat</u> 9-23-05	_____

LETTER OF AGREEMENT

Flex Time

Whereas, the Employer and Union desire to allow some flexibility in employees setting work schedules, and

Whereas, flexible schedules would potentially conflict with Article XIV,

THE PARTIES AGREE AS FOLLOWS:

- (a) Each participating department, division, and/or section, employing employees represented by the Union shall, consistent with its operating needs, institute a program which will allow full-time employees to voluntarily work a flexible work schedule, so long as Employer operations remain adequately staffed.
- (b) Each participating employee may complete a two-week flex time work schedule and deliver it to his/her immediate supervisor for consideration, on the Monday preceding the start of each pay period. If approval is not granted by the following Wednesday, the request is denied.
- (c) Flex time utilized under this program shall be subject to the following requirements and conditions:
 - (1) Employees will schedule forty (40) hours of work per week.
 - (2) Employees may schedule a maximum of ten (10) hours work each day.
 - (3) Employees will schedule a minimum thirty (30) minute lunch break each day.
 - (4) Leave time shall be entered on the employee's flex schedule.
 - (5) Eligible employees will receive eight (8) hours pay for holidays.
 - (6) Any employee who does not complete a flex time schedule shall be scheduled by the Employer to work a normal work week pursuant to Article XIV.
 - (7) Leave time will be charged according to the hours an employee was scheduled to work.
 - (8) Employees working on a flex time schedule shall not receive daily overtime pay, unless authorized to work beyond the scheduled quitting time.
- (d) The Union recognizes that the granting or denial of flex time rests in the sole discretion of the Employer. An approved flex schedule may be canceled with twenty-four (24) hour notice.

AFSCME 496
Flex Time

- (e) When the operational needs of the department, division, or section allow for only a limited number of employees within a classification who perform the same function to utilize flex time within a given pay period, seniority shall determine which employee(s) shall be afforded the opportunity to utilize flex time. Lower seniority employees who perform the same function will be afforded the opportunity to utilize flex time in following pay periods on a rotating basis.
- (f) This Agreement does not apply to employees working in the Assistant Prosecuting Attorney classification.

FOR THE UNION/Date:

FOR THE EMPLOYER/Date:

<u>Tom [Signature]</u>	<u>James D. Bauer 9-23-05</u>
<u>Fletcher [Signature] 9-22-05</u>	<u>Wendy [Signature] 9-26-05</u>
<u>Cheryl [Signature] 9-22-05</u>	<u>Donald [Signature] 9-26-05</u>
<u>Tina [Signature] 9-22-05</u>	<u>[Signature] 9-26-05</u>
<u>Jennifer [Signature] 9-23-05</u>	<u>Aena [Signature] 9-27-05</u>
<u>Mark [Signature] 9-23-05</u>	<u>_____</u>

LETTER OF AGREEMENT

Clerk Technicians

1. Secretaries who had formerly been classified as Clerk Technician and who attain a passing score on a typing test shall be considered to meet the minimum entrance requirements for the Secretary classification for layoff and recall purposes and may be added to the Secretary eligibility list during the six (6) month modification period if otherwise eligible pursuant to Article XI. Such employees shall also retain seniority as if promoted.
2. Secretaries who had formerly been classified as Clerk Technician who do not attain a passing score on the word processing test will continue on the Secretary pay scale, however, will be considered to NOT meet the minimum entrance requirements for the Secretary classification for layoff and recall purposes. Specifically, this means that an individual could be bumped by a person with less seniority in the event of layoff, provided of course, the lesser seniority employee meets the minimum entrance requirements for the Secretary classification.
3. An employee who does not attain a passing score may retake the test as often as allowed in the collective bargaining agreement. The Human Resources Department shall arrange for a reasonable amount of tutoring upon request of an employee. Upon attaining a passing score, the employee shall be treated as described in paragraph 1 above.
4. The Union acknowledges that, even though affected employees will hereafter be considered Secretaries, some individuals will still be required to perform health care related functions such as, but not limited to, vision and hearing screening, drawing blood and making home visits.

AFSCME 496-00
Clerk Technicians

5. In the event of layoff, Health Technicians cannot be bumped by any employee from another classification.

Reclassified Secretaries who primarily perform Health Technician duties may be transferred into the Health Technician classification if requested by the employee and if approved by the Administrative Health Officer.

Within two (2) weeks of reaching a tentative agreement, the Health Officer will advise the Union of those employees performing Health Technician work that will be classified as a Health Technician.

6. The Administrative Health Officer has the option of filling future vacancies with a Health Technician or Secretary regardless of the nature of the vacating employee's duties.

FOR THE UNION/Date:

FOR THE EMPLOYER/Date:

<u>Tom [Signature]</u> 9-22-05	<u>Donald [Signature]</u> 9-22-05
<u>Fletcher [Signature]</u> 9-22-05	<u>JM</u> 9-22-05
<u>Cheryl [Signature]</u> 9-22-05	<u>James N. Bauer</u> 9-23-05
<u>[Signature]</u> 9-22-05	<u>[Signature]</u> 9-26-05
<u>[Signature]</u> 9-23-05	<u>Lena Altheide</u> 9-27-05
<u>[Signature]</u> 9-23-05	

AFSCME 496-00
Administrative Secretary
Friend of the Court
Health Department

LETTER OF AGREEMENT

Administrative Secretary - Friend of the Court; Health Department

The parties agree that when filling vacancies in the Administrative Secretary classification in the Friend of the Court or Health Department, the vacancy will be posted for ten (10) calendar days and the Director of each Department may select any qualified applicant from the respective bargaining unit. Thereafter, the successful applicant will be governed by Article XI – Vacancies.

FOR THE UNION/Date:

FOR THE EMPLOYER/Date:

<u>Tom Angel</u> 9-22-05	<u>Donald C. Schul</u> 9-22-05
<u>Kitcher James</u> 9-22-05	<u>David Weinbach</u> 9-26-05
<u>Cheryl Ilcoate</u> 9-22-05	<u>James L. Bauer</u> 9-26-05
<u>Lisa Ed Becking</u> 9-22-05	<u>JMM</u> 9-26-05
<u>Jennifer Michael</u> 9-23-05	<u>Lena Althiede</u> 9-27-05
<u>Mark Pratt</u> 9-23-05	_____

LETTER OF AGREEMENT

Floater Secretary

The Union and Employer hereby agree to establish the bargaining unit classification of Floater Secretary. The purpose of this classification is to fill in for temporary vacancies in various departments to perform clerical functions of equal or lesser paying classifications. The number of Floater Secretary positions, if any, will be determined by the Employer. The job duties shall be as described in the Secretary job description. Each Floater position shall be a regular, full-time position. The Floater employees shall work out of the Human Resources office and will be assigned to specific departments as determined by Human Resources. The provisions of Article X - Layoff and Recall shall not apply to Floater Secretaries. Floater Secretaries shall not be allowed to bid on lateral vacancies until he/she has attained twenty-four (24) months in the position. A floater Secretary who successfully bids out of the floater position into a general County position, subsequent to attaining twenty-four (24) months, shall be credited with seniority for layoff/recall purposes, if the trial period is successfully completed.

The individual Court Employers reserve the right to continue the use of temporary agency employees for temporary vacancies.

FOR THE UNION/Date:

FOR THE EMPLOYER/Date:

Tom Angello 9-22-05
Fletcher Baynes 9-22-05
Cheryl Elcoate 9-22-05
Jisa R. B. Berkley 9-22-05
Jennifer Michael 9-23-05
John Smith 9-23-05

Donald E. Selul 9-22-05
Jim 9-22-05
James A. Bauer 9-23-05
Robert W. Schrank 9-26-05
Lena Altheide 9-27-05

AFSCME 496-00
Deputy Register to Senior Deputy Register
Family Division of Circuit Court and Probate Court

LETTER OF AGREEMENT

Deputy Register to Senior Deputy Register

Whereas, AFSCME Local 496-00 represents employees in Family Division of Circuit Court and Probate Court, and

Whereas, Local 496-00, Family Court, Probate Court and the County are desirous of providing a process, for employees classified as Deputy Register to progress to Senior Deputy Register in Family Division of Circuit Court and Probate Court,

THE PARTIES AGREE AS FOLLOWS:

The job duties of the Senior Deputy Register and Deputy Register are recognized as interchangeable, with experience being the primary factor in progressing to Senior Deputy Register.

The Senior Deputy Register position is an automatic promotion upon completion of two (2) years as a Deputy Register. Therefore, Senior Deputy Register positions will not be posted. Upon completion of two (2) years (4160 hours) as a Deputy Register, the employee will be automatically promoted to Senior Deputy Register. The rate of pay received will be the first step of the Senior Deputy Register pay range, which provides the employee an increase from their pay rate as a Deputy Register.

All vacancies will be posted in the Deputy Register classification in accordance with the provisions of Article XI.

FOR THE UNION/Date:

Tom [Signature] 9-22-05
Fletcher [Signature] 9-22-05
Cheryl [Signature] 9-22-05
[Signature] 9-22-05
Jennifer [Signature] 9-23-05
[Signature] 9-23-05

FOR THE EMPLOYERS/Date:

Donald E [Signature] 9-22-05
[Signature] 9-22-05
James T. Baver 9-23-05
[Signature] 9-26-05
Lena Altheide 9-27-05

LETTER OF AGREEMENT

Union Training Day

The Employer agrees to release, with pay, all Union stewards, alternate stewards, Chief Stewards, Chapter Chairpersons and members of the Local 496 Executive Board, for one work day each calendar year.

The purpose of the paid release time is for training in matters relating to the employee's role as a Union representative. Discussions regarding endorsements of holders of elective office and/or candidates for elective office shall be prohibited. A maximum of the first ninety minutes of each training day will be devoted to joint labor/management cooperation; therefore, members of management will be in attendance during that time. The Union reserves the right to determine the content of the training to be offered after the expiration of the joint labor/management.

Each training date shall be agreed upon at least sixty (60) calendar days in advance between the Human Resources Director and Council 25. The Union shall confirm in writing to Human Resources, the names of employees expected to attend the training, no later than thirty (30) calendar days in advance. An employee released for training, who fails to attend, shall forfeit pay for the day unless excused by the Human Resources Director. Under unique circumstances, the Employer may deny the release of an employee.

Training shall be conducted on a weekday (Monday – Friday) and employees will be compensated by the Employer for a regular eight-hour (8) workday. Employees who regularly work second or third shift shall be excused from working their regular shift on the training day.

FOR THE UNION/Date:

Tom [Signature] 9-22-05
Gutchen Baynes 9-22-05
Cheryl Gleason 9-22-05
Joe Ed Becking 9-22-05
Jennifer Michael 9-23-05
Mark [Signature] 9-23-05

FOR THE EMPLOYER/Date:

Donald C [Signature] 9-22-05
[Signature] 9-22-05
Asha Altheide 9-27-05
James A. Bauer 9-27-05

LETTER OF AGREEMENT

Seniority of Former Members

In conjunction with Article IX, Section 1 (c.4) of the 1993-95 Local 496 contract negotiations, the parties mutually agreed that the following former Local 496 employees were promoted or transferred out of the bargaining unit prior to the signing of this Agreement.

<u>Name</u>	<u>Former Classification</u>	<u>Bargaining Unit Seniority Date</u>	<u>Promotion Transfer</u>	<u>Seniority Expires</u>
Butler, Carolyn	Secretary	06-23-75	09-02-92	17 yrs., 70 days (11-11-09)
Jones, Carolyn	Sen. Dep. Dist. Court Clerk	08-23-76	02-13-92	15 yrs., 174 days (08-06-07)
Moore, Patricia	Sr. Acct. Clerk	09-07-72	07-17-89	16 yrs., 313 days (05-26-06)
Walker, Ronald	Park Horticulturist	04-26-78	11-02-91	13 yrs. 190 days (05-11-05)

FOR THE UNION/Date:

Tom [Signature] 9-22-05
[Signature] 9-22-05
Cheryl Ilcoate 9-22-05
[Signature] 9-22-05
Jennifer Michael 9-23-05
[Signature] 9-23-05

FOR THE EMPLOYER/Date:

Donald E. [Signature] 9-22-05
[Signature] 9-22-05
James A. Bauer 9-23-05
[Signature] 9-26-05
Sena Altheide 9-27-05

LETTER OF AGREEMENT

Treasurer's Office - Seasonal Employees

The parties mutually agree that the Genesee County Treasurer's Office may employ up to five (5) full-time clerical employees on a temporary basis for a period of eighty-nine (89) days or less during each year at the new hire rate for Account Clerk in the bargaining unit classification of Seasonal Tax Clerk - Treasurer's Office. All provisions of the Local 496 master agreement and Chapter 00 addendum are applicable to employees in this classification except Article XI - Vacancies.

This agreement does not set a precedent in any future case and is without prejudice to the position of either party with regard to the contractual provisions for temporary and/or contract service employees.

FOR THE UNION/Date:

Tom Keyes 9-22-05
Fletcher Burns 9-22-05
Cheryl Alcoate 9-22-05
Jim Ed Beckey 9-22-05
Jennifer Michal 9-23-05
Mark Pratt 9-23-05

FOR THE EMPLOYER/Date:

Donald E. Lalat 9-22-05
Ann W. W. W. W. W. 9-26-05
James A. Baver 9-26-05
JM 9-26-05
Lena Altheide 9-27-05

LETTER OF AGREEMENT

Attorneys

Pursuant to the Fair Labor Standards Act, all Attorney classifications shall be exempt from overtime. Hours of work shall be designated by the Employers, however it is the intention of the Employer that the regular work week shall average forty (40) hours.

FOR THE UNION/DATE:

Tom Dwyer 9-22-05
Patricia Burgess 9-22-05
Cheryl Elcoate 9-22-05
Jana R.D. Beckey 9-22-05
Jeppifer Michal 9-23-05
Mark Graft 9-23-05

FOR THE EMPLOYER/DATE:

Donald E. Dal 9-22-05
JM 9-22-05
James H. Bauer 9-23-05
Robert W. Easock 9-26
Lena Altheide 9-27-05

LETTER OF AGREEMENT

Temporary Principal Account Clerk

Whereas, the Treasurer's Office has a need to upgrade the classification of the Senior Account Clerk semi-annually during the Board of Review,

THE PARTIES AGREE AS FOLLOWS:

1. The Treasurer's Office has need for the Senior Account Clerk to work as a Principal Account Clerk semi-annually. The assignment would begin on January 1 and August 1 respectively, and last for approximately four weeks each.
2. The parties agree that during each period of time, the position of Principal Account Clerk will not be posted, and the Senior Account Clerk will receive the assignment.
3. The Senior Account Clerk will be compensated at the higher rate of pay as a Principal Account Clerk for the entire period worked with the Board of Review.
4. This agreement shall not set a precedent for any matters now pending or that may arise in the future between the parties.

FOR THE UNION/Date:

Tom [Signature] 9-22-05
Fletcher Bayus 9-22-05
Cheryl Ilcoate 9-22-05
Dina Rod Buehly 9-22-05
Jennifer Michael 9-23-05
Mark [Signature] 9-23-05

FOR THE EMPLOYER/Date:

Donald E. [Signature] 9-22-05
[Signature] 9-22-05
James N. Bauer 9-23-05
Grant W. [Signature] 9-26-05
Aena Altheide 9-27-05

LETTER OF AGREEMENT

MIS Qualifications-Current Employees

Whereas, the Union represents employees in various classifications in the Management Information Systems Department and the Public Health Department, and

Whereas, it is in the best interests of the Employer and Union for vacant positions to be filled with the most qualified applicants, and

Whereas, it is desired that current employees receive protections as a result of the minimum qualification modifications being implemented in the Solution Center Technician classification and Public Health Information Systems Technician classification,

THE PARTIES AGREE AS FOLLOWS:

1. The modified job description for the Solution Center Technician and Public Health Information Systems Technician classifications will include the requirement that employees possess A+ or equivalent training as a minimum qualification.

Employees working in Chapter 01 bargaining unit classifications in MIS department and Public Health Information Services Division employed as of April 3, 2000, shall be considered to have the necessary experience equivalent to the A+ certification.

FOR THE UNION/DATE:

Tom [Signature] 9-22-05
Getchen Baynes 9-22-05
Cheryl Gleason 9-22-05
Debra [Signature] 9-22-05
Jennifer [Signature] 9-23-05
Mark [Signature] 9-23-05

FOR THE EMPLOYER/DATE:

Donald [Signature] 9-22-05
[Signature] 9-22-05
James A. Bauer 9-23-05
Ant-W [Signature] 9-26-05
Lena [Signature] 9-27-05

LETTER OF AGREEMENT

Generic Time-Vacation Conversion

The Union and Employer hereby agree to modify the "Generic Time Agreement" as it relates to the reinstatement of vacation time previously used to purchase service credits.

Under the current agreement, employees who forfeit their Generic Time purchase, must have converted vacation time reinstated to their vacation accumulation. Excess accumulation must be used within two years.

In lieu of reinstating the converted vacation time as originally intended, the parties agree that an employee shall have the net amount that was used for purchasing generic time, refunded in cash to the employee as if it were a refund of post tax, employee retirement contributions. Interest will be included on the amount and calculated pursuant to the Genesee County Retirement System Ordinance relating to the refund of employee contributions.

Upon written request from the employee to the Retirement Supervisor, the converted vacation time will be re-credited to the employee instead of being refunded as described above. If such written request is not submitted at least thirty (30) calendar days prior to the retirement date, the employee will receive the refund.

This Letter of Agreement shall become effective March 1, 2000 and shall apply to bargaining unit members who forfeit generic time on or after that date.

This Letter of Agreement shall not set a precedent for any other matters now pending or that may arise in the future between the parties.

FOR THE UNION/DATE:

Tom [Signature] 9-22-05
Fletcher Bayart 9-22-05
Cheryl Ilcoate 9-22-05
[Signature] 9-22-05
Jennifer Michat 9-23-05
Mark Pratt 9-23-05

FOR THE EMPLOYER/DATE:

Donald [Signature] 9-22-05
[Signature] 9-22-05
James H. Bauer 9-23-05
Christ Westmark 9-26-05
Lena Altheide 9-27-05

Personal Time
Additional Hours

LETTER OF AGREEMENT

Personal Time; Additional Hours

Seniority employees will have twenty (20) personal time hours added to their personal time accumulation within thirty (30) calendar days of ratification of this contract by the Genesee County Board of Commissioners. Probationary employees working at the time the agreement is ratified as stated above, will receive twenty (20) personal time hours added to their personal time accumulation upon completion of the new hire probationary period.

Seniority employees will have an additional twenty (20) personal time hours added to their personal time accumulation on April 1, 2006.

FOR THE UNION/DATE:

Tom [Signature] 9-22-05
Gretchen Baynes 9-22-05
Cheryl Ilcoate 9-22-05
Lisa Ann Beckley 9-22-05
Jennifer Michael 9-23-05
Mark Pratt 9-23-05

FOR THE EMPLOYER/DATE:

Donald C. [Signature] 9-22-05
[Signature] 9-22-05
James N. Bauer 9-23-05
[Signature] 9-26-05
Lena Altheide 9-27-05

Community Mental Health
Seniority Retirement

LETTER OF AGREEMENT

Community Mental Health Seniority Retirement

Employees who transfer to a bargaining unit position from Genesee County Community Mental Health, without a break in service other than vacation time, shall maintain seniority earned as a CMH employee for retirement benefit purposes only, upon completion of the new hire probationary period. Seniority and all other benefits shall be according to the collective bargaining agreement then in effect.

FOR THE UNION/DATE:

Tom Hays 9-22-05
Fletcher Burgess 9-22-05
Cheryl Ilcoate 9-22-05
Jessie Dal Bukery 9-22-05
Jennifer Michael 9-23-05
Mark Bratt 9-23-05

FOR THE EMPLOYER/DATE:

Donald C. Lyle 9-22-05
JM 9-22-05
James A. Bauer 9-23-05
Mark Wetmark 9-26-05
Lena Altheide 9-27-05

**ADDENDUM
BETWEEN
GENESEE COUNTY (As Defined)**

And

**CHAPTER 00, LOCAL 496, COUNCIL 25, AFSCME
REPRESENTING CLERICAL & MAINTENANCE EMPLOYEES**

The following Addendum provisions are applicable to employees represented by Chapter 00 of Local 496 and represent full and final settlement of all negotiation issues between the parties. These provisions supersede all Chapter 00, Clerical and Maintenance Employees' Letters of Agreement and Addendums in existence prior to the effective date of this Addendum and not covered by the Master Agreement. Unless otherwise specified, the effective date of these provisions shall be the effective date as provided in Article XXXVI unless otherwise specified.

(1) *Shift Preference*

- A. After attaining one (1) year of seniority, employees may make written application to their Supervisor for transfer to a desired shift within the same Employer, department and classification. Shift preference may only be exercised during the period from January 1st to January 30th. Application for transfer must be made not less than thirty (30) calendar days in advance of January 1st. Shift transfers in accordance with the above provisions will be made by the Employer no later than January 30th on the basis of seniority within the classification in that department of that Employer.
- B. Shift preference may also be exercised in the event of a vacancy within the department and classification, providing prior application for transfer has been made to the Supervisor. However, this does not preclude the Employer from filling any such vacancy with a probationary employee who will not be subject to transfer to another shift until the conclusion of the probationary period.
- C. However, it is understood by the parties that all employees being considered for transfer must be fully capable of performing the work available on their preferred shift. Furthermore, those employees whose jobs are taken via a shift preference transfer must be fully capable of performing the work available on the less desired shift.

(2) *Minor Shortages – Money Handlers*

Bargaining unit employees will not be required to refund minor shortages incurred in their daily money handling operations. Such employees will continue to be bonded by the County insurance carrier against larger losses. However, employees at all times will be responsible for satisfactorily performing their job assignment of balancing their cashier operations.

In the event an individual employee is repeatedly short or consistently has problems in the performance of his/her job, a special conference will be held at the request of either party to discuss the employee's suitability to remain on the job and to explore alternatives, prior to action being taken by the Employer.

(3) *Maintenance, Painter and Auto Mechanic Trainees*

The parties reached agreement on the following provisions, which will be implemented within the Maintenance Mechanic, Painter, and Auto Mechanic classifications:

- A. To advance from the Trainee position to the Maintenance Mechanic, Painter, or Auto Mechanic position, employees will be required to attend and successfully complete an educational program consisting of five (5) classes of a job-related nature and satisfactorily complete two (2) years of service.
- B. The Employer agrees to pay on behalf of employees covered by this Agreement, tuition expenses and/or registration fees required for the above mentioned five (5) classes. The Employer further agrees to pay said employees at their regular straight-time rate for time spent attending the above mentioned five (5) classes. Classes which are not completed with a minimum of a "C" grade will be repeated at the individual employee's expense (without tuition and/or registration fees paid and without pay for time spent attending classes).
- C. It is understood by the parties that the Educational Program will render final determination in the following areas:
 - 1. Class grading system and grades given to any individual employee.
 - 2. Scheduling of classes and implementation of educational program.
 - 3. Verification of time spent attending classes.
- D. Advancement for Trainees without completing the educational program will be restricted to the steps of the Trainee pay scale. Further advancement will be contingent upon completion of the required educational program with "C" grades or better. Completion of the educational program will be a condition of employment within three (3) years of hire date by written agreement between employee and Employer. An Employee deemed unsatisfactory in the Trainee position shall be returned to his/her former classification within the three (3) year period.
- E. The only exception to the above-mentioned time limits would occur due to the non-availability of suitable course(s).
- F. Time spent by employees in the educational program shall not be considered as time worked, except for pay purposes.
- G. An Apprentice Committee, consisting of one (1) representative of the Employer, and one (1) representative of the Union will periodically review conditions of the Apprentice Program and the Educational program and make recommendations concerning same to the Employer.

- H. The parties recognize that nothing in this Agreement modifies or limits the provisions of Article II of the Master Agreement, except as expressly specified in terms of this Agreement.
- I. It is the intent of the Employer to promote employees from within the bargaining unit to Trainee positions as vacancies occur, unless extenuating circumstances provide otherwise.

(4) Court Classifications

With regard to the provisions of Article IX, Seniority, Section 1, and Article X, Layoff and Recall, Section 1, (c), (1) the following revisions shall be applicable for all Chapter 00 Court employees.

Seniority shall be defined as the length of an employee's continuous service within the Chapter 00 bargaining unit within that Employer commencing with the employee's last date of hire. There shall be no classification seniority for Chapter 00 Court employees.

(5) Stand-by Time

When employees are scheduled by the Employer to be on "stand-by" status for any specific period of time, they shall be compensated at the following rates: One (1) hour additional straight-time pay for days they are regularly scheduled to work and two (2) hours additional straight-time pay for days they are not regularly scheduled to work. If an employee on "stand-by" status is called in, they shall receive applicable compensation for hours worked in addition to compensation for "stand-by" time. Employees placed on "stand-by" status by the Employer shall be required to remain locally readily available at all times while on "stand-by".

(6) Time for Testing Purposes

The Employer will provide the employee with time away from the work station for the purpose of completing tests required for filling of internal vacancies. It is the employee's responsibility to arrange a mutually agreeable date and time with their Supervisor and the Human Resources Department for completion of said tests.

(7) Transportation Allotment

- A. Employees who are required by the County to utilize their own vehicle on a regular basis in the performance of their primary job duties shall be provided with \$500.00 annually to defray a portion of the cost of their automobile insurance policy. Said employee must furnish by November 30 to the Department Head proof of coverage for traveling on County business; the minimum liability coverage of the policy shall be \$250,000/\$500,000.
- B. Payment will be pro-rated at the end of the year on the basis of the number of months worked during that particular year. Part-time employees will receive fifty percent (50%) of the amount paid full-time employees. Payment will be made as a travel expenditure as soon as possible after December 16th.

**AFSCME LOCAL 496
CHAPTER 00, CLERICAL MAINTENANCE**

*The first full pay period following:
April 1, 2008 (2.50%)*

CASHIER (F.O.C.), MAINTENANCE MECHANIC TRAINEE

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	29,207	32,495	35,783	41,324	42,344	43,411	44,519	45,724	46,888
Hourly	14.0416	15.6224	17.2032	19.8672	20.3576	20.8708	21.4034	21.9829	22.5423

**ASSESSMENT CLERK, BUDGET AND ACCOUNT CLERK-SHERIFF DEPARTMENT, ELECTION CLERK,
SECRETARY STENO, SENIOR ACCOUNT CLERK, SENIOR DEPUTY DISTRICT COURT CLERK, SENIOR PROGRAM CLERK**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	30,165	33,453	36,742	42,344	43,411	44,519	45,724	46,888	48,144
Hourly	14.5023	16.0833	17.6642	20.3576	20.8708	21.4034	21.9829	22.5423	23.1460

**CLERICAL COORDINATOR (PUBLIC HEALTH), CLERICAL COORDINATOR (SHERIFF), SENIOR COURT CLERK
SENIOR DEPUTY REGISTER**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	31,168	34,456	37,745	43,411	44,519	45,724	46,888	48,144	49,458
Hourly	14.9847	16.5655	18.1468	20.8708	21.4034	21.9829	22.5423	23.1460	23.7780

**ADMINISTRATIVE SECRETARY, ASSIGNMENT CLERK, CLERICAL COORDINATOR (PROS.),
DEPUTY COLLECTIONS AND DISBURSEMENT CLERK, EQUALIZATION SECRETARY, HEAD CASHIER,
LAND FORECLOSURE CLERK, LEGAL SECRETARY, PARALEGAL, PARALEGAL-LAW LIBRARY,
PRINCIPAL ACCOUNT CLERK, PROBATE COURT SECRETARY/RECORDER**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	32,210	35,499	38,787	44,519	45,724	46,888	48,144	49,458	50,855
Hourly	15.4858	17.0666	18.6474	21.4034	21.9829	22.5423	23.1460	23.7780	24.4497

**AFSCME LOCAL 496
CHAPTER 00, CLERICAL MAINTENANCE**

***The first full pay period following:
April 1, 2008 (2.50%)***

PAINTER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	38,087	41,376	44,664	50,771	52,300
Hourly	18.3111	19.8922	21.4731	24.4092	25.1442

MAINTENANCE MECHANIC

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	39,523	42,812	46,100	52,300	53,899
Hourly	19.0016	20.5826	22.1636	25.1442	25.9131

AUTO MECHANIC

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	36,125	39,414	42,701	48,748	50,267	51,853	53,500	55,275	57,114
Hourly	17.3678	18.9488	20.5294	23.4363	24.1670	24.9295	25.7210	26.5743	27.4588

JUDICIAL SECRETARY - PROBATE COURT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	41,708	44,041	48,555	50,797	52,584
Hourly	20.0520	21.1735	23.3438	24.4217	25.2807

**AFSCME LOCAL 496
CHAPTER 00, CLERICAL MAINTENANCE**

*The first full pay period following:
April 1, 2009 (2.50%)*

DISTRICT COURT COURIER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	25,594	28,964	32,335	37,737	38,586	39,469	40,300	41,354	42,357
Hourly	12.3048	13.9252	15.5458	18.1428	18.5508	18.9756	19.3752	19.8816	20.3639

PRINTING EQUIPMENT OPERATOR, PROPERTY ATTENDANT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	28,003	31,373	34,743	40,300	41,354	42,357	43,402	44,497	45,632
Hourly	13.4628	15.0831	16.7034	19.3752	19.8816	20.3639	20.8665	21.3926	21.9385

ANIMAL SHELTER DISPATCHER, CLERK P.A., DEPUTY CLERK, DEPUTY DISTRICT COURT CLERK, DEPUTY REGISTER, FLOATER SECRETARY, HEALTH TECHNICIAN, PROGRAM CLERK, SECRETARY

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	27,223	30,593	33,963	39,469	42,357	43,402	44,497	45,632	46,868
Hourly	13.0878	14.7080	16.3284	18.9756	20.3639	20.8665	21.3926	21.9385	22.5325

ACCOUNT CLERK, CLERK RECORDER, COURT CLERK, UTILITYWORKER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	28,992	32,363	35,733	41,354	42,357	43,402	44,497	45,632	46,868
Hourly	13.9387	15.5589	17.1794	19.8816	20.3639	20.8665	21.3926	21.9385	22.5325

JUVENILE COURT OFFICER - PROBATE COURT TRANSPORTATION OFFICER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	29,592	32,962	36,333	41,992	43,097	44,267	45,503	46,739	48,104
Hourly	14.2269	15.8473	17.4679	20.1886	20.7199	21.2822	21.8766	22.4705	23.1267

**AFSCME LOCAL 496
CHAPTER 00, CLERICAL MAINTENANCE**

The first full pay period following:

April 1, 2009 (2.50%)

CASHIER (F.O.C.), MAINTENANCE MECHANIC TRAINEE

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	29,937	33,307	36,677	42,357	43,402	44,497	45,632	46,868	48,060
Hourly	14.3926	16.0130	17.6333	20.3639	20.8665	21.3926	21.9385	22.5325	23.1059

**ASSESSMENT CLERK, BUDGET AND ACCOUNT CLERK-SHERIFF DEPARTMENT, ELECTION CLERK,
SECRETARY STENO, SENIOR ACCOUNT CLERK, SENIOR DEPUTY DISTRICT COURT CLERK, SENIOR PROGRAM CLERK**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	30,919	34,290	37,660	43,402	44,497	45,632	46,868	48,060	49,347
Hourly	14.8649	16.4854	18.1058	20.8665	21.3926	21.9385	22.5325	23.1059	23.7247

**CLERICAL COORDINATOR (PUBLIC HEALTH), CLERICAL COORDINATOR (SHERIFF), SENIOR COURT CLERK
SENIOR DEPUTY REGISTER**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	31,947	35,318	38,689	44,497	45,632	46,868	48,060	49,347	50,695
Hourly	15.3593	16.9796	18.6005	21.3926	21.9385	22.5325	23.1059	23.7247	24.3725

**ADMINISTRATIVE SECRETARY, ASSIGNMENT CLERK, CLERICAL COORDINATOR (PROS.),
DEPUTY COLLECTIONS AND DISBURSEMENT CLERK, EQUALIZATION SECRETARY, HEAD CASHIER,
LAND FORECLOSURE CLERK, LEGAL SECRETARY, PARALEGAL, PARALEGAL-LAW LIBRARY,
PRINCIPAL ACCOUNT CLERK, PROBATE COURT SECRETARY/RECORDER**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	33,016	36,386	39,756	45,632	46,868	48,060	49,347	50,695	52,127
Hourly	15.8729	17.4933	19.1136	21.9385	22.5325	23.1059	23.7247	24.3725	25.0609

**AFSCME LOCAL 496
CHAPTER 00, CLERICAL MAINTENANCE**

*The first full pay period following:
April 1, 2009 (2.50%)*

PAINTER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	39,039	42,410	45,781	52,040	53,607
Hourly	18.7689	20.3895	22.0099	25.0194	25.7728

MAINTENANCE MECHANIC

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	40,511	43,882	47,253	53,607	55,247
Hourly	19.4766	21.0972	22.7177	25.7728	26.5609

AUTO MECHANIC

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	37,028	40,399	43,769	49,966	51,524	53,150	54,837	56,656	58,542
Hourly	17.8020	19.4225	21.0426	24.0222	24.7712	25.5527	26.3640	27.2387	28.1453

JUDICIAL SECRETARY - PROBATE COURT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	42,751	45,142	49,769	52,067	53,898
Hourly	20.5533	21.7028	23.9274	25.0322	25.9127

**AFSCME LOCAL 496
CHAPTER 00, CLERICAL MAINTENANCE**

***The first full pay period following:
April 1, 2010 (2.50%)***

DISTRICT COURT COURIER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	26,234	29,688	33,144	38,681	39,550	40,456	41,308	42,387	43,416
Hourly	12.6124	14.2733	15.9344	18.5964	19.0146	19.4500	19.8596	20.3786	20.8730

PRINTING EQUIPMENT OPERATOR, PROPERTY ATTENDANT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	28,703	32,157	35,612	41,308	42,387	43,416	44,487	45,609	46,773
Hourly	13.7994	15.4602	17.1210	19.8596	20.3786	20.8730	21.3882	21.9274	22.4870

**ANIMAL SHELTER DISPATCHER, CLERK P.A., DEPUTY CLERK, DEPUTY DISTRICT COURT CLERK, DEPUTY REGISTER,
FLOATER SECRETARY, HEALTH TECHNICIAN, PROGRAM CLERK, SECRETARY**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	27,903	31,357	34,812	40,456	43,416	44,487	45,609	46,773	48,039
Hourly	13.4150	15.0757	16.7366	19.4500	20.8730	21.3882	21.9274	22.4870	23.0958

ACCOUNT CLERK, CLERK RECORDER, COURT CLERK, UTILITYWORKER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	29,717	33,172	36,627	42,387	43,416	44,487	45,609	46,773	48,039
Hourly	14.2872	15.9479	17.6089	20.3786	20.8730	21.3882	21.9274	22.4870	23.0958

JUVENILE COURT OFFICER - PROBATE COURT TRANSPORTATION OFFICER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	30,332	33,786	37,242	43,042	44,175	45,374	46,641	47,907	49,306
Hourly	14.5826	16.2435	17.9046	20.6933	21.2379	21.8143	22.4235	23.0323	23.7049

**AFSCME LOCAL 496
CHAPTER 00, CLERICAL MAINTENANCE**

*The first full pay period following:
April 1, 2010 (2.50%)*

CASHIER (F.O.C.), MAINTENANCE MECHANIC TRAINEE

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	30,685	34,140	37,594	43,416	44,487	45,609	46,773	48,039	49,262
Hourly	14.7524	16.4133	18.0741	20.8730	21.3882	21.9274	22.4870	23.0958	23.6835

**ASSESSMENT CLERK, BUDGET AND ACCOUNT CLERK-SHERIFF DEPARTMENT, ELECTION CLERK,
SECRETARY STENO, SENIOR ACCOUNT CLERK, SENIOR DEPUTY DISTRICT COURT CLERK, SENIOR PROGRAM CLERK**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	31,692	35,147	38,601	44,487	45,609	46,773	48,039	49,262	50,581
Hourly	15.2365	16.8975	18.5584	21.3882	21.9274	22.4870	23.0958	23.6835	24.3178

**CLERICAL COORDINATOR (PUBLIC HEALTH), CLERICAL COORDINATOR (SHERIFF), SENIOR COURT CLERK
SENIOR DEPUTY REGISTER**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	32,746	36,201	39,656	45,609	46,773	48,039	49,262	50,581	51,962
Hourly	15.7433	17.4041	19.0655	21.9274	22.4870	23.0958	23.6835	24.3178	24.9818

**ADMINISTRATIVE SECRETARY, ASSIGNMENT CLERK, CLERICAL COORDINATOR (PROS.),
DEPUTY COLLECTIONS AND DISBURSEMENT CLERK, EQUALIZATION SECRETARY, HEAD CASHIER,
LAND FORECLOSURE CLERK, LEGAL SECRETARY, PARALEGAL, PARALEGAL-LAW LIBRARY,
PRINCIPAL ACCOUNT CLERK, PROBATE COURT SECRETARY/RECORDER**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	33,841	37,296	40,750	46,773	48,039	49,262	50,581	51,962	53,430
Hourly	16.2697	17.9306	19.5914	22.4870	23.0958	23.6835	24.3178	24.9818	25.6874

**AFSCME LOCAL 496
CHAPTER 00, CLERICAL MAINTENANCE**

*The first full pay period following:
April 1, 2010 (2.50%)*

PAINTER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	40,015	43,470	46,925	53,341	54,948
Hourly	19.2381	20.8992	22.5601	25.6449	26.4171

MAINTENANCE MECHANIC

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	41,524	44,979	48,434	54,948	56,628
Hourly	19.9635	21.6246	23.2856	26.4171	27.2249

AUTO MECHANIC

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	37,954	41,409	44,863	51,215	52,812	54,478	56,208	58,073	60,006
Hourly	18.2471	19.9081	21.5687	24.6228	25.3905	26.1915	27.0231	27.9197	28.8489

JUDICIAL SECRETARY - PROBATE COURT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	43,820	46,270	51,013	53,369	55,246
Hourly	21.0671	22.2454	24.5256	25.6580	26.5605

**AFSCME LOCAL 496
CHAPTER 01, PROFESSIONAL/TECHNICAL**

June 4, 2005 (2.0%)

KENNEL ATTENDANT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	22,686	25,680	28,674	33,470	34,331	35,196	36,110	37,086
Hourly	10.9069	12.3463	13.7855	16.0914	16.5052	16.9213	17.3605	17.8299

ANIMAL CONTROL OFFICER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	25,167	28,161	31,155	36,110	37,086	38,122	39,214	40,283
Hourly	12.0996	13.5391	14.9784	17.3605	17.8298	18.3279	18.8528	19.3668

ENVIRONMENTAL HEALTH TECHNICIAN

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	26,504	29,498	32,292	37,319	38,302	39,339	40,439	41,536	42,747
Hourly	12.7422	14.1816	15.5252	17.9418	18.4142	18.9131	19.4416	19.9691	20.5516

EMERGENCY MANAGEMENT SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	26,504	29,498	32,492	37,532	39,415	40,498	41,640	42,852	44,060
Hourly	12.7422	14.1816	15.6210	18.0440	18.9494	19.4702	20.0190	20.6020	21.1827

NUTRITIONIST I

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	29,276	32,270	35,264	40,177	41,923	43,489	44,499	45,936	47,695
Hourly	14.0749	15.5145	16.9538	19.3161	20.1551	20.9083	21.3936	22.0847	22.9304

MAPPING TECHNICIAN

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	30,366	33,359	36,354	41,640	42,852	44,060	45,395	46,734	48,199
Hourly	14.5990	16.0382	17.4777	20.0190	20.6019	21.1829	21.8243	22.4681	23.1728

**AFSCME LOCAL 496
CHAPTER 01, PROFESSIONAL/TECHNICAL**

June 4, 2005 (2.0%)

PRINTER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	31,136	34,130	37,125	42,404	43,613	44,828	46,155	47,539	48,984
Hourly	14.9691	16.4088	17.8484	20.3867	20.9679	21.5518	22.1897	22.8552	23.5501

DEFENDER ADMINISTRATOR SPECIALIST, DRUG COURT SPECIALIST, PARK NATURALIST, PARK RANGER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	31,286	34,280	37,274	42,658	43,975	45,347	46,778	48,263	49,863
Hourly	15.0412	16.4807	17.9200	20.5087	21.1418	21.8014	22.4893	23.2036	23.9724

PROSECUTING ATTORNEY TRAINEE

	Start
Approx. Annual	32,452
Hourly	15.6020

ENVIRONMENTAL HEALTH SANITARIAN, FOOD OPERATIONS COORDINATOR, HEALTH EDUCATOR, NUTRITIONIST II

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	33,282	36,277	39,270	44,743	46,032	47,461	48,889	51,013	52,817
Hourly	16.0011	17.4407	18.8798	21.5109	22.1309	22.8180	23.5045	24.5255	25.3927

**EMERGENCY MANAGEMENT PROGRAM COORDINATOR, EQUAL OPPORTUNITY SPECIALIST, MEDICAL TECHNOLOGIST,
PUBLIC HEALTH PROGRAM COORDINATOR, LAND FORECLOSURE SPECIALIST**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	33,777	36,771	39,765	45,269	46,654	48,097	49,596	51,213	52,887
Hourly	16.2388	17.6782	19.1178	21.7640	22.4299	23.1236	23.8444	24.6214	25.4265

RAILROAD SHOP MECHANIC

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	33,794	36,788	39,782	45,287	46,671	48,116	49,614	51,230	52,163
Hourly	16.2472	17.6866	19.1259	21.7724	22.4378	23.1328	23.8529	24.6300	25.0785

**AFSCME LOCAL 496
CHAPTER 01, PROFESSIONAL/TECHNICAL**

June 4, 2005 (2.0%)

**ACCOUNTANT, GROUP SALES COORDINATOR, HORTICULTURIST, PROPERTY DESCRIPTION TECHNICIAN,
RAILROAD SECTION LEADER**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	33,794	36,788	39,782	45,287	46,671	48,116	49,614	51,230	52,905
Hourly	16.2472	17.6865	19.1258	21.7725	22.4380	23.1328	23.8529	24.6300	25.4352

BUYER, VEHICLE POOL ADMINISTRATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year	After 9th Year
Approx. Annual	33,794	36,788	39,782	45,287	46,671	48,116	49,614	51,230	52,905	54,389
Hourly	16.2472	17.6865	19.1258	21.7725	22.4380	23.1328	23.8529	24.6300	25.4352	26.1487

FACILITY TRAINER COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	35,078	38,071	41,065	46,654	48,097	49,596	51,213	52,887	54,620
Hourly	16.8642	18.3035	19.7430	22.4299	23.1236	23.8444	24.6214	25.4265	26.2595

ASSOCIATE PLANNER, DRAIN ASSESSOR, FRIEND OF THE COURT ACCOUNTANT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	35,154	38,147	41,142	46,734	48,199	49,723	51,320	52,973	54,752
Hourly	16.9008	18.3401	19.7796	22.4681	23.1725	23.9055	24.6729	25.4677	26.3233

ENVIRONMENTAL HEALTH COORDINATOR, HEALTH EDUCATION COORDINATOR, NUTRITIONIST COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	35,474	38,469	41,463	47,074	48,474	50,018	51,626	53,726	55,560
Hourly	17.0550	18.4945	19.9339	22.6318	23.3047	24.0471	24.8201	25.8296	26.7114

MASTER MECHANIC, RAILROAD RESTORATION AND CONSTRUCTION APPRENTICE

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	37,007	40,001	42,994	46,654	48,097	49,596	51,213	52,887
Hourly	17.7917	19.2313	20.6704	22.4299	23.1236	23.8444	24.6214	25.4265

**AFSCME LOCAL 496
CHAPTER 01, PROFESSIONAL/TECHNICAL**

June 4, 2005 (2.0%)

ASSISTANT PROSECUTING ATTORNEY I, FOC ATTORNEY I

	Start	After 1st Year	After 2nd Year
Approx. Annual	37,114	40,108	43,102
Hourly	17.8434	19.2829	20.7223

GEOGRAPHIC INFORMATION SYSTEMS TECHNICIAN

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	38,148	41,142	46,733	48,199	49,724	51,320	52,973	54,752
Hourly	18.3402	19.7796	22.4679	23.1726	23.9056	24.6729	25.4678	26.3233

FINANCIAL AFFAIRS OFFICER, REHABILITATION INSPECTOR, REHABILITATION INTAKE INSPECTOR, TAX REVERSION COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	37,862	40,857	43,851	49,614	51,230	52,905	54,637	56,484	58,389
Hourly	18.2031	19.6427	21.0820	23.8529	24.6296	25.4352	26.2680	27.1560	28.0714

**COMMUNITY HEALTH ANALYST, PARKS MARKETING SPECIALIST, RECREATION PROGRAM SPECIALIST,
SENIOR PLANNER, TRANSACTION & COMMERCIAL PROPERTY SPECIALIST**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	39,464	42,458	45,452	51,320	52,973	54,752	56,597	58,501	60,542
Hourly	18.9730	20.4123	21.8518	24.6729	25.4677	26.3232	27.2101	28.1254	29.1069

PUBLIC HEALTH NURSE I

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	40,177	41,922	43,489	44,498	45,936	47,695	48,889	51,013	52,817
Hourly	19.3160	20.1550	20.9082	21.3934	22.0847	22.9304	23.5043	24.5255	25.3927

INFORMATION/TRAINING OFFICER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	43,949	46,943	52,905	54,637	56,485	58,389	60,468	62,601	64,779
Hourly	21.1295	22.5689	25.4352	26.2679	27.1561	28.0714	29.0712	30.0967	31.1436

**AFSCME LOCAL 496
CHAPTER 01, PROFESSIONAL/TECHNICAL**

June 4, 2005 (2.0%)

PUBLIC HEALTH NURSE COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	41,463	47,074	48,474	50,018	51,626	53,726	55,560
Hourly	19.9339	22.6318	23.3047	24.0471	24.8201	25.8296	26.7114

PUBLIC HEALTH NURSE II

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	43,143	44,743	46,032	47,461	48,889	51,013	52,817
Hourly	20.7419	21.5109	22.1309	22.8180	23.5045	24.5255	25.3927

EXAMINER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	44,027	47,022	50,015	56,173	58,019
Hourly	21.1670	22.6066	24.0458	27.0064	27.8937

ASSISTANT PROSECUTING ATTORNEY II, FOC ATTORNEY II

	Start	After 1st Year	After 2nd Year
Approx. Annual	44,110	47,104	50,098
Hourly	21.2066	22.6461	24.0856

CLINICAL UTILIZATION COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	43,851	49,614	51,230	52,905	54,637	56,484	58,389
Hourly	21.0820	23.8529	24.6296	25.4352	26.2680	27.1560	28.0714

EPIDEMIOLOGIST, NURSE PRACTITIONER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	46,381	49,375	52,369	55,577	57,356	59,201	61,105	63,146
Hourly	22.2984	23.7378	25.1773	26.7196	27.5751	28.4618	29.3772	30.3586

**AFSCME LOCAL 496
CHAPTER 01, PROFESSIONAL/TECHNICAL**

June 4, 2005 (2.0%)

GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	52,973	54,752	56,597	58,501	60,589
Hourly	25.4677	26.3232	27.2101	28.1254	29.1294

ASSISTANT PROSECUTING ATTORNEY III, FOC ATTORNEY III

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year	After 9th Year
Approx. Annual	51,105	54,099	57,092	63,702	67,424	71,144	74,865	78,586	82,307	84,776
Hourly	24.5696	26.0090	27.4483	30.6262	32.4155	34.2039	35.9930	37.7819	39.5709	40.7579

COMPUTER OPERATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	32,492	37,532	39,415	42,852	44,060	45,602	47,198
Hourly	15.6210	18.0441	18.9493	20.6019	21.1829	21.9242	22.6915

COMPUTER OPERATOR II

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	37,274	42,658	43,975	46,778	48,263	51,529	53,332
Hourly	17.9200	20.5087	21.1418	22.4893	23.2036	24.7735	25.6406

**INFORMATION SPECIALIST, PROGRAMMER, PUBLIC HEALTH INFORMATION SYSTEMS TECHNICIAN,
SOLUTION CENTER TECHNICIAN**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	41,921	47,562	49,027	52,973	54,752	56,597	58,501
Hourly	20.1543	22.8664	23.5706	25.4677	26.3232	27.2101	28.1254

ACCOUNTING PROJECT/FINANCIAL SYSTEM SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	47,145	51,569	53,191	57,038	58,950	60,976	63,073
Hourly	22.6660	24.7928	25.5726	27.4223	28.3413	29.3156	30.3234

**AFSCME LOCAL 496
CHAPTER 01, PROFESSIONAL/TECHNICAL**

June 4, 2005 (2.0%)

**COURT TECHNOLOGY COORDINATOR, SOLUTION CENTER COORDINATOR, SYSTEMS ANALYST, DISTRICT COURT
INFORMATION SYSTEMS COORDINATOR, PUBLIC HEALTH INFORMATION SYSTEMS COORDINATOR**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	52,369	55,577	57,356	61,105	63,146	65,356	67,643
Hourly	25.1773	26.7196	27.5751	29.3772	30.3586	31.4211	32.5209

NETWORK COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	56,466	58,371	60,450	64,778	67,146	69,495	71,928
Hourly	27.1473	28.0629	29.0626	31.1435	32.2815	33.4112	34.5808

DATABASE ADMINISTRATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year
Approx. Annual	71,183	74,391	76,995	79,690
Hourly	34.2225	35.7649	37.0166	38.3123

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
October 1, 2005 (1.0%)

KENNEL ATTENDANT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	22,913	25,937	28,961	33,805	34,674	35,548	36,471	37,457
Hourly	11.0160	12.4698	13.9234	16.2523	16.6703	17.0905	17.5341	18.0082

ANIMAL CONTROL OFFICER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	25,419	28,443	31,467	36,471	37,457	38,503	39,606	40,686
Hourly	12.2206	13.6745	15.1282	17.5341	18.0081	18.5112	19.0413	19.5605

ENVIRONMENTAL HEALTH TECHNICIAN

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	26,769	29,793	32,615	37,692	38,684	39,733	40,843	41,951	43,175
Hourly	12.8696	14.3234	15.6805	18.1212	18.5983	19.1022	19.6360	20.1688	20.7571

EMERGENCY MANAGEMENT SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	26,769	29,793	32,817	37,907	39,809	40,903	42,056	43,281	44,501
Hourly	12.8696	14.3234	15.7772	18.2244	19.1389	19.6649	20.2192	20.8080	21.3945

NUTRITIONIST I

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	29,568	32,593	35,616	40,579	42,342	43,924	44,944	46,395	48,172
Hourly	14.2156	15.6696	17.1233	19.5093	20.3567	21.1174	21.6075	22.3055	23.1597

MAPPING TECHNICIAN

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	30,670	33,693	36,717	42,056	43,280	44,501	45,848	47,201	48,681
Hourly	14.7450	16.1986	17.6525	20.2192	20.8079	21.3947	22.0425	22.6928	23.4045

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
October 1, 2005 (1.0%)

PRINTER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	31,447	34,472	37,496	42,828	44,049	45,276	46,616	48,014	49,474
Hourly	15.1188	16.5729	18.0269	20.5906	21.1776	21.7673	22.4116	23.0838	23.7856

DEFENDER ADMINISTRATOR SPECIALIST, DRUG COURT SPECIALIST, PARK NATURALIST, PARK RANGER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	31,599	34,623	37,646	43,085	44,415	45,800	47,246	48,746	50,361
Hourly	15.1916	16.6455	18.0992	20.7138	21.3532	22.0194	22.7142	23.4356	24.2121

PROSECUTING ATTORNEY TRAINEE

	Start
Approx. Annual	32,777
Hourly	15.7580

ENVIRONMENTAL HEALTH SANITARIAN, FOOD OPERATIONS COORDINATOR, HEALTH EDUCATOR, NUTRITIONIST II

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	33,615	36,639	39,663	45,190	46,493	47,936	49,378	51,523	53,345
Hourly	16.1611	17.6151	19.0686	21.7260	22.3522	23.0462	23.7395	24.7708	25.6466

EMERGENCY MANAGEMENT PROGRAM COORDINATOR, EQUAL OPPORTUNITY SPECIALIST, MEDICAL TECHNOLOGIST,
 PUBLIC HEALTH PROGRAM COORDINATOR, LAND FORECLOSURE SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	34,114	37,138	40,163	45,722	47,121	48,578	50,092	51,725	53,416
Hourly	16.4012	17.8550	19.3090	21.9816	22.6542	23.3548	24.0828	24.8676	25.6808

RAILROAD SHOP MECHANIC

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	34,132	37,156	40,180	45,739	47,137	48,597	50,110	51,743	52,685
Hourly	16.4097	17.8635	19.3172	21.9901	22.6622	23.3641	24.0914	24.8763	25.3293

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
October 1, 2005 (1.0%)

ACCOUNTANT, GROUP SALES COORDINATOR, HORTICULTURIST, PROPERTY DESCRIPTION TECHNICIAN,
 RAILROAD SECTION LEADER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	34,132	37,156	40,180	45,740	47,138	48,597	50,110	51,743	53,434
Hourly	16.4097	17.8634	19.3171	21.9902	22.6624	23.3641	24.0914	24.8763	25.6896

BUYER, VEHICLE POOL ADMINISTRATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year	After 9th Year
Approx. Annual	34,132	37,156	40,180	45,740	47,138	48,597	50,110	51,743	53,434	54,933
Hourly	16.4097	17.8634	19.3171	21.9902	22.6624	23.3641	24.0914	24.8763	25.6896	26.4102

FACILITY TRAINER COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	35,428	38,452	41,476	47,121	48,578	50,092	51,725	53,416	55,166
Hourly	17.0328	18.4865	19.9404	22.6542	23.3548	24.0828	24.8676	25.6808	26.5221

ASSOCIATE PLANNER, DRAIN ASSESSOR, FRIEND OF THE COURT ACCOUNTANT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	35,505	38,529	41,553	47,201	48,681	50,221	51,833	53,503	55,300
Hourly	17.0698	18.5235	19.9774	22.6928	23.4042	24.1446	24.9196	25.7224	26.5865

ENVIRONMENTAL HEALTH COORDINATOR, HEALTH EDUCATION COORDINATOR, NUTRITIONIST COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	35,829	38,853	41,877	47,545	48,958	50,518	52,142	54,263	56,115
Hourly	17.2256	18.6794	20.1332	22.8581	23.5377	24.2876	25.0683	26.0879	26.9785

MASTER MECHANIC, RAILROAD RESTORATION AND CONSTRUCTION APPRENTICE

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	37,377	40,401	43,424	47,121	48,578	50,092	51,725	53,416
Hourly	17.9696	19.4236	20.8771	22.6542	23.3548	24.0828	24.8676	25.6808

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
October 1, 2005 (1.0%)

ASSISTANT PROSECUTING ATTORNEY I, FOC ATTORNEY I

	Start	After 1st Year	After 2nd Year
Approx. Annual	37,485	40,509	43,533
Hourly	18.0218	19.4757	20.9295

GEOGRAPHIC INFORMATION SYSTEMS TECHNICIAN

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	38,529	41,553	47,201	48,681	50,221	51,833	53,503	55,300
Hourly	18.5236	19.9774	22.6926	23.4043	24.1447	24.9196	25.7225	26.5865

FINANCIAL AFFAIRS OFFICER, REHABILITATION INSPECTOR, REHABILITATION INTAKE INSPECTOR, TAX REVERSION COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	38,241	41,265	44,289	50,110	51,742	53,434	55,184	57,049	58,972
Hourly	18.3851	19.8391	21.2928	24.0914	24.8759	25.6896	26.5307	27.4276	28.3521

COMMUNITY HEALTH ANALYST, PARKS MARKETING SPECIALIST, RECREATION PROGRAM SPECIALIST,
 SENIOR PLANNER, TRANSACTION & COMMERCIAL PROPERTY SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	39,858	42,882	45,906	51,833	53,503	55,300	57,163	59,086	61,148
Hourly	19.1627	20.6164	22.0703	24.9196	25.7224	26.5864	27.4822	28.4067	29.3980

PUBLIC HEALTH NURSE I

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	40,579	42,342	43,924	44,943	46,395	48,172	49,378	51,523	53,345
Hourly	19.5092	20.3566	21.1173	21.6073	22.3055	23.1597	23.7393	24.7708	25.6466

INFORMATION/TRAINING OFFICER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	44,389	47,413	53,434	55,184	57,050	58,972	61,073	63,227	65,426
Hourly	21.3408	22.7946	25.6896	26.5306	27.4277	28.3521	29.3619	30.3977	31.4550

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
October 1, 2005 (1.0%)

PUBLIC HEALTH NURSE COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	41,877	47,545	48,958	50,518	52,142	54,263	56,115
Hourly	20.1332	22.8581	23.5377	24.2876	25.0683	26.0879	26.9785

PUBLIC HEALTH NURSE II

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	43,575	45,190	46,493	47,936	49,378	51,523	53,345
Hourly	20.9493	21.7260	22.3522	23.0462	23.7395	24.7708	25.6466

EXAMINER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	44,468	47,492	50,516	56,735	58,599
Hourly	21.3787	22.8327	24.2863	27.2765	28.1726

ASSISTANT PROSECUTING ATTORNEY II, FOC ATTORNEY II

	Start	After 1st Year	After 2nd Year
Approx. Annual	44,551	47,575	50,599
Hourly	21.4187	22.8726	24.3265

CLINICAL UTILIZATION COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	44,289	50,110	51,742	53,434	55,184	57,049	58,972
Hourly	21.2928	24.0914	24.8759	25.6896	26.5307	27.4276	28.3521

EPIDEMIOLOGIST, NURSE PRACTITIONER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	46,845	49,868	52,893	56,133	57,930	59,793	61,716	63,777
Hourly	22.5214	23.9752	25.4291	26.9868	27.8509	28.7464	29.6710	30.6622

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
October 1, 2005 (1.0%)

GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	53,503	55,300	57,163	59,086	61,195
Hourly	25.7224	26.5864	27.4822	28.4067	29.4207

ASSISTANT PROSECUTING ATTORNEY III, FOC ATTORNEY III

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year	After 9th Year
Approx. Annual	51,616	54,640	57,663	64,340	68,099	71,855	75,614	79,372	83,131	85,624
Hourly	24.8153	26.2691	27.7228	30.9325	32.7397	34.5459	36.3529	38.1597	39.9666	41.1655

COMPUTER OPERATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	32,817	37,907	39,809	43,280	44,501	46,058	47,670
Hourly	15.7772	18.2245	19.1388	20.8079	21.3947	22.1434	22.9184

COMPUTER OPERATOR II

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	37,646	43,085	44,415	47,246	48,746	52,044	53,866
Hourly	18.0992	20.7138	21.3532	22.7142	23.4356	25.0212	25.8970

INFORMATION SPECIALIST, PROGRAMMER, PUBLIC HEALTH INFORMATION SYSTEMS TECHNICIAN,
 SOLUTION CENTER TECHNICIAN

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	42,340	48,038	49,517	53,503	55,300	57,163	59,086
Hourly	20.3558	23.0951	23.8063	25.7224	26.5864	27.4822	28.4067

ACCOUNTING PROJECT/FINANCIAL SYSTEM SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	47,617	52,085	53,723	57,609	59,539	61,586	63,703
Hourly	22.8927	25.0407	25.8283	27.6965	28.6247	29.6088	30.6266

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
October 1, 2005 (1.0%)

COURT TECHNOLOGY COORDINATOR, SOLUTION CENTER COORDINATOR, SYSTEMS ANALYST, DISTRICT COURT
 INFORMATION SYSTEMS COORDINATOR, PUBLIC HEALTH INFORMATION SYSTEMS COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	52,893	56,133	57,930	61,716	63,777	66,009	68,320
Hourly	25.4291	26.9868	27.8509	29.6710	30.6622	31.7353	32.8461

NETWORK COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	57,031	58,954	61,055	65,426	67,817	70,190	72,647
Hourly	27.4188	28.3435	29.3532	31.4549	32.6043	33.7453	34.9266

DATABASE ADMINISTRATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year
Approx. Annual	71,895	75,135	77,765	80,486
Hourly	34.5647	36.1225	37.3868	38.6954

The first full pay period following:
April 1, 2006 (3.0%)

KENNEL ATTENDANT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	23,601	26,715	29,829	34,819	35,714	36,615	37,565	38,581
Hourly	11.3465	12.8439	14.3411	16.7399	17.1704	17.6032	18.0601	18.5484

ANIMAL CONTROL OFFICER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	26,181	29,296	32,411	37,565	38,580	39,658	40,794	41,906
Hourly	12.5872	14.0847	15.5820	18.0601	18.5483	19.0665	19.6125	20.1473

ENVIRONMENTAL HEALTH TECHNICIAN

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	27,572	30,686	33,594	38,823	39,845	40,925	42,068	43,210	44,470
Hourly	13.2557	14.7531	16.1509	18.6648	19.1562	19.6753	20.2251	20.7739	21.3798

EMERGENCY MANAGEMENT SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	27,572	30,686	33,801	39,044	41,003	42,130	43,318	44,579	45,836
Hourly	13.2557	14.7531	16.2505	18.7711	19.7131	20.2548	20.8258	21.4322	22.0363

NUTRITIONIST I

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	30,456	33,571	36,685	41,797	43,612	45,242	46,292	47,787	49,617
Hourly	14.6421	16.1397	17.6370	20.0946	20.9674	21.7509	22.2557	22.9747	23.8545

MAPPING TECHNICIAN

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	31,590	34,704	37,819	43,318	44,579	45,836	47,224	48,617	50,142
Hourly	15.1874	16.6846	18.1821	20.8258	21.4321	22.0365	22.7038	23.3736	24.1066

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
April 1, 2006 (3.0%)

PRINTER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	32,391	35,506	38,621	44,113	45,371	46,634	48,015	49,455	50,958
Hourly	15.5724	17.0701	18.5677	21.2083	21.8129	22.4203	23.0839	23.7763	24.4992

DEFENDER ADMINISTRATOR SPECIALIST, DRUG COURT SPECIALIST, PARK NATURALIST, PARK RANGER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	32,546	35,661	38,776	44,377	45,747	47,174	48,663	50,208	51,872
Hourly	15.6473	17.1449	18.6422	21.3352	21.9938	22.6800	23.3956	24.1387	24.9385

PROSECUTING ATTORNEY TRAINEE

	Start
Approx. Annual	33,760
Hourly	16.2307

ENVIRONMENTAL HEALTH SANITARIAN, FOOD OPERATIONS COORDINATOR, HEALTH EDUCATOR, NUTRITIONIST II

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	34,623	37,739	40,853	46,546	47,887	49,374	50,860	53,069	54,945
Hourly	16.6459	18.1436	19.6407	22.3778	23.0228	23.7376	24.4517	25.5139	26.4160

EMERGENCY MANAGEMENT PROGRAM COORDINATOR, EQUAL OPPORTUNITY SPECIALIST, MEDICAL TECHNOLOGIST,
 PUBLIC HEALTH PROGRAM COORDINATOR, LAND FORECLOSURE SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	35,138	38,253	41,368	47,093	48,534	50,035	51,595	53,276	55,018
Hourly	16.8932	18.3907	19.8883	22.6410	23.3338	24.0554	24.8053	25.6136	26.4512

RAILROAD SHOP MECHANIC

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	35,156	38,271	41,385	47,112	48,552	50,055	51,613	53,295	54,266
Hourly	16.9020	18.3994	19.8967	22.6498	23.3421	24.0650	24.8141	25.6226	26.0892

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
April 1, 2006 (3.0%)

ACCOUNTANT, GROUP SALES COORDINATOR, HORTICULTURIST, PROPERTY DESCRIPTION TECHNICIAN,
 RAILROAD SECTION LEADER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	35,156	38,271	41,385	47,112	48,552	50,055	51,613	53,295	55,037
Hourly	16.9020	18.3993	19.8966	22.6499	23.3423	24.0650	24.8141	25.6226	26.4603

BUYER, VEHICLE POOL ADMINISTRATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year	After 9th Year
Approx. Annual	35,156	38,271	41,385	47,112	48,552	50,055	51,613	53,295	55,037	56,581
Hourly	16.9020	18.3993	19.8966	22.6499	23.3423	24.0650	24.8141	25.6226	26.4603	27.2025

FACILITY TRAINER COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	36,491	39,605	42,720	48,534	50,035	51,595	53,276	55,018	56,821
Hourly	17.5438	19.0411	20.5386	23.3338	24.0554	24.8053	25.6136	26.4512	27.3178

ASSOCIATE PLANNER, DRAIN ASSESSOR, FRIEND OF THE COURT ACCOUNTANT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	36,570	39,685	42,800	48,617	50,141	51,727	53,388	55,108	56,959
Hourly	17.5819	19.0792	20.5767	23.3736	24.1063	24.8689	25.6672	26.4941	27.3841

ENVIRONMENTAL HEALTH COORDINATOR, HEALTH EDUCATION COORDINATOR, NUTRITIONIST COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	36,904	40,019	43,133	48,971	50,427	52,034	53,706	55,891	57,799
Hourly	17.7424	19.2398	20.7372	23.5438	24.2438	25.0162	25.8203	26.8705	27.7879

MASTER MECHANIC, RAILROAD RESTORATION AND CONSTRUCTION APPRENTICE

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	38,498	41,613	44,727	48,534	50,035	51,595	53,276	55,018
Hourly	18.5087	20.0063	21.5034	23.3338	24.0554	24.8053	25.6136	26.4512

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
April 1, 2006 (3.0%)

ASSISTANT PROSECUTING ATTORNEY I, FOC ATTORNEY I

	Start	After 1st Year	After 2nd Year
Approx. Annual	38,610	41,725	44,839
Hourly	18.5625	20.0600	21.5574

GEOGRAPHIC INFORMATION SYSTEMS TECHNICIAN

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	39,685	42,800	48,617	50,141	51,728	53,388	55,108	56,959
Hourly	19.0793	20.5767	23.3734	24.1064	24.8690	25.6672	26.4942	27.3841

FINANCIAL AFFAIRS OFFICER, REHABILITATION INSPECTOR, REHABILITATION INTAKE INSPECTOR, TAX REVERSION COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	39,388	42,503	45,618	51,613	53,294	55,037	56,839	58,761	60,742
Hourly	18.9367	20.4343	21.9316	24.8141	25.6222	26.4603	27.3266	28.2504	29.2027

COMMUNITY HEALTH ANALYST, PARKS MARKETING SPECIALIST, RECREATION PROGRAM SPECIALIST,
 SENIOR PLANNER, TRANSACTION & COMMERCIAL PROPERTY SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	41,054	44,169	47,283	53,388	55,108	56,959	58,878	60,859	62,982
Hourly	19.7376	21.2349	22.7324	25.6672	26.4941	27.3840	28.3067	29.2589	30.2799

PUBLIC HEALTH NURSE I

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	41,797	43,612	45,242	46,291	47,787	49,617	50,859	53,069	54,945
Hourly	20.0945	20.9673	21.7508	22.2555	22.9747	23.8545	24.4515	25.5139	26.4160

INFORMATION/TRAINING OFFICER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	45,720	48,835	55,037	56,839	58,761	60,742	62,905	65,124	67,389
Hourly	21.9810	23.4784	26.4603	27.3265	28.2505	29.2027	30.2428	31.3096	32.3987

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
April 1, 2006 (3.0%)

PUBLIC HEALTH NURSE COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	43,133	48,971	50,427	52,034	53,706	55,891	57,799
Hourly	20.7372	23.5438	24.2438	25.0162	25.8203	26.8705	27.7879

PUBLIC HEALTH NURSE II

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	44,882	46,546	47,887	49,374	50,860	53,069	54,945
Hourly	21.5778	22.3778	23.0228	23.7376	24.4517	25.5139	26.4160

EXAMINER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	45,802	48,917	52,031	58,437	60,357
Hourly	22.0201	23.5177	25.0149	28.0948	29.0178

ASSISTANT PROSECUTING ATTORNEY II, FOC ATTORNEY II

	Start	After 1st Year	After 2nd Year
Approx. Annual	45,888	49,002	52,117
Hourly	22.0613	23.5588	25.0563

CLINICAL UTILIZATION COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	45,618	51,613	53,294	55,037	56,839	58,761	60,742
Hourly	21.9316	24.8141	25.6222	26.4603	27.3266	28.2504	29.2027

EPIDEMIOLOGIST, NURSE PRACTITIONER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	48,250	51,365	54,479	57,817	59,668	61,586	63,567	65,691
Hourly	23.1970	24.6945	26.1920	27.7964	28.6864	29.6088	30.5611	31.5821

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:

April 1, 2006 (3.0%)

GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	55,108	56,959	58,878	60,859	63,031
Hourly	26.4941	27.3840	28.3067	29.2589	30.3033

ASSISTANT PROSECUTING ATTORNEY III, FOC ATTORNEY III

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year	After 9th Year
Approx. Annual	53,164	56,279	59,393	66,270	70,142	74,011	77,882	81,753	85,624	88,193
Hourly	25.5598	27.0572	28.5545	31.8605	33.7219	35.5823	37.4435	39.3045	41.1656	42.4005

COMPUTER OPERATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	33,801	39,044	41,003	44,579	45,836	47,440	49,100
Hourly	16.2505	18.7712	19.7130	21.4321	22.0365	22.8077	23.6060

COMPUTER OPERATOR II

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	38,776	44,377	45,747	48,663	50,208	53,605	55,482
Hourly	18.6422	21.3352	21.9938	23.3956	24.1387	25.7718	26.6739

INFORMATION SPECIALIST, PROGRAMMER, PUBLIC HEALTH INFORMATION SYSTEMS TECHNICIAN,
SOLUTION CENTER TECHNICIAN

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	43,610	49,479	51,003	55,108	56,959	58,878	60,859
Hourly	20.9665	23.7880	24.5205	26.4941	27.3840	28.3067	29.2589

ACCOUNTING PROJECT/FINANCIAL SYSTEM SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	49,045	53,647	55,334	59,337	61,325	63,434	65,614
Hourly	23.5795	25.7919	26.6031	28.5274	29.4834	30.4971	31.5454

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
April 1, 2006 (3.0%)

COURT TECHNOLOGY COORDINATOR, SOLUTION CENTER COORDINATOR, SYSTEMS ANALYST, DISTRICT COURT INFORMATION SYSTEMS COORDINATOR, PUBLIC HEALTH INFORMATION SYSTEMS COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	54,479	57,817	59,668	63,567	65,691	67,990	70,370
Hourly	26.1920	27.7964	28.6864	30.5611	31.5821	32.6874	33.8315

NETWORK COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	58,742	60,723	62,886	67,389	69,851	72,296	74,827
Hourly	28.2414	29.1938	30.2338	32.3985	33.5824	34.7577	35.9744

DATABASE ADMINISTRATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year
Approx. Annual	74,051	77,389	80,097	82,901
Hourly	35.6016	37.2062	38.5084	39.8563

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
April 1, 2007 (3.0%)

KENNEL ATTENDANT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	24,309	27,517	30,724	35,864	36,786	37,713	38,692	39,738
Hourly	11.6869	13.2292	14.7713	17.2421	17.6855	18.1313	18.6019	19.1049

ANIMAL CONTROL OFFICER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	26,967	30,175	33,383	38,692	39,738	40,848	42,018	43,164
Hourly	12.9648	14.5072	16.0495	18.6019	19.1047	19.6385	20.2009	20.7517

ENVIRONMENTAL HEALTH TECHNICIAN

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	28,399	31,607	34,602	39,987	41,040	42,152	43,330	44,506	45,804
Hourly	13.6534	15.1957	16.6354	19.2247	19.7309	20.2656	20.8319	21.3971	22.0212

EMERGENCY MANAGEMENT SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	28,399	31,607	34,815	40,215	42,233	43,394	44,617	45,916	47,211
Hourly	13.6534	15.1957	16.7380	19.3342	20.3045	20.8624	21.4506	22.0752	22.6974

NUTRITIONIST I

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	31,369	34,578	37,785	43,051	44,921	46,599	47,681	49,221	51,106
Hourly	15.0814	16.6239	18.1661	20.6974	21.5964	22.4034	22.9234	23.6639	24.5701

MAPPING TECHNICIAN

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	32,537	35,745	38,953	44,617	45,916	47,211	48,641	50,076	51,646
Hourly	15.6430	17.1851	18.7276	21.4506	22.0751	22.6976	23.3849	24.0748	24.8298

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
April 1, 2007 (3.0%)

PRINTER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	33,362	36,571	39,779	45,437	46,732	48,033	49,455	50,938	52,487
Hourly	16.0396	17.5822	19.1247	21.8445	22.4673	23.0929	23.7764	24.4896	25.2342

DEFENDER ADMINISTRATOR SPECIALIST, DRUG COURT SPECIALIST, PARK NATURALIST, PARK RANGER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	33,523	36,731	39,939	45,709	47,119	48,590	50,123	51,715	53,428
Hourly	16.1167	17.6592	19.2015	21.9753	22.6536	23.3604	24.0975	24.8629	25.6867

PROSECUTING ATTORNEY TRAINEE

	Start
Approx. Annual	34,773
Hourly	16.7176

ENVIRONMENTAL HEALTH SANITARIAN, FOOD OPERATIONS COORDINATOR, HEALTH EDUCATOR, NUTRITIONIST II

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	35,662	38,871	42,078	47,942	49,324	50,855	52,385	54,661	56,594
Hourly	17.1453	18.6879	20.2299	23.0491	23.7135	24.4497	25.1853	26.2793	27.2085

EMERGENCY MANAGEMENT PROGRAM COORDINATOR, EQUAL OPPORTUNITY SPECIALIST, MEDICAL TECHNOLOGIST,
 PUBLIC HEALTH PROGRAM COORDINATOR, LAND FORECLOSURE SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	36,192	39,400	42,609	48,506	49,990	51,536	53,143	54,875	56,669
Hourly	17.4000	18.9424	20.4849	23.3202	24.0338	24.7771	25.5495	26.3820	27.2447

RAILROAD SHOP MECHANIC

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	36,211	39,419	42,627	48,525	50,008	51,557	53,162	54,894	55,894
Hourly	17.4091	18.9514	20.4936	23.3293	24.0424	24.7870	25.5585	26.3913	26.8719

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
April 1, 2007 (3.0%)

ACCOUNTANT, GROUP SALES COORDINATOR, HORTICULTURIST, PROPERTY DESCRIPTION TECHNICIAN,
 RAILROAD SECTION LEADER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	36,211	39,419	42,626	48,525	50,009	51,557	53,162	54,894	56,689
Hourly	17.4091	18.9513	20.4935	23.3294	24.0426	24.7870	25.5585	26.3913	27.2541

BUYER, VEHICLE POOL ADMINISTRATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year	After 9th Year
Approx. Annual	36,211	39,419	42,626	48,525	50,009	51,557	53,162	54,894	56,689	58,279
Hourly	17.4091	18.9513	20.4935	23.3294	24.0426	24.7870	25.5585	26.3913	27.2541	28.0186

FACILITY TRAINER COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	37,586	40,794	44,002	49,990	51,536	53,143	54,875	56,669	58,526
Hourly	18.0701	19.6123	21.1548	24.0338	24.7771	25.5495	26.3820	27.2447	28.1373

ASSOCIATE PLANNER, DRAIN ASSESSOR, FRIEND OF THE COURT ACCOUNTANT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	37,668	40,875	44,084	50,076	51,645	53,279	54,989	56,761	58,668
Hourly	18.1094	19.6516	21.1940	24.0748	24.8295	25.6150	26.4372	27.2889	28.2056

ENVIRONMENTAL HEALTH COORDINATOR, HEALTH EDUCATION COORDINATOR, NUTRITIONIST COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	38,011	41,219	44,427	50,440	51,940	53,595	55,317	57,567	59,533
Hourly	18.2747	19.8170	21.3593	24.2501	24.9711	25.7667	26.5949	27.6766	28.6215

MASTER MECHANIC, RAILROAD RESTORATION AND CONSTRUCTION APPRENTICE

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	39,653	42,862	46,069	49,990	51,536	53,143	54,875	56,669
Hourly	19.0640	20.6065	22.1485	24.0338	24.7771	25.5495	26.3820	27.2447

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
April 1, 2007 (3.0%)

ASSISTANT PROSECUTING ATTORNEY I, FOC ATTORNEY I

	Start	After 1st Year	After 2nd Year
Approx. Annual	39,768	42,977	46,185
Hourly	19.1194	20.6618	22.2041

GEOGRAPHIC INFORMATION SYSTEMS TECHNICIAN

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	40,876	44,084	50,075	51,646	53,279	54,989	56,761	58,668
Hourly	19.6517	21.1940	24.0746	24.8296	25.6151	26.4372	27.2890	28.2056

FINANCIAL AFFAIRS OFFICER, REHABILITATION INSPECTOR, REHABILITATION INTAKE INSPECTOR, TAX REVERSION COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	40,570	43,778	46,986	53,162	54,893	56,689	58,545	60,524	62,564
Hourly	19.5048	21.0473	22.5895	25.5585	26.3909	27.2541	28.1464	29.0979	30.0788

COMMUNITY HEALTH ANALYST, PARKS MARKETING SPECIALIST, RECREATION PROGRAM SPECIALIST,
 SENIOR PLANNER, TRANSACTION & COMMERCIAL PROPERTY SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	42,286	45,494	48,702	54,989	56,761	58,667	60,644	62,684	64,872
Hourly	20.3297	21.8719	23.4144	26.4372	27.2889	28.2055	29.1559	30.1367	31.1883

PUBLIC HEALTH NURSE I

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	43,050	44,920	46,599	47,680	49,221	51,106	52,385	54,661	56,594
Hourly	20.6973	21.5963	22.4033	22.9232	23.6639	24.5701	25.1850	26.2793	27.2085

INFORMATION/TRAINING OFFICER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	47,092	50,300	56,689	58,544	60,524	62,564	64,792	67,078	69,411
Hourly	22.6404	24.1828	27.2541	28.1463	29.0980	30.0788	31.1501	32.2489	33.3707

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
April 1, 2007 (3.0%)

PUBLIC HEALTH NURSE COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	44,427	50,440	51,940	53,595	55,317	57,567	59,533
Hourly	21.3593	24.2501	24.9711	25.7667	26.5949	27.6766	28.6215

PUBLIC HEALTH NURSE II

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	46,228	47,942	49,324	50,855	52,385	54,661	56,594
Hourly	22.2251	23.0491	23.7135	24.4497	25.1853	26.2793	27.2085

EXAMINER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	47,176	50,384	53,592	60,190	62,168
Hourly	22.6807	24.2232	25.7653	28.9376	29.8883

ASSISTANT PROSECUTING ATTORNEY II, FOC ATTORNEY II

	Start	After 1st Year	After 2nd Year
Approx. Annual	47,264	50,472	53,681
Hourly	22.7231	24.2656	25.8080

CLINICAL UTILIZATION COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	46,986	53,162	54,893	56,689	58,545	60,524	62,564
Hourly	22.5895	25.5585	26.3909	27.2541	28.1464	29.0979	30.0788

EPIDEMIOLOGIST, NURSE PRACTITIONER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	49,697	52,905	56,114	59,551	61,458	63,434	65,474	67,662
Hourly	23.8929	25.4353	26.9778	28.6303	29.5470	30.4971	31.4779	32.5296

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
April 1, 2007 (3.0%)

GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	56,761	58,667	60,644	62,684	64,922
Hourly	27.2889	28.2055	29.1559	30.1367	31.2124

ASSISTANT PROSECUTING ATTORNEY III, FOC ATTORNEY III

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year	After 9th Year
Approx. Annual	54,759	57,967	61,175	68,258	72,246	76,232	80,219	84,206	88,193	90,839
Hourly	26.3266	27.8689	29.4111	32.8163	34.7336	36.6498	38.5668	40.4836	42.4006	43.6725

COMPUTER OPERATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	34,815	40,215	42,233	45,916	47,211	48,863	50,574
Hourly	16.7380	19.3343	20.3044	22.0751	22.6976	23.4919	24.3142

COMPUTER OPERATOR II

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	39,939	45,709	47,119	50,123	51,715	55,214	57,146
Hourly	19.2015	21.9753	22.6536	24.0975	24.8629	26.5450	27.4741

INFORMATION SPECIALIST, PROGRAMMER, PUBLIC HEALTH INFORMATION SYSTEMS TECHNICIAN,
 SOLUTION CENTER TECHNICIAN

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	44,919	50,963	52,533	56,761	58,667	60,644	62,684
Hourly	21.5955	24.5016	25.2561	27.2889	28.2055	29.1559	30.1367

ACCOUNTING PROJECT/FINANCIAL SYSTEM SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	50,517	55,257	56,994	61,117	63,165	65,337	67,583
Hourly	24.2869	26.5657	27.4012	29.3832	30.3679	31.4120	32.4918

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
April 1, 2007 (3.0%)

COURT TECHNOLOGY COORDINATOR, SOLUTION CENTER COORDINATOR, SYSTEMS ANALYST, DISTRICT COURT
 INFORMATION SYSTEMS COORDINATOR, PUBLIC HEALTH INFORMATION SYSTEMS COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	56,114	59,551	61,458	65,474	67,662	70,029	72,481
Hourly	26.9778	28.6303	29.5470	31.4779	32.5296	33.6680	34.8464

NETWORK COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	60,504	62,545	64,773	69,411	71,947	74,465	77,071
Hourly	29.0886	30.0696	31.1408	33.3705	34.5899	35.8004	37.0536

DATABASE ADMINISTRATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year
Approx. Annual	76,273	79,711	82,500	85,388
Hourly	36.6696	38.3224	39.6637	41.0520

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
April 1, 2008 (2.5%)

KENNEL ATTENDANT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	24,917	28,205	31,492	36,760	37,705	38,656	39,659	40,732
Hourly	11.9791	13.5599	15.1406	17.6732	18.1276	18.5846	19.0669	19.5825

ANIMAL CONTROL OFFICER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	27,641	30,929	34,217	39,659	40,731	41,869	43,068	44,243
Hourly	13.2889	14.8699	16.4507	19.0669	19.5823	20.1295	20.7059	21.2705

ENVIRONMENTAL HEALTH TECHNICIAN

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	29,109	32,397	35,467	40,987	42,066	43,206	44,414	45,619	46,949
Hourly	13.9947	15.5756	17.0513	19.7053	20.2242	20.7722	21.3527	21.9320	22.5717

EMERGENCY MANAGEMENT SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	29,109	32,397	35,686	41,221	43,289	44,479	45,733	47,064	48,391
Hourly	13.9947	15.5756	17.1565	19.8176	20.8121	21.3840	21.9869	22.6271	23.2648

NUTRITIONIST I

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	32,153	35,442	38,730	44,127	46,044	47,764	48,873	50,451	52,384
Hourly	15.4584	17.0395	18.6203	21.2148	22.1363	22.9635	23.4965	24.2555	25.1844

MAPPING TECHNICIAN

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	33,351	36,639	39,927	45,733	47,064	48,391	49,857	51,328	52,937
Hourly	16.0341	17.6147	19.1958	21.9869	22.6270	23.2650	23.9695	24.6767	25.4505

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
April 1, 2008 (2.5%)

PRINTER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	34,196	37,485	40,774	46,572	47,900	49,234	50,691	52,212	53,799
Hourly	16.4406	18.0218	19.6028	22.3906	23.0290	23.6702	24.3708	25.1018	25.8651

DEFENDER ADMINISTRATOR SPECIALIST, DRUG COURT SPECIALIST, PARK NATURALIST, PARK RANGER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	34,361	37,649	40,938	46,851	48,297	49,804	51,376	53,008	54,764
Hourly	16.5196	18.1007	19.6815	22.5247	23.2199	23.9444	24.6999	25.4845	26.3289

PROSECUTING ATTORNEY TRAINEE

	Start
Approx. Annual	35,642
Hourly	17.1355

ENVIRONMENTAL HEALTH SANITARIAN, FOOD OPERATIONS COORDINATOR, HEALTH EDUCATOR, NUTRITIONIST II

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	36,554	39,843	43,130	49,141	50,557	52,127	53,695	56,028	58,008
Hourly	17.5739	19.1551	20.7356	23.6253	24.3063	25.0609	25.8149	26.9363	27.8887

EMERGENCY MANAGEMENT PROGRAM COORDINATOR, EQUAL OPPORTUNITY SPECIALIST, MEDICAL TECHNOLOGIST,
 PUBLIC HEALTH PROGRAM COORDINATOR, LAND FORECLOSURE SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	37,097	40,385	43,674	49,719	51,240	52,825	54,471	56,247	58,086
Hourly	17.8350	19.4160	20.9970	23.9032	24.6346	25.3965	26.1882	27.0416	27.9258

RAILROAD SHOP MECHANIC

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	37,116	40,404	43,692	49,738	51,258	52,846	54,491	56,266	57,291
Hourly	17.8443	19.4252	21.0059	23.9125	24.6435	25.4067	26.1975	27.0511	27.5437

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
April 1, 2008 (2.5%)

ACCOUNTANT, GROUP SALES COORDINATOR, HORTICULTURIST, PROPERTY DESCRIPTION TECHNICIAN,
 RAILROAD SECTION LEADER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	37,116	40,404	43,692	49,738	51,259	52,846	54,491	56,266	58,106
Hourly	17.8443	19.4251	21.0058	23.9126	24.6437	25.4067	26.1975	27.0511	27.9355

BUYER, VEHICLE POOL ADMINISTRATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year	After 9th Year
Approx. Annual	37,116	40,404	43,692	49,738	51,259	52,846	54,491	56,266	58,106	59,736
Hourly	17.8443	19.4251	21.0058	23.9126	24.6437	25.4067	26.1975	27.0511	27.9355	28.7191

FACILITY TRAINER COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	38,526	41,813	45,102	51,240	52,825	54,471	56,247	58,086	59,989
Hourly	18.5219	20.1026	21.6837	24.6346	25.3965	26.1882	27.0416	27.9258	28.8407

ASSOCIATE PLANNER, DRAIN ASSESSOR, FRIEND OF THE COURT ACCOUNTANT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	38,609	41,897	45,186	51,328	52,936	54,611	56,364	58,180	60,134
Hourly	18.5621	20.1429	21.7239	24.6767	25.4502	26.2554	27.0981	27.9711	28.9107

ENVIRONMENTAL HEALTH COORDINATOR, HEALTH EDUCATION COORDINATOR, NUTRITIONIST COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	38,962	42,250	45,538	51,701	53,238	54,935	56,700	59,006	61,021
Hourly	18.7316	20.3124	21.8933	24.8564	25.5954	26.4109	27.2598	28.3685	29.3370

MASTER MECHANIC, RAILROAD RESTORATION AND CONSTRUCTION APPRENTICE

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	40,644	43,933	47,221	51,240	52,825	54,471	56,247	58,086
Hourly	19.5406	21.1217	22.7022	24.6346	25.3965	26.1882	27.0416	27.9258

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
April 1, 2008 (2.5%)

ASSISTANT PROSECUTING ATTORNEY I, FOC ATTORNEY I

	Start	After 1st Year	After 2nd Year
Approx. Annual	40,763	44,051	47,339
Hourly	19.5974	21.1783	22.7592

GEOGRAPHIC INFORMATION SYSTEMS TECHNICIAN

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	41,897	45,186	51,327	52,937	54,611	56,364	58,180	60,134
Hourly	20.1430	21.7239	24.6765	25.4503	26.2555	27.0981	27.9712	28.9107

FINANCIAL AFFAIRS OFFICER, REHABILITATION INSPECTOR, REHABILITATION INTAKE INSPECTOR, TAX REVERSION COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	41,584	44,873	48,161	54,491	56,265	58,106	60,008	62,037	64,128
Hourly	19.9924	21.5735	23.1542	26.1975	27.0507	27.9355	28.8501	29.8253	30.8308

COMMUNITY HEALTH ANALYST, PARKS MARKETING SPECIALIST, RECREATION PROGRAM SPECIALIST,
 SENIOR PLANNER, TRANSACTION & COMMERCIAL PROPERTY SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	43,343	46,631	49,920	56,364	58,180	60,134	62,160	64,251	66,493
Hourly	20.8379	22.4187	23.9998	27.0981	27.9711	28.9106	29.8848	30.8901	31.9680

PUBLIC HEALTH NURSE I

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	44,127	46,043	47,764	48,872	50,451	52,384	53,694	56,028	58,008
Hourly	21.2147	22.1362	22.9634	23.4963	24.2555	25.1844	25.8146	26.9363	27.8887

INFORMATION/TRAINING OFFICER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	48,269	51,558	58,106	60,008	62,037	64,128	66,412	68,755	71,146
Hourly	23.2064	24.7874	27.9355	28.8500	29.8255	30.8308	31.9289	33.0551	34.2050

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:

April 1, 2008 (2.5%)

PUBLIC HEALTH NURSE COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	45,538	51,701	53,238	54,935	56,700	59,006	61,021
Hourly	21.8933	24.8564	25.5954	26.4109	27.2598	28.3685	29.3370

PUBLIC HEALTH NURSE II

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	47,384	49,141	50,557	52,127	53,695	56,028	58,008
Hourly	22.7807	23.6253	24.3063	25.0609	25.8149	26.9363	27.8887

EXAMINER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	48,355	51,644	54,932	61,695	63,722
Hourly	23.2477	24.8288	26.4094	29.6610	30.6355

ASSISTANT PROSECUTING ATTORNEY II, FOC ATTORNEY II

	Start	After 1st Year	After 2nd Year
Approx. Annual	48,446	51,734	55,023
Hourly	23.2912	24.8722	26.4532

CLINICAL UTILIZATION COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	48,161	54,491	56,265	58,106	60,008	62,037	64,128
Hourly	23.1542	26.1975	27.0507	27.9355	28.8501	29.8253	30.8308

EPIDEMIOLOGIST, NURSE PRACTITIONER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	50,940	54,228	57,517	61,040	62,994	65,020	67,111	69,353
Hourly	24.4902	26.0712	27.6522	29.3461	30.2857	31.2595	32.2648	33.3428

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
 April 1, 2008 (2.5%)

GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	58,180	60,134	62,160	64,251	66,545
Hourly	27.9711	28.9106	29.8848	30.8901	31.9927

ASSISTANT PROSECUTING ATTORNEY III, FOC ATTORNEY III

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year	After 9th Year
Approx. Annual	56,128	59,416	62,705	69,964	74,052	78,137	82,224	86,311	90,398	93,110
Hourly	26.9848	28.5656	30.1464	33.6367	35.6019	37.5660	39.5310	41.4957	43.4606	44.7643

COMPUTER OPERATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	35,686	41,221	43,289	47,064	48,391	50,085	51,838
Hourly	17.1565	19.8177	20.8120	22.6270	23.2650	24.0792	24.9221

COMPUTER OPERATOR II

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	40,938	46,851	48,297	51,376	53,008	56,594	58,575
Hourly	19.6815	22.5247	23.2199	24.6999	25.4845	27.2086	28.1610

INFORMATION SPECIALIST, PROGRAMMER, PUBLIC HEALTH INFORMATION SYSTEMS TECHNICIAN,
 SOLUTION CENTER TECHNICIAN

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	46,042	52,237	53,846	58,180	60,134	62,160	64,251
Hourly	22.1354	25.1141	25.8875	27.9711	28.9106	29.8848	30.8901

ACCOUNTING PROJECT/FINANCIAL SYSTEM SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	51,780	56,638	58,419	62,645	64,744	66,970	69,273
Hourly	24.8941	27.2298	28.0862	30.1178	31.1271	32.1973	33.3041

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
April 1, 2008 (2.5%)

COURT TECHNOLOGY COORDINATOR, SOLUTION CENTER COORDINATOR, SYSTEMS ANALYST, DISTRICT COURT
 INFORMATION SYSTEMS COORDINATOR, PUBLIC HEALTH INFORMATION SYSTEMS COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	57,517	61,040	62,994	67,111	69,353	71,780	74,293
Hourly	27.6522	29.3461	30.2857	32.2648	33.3428	34.5097	35.7176

NETWORK COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	62,017	64,108	66,392	71,146	73,746	76,326	78,998
Hourly	29.8158	30.8213	31.9193	34.2048	35.4546	36.6954	37.9799

DATABASE ADMINISTRATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year
Approx. Annual	78,180	81,703	84,563	87,523
Hourly	37.5863	39.2805	40.6553	42.0783

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
April 1, 2009 (2.5%)

KENNEL ATTENDANT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	25,539	28,910	32,280	37,679	38,648	39,622	40,651	41,750
Hourly	12.2786	13.8989	15.5191	18.1150	18.5808	19.0492	19.5436	20.0721

ANIMAL CONTROL OFFICER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	28,332	31,703	35,073	40,651	41,750	42,916	44,145	45,349
Hourly	13.6211	15.2416	16.8620	19.5436	20.0719	20.6327	21.2235	21.8023

ENVIRONMENTAL HEALTH TECHNICIAN

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	29,837	33,207	36,353	42,012	43,118	44,286	45,524	46,759	48,123
Hourly	14.3446	15.9650	17.4776	20.1979	20.7298	21.2915	21.8865	22.4803	23.1360

EMERGENCY MANAGEMENT SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	29,837	33,207	36,578	42,251	44,371	45,591	46,876	48,241	49,601
Hourly	14.3446	15.9650	17.5854	20.3130	21.3324	21.9186	22.5366	23.1928	23.8464

NUTRITIONIST I

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	32,957	36,328	39,698	45,230	47,195	48,958	50,095	51,713	53,693
Hourly	15.8449	17.4655	19.0858	21.7452	22.6897	23.5376	24.0839	24.8619	25.8140

MAPPING TECHNICIAN

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	34,185	37,555	40,925	46,876	48,241	49,601	51,103	52,611	54,261
Hourly	16.4350	18.0551	19.6757	22.5366	23.1927	23.8466	24.5687	25.2936	26.0868

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
April 1, 2009 (2.5%)

PRINTER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	35,051	38,422	41,793	47,737	49,098	50,465	51,959	53,517	55,144
Hourly	16.8516	18.4723	20.0929	22.9504	23.6047	24.2620	24.9801	25.7293	26.5117

DEFENDER ADMINISTRATOR SPECIALIST, DRUG COURT SPECIALIST, PARK NATURALIST, PARK RANGER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	35,220	38,591	41,961	48,023	49,505	51,049	52,660	54,333	56,133
Hourly	16.9326	18.5532	20.1735	23.0878	23.8004	24.5430	25.3174	26.1216	26.9871

PROSECUTING ATTORNEY TRAINEE

	Start
Approx. Annual	36,533
Hourly	17.5639

ENVIRONMENTAL HEALTH SANITARIAN, FOOD OPERATIONS COORDINATOR, HEALTH EDUCATOR, NUTRITIONIST II

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	37,467	40,839	44,208	50,369	51,821	53,430	55,037	57,428	59,459
Hourly	18.0132	19.6340	21.2540	24.2159	24.9140	25.6874	26.4603	27.6097	28.5859

EMERGENCY MANAGEMENT PROGRAM COORDINATOR, EQUAL OPPORTUNITY SPECIALIST, MEDICAL TECHNOLOGIST,
 PUBLIC HEALTH PROGRAM COORDINATOR, LAND FORECLOSURE SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	38,024	41,395	44,766	50,962	52,521	54,145	55,833	57,653	59,538
Hourly	18.2809	19.9014	21.5219	24.5008	25.2505	26.0314	26.8429	27.7176	28.6239

RAILROAD SHOP MECHANIC

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	38,044	41,414	44,784	50,981	52,540	54,167	55,853	57,673	58,723
Hourly	18.2904	19.9108	21.5310	24.5103	25.2596	26.0419	26.8524	27.7274	28.2323

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
April 1, 2009 (2.5%)

ACCOUNTANT, GROUP SALES COORDINATOR, HORTICULTURIST, PROPERTY DESCRIPTION TECHNICIAN,
 RAILROAD SECTION LEADER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	38,044	41,414	44,784	50,982	52,540	54,167	55,853	57,673	59,559
Hourly	18.2904	19.9107	21.5309	24.5104	25.2598	26.0419	26.8524	27.7274	28.6339

BUYER, VEHICLE POOL ADMINISTRATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year	After 9th Year
Approx. Annual	38,044	41,414	44,784	50,982	52,540	54,167	55,853	57,673	59,559	61,229
Hourly	18.2904	19.9107	21.5309	24.5104	25.2598	26.0419	26.8524	27.7274	28.6339	29.4371

FACILITY TRAINER COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	39,489	42,859	46,230	52,521	54,145	55,833	57,653	59,538	61,488
Hourly	18.9849	20.6052	22.2258	25.2505	26.0314	26.8429	27.7176	28.6239	29.5617

ASSOCIATE PLANNER, DRAIN ASSESSOR, FRIEND OF THE COURT ACCOUNTANT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	39,574	42,945	46,315	52,611	54,260	55,977	57,773	59,634	61,638
Hourly	19.0262	20.6465	22.2670	25.2936	26.0865	26.9118	27.7756	28.6704	29.6335

ENVIRONMENTAL HEALTH COORDINATOR, HEALTH EDUCATION COORDINATOR, NUTRITIONIST COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	39,936	43,306	46,676	52,994	54,569	56,308	58,118	60,482	62,546
Hourly	19.1999	20.8202	22.4406	25.4778	26.2353	27.0712	27.9413	29.0777	30.0704

MASTER MECHANIC, RAILROAD RESTORATION AND CONSTRUCTION APPRENTICE

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	41,661	45,031	48,401	52,521	54,145	55,833	57,653	59,538
Hourly	20.0291	21.6497	23.2698	25.2505	26.0314	26.8429	27.7176	28.6239

The first full pay period following:
April 1, 2009 (2.5%)

ASSISTANT PROSECUTING ATTORNEY I, FOC ATTORNEY I

	Start	After 1st Year	After 2nd Year
Approx. Annual	41,782	45,152	48,523
Hourly	20.0873	21.7078	23.3282

GEOGRAPHIC INFORMATION SYSTEMS TECHNICIAN

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	42,945	46,315	52,610	54,260	55,977	57,773	59,635	61,638
Hourly	20.6466	22.2670	25.2934	26.0866	26.9119	27.7756	28.6705	29.6335

FINANCIAL AFFAIRS OFFICER, REHABILITATION INSPECTOR, REHABILITATION INTAKE INSPECTOR, TAX REVERSION COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	42,624	45,995	49,365	55,853	57,672	59,559	61,509	63,587	65,731
Hourly	20.4922	22.1128	23.7331	26.8524	27.7270	28.6339	29.5714	30.5709	31.6016

**COMMUNITY HEALTH ANALYST, PARKS MARKETING SPECIALIST, RECREATION PROGRAM SPECIALIST,
 SENIOR PLANNER, TRANSACTION & COMMERCIAL PROPERTY SPECIALIST**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	44,426	47,797	51,168	57,773	59,634	61,637	63,714	65,858	68,156
Hourly	21.3588	22.9792	24.5998	27.7756	28.6704	29.6334	30.6319	31.6624	32.7672

PUBLIC HEALTH NURSE I

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	45,230	47,194	48,958	50,094	51,713	53,693	55,037	57,428	59,459
Hourly	21.7451	22.6896	23.5375	24.0837	24.8619	25.8140	26.4600	27.6097	28.5859

INFORMATION/TRAINING OFFICER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	49,476	52,847	59,559	61,508	63,588	65,731	68,072	70,474	72,925
Hourly	23.7866	25.4071	28.6339	29.5713	30.5711	31.6016	32.7271	33.8815	35.0601

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
April 1, 2009 (2.5%)

PUBLIC HEALTH NURSE COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	46,676	52,994	54,569	56,308	58,118	60,482	62,546
Hourly	22.4406	25.4778	26.2353	27.0712	27.9413	29.0777	30.0704

PUBLIC HEALTH NURSE II

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	48,568	50,369	51,821	53,430	55,037	57,428	59,459
Hourly	23.3502	24.2159	24.9140	25.6874	26.4603	27.6097	28.5859

EXAMINER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	49,564	52,935	56,305	63,237	65,315
Hourly	23.8289	25.4495	27.0696	30.4025	31.4014

ASSISTANT PROSECUTING ATTORNEY II, FOC ATTORNEY II

	Start	After 1st Year	After 2nd Year
Approx. Annual	49,657	53,028	56,398
Hourly	23.8735	25.4940	27.1145

CLINICAL UTILIZATION COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	49,365	55,853	57,672	59,559	61,509	63,587	65,731
Hourly	23.7331	26.8524	27.7270	28.6339	29.5714	30.5709	31.6016

EPIDEMIOLOGIST, NURSE PRACTITIONER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	52,213	55,584	58,954	62,566	64,569	66,645	68,789	71,087
Hourly	25.1025	26.7230	28.3435	30.0798	31.0428	32.0410	33.0714	34.1764

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
April 1, 2009 (2.5%)

GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	59,634	61,637	63,714	65,858	68,208
Hourly	28.6704	29.6334	30.6319	31.6624	32.7925

ASSISTANT PROSECUTING ATTORNEY III, FOC ATTORNEY III

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year	After 9th Year
Approx. Annual	57,532	60,902	64,272	71,713	75,903	80,091	84,280	88,469	92,658	95,437
Hourly	27.6594	29.2797	30.9001	34.4776	36.4919	38.5052	40.5193	42.5331	44.5471	45.8834

COMPUTER OPERATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	36,578	42,251	44,371	48,241	49,601	51,337	53,134
Hourly	17.5854	20.3131	21.3323	23.1927	23.8466	24.6812	25.5452

COMPUTER OPERATOR II

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	41,961	48,023	49,505	52,660	54,333	58,009	60,039
Hourly	20.1735	23.0878	23.8004	25.3174	26.1216	27.8888	28.8650

INFORMATION SPECIALIST, PROGRAMMER, PUBLIC HEALTH INFORMATION SYSTEMS TECHNICIAN,
 SOLUTION CENTER TECHNICIAN

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	47,193	53,543	55,192	59,634	61,637	63,714	65,858
Hourly	22.6888	25.7420	26.5347	28.6704	29.6334	30.6319	31.6624

ACCOUNTING PROJECT/FINANCIAL SYSTEM SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	53,074	58,054	59,880	64,211	66,363	68,645	71,004
Hourly	25.5165	27.9105	28.7884	30.8707	31.9053	33.0022	34.1367

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

*The first full pay period following:
April 1, 2009 (2.5%)*

COURT TECHNOLOGY COORDINATOR, SOLUTION CENTER COORDINATOR, SYSTEMS ANALYST, DISTRICT COURT INFORMATION SYSTEMS COORDINATOR, PUBLIC HEALTH INFORMATION SYSTEMS COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	58,954	62,566	64,569	68,789	71,087	73,575	76,150
Hourly	28.3435	30.0798	31.0428	33.0714	34.1764	35.3724	36.6105

NETWORK COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	63,567	65,711	68,052	72,925	75,589	78,235	80,973
Hourly	30.5612	31.5918	32.7173	35.0599	36.3410	37.6128	38.9294

DATABASE ADMINISTRATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year
Approx. Annual	80,134	83,746	86,677	89,711
Hourly	38.5260	40.2625	41.6717	43.1303

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
April 1, 2010 (2.5%)

KENNEL ATTENDANT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	26,178	29,633	33,087	38,621	39,614	40,613	41,667	42,794
Hourly	12.5856	14.2464	15.9071	18.5679	19.0453	19.5254	20.0322	20.5739

ANIMAL CONTROL OFFICER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	29,040	32,495	35,950	41,667	42,793	43,989	45,249	46,483
Hourly	13.9616	15.6226	17.2836	20.0322	20.5737	21.1485	21.7541	22.3474

ENVIRONMENTAL HEALTH TECHNICIAN

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	30,583	34,037	37,262	43,062	44,196	45,394	46,662	47,928	49,326
Hourly	14.7032	16.3641	17.9145	20.7028	21.2480	21.8238	22.4337	23.0423	23.7144

EMERGENCY MANAGEMENT SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	30,583	34,037	37,492	43,307	45,481	46,731	48,048	49,447	50,841
Hourly	14.7032	16.3641	18.0250	20.8208	21.8657	22.4666	23.1000	23.7726	24.4426

NUTRITIONIST I

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	33,781	37,236	40,691	46,361	48,374	50,182	51,347	53,005	55,036
Hourly	16.2410	17.9021	19.5629	22.2888	23.2569	24.1260	24.6860	25.4834	26.4594

MAPPING TECHNICIAN

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	35,039	38,494	41,949	48,048	49,447	50,841	52,380	53,926	55,617
Hourly	16.8459	18.5065	20.1676	23.1000	23.7725	24.4428	25.1829	25.9259	26.7390

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
April 1, 2010 (2.5%)

PRINTER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	35,928	39,383	42,838	48,930	50,325	51,727	53,258	54,855	56,523
Hourly	17.2729	18.9341	20.5952	23.5242	24.1948	24.8686	25.6046	26.3725	27.1745

DEFENDER ADMINISTRATOR SPECIALIST, DRUG COURT SPECIALIST, PARK NATURALIST, PARK RANGER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	36,100	39,555	43,010	49,223	50,742	52,326	53,977	55,691	57,537
Hourly	17.3559	19.0170	20.6778	23.6650	24.3954	25.1566	25.9503	26.7746	27.6618

PROSECUTING ATTORNEY TRAINEE

	Start
Approx. Annual	37,446
Hourly	18.0030

ENVIRONMENTAL HEALTH SANITARIAN, FOOD OPERATIONS COORDINATOR, HEALTH EDUCATOR, NUTRITIONIST II

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	38,404	41,860	45,314	51,628	53,117	54,766	56,413	58,864	60,945
Hourly	18.4635	20.1249	21.7854	24.8213	25.5369	26.3296	27.1218	28.2999	29.3005

EMERGENCY MANAGEMENT PROGRAM COORDINATOR, EQUAL OPPORTUNITY SPECIALIST, MEDICAL TECHNOLOGIST,
PUBLIC HEALTH PROGRAM COORDINATOR, LAND FORECLOSURE SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	38,975	42,430	45,885	52,236	53,834	55,499	57,229	59,094	61,026
Hourly	18.7379	20.3989	22.0599	25.1133	25.8818	26.6822	27.5140	28.4105	29.3395

RAILROAD SHOP MECHANIC

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	38,995	42,450	45,904	52,256	53,853	55,521	57,249	59,115	60,191
Hourly	18.7477	20.4086	22.0693	25.1231	25.8911	26.6929	27.5237	28.4206	28.9381

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
April 1, 2010 (2.5%)

**ACCOUNTANT, GROUP SALES COORDINATOR, HORTICULTURIST, PROPERTY DESCRIPTION TECHNICIAN,
RAILROAD SECTION LEADER**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	38,995	42,450	45,904	52,256	53,854	55,521	57,249	59,115	61,047
Hourly	18.7477	20.4085	22.0692	25.1232	25.8913	26.6929	27.5237	28.4206	29.3497

BUYER, VEHICLE POOL ADMINISTRATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year	After 9th Year
Approx. Annual	38,995	42,450	45,904	52,256	53,854	55,521	57,249	59,115	61,047	62,760
Hourly	18.7477	20.4085	22.0692	25.1232	25.8913	26.6929	27.5237	28.4206	29.3497	30.1730

FACILITY TRAINER COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	40,476	43,930	47,385	53,834	55,499	57,229	59,094	61,026	63,025
Hourly	19.4595	21.1203	22.7814	25.8818	26.6822	27.5140	28.4105	29.3395	30.3007

ASSOCIATE PLANNER, DRAIN ASSESSOR, FRIEND OF THE COURT ACCOUNTANT

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	40,564	44,018	47,473	53,926	55,616	57,376	59,218	61,125	63,179
Hourly	19.5019	21.1627	22.8237	25.9259	26.7387	27.5846	28.4700	29.3872	30.3743

ENVIRONMENTAL HEALTH COORDINATOR, HEALTH EDUCATION COORDINATOR, NUTRITIONIST COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	40,934	44,389	47,843	54,319	55,934	57,716	59,571	61,994	64,110
Hourly	19.6799	21.3407	23.0016	26.1147	26.8912	27.7480	28.6398	29.8046	30.8222

MASTER MECHANIC, RAILROAD RESTORATION AND CONSTRUCTION APPRENTICE

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	42,702	46,157	49,611	53,834	55,499	57,229	59,094	61,026
Hourly	20.5298	22.1909	23.8515	25.8818	26.6822	27.5140	28.4105	29.3395

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

*The first full pay period following:
April 1, 2010 (2.5%)*

ASSISTANT PROSECUTING ATTORNEY I, FOC ATTORNEY I

	Start	After 1st Year	After 2nd Year
Approx. Annual	42,826	46,281	49,736
Hourly	20.5895	22.2505	23.9114

GEOGRAPHIC INFORMATION SYSTEMS TECHNICIAN

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	44,019	47,473	53,925	55,617	57,376	59,218	61,126	63,179
Hourly	21.1628	22.8237	25.9257	26.7388	27.5847	28.4700	29.3873	30.3743

FINANCIAL AFFAIRS OFFICER, REHABILITATION INSPECTOR, REHABILITATION INTAKE INSPECTOR, TAX REVERSION COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	43,689	47,144	50,599	57,249	59,114	61,047	63,046	65,177	67,375
Hourly	21.0045	22.6656	24.3264	27.5237	28.4202	29.3497	30.3107	31.3352	32.3916

**COMMUNITY HEALTH ANALYST, PARKS MARKETING SPECIALIST, RECREATION PROGRAM SPECIALIST,
SENIOR PLANNER, TRANSACTION & COMMERCIAL PROPERTY SPECIALIST**

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	45,537	48,992	52,447	59,218	61,125	63,178	65,307	67,504	69,860
Hourly	21.8928	23.5537	25.2148	28.4700	29.3872	30.3742	31.3977	32.4540	33.5864

PUBLIC HEALTH NURSE I

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	46,360	48,374	50,182	51,346	53,005	55,036	56,413	58,864	60,945
Hourly	22.2887	23.2568	24.1259	24.6858	25.4834	26.4594	27.1215	28.2999	29.3005

INFORMATION/TRAINING OFFICER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year
Approx. Annual	50,713	54,168	61,047	63,046	65,178	67,375	69,774	72,235	74,748
Hourly	24.3813	26.0423	29.3497	30.3106	31.3354	32.3916	33.5453	34.7285	35.9366

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
April 1, 2010 (2.5%)

PUBLIC HEALTH NURSE COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	47,843	54,319	55,934	57,716	59,571	61,994	64,110
Hourly	23.0016	26.1147	26.8912	27.7480	28.6398	29.8046	30.8222

PUBLIC HEALTH NURSE II

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	49,783	51,628	53,117	54,766	56,413	58,864	60,945
Hourly	23.9340	24.8213	25.5369	26.3296	27.1218	28.2999	29.3005

EXAMINER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	50,803	54,258	57,712	64,818	66,948
Hourly	24.4246	26.0857	27.7463	31.1626	32.1864

ASSISTANT PROSECUTING ATTORNEY II, FOC ATTORNEY II

	Start	After 1st Year	After 2nd Year
Approx. Annual	50,898	54,353	57,808
Hourly	24.4703	26.1314	27.7924

CLINICAL UTILIZATION COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	50,599	57,249	59,114	61,047	63,046	65,177	67,375
Hourly	24.3264	27.5237	28.4202	29.3497	30.3107	31.3352	32.3916

EPIDEMIOLOGIST, NURSE PRACTITIONER

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year
Approx. Annual	53,519	56,973	60,428	64,130	66,183	68,311	70,508	72,864
Hourly	25.7301	27.3911	29.0521	30.8318	31.8189	32.8420	33.8982	35.0308

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:
April 1, 2010 (2.5%)

GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year
Approx. Annual	61,125	63,178	65,307	67,504	69,914
Hourly	29.3872	30.3742	31.3977	32.4540	33.6123

ASSISTANT PROSECUTING ATTORNEY III, FOC ATTORNEY III

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year	After 7th Year	After 8th Year	After 9th Year
Approx. Annual	58,970	62,424	65,879	73,506	77,801	82,093	86,387	90,681	94,974	97,823
Hourly	28.3509	30.0117	31.6726	35.3395	37.4042	39.4678	41.5323	43.5964	45.6608	47.0305

COMPUTER OPERATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	37,492	43,307	45,480	49,447	50,841	52,620	54,462
Hourly	18.0250	20.8209	21.8656	23.7725	24.4428	25.2982	26.1838

COMPUTER OPERATOR II

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	43,010	49,223	50,742	53,977	55,691	59,459	61,540
Hourly	20.6778	23.6650	24.3954	25.9503	26.7746	28.5860	29.5866

INFORMATION SPECIALIST, PROGRAMMER, PUBLIC HEALTH INFORMATION SYSTEMS TECHNICIAN,
 SOLUTION CENTER TECHNICIAN

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	48,372	54,882	56,572	61,125	63,178	65,307	67,504
Hourly	23.2560	26.3856	27.1981	29.3872	30.3742	31.3977	32.4540

ACCOUNTING PROJECT/FINANCIAL SYSTEM SPECIALIST

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	54,401	59,505	61,377	65,816	68,022	70,361	72,779
Hourly	26.1544	28.6083	29.5081	31.6425	32.7029	33.8273	34.9901

AFSCME LOCAL 496

CHAPTER 01, PROFESSIONAL/TECHNICAL

The first full pay period following:

April 1, 2010 (2.5%)

COURT TECHNOLOGY COORDINATOR, SOLUTION CENTER COORDINATOR, SYSTEMS ANALYST, DISTRICT COURT INFORMATION SYSTEMS COORDINATOR, PUBLIC HEALTH INFORMATION SYSTEMS COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	60,428	64,130	66,183	70,508	72,864	75,414	78,054
Hourly	29.0521	30.8318	31.8189	33.8982	35.0308	36.2567	37.5258

NETWORK COORDINATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year	After 4th Year	After 5th Year	After 6th Year
Approx. Annual	65,156	67,354	69,753	74,748	77,479	80,190	82,997
Hourly	31.3252	32.3816	33.5352	35.9364	37.2495	38.5531	39.9026

DATABASE ADMINISTRATOR

	Start	After 1st Year	After 2nd Year	After 3rd Year
Approx. Annual	82,138	85,840	88,844	91,954
Hourly	39.4892	41.2691	42.7135	44.2086

HOSPITAL/MEDICAL HIGHLIGHTS

Blue Managed Traditional

First Dollar Plan with Master Medical (MM) Option 2

Benefits-at-a-Glance for Genesee County group # 64174/003

This is intended as an easy-to-read summary. It is not a contract. Additional limitations and exclusions may apply to covered services. For an official description of benefits, please see the applicable Blue Cross Blue Shield of Michigan certificate and riders. Payment amounts are based on the Blue Cross Blue Shield of Michigan approved amount, less any applicable deductible and/or copay amounts required by the plan. This coverage is provided pursuant to a contract entered into in the state of Michigan and shall be construed under the jurisdiction and according to the laws of the state of Michigan.

Preventive Care Services

Health Maintenance Exam	Not covered
Gynecological Exam	Not covered
Pap Smear Screening – laboratory and pathology services	Covered – one every 12 months (from the date of any previous pap smear)
Well-Baby and Child Care	Not covered
Immunizations	Not covered
Proctoscopic Exam	Not covered
Prostate Specific Antigen (PSA) Screening	Not covered

Mammography

Mammography Screening	Covered – one baseline for ages 35-40, one annually at age 40 and older
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Physician Office Services

Office Visits	Covered under MM – 90% after deductible
Outpatient and Home Visits	Covered under MM – 90% after deductible
Office Consultations	Covered under MM – 90% after deductible
Urgent Care Visits	Covered under MM – 90% after deductible

Emergency Medical Care

Hospital Emergency Room	Covered – 100%
Ambulance Services – medically necessary	Covered under MM – 90% after deductible

Diagnostic Services

Laboratory and Pathology Services	Covered – for outpatient and office services
Diagnostic Tests and X-rays	Covered
Therapeutic Radiology	Covered

Maternity Services Provided by a Physician

Prenatal and Postnatal Care	Covered – 100% includes care provided by a certified nurse midwife
Delivery and Nursery Care	Covered – 100%, includes delivery provided by a certified nurse midwife

Hospital Care

Semiprivate Room, Inpatient Physician Care, General Nursing Care, Hospital Services and Supplies Note: Nonemergency services must be rendered in a participating hospital	Covered – 100%, up to 365 days, 60-day renewal; additional days under MM at 100%, no deductible
Inpatient Consultations	Covered – 100%
Chemotherapy	Covered – 100%

Alternatives to Hospital Care

Skilled Nursing Care	Not covered
Hospice Care	Covered – 100%, limited to dollar maximum which is adjusted periodically
Home Health Care	Covered – 100%

Surgical Services

Surgery – includes related surgical services	Covered – 100%
Voluntary Sterilization	Covered – 100%

Human Organ Transplants

Specified Organ Transplants – in designated facilities only, when coordinated through the BCBSM Human Organ Transplant Program (1-800-242-3504)	Covered – 100%, up to \$1 million maximum per transplant type
Bone Marrow – when coordinated through the BCBSM Human Organ Transplant Program (1-800-242-3504); specific criteria apply	Covered – 100%
Kidney, Cornea and Skin	Covered – 100%

Mental Health Care and Substance Abuse Treatment

Inpatient Mental Health Care and Substance Abuse Treatment	Covered – 100%, up to 45 days, 60-day renewal Note: Additional mental health care days under MM at 50% after deductible; no MM benefits for substance abuse treatment
Outpatient Mental Health Care	Covered under MM – 75% after deductible
Outpatient Substance Abuse Treatment – in approved facilities only	Covered – 100%, up to the state dollar amount, which is adjusted annually; no MM benefits

Other Services

Outpatient Diabetes Management Program (ODMP)	Covered – 100% Note: Some diabetic services may be covered under your Basic and/or Master Medical coverage, subject to applicable deductible and/or copays.
Allergy Testing and Therapy	Covered under MM – 90% after deductible
Chiropractic Spinal Manipulation	Covered under MM – 90% after deductible; up to 20 visits first 90 consecutive days, then 2 visits per month
Outpatient Physical, Speech and Occupational Therapy	Covered – 100%, up to 60 consecutive days of treatment per condition; additional benefits under MM at 90% after deductible
Durable Medical Equipment	Covered under MM – 90% after deductible
Prosthetic and Orthotic Appliances	Covered under MM – 90% after deductible
Private Duty Nursing	Covered under MM – 75% after deductible
Hearing Care services performed by a participating provider	Covered – for hearing aids including binaural and certain other hearing care services every 36 months

Deductible, Copays and Dollar Maximums

Note: If you receive care from a nonparticipating provider, even when referred, you may be billed for the difference between our approved amount and the provider's charge.

Deductible	Basic: None Master Medical: \$100 per member, \$200 per family per calendar year
Copays	Basic: None Master Medical: 10% for general services, and 75% for private duty nursing and mental health care
Copay Dollar Maximums	Basic: None Master Medical: \$1,000 contract per calendar year (excludes mental health care and private duty nursing copays)
Dollar Maximums	Basic: As noted above Master Medical: \$1 million lifetime
Rider ML, Waiver of Member Liability	Eliminates the \$5 or 10% copay for diagnostic services and X-rays.

Copays

Tier 1 (Generic) Drugs	\$5 for each prescription	\$5 for each prescription
Tier 2 (Preferred Brand) Drugs	\$15 for each prescription	\$15 for each prescription
Tier 3 (Non-preferred Brand) Drugs	\$25 for each prescription	\$25 for each prescription
Out-of-Network Copay	Not applicable	25% of the BCBSM approved amount for the drug minus applicable copay

A **Tier 1** (generic) drug is a drug made with the same active ingredient(s), available in the same strength and dosage form and administered in the same way as its equivalent brand-name drug.

A **Tier 2** (preferred) drug is brand-name medication on BCBSM's Custom Formulary listing. *BCBSM's formulary is a reference and educational tool to assist providers in selecting high quality, cost-effective drugs. BCBSM encourages doctors to prescribe medication from this listing.*

A **Tier 3** (non-preferred) drug is brand-name medication that is **NOT** on BCBSM's Custom Formulary listing.

Mail Order (Home Delivery) Prescription Drugs	<p>Copay for up to a 34 day supply: \$5 for each Tier 1 (generic) drug; \$15 for each Tier 2 (preferred brand) drug; \$25 for each Tier 3 (non-preferred brand) drug</p> <p>Copay for a 35 to 90 day supply: \$10 for each Tier 1 (generic) drug; \$30 for each Tier 2 (preferred brand) drug; \$50 for each Tier 3 (non-preferred brand) drug</p>	Not applicable
Rider CI, Contraceptive Injections, Rider PCD, Prescription Contraceptive Devices and Rider PD-CM, Prescription Contraceptive Medications	<p>Adds coverage for contraceptive injections, physician-prescribed contraceptive devices such as diaphragms and IUDs, and federal legend oral or injectable contraceptive medications. Note: These riders are available only as a "package" with prescription drug coverage.</p> <p>Riders CI and PCD are part of your medical-surgical coverage and are subject to the same deductible and copay, if any, you pay for medical-surgical services. Rider PD-CM is part of your prescription drug coverage and is subject to the same copay you pay for prescription drugs.</p>	
Rider PD-XED, Excludes Elective Drugs	<p>Excludes coverage for elective drugs. Note: Elective drugs are health habit and reproductive drugs such as those that treat sexual impotency or infertility, help in weight loss or help to stop smoking. They are not designed to treat acute or chronic illnesses or prescribed for medical conditions that have no demonstrable physical harm if not treated.</p>	



Community BlueSM PPO

Benefits-at-a-Glance for Genesee County

Group # 64174/663

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	In-Network	Out-of-Network
Preventive Care Services		
Health Maintenance Exam – includes chest X-ray, EKG and select lab procedures	Covered – 100%*, one per calendar year	Not covered
Gynecological Exam	Covered – 100%*, one per calendar year	Not covered
Pap Smear Screening – laboratory and pathology services	Covered – 100%*, one per calendar year	Not covered
Well-Baby and Child Care	Covered – 100%* • 6 visits, birth through 12 months • 6 visits, 13 months through 23 months • 2 visits, 24 months through 35 months • 2 visits, 36 months through 47 months • 1 visit per birth year, 48 months through age 15	Not covered
Immunizations	Covered – 100%*, up through age 16	Not covered
Fecal Occult Blood Screening	Covered – 100%*, one per calendar year	Not covered
Flexible Sigmoidoscopy Exam	Covered – 100%*, one per calendar year	Not covered
Prostate Specific Antigen (PSA) Screening	Covered – 100%*, one per calendar year	Not covered
Mammography		
Mammography Screening	Covered – 100%	Covered – 60% after deductible
	One per calendar year, no age restrictions	
Physician Office Services		
Office Visits	Covered – \$15 copay	Covered – 60% after deductible, must be medically necessary
Outpatient and Home Visits	Covered – 100%	Covered – 60% after deductible, must be medically necessary
Office Consultations	Covered – \$15 copay	Covered – 60% after deductible, must be medically necessary
Urgent Care Visits	Covered – \$15 copay	Covered – 860% after deductible, must be medically necessary
Emergency Medical Care		
Hospital Emergency Room	Covered – \$75 copay, waived if admitted or for an accidental injury	Covered – \$50 copay, waived if admitted or for an accidental injury
Ambulance Services – medically necessary	Covered – 100%	Covered – 100%
Diagnostic Services		
Laboratory and Pathology Services	Covered – 100%	Covered – 60% after deductible
Diagnostic Tests and X-rays	Covered – 100%	Covered – 60% after deductible
Therapeutic Radiology	Covered – 100%	Covered – 60% after deductible
Maternity Services Provided by a Physician		
Prenatal and Postnatal Care	Covered – 100%	Covered – 60% after deductible
	Includes care provided by a certified nurse midwife	
Delivery and Nursery Care	Covered – 100%	Covered – 60% after deductible
	Includes delivery provided by a certified nurse midwife	
Hospital Care		
Semiprivate Room, Inpatient Physician Care, General Nursing Care, Hospital Services and Supplies Note: Nonemergency services must be rendered in a participating hospital	Covered – 100%	Covered – 60% after deductible
	Unlimited days	
Inpatient Consultations	Covered – 100%	Covered – 60% after deductible
Chemotherapy	Covered – 100%	Covered – 60% after deductible
Alternatives to Hospital Care		
Skilled Nursing Care	Covered – 100%	Covered – 100%
	Up to 120 days per calendar year	
Hospice Care	Covered – 100%	Covered – 100%
	Limited to dollar maximum which is adjusted periodically	
Home Health Care	Covered – 100%	Covered – 100%
	Unlimited visits	

In-Network

Out-of-Network

Surgical Services

Surgery – includes related surgical services	Covered – 100%	Covered – 60% after deductible
Voluntary Sterilization	Covered – 100%	Covered – 60% after deductible

Human Organ Transplants

Specified Organ Transplants – in designated facilities only, when coordinated through the BCBSM Human Organ Transplant Program (1-800-242-3504)	Covered – 100%	Covered – in designated facilities only
Up to \$1 million maximum per transplant type		
Bone Marrow – when coordinated through the BCBSM Human Organ Transplant Program (1-800-242-3504); specific criteria applies	Covered – 100%	Covered – 60% after deductible
Kidney, Cornea and Skin	Covered – 100%	Covered – 60% after deductible

Mental Health Care and Substance Abuse Treatment

Inpatient Mental Health Care	Covered – 80%	Covered – 80% after deductible
Unlimited days		
Inpatient Substance Abuse Treatment	Covered – 80%	Covered – 80% after deductible
Unlimited days, up to \$15,000 annual, \$30,000 lifetime maximum		
Outpatient Mental Health Care		
• Facility and Clinic	Covered – 80%	Covered – 80%
• Physician’s Office	Covered – 80%	Covered – 80% after deductible
Outpatient Substance Abuse Treatment – in approved facilities	Covered – 80%	Covered – 80%
Up to the state-dollar amount which is adjusted annually		

Other Services

Outpatient Diabetes Management Program (ODMP)	Covered – 100%	Covered – 60% after deductible
Allergy Testing and Therapy	Covered – 100%	Covered – 60% after deductible
Chiropractic Spinal Manipulation	Covered – 100%	Covered – 60% after deductible
Up to 24 visits per calendar year		
Outpatient Physical, Speech and Occupational Therapy		
• Facility and Clinic	Covered – 100%	Covered – 100%
• Physician’s Office – excludes speech and occupational therapy	Covered – 100%	Covered – 60% after deductible
A combined 60-visit maximum per calendar year for physical therapy in the outpatient department of a hospital as well as in the physician’s office		
Durable Medical Equipment	Covered – 100%	Covered – 100%
Prosthetic and Orthotic Appliances	Covered – 100%	Covered – 100%
Private Duty Nursing	Covered – 50%	Covered – 50%
Hearing Care services performed by a participating provider	Covered – for hearing aids including binaural and certain other hearing care services every 36 months	Not covered

Deductible, Copays and Dollar Maximums

Note: If you receive care from a nonparticipating provider, even when referred, you may be billed for the difference between our approved amount and the provider’s charge.

Deductible	None	\$1000 per member, \$2000 family per calendar year
Copays		
• Fixed Dollar Copays	\$10 for office visits and \$75 for emergency room visits	\$75 for emergency room visits
• Percent Copays	20% for mental health care, substance abuse treatment and 50% for private duty nursing	40% for general services and 20% for mental health care, substance abuse treatment and 50% for private duty nursing Note: Services without a network are covered at the in-network level.
Copay Dollar Maximums		
• Fixed Dollar Copays	None	None
• Percent Copays – excludes mental health care, substance abuse treatment and private duty nursing copays	Not applicable	\$2,000 per member, \$4,000 per family per calendar year
Dollar Maximums	\$1 million lifetime per covered specified human organ transplant type and a separate \$5 million lifetime per member for all other covered services and as noted above for individual services	
Rider CBC-MT, Copay Requirement for Manipulative Treatment	Imposes the same fixed dollar copay requirement for chiropractic and osteopathic manipulative treatment by a network provider as is required for all network physician office visits.	

Network Pharmacy

Non-Network Pharmacy

Copays

Tier 1 (Generic) Drugs	\$5 for each prescription	\$5 for each prescription
Tier 2 (Preferred Brand) Drugs	\$15 for each prescription	\$15 for each prescription
Tier 3 (Non-preferred Brand) Drugs	\$25 for each prescription	\$25 for each prescription
Out-of-Network Copay	Not applicable	25% of the BCBSM approved amount for the drug minus applicable copay

A **Tier 1** (generic) drug is a drug made with the same active ingredient(s), available in the same strength and dosage form and administered in the same way as its equivalent brand-name drug.

A **Tier 2** (preferred) drug is brand-name medication on BCBSM's Custom Formulary listing. *BCBSM's formulary is a reference and educational tool to assist providers in selecting high quality, cost-effective drugs. BCBSM encourages doctors to prescribe medication from this listing.*

A **Tier 3** (non-preferred) drug is brand-name medication that is **NOT** on BCBSM's Custom Formulary listing.

Mail Order (Home Delivery) Prescription Drugs	<p>Copay for up to a 34 day supply: \$5 for each Tier 1 (generic) drug; \$15 for each Tier 2 (preferred brand) drug; \$25 for each Tier 3 (non-preferred brand) drug</p> <p>Copay for a 35 to 90 day supply: \$10 for each Tier 1 (generic) drug; \$30 for each Tier 2 (preferred brand) drug; \$60 for each Tier 3 (non-preferred brand) drug</p>	Not applicable
<p>Rider CI, Contraceptive Injections, Rider PCD, Prescription Contraceptive Devices and Rider PD-CM, Prescription Contraceptive Medications</p>	<p>Adds coverage for contraceptive injections, physician-prescribed contraceptive devices such as diaphragms and IUDs, and federal legend oral or injectable contraceptive medications. Note: These riders are available only as a "package" with prescription drug coverage. Riders CI and PCD are part of your medical-surgical coverage and are subject to the same deductible and copay, if any, you pay for medical-surgical services. Rider PD-CM is part of your prescription drug coverage and is subject to the same copay you pay for prescription drugs.</p>	
<p>Rider PD-XED, Excludes Elective Drugs</p>	<p>Excludes coverage for elective drugs. Note: Elective drugs are health habit and reproductive drugs such as those that treat sexual impotency or infertility, help in weight loss or help to stop smoking. They are not designed to treat acute or chronic illnesses or prescribed for medical conditions that have no demonstrable physical harm if not treated.</p>	





Benefit Summary

BENEFIT LEVEL ~ H7

PHYSICIAN SERVICES

Office Visits for Illness or Injury	\$0 Copayment
Periodic Physical Exams, Well-Child Care, and Preventive Health Visits	\$0 Copayment
Immunizations	\$0 Copayment
Maternity Care, including Prenatal and Postpartum Care	\$0 Copayment
Professional Services that do not require a referral (e.g., anesthesiology, pathology, radiology)	\$0 Copayment
Professional Services which require a referral (other than office visits)	\$0 Copayment
Hospital and Skilled Nursing Facility Visits	\$0 Copayment
Allergy Services	\$0 Copayment

OUTPATIENT, OFFICE LABORATORY AND RADIOLOGY \$0 Copayment

EMERGENCY SERVICES

Hospital Emergency Room (In-Area) or (Out-of-Area)	\$0 Copayment when admitted to Hospital. \$15 Copayment per Visit for other use.
After Hours Clinic, or Freestanding Emergency Center (In-Area) or (Out-of-Area)	\$15 Copayment per Visit
Physician Services in conjunction with emergency care	\$0 Copayment

GROUND AMBULANCE SERVICES

\$0 Copayment for immediate transportation in conjunction with an accident or other life threatening situation, or when authorized in advance by HealthPlus. \$25 Copayment per occurrence for other use.

HOSPITAL SERVICES

Inpatient Care	\$0 Copayment
Outpatient Surgery	\$0 Copayment
Other Outpatient Services and Supplies	\$0 Copayment

BENEFIT LEVEL ~ H7

MENTAL HEALTH SERVICES

when authorized in advance by HPM, and when under the direction or care of an HPM Preferred Mental Health Provider

Hospital Inpatient Care (Limited to 45 days per member per calendar year)	\$0 Copayment
Intermediate Care, including: 1. Day Treatment Program (2 days = 1 inpatient day)	\$0 Copayment
Outpatient Care (Limited to 20 visits per member per calendar year)	\$10 Copayment per Visit

SUBSTANCE ABUSE SERVICES

when authorized in advance by HPM, and when under the direction or care of an HPM Preferred Substance Abuse Provider

Hospital Inpatient Care	\$0 Copayment
Intermediate Care, including: 1. Day Treatment Program 2. Residential	\$0 Copayment \$0 Copayment
Outpatient Care	\$10 Copayment per Visit

HOSPICE

\$0 Copayment

SKILLED NURSING FACILITY

(Limited to 730 days per Member per lifetime)

\$0 Copayment

HEARING AIDS

\$0 Copayment

DURABLE MEDICAL EQUIPMENT ORTHOTIC AND PROSTHETIC DEVICES

\$0 Copayment

HOME HEALTH CARE

\$0 Copayment

Not Covered:

- Services not provided or authorized by your primary care physician, except for emergencies
- Services and supplies that are not medically necessary, except checkups and related care to help maintain good health
- Dental care
- Cosmetic surgery
- Custodial care
- Eye glasses or contact lenses (except for the initial pair prescribed after cataract surgery)
- Exams for employment, licensing, insurance, travel, education, or sport purposes
- Services to the extent benefits are received or payable under Workers' Compensation, any insurance plan or state or federal laws
- Experimental treatments
- Vocational rehabilitation
- Personal or comfort items, such as television set or telephone
- Orthopedic footwear (unless attached to a brace, or outflow shoes)
- Sex transformation surgery and all expenses connected with that surgery
- Reversals of voluntary sterilization, all forms of in vitro fertilization, transsexual surgery, all services related to surrogate parenting arrangements, and all associated services and preparatory treatment related to any of the above. Artificial insemination is not a benefit except when approved by a Plan Physician for treatment of infertility
- Wigs or prosthetic hair
- Services or supplies from convalescent homes, homes for the aged, or adult foster care facilities
- Drugs, services, supplies provided on an outpatient basis and not specifically identified as being covered by the plan
- 24-hour skilled nursing care in the home
- Private duty nursing
- Routine foot care
- Prescription Drugs

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Benefit Summary

Benefit Level – AdvantagePlan D9DA

This Benefit Summary must be read together with the HealthPlus of Michigan Group Subscriber Contract, the D1 Benefit Rider and the DA Deductible Rider for a complete description of covered services, deductible amount and copayments

Services	Member responsibility*
Preventive Services	
Periodic Routine Physical Exam	\$15 co-payment
Annual Gynecological Exam	\$15 co-payment
Well-Baby and Well Child Care **	\$0 co-payment
Immunizations	\$0 co-payment
Mammography Screening	\$0 co-payment
Prostate Cancer Screening	\$0 co-payment
Lab and Pathology associated with Preventive Services when provided by an Affiliated Laboratory	\$0 co-payment
Office Services	
Primary Care Physician Office Visit	\$15 per visit co-payment
Specialist Office Visit	\$15 per visit co-payment
Chiropractic visit	50% co-payment after deductible
Emergency Medical Care	
Hospital Emergency Room (in or out of Service Area)	\$100 co-payment per visit; \$0 copayment if admitted
Freestanding Emergency center or Urgent Care Center (in or out of Service Area)	\$30 co-payment per visit
Physician services when billed separately from facility charge	\$0 co-payment
Ambulance Services – when medically necessary	\$100 co-payment per use
Diagnostic Services	
Laboratory and Pathology Tests (other than those provided in a hospital), including those due to a pregnancy, when provided by an Affiliated Laboratory	\$0 co-payment
Diagnostic and Therapeutic Radiological Services such as EKG, EEG, Diagnostic X-rays, Radiation Therapy and other medically acceptable diagnostic or therapeutic procedures when provided by Affiliated Provider, including such services due to a pregnancy; physician services when required to read/administer specific tests	10% co-payment after deductible
Maternity Services Provided by Physician	
Pre-Natal and Post-Natal Care	\$0 co-payment
Delivery and Nursery Care	\$0 co-payment
Hospital Care	
Semi-Private Room, Inpatient Physician Care, General Nursing Care, Hospital Services and Supplies, Maternity Care and Routine Newborn Nursery Care during an eligible mother's hospital stay.	10% co-payment after deductible
Outpatient Service	10% co-payment after deductible

Alternatives to Hospital Care	
Skilled Nursing Facility (limited to 120 days per benefit year).	10% co-payment after deductible
Hospice Care	10% co-payment after deductible
Home Health Care (does not cover custodial care or general housekeeping services)	10% co-payment after deductible
Surgical Services	
Surgery – includes all related surgical services and anesthesia, and appropriate professional services	10%co-payment after deductible
Human Organ Transplant; Requires prior approval from HPM; subject to criteria	10% co-payment after deductible
Mental Health Care and Substance Abuse Treatment	
Inpatient Mental Health Care and Substance Abuse Care	Mental Health Care: 10% co-payment after deductible. Limited to 30 days per benefit year Substance Abuse Care: 10% co-payment after deductible. Limited to state mandated dollar amount per benefit year.
Outpatient Mental Health Care	\$15 co-payment per visit. Limited to 20 visits per benefit year.
Outpatient Substance Abuse Care	\$15 co-payment per visit. Limited to state mandated dollar amount per benefit year.
Other Services	
Family Planning Services	50% co-payment after deductible
Allergy Testing and Therapy	50% co-payment after deductible
Outpatient Physical, Speech and Occupational Therapy; (Limited to 60 combined visits per benefit year)	10% co-payment after deductible
Durable Medical Equipment	10% co-payment after deductible
Prosthetic and Orthotic Appliances	10% co-payment after deductible
Hearing Aid	\$15 Copayment per Visit

**Well child visits with \$0 co-payment limited as follows: Up to 6 visits per year through age 1; up to 3 visits per year for age 1-2 years; 1 visit per year for age 3-10. Additional visits beyond those specified, \$15 co-payment per visit

Deductible Amount: \$250 per member/\$500 per family
Out-of-Pocket Maximum: \$1,000 per member/\$2,000 per family

Note: Deductible applies to out-of-pocket maximum

Not Covered:

- Services not provided or authorized by your primary care physician, except for emergencies
- Services and supplies that are not medically necessary, except checkups and related care to help maintain good health
- Dental care
- Cosmetic surgery
- Custodial care
- Eye glasses or contact lenses (except for the initial pair prescribed after cataract surgery)
- Exams for employment, licensing, insurance, travel, education, or sport purposes
- Services to the extent benefits are received or payable under Workers' Compensation, any insurance plan or state or federal laws
- Experimental treatments
- Vocational rehabilitation
- Personal or comfort items, such as television set or telephone
- Orthopedic footwear (unless attached to a brace, or outflow shoes)
- Sex transformation surgery and all expenses connected with that surgery
- Reversals of voluntary sterilization, all forms of in vitro fertilization, transsexual surgery, all services related to surrogate parenting arrangements, and all associated services and preparatory treatment related to any of the above. Artificial insemination is not a benefit except when approved by a Plan Physician for treatment of infertility
- Wigs or prosthetic hair
- Services or supplies from convalescent homes, homes for the aged, or adult foster care facilities
- Drugs, services, or supplies provided on an outpatient basis and not specifically identified as being covered by the plan
- 24-hour skilled nursing care in the home
- Private duty nursing
- Routine foot care

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Benefit Summary

OPTIONAL RIDER ~ PHARMACY RU

PRESCRIPTION DRUGS (includes birth control pills)

Benefits for Prescription Drugs in the HPM formulary, when prescribed by a Plan Physician, Dentist, or a Non-Plan Provider to whom a Member was appropriately referred and when the prescription is filled at an affiliated Pharmacy Provider:

COPAYMENT

Generic
Brand (on HPM formulary)
Brand (not on HPM formulary)

\$5 Copayment per prescription
\$15 Copayment per prescription
\$25 Copayment per prescription

Mail Order Service through Express Scripts

Up to a 34-day supply - one Copayment
A 35-90 day supply - two Copayments

BENEFIT LIMITATIONS AND EXCLUSIONS

Limitations

The Covered Services set forth in Section I of this Rider shall be limited in the following ways:

Prescription Drugs. Benefits for Prescription Drugs in the HPM formulary will be limited to the reasonable cost of generically available products, unless no generically equivalent product exists or a Member specific review for medical necessity by HPM determines the need for brand name medication. HPM reserves the right to determine generic equivalency of products available to HPM Members. HPM reserves the right to review Prescription drug products and procedures for medical necessity, efficacy of use and quality to determine if they should be available to HPM Members.

Prescription Drugs for Treatment of Impotency. Benefits for Prescription Drugs for the treatment of impotency in males 35 years of age or older shall be limited to those who have a diagnosis of erectile dysfunction. Benefits for Prescription Drugs for the treatment of impotency in males under 35 years of age shall be limited to those who meet HPM medical necessity criteria and whose Primary Care Physician or participating treating urologist has obtained prior authorization from HPM. Coverage for both age groups shall not exceed six (6) doses per thirty (30) day period and shall be limited to the original prescription and up to two (2) refills prior to follow up with treating physician. There shall be no coverage for replacement of lost, stolen, or destroyed medication.

Any other Limitation stated in the applicable Benefit Rider that could relate to coverage of Prescription Drugs.

Exclusions

Coverage for services and products not specifically identified by this Rider are not Covered Services, including, but not limited to:

- ✓ Non-prescription drugs (or their Prescription Drug equivalents), articles, and supplies provided on an outpatient basis, and not specifically identified as Health Care Benefits by the Contract.
- ✓ Any other Exclusion stated in the applicable Benefit Rider that could relate to coverage of Prescription Drugs.

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