

Agreement

between

Antrim County Board of Commissioners

and

Teamsters State, County and
Municipal Workers,
Local 214

Effective: January 1, 2024 through December 31, 2026

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AGREEMENT

THIS AGREEMENT is made and entered into this first day of January, 2024, by and between the ANTRIM COUNTY BOARD OF COMMISSIONERS, and the ANTRIM COUNTY CLERK, TREASURER, REGISTER OF DEEDS, and PROSECUTING ATTORNEY, together, hereinafter referred to as the "Employer" and TEAMSTERS STATE, COUNTY AND MUNICIPAL WORKERS, LOCAL 214, hereinafter referred to as the "Union".

RECOGNITION

Section 1.1 **Collective Bargaining Unit**

The Employer hereby agrees to recognize the Union as the exclusive representative for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment for all employees of the Employer included in the bargaining unit described below:

ALL FULL-TIME AND REGULAR PART-TIME EMPLOYEES OF ANTRIM COUNTY, EXCLUDING: all elected officials, assistant prosecuting attorneys, court employees, employees of Michigan State University Extension, employees of Antrim County Transportation , employees of the Sheriff's Department, employees of North Country Community Mental Health, employees of Meadow Brook Medical Care Facility, employees of Antrim County Road Commission, confidential employees, Department Heads, temporary employees, irregular employees, seasonal employees, casual employees, supervisors and all other employees.

Section 1.2 **Definitions**

- A. **Full-Time Employee.** A full-time employee is an employee who is working the Employer's normal workweek on a regular schedule.
- B. **Regular Part-Time Employee.** A regular part-time employee is an employee who is working at least thirty (30) hours per week on a regular basis.
- C. **Irregular Employee.** An irregular employee is an employee, not included within the above definitions of full-time or regular part-time employees, who is working on any other basis, including temporary, casual or seasonal employees.

Section 1.3 **Irregular Employees**

- A. The Employer reserves the right to hire irregular employees, and these employees shall not be covered by the terms of this Agreement.
- B. If a temporary or seasonal employee is retained beyond one hundred eighty (180) days worked on the job, he/she shall have attained seniority unless the one hundred eighty (180) day period is extended by mutual written agreement of the Employer and the Union.

Section 1.4 State or Federally Funded Employees

Any employee who is hired as a direct result of the Employer receiving a state or federal grant to fund the position in which the employee was hired, and whose position in which the employee was hired, and whose position is dependent upon continuation of such grant, shall not be covered by the terms of this Agreement, while such position is primarily funded by and dependent upon the state or federal grant. This Section shall not apply to employees covered by the terms of this Agreement who were hired prior to the ratification of this Agreement. This Section shall not apply to any employee, except as referenced above, who is a regular employee covered by the terms of this Agreement at the time the Employer accepts a state or federal grant.

Section 1.5 Definition of Employer

The term "Employer" whenever used in this Agreement shall mean the Antrim County Board of Commissioners and the Antrim County Elected Officials. All of the parties to this Agreement agree that the use of the term "Employer" is for the sole purpose of defining rights and responsibilities under this Agreement and the use of such terms shall not be binding upon the parties hereto for other purposes. It is expressly declared by the parties that participation in the negotiation and execution of this Agreement neither diminishes nor enlarges the legal responsibilities, rights, and authority of either the Elected Officials of Antrim County or the Antrim County Board of Commissioners with respect to their separate and distinct obligations, rights, responsibilities, and authority as they exist under law. Nothing in this Agreement shall be taken or construed as a dilution of the powers conferred by law on either the Antrim County Board of Commissioners or the Elected Officials of Antrim County.

REPRESENTATION

Section 2.1 Collective Bargaining Committee

The Employer agrees to recognize a collective bargaining committee of the Union comprised of not more than three (3) employee representatives. Members of the collective bargaining committee shall also meet with the Employer for the purpose of negotiating modifications to this Agreement. The Union shall furnish the Employer, in writing, the names of its collective bargaining committee members.

Members of the collective bargaining committee must have at least one (1) year of seniority.

Section 2.2 Chief Steward and Stewards

The Employer recognizes the right of the Union to designate a Chief Steward, one (1) Steward and one (1) Alternate Steward. The Union shall furnish the Employer, in writing, the names of the Chief Steward, Steward and Alternate Steward before they shall be recognized. The Chief Steward, Steward and Alternate Steward must have at least one (1) year of seniority.

Section 2.3 Reporting

When it is necessary for the Chief Steward or Steward to leave his/her work to handle a grievance in accordance with the Grievance Procedure established in the Agreement, he/she

shall first obtain permission from his/her supervisor or designate. Such permission shall not be withheld unreasonably. The Chief Steward or Steward shall return to his/her job as promptly as possible and, upon his/her return, shall immediately report to the supervisor or his/her designate. In cases of discipline, the Chief Steward or Steward shall be made available as soon as practical.

Section 2.4 Lost Time

The Employer agrees to pay members of the collective bargaining committee for time spent while attending negotiations with officials of the Employer, but only for the straight time hours they would have worked on their regular work schedule.

The Employer agrees to pay the Chief Steward and Steward for time spent while acting in a representative capacity during the processing of grievances and attending meetings with officials of the Employer, but only for the straight time hours they would have worked on their regular work schedule.

UNION MEMBERSHIP AND DUES WITHHOLDING

Section 3.1 Voluntary Union Membership

Membership in the Union is not compulsory. MCL 423.210(3)(b) All employees are free to choose whether to join, not join, maintain, or drop their membership in the Union as they see fit. The Union recognizes, however, that it is required under this Agreement to represent all employees included within the collective bargaining unit set forth in this Agreement without regard to whether or not the employee is a member of the Union. Neither the Employer nor the Union shall exert any pressure upon any employee with regard to such matters. See MCL 423.210(3)(b)

Section 3.2 Voluntary Dues Check-Off

- A. During the life of this Agreement, the Employer agrees to deduct periodic monthly voluntary Union membership dues, initiation fees, and voluntary representation fees, as applicable, from the pay of each employee who voluntarily executes and files with the Employer's Human Resources Director a proper check-off authorization form. The Union shall furnish the check-off forms to Employees as requested.
- B. A properly executed copy of the written check-off authorization form for each employee for whom Union dues are to be deducted hereunder shall be delivered to the Employer before any payroll deductions are made. Deductions shall be made thereafter only under the written check-off authorization forms which have been properly executed and are in effect. Any written authorization which lacks the employee's signature will be returned to the Union by the Employer.
- C. All authorizations filed with the Employer shall become effective the first full pay period following the filing of the authorization provided the employee has sufficient net earnings to cover the dues and initiation fee, whichever is applicable.

- D. In cases where a deduction is made which duplicates a payment already made to the Union by an employee, or where a deduction is not in conformity with the provisions of the Union Constitution and Bylaws, refunds to the employee will be made by the Union.
- E. (1) The Union shall notify the Employer via its Human Resources Director in writing of the amount of union dues and representation fees and any subsequent changes in such amounts to be deducted from Employees in accordance with this Article.
- (2) The Employer agrees to furnish the designated financial officer of the Union a monthly record of those employees for whom deductions have been made, together with the amount deducted.
- (3) The Employee's remittance of dues and representation fees shall be deemed correct if the Union does not give written notice to the Human Resources Director within two calendar weeks after the date the remittance is transmitted of the Union's belief with its reasons therefore stated in writing that the remittance is incorrect.
- F. The Employer's sole obligation under this Section is limited to the deduction of dues and initiation fees. If the Employer fails to deduct such amounts as required by this Section, its failure to do so shall not result in any financial obligation whatsoever to the Union.

Section 3.3 Hold Harmless

The Union agrees to indemnify and save harmless the Employer against any and all claims, including but not limited to, such items as wages, damages, awards, fines, court costs, and attorneys' fees that may arise out of or by reason of action taken by the Employer pursuant to Section 3.1 or Section 3.2.

RIGHTS

Section 4.1 Rights

- A. It is understood and agreed that the Employer retains and shall have the sole and exclusive right to manage and operate the County and its office and departments in all of its operations and activities through its duly elected or appointed representative and to establish and administer, without limitation, implied or otherwise, all matters not specifically and expressly limited by Agreement. Among the retained rights of management included only by way of illustration and not by way of limitation are as follows: to determine all matters pertaining to management policy; to adopt, modify, change or alter its budget; to determine the services to be furnished, and the methods, procedures, means, equipment and machines required to provide such services; to determine the nature and number of facilities and departments and their location; to determine the number of personnel required; to determine the number of hours to be worked by any employee; to eliminate, establish or combine classifications; to hire personnel; to determine the number of supervisors to direct and control operations; to discontinue, combine or reorganize any part or all of its operations; to maintain safety, order and efficiency; to continue and maintain its operations as in the past; to study and use different methods, processes or machines; to use improved methods and equipment and outside assistance either in or out of the Employer's facilities; to establish job descriptions and work standards; to make judgments as to the skill, ability and performance of employees; and in all respects to carry out the

ordinary and customary functions of the administration of the County and its offices and departments. All such rights may be exercised by the County without prior bargaining or notice to the Union. 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 Procedures established herein.

- B. The County shall also have the right to promote, assign, transfer, suspend, discipline and discharge for just cause, layoff and recall personnel; to establish work rules and to fix and determine penalties for violation of such rules and other improper employee actions or in-actions; to establish and change work schedules; and to provide and assign relief personnel; 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.

GRIEVANCE PROCEDURE

Section 5.1 Definition of Grievance

A grievance shall be defined as a complaint filed by an employee covered by this Agreement or by the Union concerning the application or interpretation of a specific provision or provisions of this Agreement as written.

Section 5.2 Grievance Procedure

It is mutually agreed that all grievances shall be handled in the following manner:

- A. **Step 1 – Oral Procedure.** An employee with a grievance shall discuss the matter with the employee’s supervisor (or designated representative) within four (4) working days from the time of the occurrence of the events giving rise to the grievance. Such discussion shall not occur during work hours unless otherwise approved by the Employer. If requested by the employee, the steward may be present. The employee's supervisor (or designated representative) shall give the employee concerned an oral answer to the grievance within four (4) days of the discussion. Every effort shall be made to settle the grievance in this manner.
- B. **Step 2 – Written Procedure.** If the grievance is not satisfactorily settled at Step 1 Oral Procedure, the complaint shall be reduced to a written grievance within four (4) days of the Employer’s oral answer and submitted to the Elected Official or Department Head (or designated representative). The grievance shall be signed by the employee and shall indicate the Section or Sections of this Agreement in dispute and shall set forth the facts giving rise to the grievance and the relief requested. The preparation of a written grievance and discussion of such grievance shall not occur during working time unless otherwise approved by the employee’s supervisor. The Elected Official or Department Head (or designated representative), the employee and the steward shall meet to discuss the grievance in an effort to settle same. The Elected Official or Department Head (or designated representative) shall respond in writing within five (5) working days following the meeting concerning the grievance. The answer shall be given to the employee with a copy to a steward.

- C. Step 3 – Appeal. If the grievance is not satisfactorily resolved at Step 2, it may be appealed by submitting the grievance to the County Administration with a copy to the Elected Official or Department Head involved within five (5) working days. Following receipt of the appeal, a meeting shall be held between representatives of the Employer and the Union Bargaining Committee. Either party may have non-employee representatives present if desired. If the meeting cannot be scheduled within a ten (10) day period, it shall be scheduled at the mutual convenience of the parties. The Employer will answer the grievance within five (5) days after the meeting.

Section 5.3 Time Limitations

The time limits established in the Grievance Procedure shall be followed by the parties. If the Union fails to present a grievance in time or to advance to the next Step in a timely manner, it shall be considered to be withdrawn. If the time procedure is not followed by the Employer, the grievance shall automatically advance to the next Step, but excluding arbitration. The time limits established in the Grievance Procedure may be extended by mutual agreement, provided the extension is specified in writing.

Section 5.4 Grievance Resolution

All grievances with the economic implications which are satisfactorily resolved at Step 1 or Step 2 of the Grievance Procedure, other than for wage claims pursuant to the provisions of this Agreement, must be approved in writing by the Board of Commissioners at its next regularly scheduled monthly meeting before such resolution shall be final. The time limitations set forth in the Grievance Procedure shall be stayed during the period in which grievances are referred to the Board of Commissioners under this Section. If the resolution of a grievance is not approved, the Union shall have fifteen (15) days following receipt by the Union of notice of the County Board of Commissioners' action to request arbitration.

Section 5.5 Time Computation

In computing days under the Grievance Procedure, Saturdays, Sundays and holidays recognized under this Agreement shall be excluded.

Section 5.6 Multiple Grievances

Multiple grievances may be presented at an arbitration hearing by mutual agreement of the parties.

Section 5.7 Grievance Settlements

With respect to the processing, disposition, or settlement of any grievance initiated under this Agreement, and with respect to any court action claiming or alleging a violation of this Agreement, the Union shall be the sole and exclusive representative of the employee or employees covered by this Agreement. The disposition or settlement, by and between the Employer and the Union, of any grievance or other matter shall constitute a full and complete settlement thereof and shall be binding upon the Union and the bargaining unit, the employee or employees involved, and the Employer. The satisfactory settlement of all grievances shall be

reduced to writing and shall be written on or attached to each copy of the written grievance and signed by the representatives involved. Unless otherwise expressly stated, all such settlements shall be without precedent for any future grievance.

Section 5.8 Election of Remedies

To the extent available under the law, when remedies are available for any complaint and/or grievance of an employee through any administrative or statutory scheme or procedure, such as, but not limited to, a veteran's preference hearing, civil rights hearing, or Department of Labor hearing, in addition to the Grievance Procedure provided under this contract, and the employee elects to utilize the statutory or administrative remedy, the Union and the affected employee shall not process the complaint through any Grievance Procedure provided for in this contract. If an employee elects to use the Grievance Procedure provided for in this contract and, subsequently, elects to utilize the statutory or administrative remedies, then the grievance shall be deemed to have been withdrawn and the Grievance Procedure provided for hereunder shall not be applicable and any relief granted shall be forfeited.

ARBITRATION

Section 6.1 Arbitration Request

If the grievance is not satisfactorily resolved in Step 3, the Union may request arbitration by notifying the Elected Official or Department Head, in writing, of its intent to arbitrate within forty-five (45) days after receipt of the Employer's answer in Step 3 unless both parties agree to wave timelines. If the Union does not notify the Employer of its intent to arbitrate in the manner provided, the grievance shall be deemed to be settled on the basis of the Employer's last disposition.

Section 6.2 Selection of Arbitrator

If a timely request for arbitration is filed by the Union, the parties to this Agreement shall promptly select, by mutual agreement, one (1) arbitrator who shall decide the matter. If the parties are unable to agree upon an arbitrator, the arbitrator shall be selected by each party alternately striking a name from a panel of seven (7) arbitrators submitted by the Federal Mediation and Conciliation Service. Either party to this Agreement may reject the first list submitted by the Federal Mediation and Conciliation Service, provided the party which does so must immediately request a new list. The remaining name shall serve as the arbitrator, whose fees and expenses shall be shared equally by the Employer and the Union. Each party shall pay the fees, expenses, wages and any other compensation of its own witnesses, representatives and legal counsel.

Section 6.3 Arbitrator's Powers and Jurisdiction

The arbitrator's powers shall be limited to the application and interpretation of this Agreement as written. The arbitrator shall at all times be governed wholly by the terms of this Agreement and shall have no power or authority to amend, alter or modify this Agreement either directly or indirectly, to consider any statute, laws, or other extra-contract agreement not specifically incorporated or referenced in this Agreement. The arbitrator shall have no authority to rule on the discipline, layoff, recall or termination of any probationary employee; or to rule on any

matter which is or might be alleged as a grievance if proceedings have been instituted involving this matter in any administrative action before a governmental board, agency or entity or in any court. Further, the arbitrator shall not be empowered to change or set a wage rate or to pass on the propriety of verbal or written warnings administered to employees covered by this Agreement. The Union acknowledges that the Employer retains all rights not otherwise abrogated under the expressed terms of this Agreement as generalized in the management's rights clause herein. If the grievance concerns the exercise of these rights which are not otherwise limited by the expressed terms of this Agreement, the grievance shall not be arbitrable. If the issue of arbitrability is raised, the arbitrator shall not determine the merits of any grievance unless arbitrability has been affirmatively decided. All claims for back wages shall be limited to the amount of wages that the employee would otherwise have earned, less any unemployment compensation or compensation for personal services that the employee may have received from any source during the period in question.

Section 6.4 Arbitration Decisions

No decisions in any one case shall require a retroactive wage adjustment in any other case, unless such case has been designated as a representative case by mutual written agreement by the parties.

DISCIPLINARY PROCEDURE

Section 7.1 Just Cause

The Employer shall not discharge or discipline a non-probationary employee except for just cause. The Employer agrees to use progressive and corrective discipline, where appropriate. The Union acknowledges, however, that progressive discipline need not be utilized for major infractions.

Section 7.2 Counseling Memoranda

The Union acknowledges that counseling memoranda may be utilized by the Employer. Counseling memoranda shall not be construed as disciplinary action or subject to the grievance and arbitration provisions of this agreement.

Section 7.3 Record

In imposing discipline on a current charge, the Employer will not take into account any disciplinary action which occurred more than thirty-six (36) months previously provided the employee has received no discipline during the previous thirty six (36) months unless such prior discipline is directly related to the current charge.

Section 7.4 Notice of Disciplinary Action

Within three (3) days following the disciplinary suspension or discharge of a non-probationary employee, the Employer will notify a collective bargaining committee member, in writing, of the reasons therefor and will, within the same period of time, cause a copy to be issued to the employee involved. It is understood and agreed that nothing in this Section prevents the Employer from raising the employee's work record at any point in the grievance and arbitration

procedure.

Section 7.5 Leaving Premises

Whenever possible, the discharged or suspended employee will be allowed to discuss his/her discharge or suspension with a collective bargaining committee member before an employee is required to leave the property of the Employer, and the Employer will make available an area where this may be done in private.

Section 7.6 Expedited Grievance

Should an employee who has been discharged or suspended consider such discipline to be improper, any grievance must be processed initially at Step 3 of the Grievance Procedure within three (3) days of receipt of written notice of discipline by a collective bargaining committee member. The Union may file the grievance on behalf of the employee so disciplined.

SPECIAL MEETINGS

Section 8.1 Special Meetings

The Employer and the Union agree to meet and confer on matters of clarification of the terms of this Agreement upon the written request of either party. The written request shall be made in advance and shall include an agenda stating the nature of the matters to be discussed and the reason(s) for requesting the meeting. Discussion shall be limited to matters set forth in the agenda, but it is understood that these special meetings shall not be for the purpose of conducting continuing collective bargaining negotiations, nor to in any way modify, add to, or detract from the provisions of this Agreement, except by mutual agreement of the parties. Special meetings shall be held within fourteen (14) days of receipt of the written request at a time and place which is mutually agreeable to both parties.

WORK STOPPAGE AND ILLEGAL ACTIVITY

Section 9.1 No Strike Pledge

The Union agrees that during the term of this Agreement neither it nor its officers, representatives, members, or employees it represents shall, for any reason, whatsoever, directly or indirectly, call, sanction, counsel, encourage, or engage in any strike, walk-out, slow-down, sit-in, or stay-in; nor shall there be any concerted failure by them to report for duty. The Union shall not cause, authorize, sanction, or condone, nor shall any employee covered by this Agreement take part in, any picketing of the Employer's buildings, offices or premises, or in any picketing whatsoever to publicize a dispute with the Employer.

Section 9.2 Penalty

Any employee who violates the provisions of Section 9.1 shall be subject to discipline by the Employer, up to and including discharge. Any appeal to the Grievance and Arbitration Procedures regarding discipline imposed for a violation of Section 9.1 shall be limited to the question of whether the employee or employees did, in fact, engage in any activity prohibited by Section 9.1.

Section 9.3 No Lockout

During the life of this Agreement, the Employer, in consideration for the promise on behalf of the Union and the employees it represents to refrain from the conduct prohibited by Section 9.1, agrees not to lock out any employees covered by this Agreement.

SENIORITY

Section 10.1 Definition of Seniority

- A. Seniority shall be defined as the length of an employee's continuous service with the Employer as a full-time or regular part-time employee since the employee's last date of hire as a full-time or regular part-time employee in a position, which is a member of the bargaining unit.
- B. An employee who works a regular part-time schedule shall have his/her seniority date adjusted on the basis of the number of hours worked prorated vis-a-vis a full-time employee's. Part-time employees shall not have seniority preference vis-a-vis full-time employees.
- C. Any and all time worked as an irregular employee shall not be counted towards length of continuous service in determining an employee's seniority.
- D. The application of seniority shall be limited to the preferences and benefits specifically recited in this Agreement:
 - 10.7 Promotion Trial Period
 - 11.1A Lay Off
 - 12.10 Union Leave
 - 14.3 Vacation Scheduling

Section 10.2 Probationary Period

- A. All new full-time and regular part-time employees shall be considered to be on probation and shall have no seniority for the first nine hundred seventy five (975) straight time hours of employment following their first day of work for Antrim County as a full-time or regular part-time employee. Until an employee has completed the probationary period, he/she may be disciplined, laid off, recalled, terminated or discharged at the Employer's discretion without regard to the provisions of this Agreement and without recourse to the Grievance Procedure set forth in this Agreement.
- B. Any employee who goes from regular part-time to full-time status shall serve a three (3) month trial period to prove he/she is capable of performing the work. At any time during the trial period, the employee may at his/her own volition be returned to the former position or the Employer may return the employee to his/her former position provided such position is still in existence.

Section 10.3 Seniority List

The Employer shall maintain and post a roster of employees, arranged according to seniority, showing name, classification, date of hire, and bargaining unit seniority. An up-to-date copy of the seniority list shall be furnished to the Union in January of each year.

Section 10.4 Loss of Seniority

An employee's seniority and employment relationship with the Employer shall terminate for any of the following reasons:

- A. If the employee quits or retires.
- B. If the employee is discharged and not reinstated by the Grievance Procedure.
- C. If the employee is absent from work for three (3) consecutive working days without notifying the Employer. In proper cases, such exceptions shall be made upon the employee producing convincing proof of his/her inability to give such notice. This section is not to be construed to limit the Employer's right to issue discipline for any unjustified absence.
- D. If the employee fails to report for work on the required date following recall to work from layoff in accordance with the procedures established in this Agreement, unless the employee provides convincing proof of his/her inability to report to work on the required date.
- E. If the employee fails to return to work on the scheduled dates for return from a leave of absence, disciplinary suspension, or vacation, unless the employee provides convincing proof of his/her inability to return on the scheduled dates.
- F. If the employee is on layoff status consecutively for a period of eighteen (18) months or the length of his/her seniority, whichever is less.
- G. If the employee is on a disability leave, including a Worker's Compensation leave, for a period of eighteen (18) months or the length of his/her seniority, whichever is less.

Section 10.5 Interruption of Seniority

An employee on an unpaid leave of absence will stop accruing seniority. An employee's seniority accrual will resume when the employee is back on the job and on the County payroll.

Section 10.6 Promotions and Transfers

In order to provide advancement opportunity when vacancies exist, the Employer will post for a period of five (5) working days a list of such vacancies indicating the title, description of duties, basic personnel requirements, work schedule and rate of pay. Employer will post the vacancies on each of the designated union bulletin boards. Interested bargaining unit employees may make application for such vacancies by signing the posting. Placement and/or advancement shall be at the Employer's discretion, and the Employer shall consider the employee's experience, work history, qualifications and seniority in filling vacancies. The Employer reserves

the right to fill vacancies from outside sources when, in the Employer's judgment, it is in the best interests of the Employer to do so.

Employees who are promoted shall be paid at the lowest wage step in the higher classification which reflects an increase. Employees who transfer to a different department but remain in the same classification will continue to be paid at the same wage step. The date of the promotion or transfer shall be the employee's new seniority date for purposes of future step increases within the new classification.

Employees who are placed in a classification with a lower pay grade will be paid at the wage step closest to the wage of the classification they are leaving. The date the employee is placed in the lower pay grade shall be the employee's new seniority date for purposes of future step increases within the classification.

Section 10.7 Promotion Trial Period

The employee who is promoted from a position (within or outside of the bargaining unit) shall serve a three (3) month period to prove he/she is capable of performing the work satisfactory to the Employer. At any time during this trial period, the employee may on his/her own volition, request in writing to 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 performing in an unsatisfactory manner in the new classification, the Employer shall have the right to return the employee to the former classification from which he/she was promoted without loss of seniority and will provide said employee, upon written request from that employee, a written explanation specifying the reasons for the return to the former classification. Seniority shall not accumulate while the employee is in a position outside the bargaining unit beyond the three (3) month trial period.

Section 10.8 Chief Deputies

- A. The parties to this Agreement recognize that each Elected Official is entitled, by law, to one (1) Chief Deputy who is empowered to fulfill the duties of the Elected Official. Therefore, it is agreed that the appointment of the Chief Deputy is at the sole discretion of the Elected Official. Should an Elected Official remove an employee from the position of Chief Deputy, the Elected Official, the Employer and the Union shall meet immediately for the purpose of attempting to transfer the affected employee to another position for which the employee is qualified. Any employee so transferred may not displace another bargaining unit employee unless the transferred employee has more seniority than the employee that he/she is displacing. The transferred employee shall receive the applicable rate of pay within the schedule for the position he/she is transferred to in accordance with his/her seniority.
- B. Nothing in this Section shall be construed as to limit the Employer or Elected Official's rights to discipline or discharge any employee for cause or to layoff an employee subject to the terms of this Agreement.

LAYOFF AND RECALL

Section 11.1 Layoff

- A. In the event a reduction in personnel occurs, the Employer agrees to layoff irregular, seasonal and temporary employees first within the classification affected. Thereafter, further layoffs shall be by inverse order of seniority in the department and classification affected, provided that the remaining senior employees are capable of performing the required work.

- B. In the event a layoff is necessary, the Employer shall notify in writing both the employee and the Union at least two (2) weeks prior to the effective date of the layoff. Such notice shall include the number of employees to be laid off, their names, last date of hire, classification, and department. If the reduction in personnel would result in a more senior employee being laid off while a less senior employee is to remain at work in an equal or lower classification, and it appears that the senior employee has the necessary skill and experience to perform the work of the remaining less senior employee, the Employer, the Elected Official, if applicable, and the Union shall immediately meet for the purpose of attempting to transfer the affected employee(s) to another position for which the employee is qualified.

- C. An employee laid off from his/her position shall have the right to bump a less senior employee in an equal or lower classification within the same department provided he/she is qualified to perform the work of the displaced employee.

Section 11.2 Recall

Notification of recall from layoff shall be sent by certified mail, return receipt requested, to the employee's last known address. The notice shall set forth the date the recalled employee is expected to return to work. Employees who decline recall or who, in the absence of extenuating circumstances, fail to respond within seven (7) days of the date the notice was sent shall be presumed to have resigned, and their names shall be removed from the seniority and preferred eligibility lists.

LEAVES OF ABSENCE

Section 12.1 Procedure for Requesting Unpaid Personal Leave

Requests for an unpaid personal leave of absence must be submitted in writing by the employee to the Elected Official or Department Head at least thirty (30) days in advance of the date the unpaid leave is to commence, except in emergency situations. The request for the unpaid leave of absence shall state the reason for the unpaid leave and the exact dates on which the unpaid leave is to begin and end. Authorization or denial of an unpaid leave of absence shall be furnished to the employee in writing by the Employer. Any request for an extension of an unpaid leave of absence must be submitted in writing to the Employer at least ten (10) days in advance of the expiration date of the original unpaid leave, if possible, stating the reasons for the extension request and the exact revised date the employee is expected to return to work. Authorization or denial of the extension request shall be furnished in writing to

the employee by the Employer. Authorization of an unpaid leave of absence under this Section shall not be withheld unreasonably.

Any employee on unpaid leave of absence (when the employee is not being paid through payroll) will not accrue benefits (pension credit, vacation days, etc.), step increases within an established salary range, or any other benefits under this Agreement which are conditioned on service. During an unpaid personal leave of absence, the employee shall be responsible for his or her insurance premiums consistent with Section 16.6 of this agreement and failure to provide the insurance premiums shall result in discontinuance of the employee's coverage.

Section 12.2 Purpose of Leave

It is understood by the parties that leaves of absence are to be used for the purpose intended, and employees shall make their intent known when applying for such leaves. There shall be no duplicating or pyramiding of benefits or types of absence. Employees shall not accept employment while on leaves of absence unless agreed to by the Employer. Acceptance of employment or working for another employer without prior approval while on leave of absence may result in discipline, up to and including discharge. All leaves of absence shall be without pay unless specifically provided to the contrary by the provisions of the Leave Section involved.

Section 12.3 Active Military Leave

Any employee who enters active service of the Armed Forces of the United States shall receive a military leave without pay. Any employee returning from military service shall be re-employed in accordance with the applicable Federal and State statutes, and shall be entitled to any other benefits set forth in this Agreement. Notice of military leave of absence shall be provided to the Employer in writing as soon as the employee is notified of acceptance or induction into military service and, in any event, not less than two (2) weeks prior to the employee's separation of employment with the Employer, provided he/she has received notice from the government. All benefit accruals such as insurance or vacation shall cease immediately upon the employee's separation from employment with the exception of pension benefits.

Section 12.4 Extended Unpaid Leave Due to Illness or Injury

Extended unpaid leave due to illness or injury for a period of time, not to exceed sixty (60) calendar days, shall be granted automatically upon application from non-probationary employees for illness or injury, subject to the Employer's right to require proof of disability or injury. Extensions of unpaid leave due to illness or injury may be granted by the Employer; provided, however, the obligation is on the employee to report any change of condition or request a continuation of unpaid leave due to an illness or injury. Unpaid extended leaves of absence due to illness/injury will not exceed a total of one year from the 1st day of unpaid leave under Section 12.1.

Section 12.5 Maternity Leave

Maternity leaves shall be treated the same as any other leave due to illness or injury.

Section 12.6 Written Medical Opinion

- A. Employees requesting a leave for illness or injury for an extended period of time or an extension of leave due to illness or injury may be required to submit a written opinion from the employee's treating physician showing the nature of such illness or injury and that in the treating physician's opinion the employee is unable to work due to the medical condition and the anticipated date of return to work. Should the Employer require a second opinion from a physician, the Employer shall pay the cost of such second opinion.
- B. In situations where an employee's physical or mental condition reasonably raises a question as to the employee's capability to perform his/her job, the Employer may require a medical or psychological examination at its expense and, if cause is found, require the employee to take or remain on a leave of absence due to illness or injury.

Section 12.7 Jury Duty

Any full-time employee shall be granted a leave of absence with pay when he/she is required to report for jury duty. The employee shall give the Employer prior notification of his/her jury duty. Employees shall be paid the difference between any jury duty compensation they receive and their regular wages for all time necessarily spent in jury service. Employees shall be paid on the next regularly scheduled pay day for such time after endorsing the jury duty check for each day to the Employer, with the exception of those funds allocated for mileage. However, employees who complete such jury duty prior to the end of the workday shall return to their regular work station for the remainder of the workday; provided, however, they have spent less than six (6) hours in jury duty.

Section 12.8 Paid Leave Days

- A. All full-time employees covered by this Agreement who have completed ninety (90) calendar days of service with the Employer shall be credited with ten (10) paid leave days on January 1 of each year.
- B. Employees hired during the year will be credited pro-rata with paid leave days for each full payroll period to be worked prior to January 1 of the following year. However, newly hired employees shall not be eligible to use paid personal leave benefits until they have completed ninety (90) calendar days of service.
- C. Paid leave days may be used by employees for personal reasons or when an employee is unable to perform his/her duties because of injury or illness. However, when such leave is to be used for personal reasons, the employee must request such leave at least twenty-four (24) hours in advance of the date requested.
- D. When paid leave days are used due to an illness or injury of more than three (3) consecutive work days, the Employer may require a written medical opinion confirming that the Employee was unable to report to work when abuse of sick leave is suspected.
- E. Paid leave days shall be charged against the employee's paid leave day account in the amount taken but in no less than 15 minute increments.

F. Annual Cash Out - At the end of each year, employees shall be cashed out for credited but unused paid leave days at his/her rate of pay as of December 31st, subject to a maximum payout of five (5) days at the rate of one hundred percent (100%). Payment shall be made in the first full pay period in January. An employee must be actively employed by the Employer on December 31st to be eligible for a cash-out of unused paid leave days. The provisions of subsection (F) shall not apply to an employee who has not completed six (6) months of service by January 1. The provisions of this subsection shall not apply to an employee who has been on any type of unpaid leave for the entire previous year.

Section 12.9 Funeral Leave

Funeral leave will be granted for full-time employees to attend the funeral when a death occurs in the employee's immediate family. All full-time employees will, upon request, be granted funeral leave for all scheduled work days in a three (3) day block as long as the funeral is one of the days. For a funeral greater than a distance of four hundred (400) miles or the death of a child or a spouse, all full-time employees will, upon request, be granted funeral leave for all scheduled work days in a five (5) day block as long as the funeral is one of the days.

An employee excused from work under this section shall, after making written application, receive the amount of wages, exclusive of shift or other premiums, that he or she would have earned by working during straight time hours on such scheduled days of work for which he or she was excused. Time thus paid will not be counted as hours worked for purposes of overtime.

Immediate family means:

Spouse	Stepparent
Parents	Stepchild
Parents of current spouse	Grandparents
Spouse's Grandparents	Child
Grandchildren	Brother
Sister	Members of the employee's household
Brother-in-law	Sister-in-law
Son-in-law	Daughter-in-law

Additional time, not to exceed a total of seven (7) consecutive days, will be granted through personal, vacation or non-paid days.

Section 12.10 Union Leave

Union Stewards, upon written request ten (10) working days in advance, shall be granted a leave of absence without pay or loss of seniority, for a period not to exceed a total of ten (10) working days per calendar year to attend Union training sessions and/or Union functions. Not more than two (2) Stewards shall be on leave at any one time. No one (1) Steward shall be off more than five (5) of the ten (10) working days.

Leave shall be granted provided that, in the opinion of the Elected Official or Department Head, such time off does not unreasonably interfere with the efficient operation of the department or office and its obligation to the public.

Section 12.11 Family Medical Leave

- A. The Employer shall comply with the Family Medical Leave Act of 1993 (FMLA).
- B. The Employee on FMLA leave shall be required to exhaust all sources of accrued paid leave including paid leave at Article 12.8, and vacation at Article 14.1 in the event the Employee's injury/illness and wage loss are not covered under the short-term disability policy. However, the employee may elect to reserve up to ten (10) vacation days in lieu of exhaustion of all accrued vacation.
- C. Where the Employee is on a leave of absence for a serious medical condition subject to a worker's compensation claim the leave of absence shall also be designated as FMLA leave.
- D. The Employer is required to designate an otherwise eligible leave as FMLA including where the Employee does not apply and does not desire to utilize FMLA leave.

HOLIDAYS

Section 13.1 Recognized Holidays

The following shall be observed as holidays for full-time employees covered by this Agreement:

New Year's Eve	Labor Day
New Year's Day	Veterans Day
Martin Luther King Day	Thanksgiving Day
Presidents' Day	Day after Thanksgiving
Good Friday p.m.	Christmas Eve
Memorial Day	Christmas Day
Independence Day	

Section 13.2 Holiday Celebration

If a recognized holiday falls on a Sunday, the following Monday will be considered the recognized holiday for eligible employees. When a recognized holiday falls on a Saturday, the preceding Friday will be recognized as the holiday.

Section 13.3 Holiday Eligibility

Employee eligibility for holiday pay is conditioned on:

- A. The employee must work his/her entire scheduled shift, unless on an approved leave of absence, on the employee's last scheduled day before and first scheduled day after the holiday except in the case of a family emergency or illness verified to the Employer.
- B. An employee who is scheduled to work on a holiday but fails to report for work or fails to work his/her entire scheduled shift shall not be entitled to holiday pay except in the case of a family emergency or illness verified to the Employer.
- C. The employee must not be on an unpaid leave of absence or disciplinary suspension.

D. The employee on layoff in excess of thirty (30) days are not eligible.

Section 13.4 Holiday During Vacation

Holidays recognized by this Agreement that fall within an employee's vacation period will not be considered as a part of their vacation.

Section 13.5 Holiday Pay for Regular Part-Time Employees

Regular part-time employees shall receive holiday pay equal to the number of hours they would be normally scheduled to work on the recognized holiday.

Section 13.6 Holiday Premium Rate for Work Performed on a Holiday

Full-time and regular part-time employees who work on a recognized holiday shall receive time and one-half (1 1/2) their regular straight time rate of pay for all hours actually worked in addition to holiday pay.

Section 13.7 Christmas Holiday Schedule – Court Clerk and Prosecuting Attorney Employees

In the event Court is held on a scheduled holiday, or an observed day during the Christmas season, the Prosecutor and Court Clerk (County Clerk) shall have the flexibility to change the days observed for the Christmas season to coincide with the Court's schedule.

VACATIONS

Section 14.1 Vacations Accrual Rate

All full-time employees shall accrue vacation benefits at the rate of:

- During the first year of employment, .25 of their regular workday for each payroll period worked.
- During the second year of employment, .375 of their regular workday for each payroll period worked.
- During the third year of employment and thereafter, .5 of their regular workday, for each payroll period worked.

Section 14.2 Vacation Bonus Days

In addition to the above vacation accrual, full-time employees will receive additional vacation time each year in accordance with the following schedule:

<u>Employment Required</u>	<u>Bonus Vacation Days</u>
5 to 9 Years	2 Days
10 to 19 Years	5 Days
20 to 24 Years	2 Days
25+ Years	2 Days

Section 14.3 Vacation Scheduling

- A. New employees are not eligible to use vacation until they have completed nine (9) months of service.
- B. Employees may schedule vacation time during the twelve (12) months following their vacation determination date each year upon proper notice as determined by the respective Elected Official or Department Head, provided that, in the opinion of the Elected Official or Department Head such time off does not unreasonably interfere with the efficient operation of the department or office and its obligations to the public generally.
- C. When two (2) or more employees timely request the same time period for a vacation leave, and such leave cannot be granted to all employees requesting leave during that time period, vacation leave shall be granted on the basis of seniority.
- D. However, an employee who has vacation leave approved in advance not be later denied such leave on the basis of a more senior employee requesting the same time period for vacation.

Section 14.4 Unused Vacation Forfeiture

On December 31 of each year vacation days accumulated in excess of the maximum allowable accumulation being 20 days will be forfeited.

Exception: However, if the employee is denied a request for vacation submitted before the October 15th deadline, and if the Employer is unable to allow the employee to reschedule the vacation prior to December 31, the number of vacation days proposed to be used may be carried over to the following year (in addition to the twenty (20) allowable days) for use within ninety (90) days.

Section 14.5 Maximum Allowed Accumulation

Twenty (20) days is the maximum allowed accumulation.

HOURS OF WORK

Section 15.1 Normal Workweek and Workday

The normal workweek for full-time employees will be thirty-seven and one-half (37 1/2) hours per week, or forty (40) hours per week as provided by the Employer. The basic office hours are from 8:30 a.m. until 5:00 p.m. with a one (1) hour unpaid lunch hour period to be scheduled by the Elected Official or Department Head.

The schedule an employee will be expected to work may depend on the needs of the department.

Section 15.2 Workweek and Workday Definition

Any definition of an employee's normal workweek and workday stated in this Agreement shall not constitute a guarantee by the Employer of any number of hours per workday or per workweek.

Section 15.3 Overtime.

All employees shall be expected to work reasonable amounts of overtime upon request. Overtime must be authorized by the Elected Official or Department Head according to policy.

Section 15.4 Overtime Premium Pay

Time and one-half (1 1/2) the employee's straight time rate of pay shall be paid for all hours actually worked in excess of forty (40) hours in any one workweek.

Section 15.5 Court Time

Employees required to appear in Court or other such agencies on matters directly related to their work with the Employer in which they are personally involved shall receive their regular rate for all such hours during their regular work schedule. If the employee receives any witness fees, he/she shall turn them over to the Employer. The employee will be allowed to retain any mileage paid by the Court provided he/she does not also receive mileage from the Employer.

Animal Control personnel will receive a minimum of two (2) hours call in pay when called to appear in court on their scheduled time off. This Section does not apply if the employee is called in to work for time adjacent to and immediately before or immediately after the hours he/she was previously scheduled to work.

Section 15.6 Coffee Breaks

Employees shall be entitled to two (2) fifteen (15) minute breaks, one in the first half of their shift and one in the last half of their shift. Breaks shall be taken at a time so as to allow continuous operation of the Department.

Section 15.7 Ten Hour Shifts

For those employees scheduled to work ten (10) hour days, all paid days off, i.e. vacations, personal days and holiday, shall be equal to eight (8) hours.

Section 15.8 Education

In the event the Employer requires an employee to attend an education or training class, the employee will be paid for all hours spent in class at the regular rate of pay. The Employer will pay the costs and reasonable expenses incurred consistent with the Antrim County travel policy.

Section 15.9 Compensatory Time

An employee who works hours in excess of 40 hours within a seven-day workweek will be encouraged, if possible, to take compensatory time within the pay period. Compensatory time will be compensated time and one-half (1 1/2) for hours worked in excess of forty (40) hours within a work week. Employees must be paid cash wages for the first 40 hours worked. Compensatory time must be used in at least 15-minute increments.

Section 15.10 Call In Pay

Animal Control and Maintenance personnel will receive a minimum of one (1) hour call-in pay at one and one half (1-1/2) times their regular rate of pay when called in for emergency situations, as defined by the Employer. This Section does not apply if the employee is called in to work for time which is adjacent to and immediately before or immediately after the hours he/she was previously scheduled to work.

INSURANCE AND PENSION

Section 16.1 Hospitalization Insurance

The Employer agrees to provide group health insurance benefits for full-time employees and regular part-time employees, including dependent coverage. The coverage and benefits will be identical to the group health plan the County provides to County department heads, supervisors, administrators, and elected officials. The County's annual health plan benefits including co-pays and deductibles shall be set out in detail each year in a plan summary, each of which shall be attached to this Agreement as Appendix D.

Employees may "buy up" to other offered insurance plans but must pay one hundred percent (100%) of the difference between the Employer's caps and the cost of the other plan.

For medical benefit plan coverage years beginning on or after January 1, 2013, MCL 15.563 provides that the dollar amounts that are multiplied by the number of employees with each coverage type be adjusted annually. Specifically, the dollar amounts shall be adjusted, by October 1 of each year after 2011 and before 2019, by the change in the medical care component of the United States consumer price index for the most recent 12-month period for which data are available. By April 1 of each year after 2018, the dollar amounts shall be adjusted by the change in the medical care component of the U.S. consumer price index for the most recent 12-month period for which data are available. For calendar year 2024 benefit year, the caps are as follows:

Monthly Caps from January 1, 2024 to December 31, 2024

Single	\$670.26
Two-Person	\$1,501.72
Family	\$1,877.16

All benefits will be paid according to the terms of the insurance contract in force at the time of the claim.

The Employer agrees to pay insurance premiums not to exceed the County caps or the actual

premiums, whichever is less. Employees shall have the option of negotiating modifications or reductions in benefit levels to reduce premium co-payments.

The Employer shall notify the Union of any increase in insurance premium, as soon as possible, prior to the implementation of such increase in premium.

Employees whose spouses are also employed by Antrim County will not be eligible to be double covered under the health insurance program. The employee who is ineligible for coverage under the health insurance program will have the option to participate in the annuity in lieu of health insurance program described in Section 16.4 of this agreement.

New employees shall not be covered by the County's hospitalization insurance until they have been employed by Antrim County for sixty (60) days.

The stand-alone dental programs shall be offered only as allowed by carrier's rules. Any employee taking a stand alone dental rider must take the benefit at the lowest cost benefit level offered by the employer.

Dental coverage is paid for by the Employer and is not included in the County's health cost subject to the PA 152 limitations.

Optical insurance, shall be available to employees only through payroll deduction.

Section 16.2 Sickness and Accident Insurance

The Employer shall obtain and pay the required premiums for sickness and accident insurance for full-time employees covered by this Agreement. This coverage shall become effective following completion of the probationary period. Employees who are eligible under the insurer's rules and regulations shall receive from the Employer's insurance carrier, weekly indemnity payments consisting of seventy percent (70%) of their normal weekly straight-time wages. These benefits shall be payable from the first (1st) day of hospitalization or disability due to accident and eighth (8th) day of sickness, for a period of twenty-six (26) weeks for any one period of disability. Employees are not entitled to this benefit for any disability for which they may be entitled to indemnity or compensation under the Employer's retirement plan, the Social Security Act or any worker's compensation.

Section 16.3 Annuity in Lieu of Health Insurance

During the term of this Agreement, for full-time and regular part-time employees who would be eligible for health insurance and are able to demonstrate they have health insurance through another source, the Employer agrees to provide an annuity in lieu of health insurance in an amount of three hundred sixty-two dollars (\$362.00) per month.

New employees shall not be eligible for the annuity in lieu of health insurance program until they have been employed by Antrim County for sixty (60) days.

Section 16.4 Selection of Insurance Carriers

The Employer reserves the right to select or change the insurance carriers providing the

benefits stated in Section 16.1 and Section 16.2, to be a self-insurer, either wholly or partially, with respect to such benefits, and to choose the administrator of such insurance programs, provided the level of such benefits remains substantially the same. The Union shall be notified prior to any change.

Section 16.5 Continuation of Coverage

There shall be no liability whatsoever on the part of the Employer for any insurance premium payment for an employee who is on a layoff or leave of absence beyond the month such layoff or leave of absence commenced except as required by law.

An employee who is not on the County's payroll (hours actually worked, vacation time, or personal time) is considered to be on a leave of absence.

Section 16.6 Pension

The Employer will continue to be a member of the Michigan Municipal Employee Retirement System (MERS), and employees will become members of the MERS. Provision is made for a full-time employee to have his or her service time computed from the sixty-first (61) day of continuous employment. The Employer will notify each new employee of this provision.

- A. For employees hired before January 1, 2015, the Employer shall pay the full cost, inclusive of the employee's share of the MERS B-4 pension plan.
- B. Employees eligible to participate in the MERS pension plan under the MERS Plan Document hired on or after January 1, 2015 will be covered by the MERS Hybrid Plan. The Plan will consist of a Defined Benefit (DB) component with a 1.25% benefit multiplier and a Defined Contribution (DC) component. The Employer and the employee will contribute to the DC component of the Plan, with the employee contributing a minimum of one percent (1%) contribution to the DC component of the Plan, and will be allowed to make additional contributions as allowed under the Plan, MERS regulations and any applicable laws. The County will match the employee's contribution in an amount not to exceed eight percent (8%) of the employee's payroll less the cost to the Employer of the DB component of the Plan with the Employer's maximum combined DB and DC contribution being eight percent (8%). Employees will be one hundred percent (100%) vested after six (6) years of service.

The employee shall keep the same pension plan if they move from the General Unit to another employee unit in Antrim County. An employee who moves into the General Unit from a different bargaining unit will retain the pension plan they had previous to joining the General Unit. An employee who leaves Antrim County employment for any reason and is subsequently rehired will be eligible for the pension plan the County has in place for new hires at the time when rehired.

Section 16.7 Statutory Changes in Health Insurance

If, during the term of this Agreement, Federal or State legislation is enacted regarding employee health insurance benefits and such legislation affects either the Employer or the employees, both parties agree to meet and negotiate the effects.

Section 16.8 Deferred Compensation

Effective as soon as possible after the execution of this Agreement, if an employee elects to participate in an approved deferred compensation program, the Employer agrees to match each bargaining unit employee's contribution at a 1:1 ratio with a payment into a deferred compensation program, to a maximum Employer contribution as follows

<u>Years Worked</u>	<u>Maximum Percentage Paid by Employer</u>
Less than 1	0
1-5	to a maximum of 1.0% of 25% of gross wage
6-10	to a maximum of 1.5% of 25% of gross wage
11-15	to a maximum of 2.0% of 25% of gross wage
16 or more	to a maximum of 2.5% of 25% of gross wage

Section 16.9 Life Insurance

The Employer will provide decreasing group term life insurance for each employee in the amount of twenty-five thousand dollars (\$25,000) per employee. All benefits will be paid according to the terms of the insurance contract in force at the time of the claim.

Section 16.10 Benefits

The offering of all benefits are subject to carrier's rules.

CLASSIFICATION AND WAGES

Section 17.1 Wages

Listed in Appendixes A, B, C, and incorporated herein, are the wages and longevity schedule for the classifications covered by this Agreement. The employer may place a new employee up to year two on the union wage scale for prior experience or qualifications as determined by the employer.

Section 17.2 New Classifications

When a new job is placed in the unit and cannot be placed in an existing classification, the Employer will notify the Union prior to establishing a classification and wage rate. In the event the Union does not agree that the rate is proper, it shall be subject to negotiations.

EQUIPMENT, ACCIDENTS AND REPORTS

Section 18.1 Unsafe Equipment

The Employer shall not require employees to operate any equipment that is not in safe operating condition or equipped with the safety appliances prescribed by law. It shall not be a violation of this Agreement where employees refuse to operate such equipment unless such refusal is unjustified.

Section 18.2 Accident Reports

Any employee involved in any accident shall report said accident and any physical injury sustained immediately. When required by the Employer, the employee, before starting his/her next shift, shall make out an accident report, in writing, on forms furnished by the Employer and shall turn in all available names and addresses of witnesses to the accidents.

Section 18.3 Equipment Reports

Employees shall report all defects of equipment immediately or at the end of their shifts. Such reports shall be made in multiple copies, one copy to be retained by the employee. The Employer shall not ask or require any employee to take out equipment that has been reported by any other employee as being in an unsafe operating condition until the equipment has been approved as being safe by the maintenance department or by a qualified employee.

MISCELLANEOUS

Section 19.1 Captions

The captions used in each Section of this Agreement are for identification purposes only and are not a substantive part of this Agreement.

Section 19.2 Gender

The masculine pronoun, wherever used in this Agreement, shall include the feminine pronoun and the singular pronoun the plural, unless the context clearly requires otherwise.

Section 19.3 Separability

Any part of this Agreement which shall be held invalid or in conflict with applicable State or Federal law by a court of competent jurisdiction shall be null and void, but only to the extent of the conflict; all other parts shall continue in full force and effect for the duration of this Agreement. The parties shall, upon notice, meet at a mutually acceptable time and renegotiate the part or parts so affected.

Section 19.4 Medical Arbitration

In the event of a dispute involving an employee's physical or mental capability to perform his/her job and the Employer is not satisfied with the determination of the treating physician, the Employer may require the employee to be examined by a doctor of its choice and at its expense. In the event an employee is not satisfied with a determination of the Employer's physician, he/she may submit a report from his/her physician at his/her expense. If a dispute exists, final resolution, binding on both parties, shall be a report of a third doctor chosen by the employee's doctor and the Employer's doctor. The cost of this report shall be shared equally by the Employer and the employee. The provisions of this Section shall not apply in determining eligibility for Worker's Compensation.

Section 19.5 Mileage

Whenever an employee is requested by the Employer to use his/her own personal vehicle on the business of the Employer, he/she shall be accorded mileage at the then applicable County rate.

Section 19.6 Union Access

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

Section 19.7 Union Bulletin Boards

Bulletin boards will be allowed in each work location, with one on each floor of the County Building. The Employer shall provide bulletin board space as available. The Employer reserves the right to approve the location of each bulletin board and material used in construction of each bulletin board. The Employer also reserves the right to police the bulletin board for offensive material.

Section 19.8 On-the-Job Injuries

An employee who is injured on the job and is released from work by the Employer's physician will be paid for the balance of the workday.

Section 19.9 Address Change

An employee shall notify the Employer in writing of any change in the name or address promptly and, in any event, within seven (7) days after such changes have been made. The Employer shall be entitled to rely upon an employee's last name and address shown on his/her record for all purposes involving his/her employment.

Section 19.10 Reclassifications

Requests for reclassification shall be in writing to the respective Elected Official or Department Head. Each employee request for reclassification must specify the reasons supporting the employee's request. The Elected Official or Department Head shall specify his/her reasons for support or rejection of the employee's request for reclassification. The employee's written request for reclassification and the Elected Official or Department Head's support or rejection of such reclassification shall be considered by County Administration. Request must be submitted to the Elected Official or Department Head between January 1 and May 15 of each year. County Administration need not consider more than two (2) such requests each month.

County Administration shall provide a written answer to each employee request no later than June 15. Should County Administration recommend reclassification for any employee, such reclassification shall be subject to final approval of the Board of Commissioners and shall be effective the first full pay period of July in the year the reclassification was granted. Approval

or denial of reclassification requests by County Administration or the Board of Commissioners shall not be subject to the Grievance Procedure. An employee whose request for reclassification has been denied may submit a new request the following year provided he/she provides different or additional reasons for a reclassification.

It is also agreed and understood that the Union shall not use this process in a concerted manner to continue negotiations with respect to wages, benefits or working conditions. Should this process for hearing requests for reclassification be used for continuing negotiations or be otherwise abused by employees, the Board of Commissioners reserves the right to discontinue the process upon notice to the Union.

Section 19.11 Severe Weather

The County Building and the Courthouse shall remain open. If an employee cannot make it to work the affected employee(s) shall:

- A. Be allowed to make up lost time only within two (2) pay periods, without accruing overtime, as defined in this Agreement, or;
- B. Be allowed to make up lost time with accumulated personal leave, vacation time, or;
- C. Be allowed to accept lost time without pay.

Employees will not be disciplined if they choose not to come in due to inclement weather.

Section 19.12 Commission on Aging/Nutrition Program – Weather Policy

When extreme weather conditions occur which would be hazardous for the delivery of the meals, the Commission on Aging will cancel the Nutrition Program for that day. Employees whose jobs are solely responsible for the meal preparation and delivery of home delivered and congregate meals will not be expected to work.

Telephone contact will be made to staff affected by the closing.

Staff will not be paid if they are notified prior to the beginning of their shift that the COA is closed due to extreme weather conditions.

In the event an employee shows up for work due to failure of notification, wages will be paid at a two-hour show-up time if COA is closed due to extreme weather conditions.

The employee shall:

- A. Be allowed to make up lost time only within two (2) pay periods, without accruing overtime, as defined in this Agreement, or;
- B. Be allowed to make up lost time with accumulated personal leave, vacation time, or;
- C. Be allowed to accept lost time without pay.

Employees will not be disciplined if they choose not to come in due to inclement weather.

Section 19.13 Uniforms

Employer will provide uniforms and cleaning for Maintenance and Animal Control staff (clean uniforms five [5] days per week).

Employer will also provide uniforms and cleaning for Building Inspectors in the same manner as provided for the Maintenance staff, however, the Employer may elect to discontinue the provision of the Building Inspector's uniforms in the future.

Section 19.14 Shoe Allowance

Employer will reimburse airport, custodial and maintenance employees up to one hundred twenty-five dollars (\$125.00) per year for steel toed boots. Employer will reimburse Animal Control employees up to one hundred twenty-five dollars (\$125.00) per year for work boots. Employer will reimburse Commission on Aging kitchen staff employees up to one hundred twenty-five dollars (\$125.00) per year for non-slip shoes. Receipts must be presented to the County Clerk.

Section 19.15 Notice Upon Termination

Employees covered by this Agreement are required to provide two (2) weeks written notice to his/her supervisor when terminating employment with Antrim County. The employee must be on the job and working during the period covered under the two (2) week notice. Failure by an employee to provide two (2) weeks written notice will result in a loss of all accrued vacation days. Exceptions to this requirement are limited to circumstances of a serious illness or a situation beyond the employee's control, as defined by the Employer. Payout of vacation time will be made minus any deductions the employee owes the County.

Section 19.16 Retroactive Pay and Benefits

Upon ratification, only those eligible individuals currently employed by Antrim County and on the payroll at the time of ratification shall be covered by this Agreement.

Section 19.17 Emergency Manager Provision

An emergency manager appointed under the local government and school district fiscal accountability act is allowed to reject, modify, or terminate this collective bargaining agreement, as provided in the local government and school district fiscal accountability act.

SCOPE OF AGREEMENT

Section 20.1 Intent and Waiver

It is the intent of the parties hereto that the provisions of this Agreement, which contains all of the economic and non-economic conditions of employment, supersedes all prior agreements or understandings, oral or written, expressed or implied, between such parties and shall govern their entire relationship and shall be the sole source of any and all rights or claims which may be asserted in the grievance procedure hereunder or otherwise.

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waive the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement or with respect to any subject or matter not specifically referred to in this Agreement even though said subject matter may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement. Specifically the Union agrees it has waived its right to notice, to demand bargaining, or to bargain over any matter reserved to the Employer pursuant to the Management Rights provision of Section 4.1 during the term of this Agreement. The provisions of this Agreement can be amended, supplemented, rescinded, or otherwise altered only by mutual agreement in writing signed by all parties.

THIS SECTION INTENTIONALLY LEFT BLANK


TERM OF AGREEMENT

Section 21.1 Term of Agreement

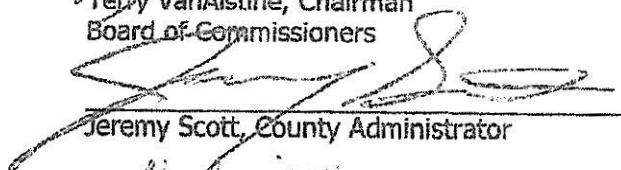
This Agreement shall become effective on the date executed and shall remain in full force and effect through December 31, 2024 at 11:59 p.m. at which time it shall expire

26
LAP 11-7-23
JK 11/8/23

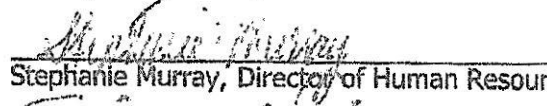
ANTRIM COUNTY:


Terry VanAlstine, Chairman
Board of Commissioners


9/18/23
Date


Jeremy Scott, County Administrator


9/18/23
Date


Stephanie Murray, Director of Human Resources

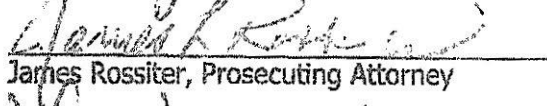
9/11/2023
Date


Sheryl Guy, County Clerk


9/11/2023
Date


Sherry Combell, County Treasurer

9/11/2023
Date


James Rossiter, Prosecuting Attorney

9/11/2023
Date

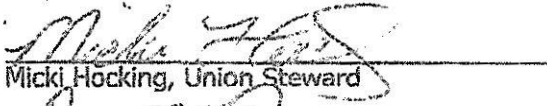

Patricia Nierjoth, Register of Deeds

9/11/2023
Date

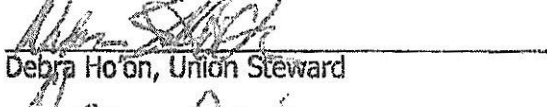
TEAMSTERS LOCAL 214:


Clayton Pietscher, Business Representative

10-24-23
Date


Micki Hocking, Union Steward

9/26/2023
Date


Debra Honon, Union Steward

9/26/2023
Date


Amy Tate, Union Steward

9/26/23
Date

GENERAL UNIT - 2024 WAGE SCALES

	2024 Increase	2023 Start	2024 START	2023 6 Month	2024 6 MONTH	2023 1 Year	2024 1 YEAR	2023 2 Years	2024 2 YEARS	2023 3 Years	2024 3 YEARS
Plumbing Inspector	3.0%	24.61	25.35	25.29	26.05	26.02	26.80	26.74	27.54	27.39	28.21
Electrical Inspector	3.0%	24.50	25.24	25.21	25.97	25.94	26.72	26.66	27.46	27.29	28.11
Mechanical Inspector	3.0%	24.19	24.92	24.85	25.60	25.60	26.37	26.33	27.12	26.94	27.75
Building Inspector	3.0%	24.15	24.87	24.83	25.57	25.56	26.33	26.31	27.10	26.92	27.73
Appraiser	3.0%	22.17	22.84	22.80	23.48	23.47	24.17	24.11	24.83	24.68	25.42
Executive Assistant- Prosecutor's Office	3.0%	22.17	22.84	22.80	23.48	23.47	24.17	24.11	24.83	24.68	25.42
Residential Appraisal	3.0%	22.17	22.84	22.80	23.48	23.47	24.17	24.11	24.83	24.68	25.42
GIS Technician	3.0%	20.27	20.88	20.92	21.55	21.55	22.20	22.23	22.90	22.85	23.54
IT Support Technician	3.0%	20.27	20.88	20.92	21.55	21.55	22.20	22.23	22.90	22.85	23.54
Chief Deputy	3.0%	20.10	20.70	20.77	21.39	21.43	22.07	22.09	22.75	22.73	23.41
Airport Foreman	3.0%	20.10	20.70	20.77	21.39	21.43	22.07	22.09	22.75	22.73	23.41
Animal Control Officer	3.0%	18.93	19.50	19.59	20.18	20.24	20.85	20.99	21.62	21.67	22.32
Airport Field Operator	3.0%	19.17	19.75	19.76	20.35	20.38	20.99	20.99	21.62	21.62	22.27
Assistant Abstractor	3.0%	18.93	19.50	19.59	20.18	20.24	20.85	20.99	21.62	21.67	22.32
Executive Secretary	3.0%	18.24	18.79	18.94	19.51	19.54	20.13	20.17	20.78	20.80	21.42
Clerk I/Food Svc. Coord.	3.0%	18.07	18.61	18.69	19.25	19.32	19.90	20.00	20.60	20.64	21.26
Deputy I	3.0%	18.02	18.56	18.64	19.20	19.26	19.84	19.90	20.50	20.58	21.20
Legal Secretary Veterans Services Officer I	3.0%	17.85	18.39	18.51	19.07	19.08	19.65	19.68	20.27	20.31	20.92
COA Office Manager	3.0%	17.84	18.38	18.45	19.00	19.04	19.61	19.67	20.26	20.27	20.88
Plan Reviewer	3.0%	17.84	18.38	18.45	19.00	19.04	19.61	19.67	20.26	20.27	20.88
Secretary	3.0%	17.44	17.96	18.05	18.59	18.67	19.23	19.42	20.00	20.01	20.61
Deputy II Maintenance	3.0%	17.13	17.64	17.80	18.33	18.42	18.97	19.11	19.68	19.68	20.27
Custodian	3.0%	16.54	17.04	17.20	17.72	17.87	18.41	18.54	19.10	19.18	19.76
Deputy II	3.0%	16.59	17.09	17.22	17.74	17.85	18.39	18.53	19.09	19.10	19.67
Clerk II/Cook	3.0%	16.59	17.09	17.22	17.74	17.85	18.39	18.53	19.09	19.10	19.67
Certified Nurse Assistant	0.0%	13.88	15.88	14.62	16.62	15.49	17.49	16.25	18.25	17.07	19.07
Assistant Cook	0.0%	12.41	14.41	13.10	15.10	13.82	15.82	14.52	16.52	15.25	17.25
Kitchen Aide	0.0%	11.45	13.45	11.76	13.76	12.12	14.12	12.80	14.80	13.46	15.46

GENERAL UNIT - 2025 WAGE SCALES

	2025 Increase	2024 Start	2025 START	2024 6 Month	2025 6 MONTH	2024 1 Year	2025 1 YEAR	2024 2 Years	2025 2 YEARS	2024 3 Years	2025 3 YEARS
Plumbing Inspector	3.0%	25.35	26.11	26.05	26.83	26.80	27.60	27.54	28.37	28.21	29.06
Electrical Inspector	3.0%	25.24	26.00	25.97	26.75	26.72	27.52	27.46	28.28	28.11	28.95
Mechanical Inspector	3.0%	24.92	25.67	25.60	26.37	26.37	27.16	27.12	27.93	27.75	28.58
Building Inspector	3.0%	24.87	25.62	25.57	26.34	26.33	27.12	27.10	27.91	27.73	28.56
Appraiser	3.0%	22.84	23.53	23.48	24.18	24.17	24.90	24.83	25.57	25.42	26.18
Executive Assistant- Prosecutor's Office	3.0%	22.84	23.53	23.48	24.18	24.17	24.90	24.83	25.57	25.42	26.18
Residential Appraisal	3.0%	22.84	23.53	23.48	24.18	24.17	24.90	24.83	25.57	25.42	26.18
GIS Technician	3.0%	20.88	21.51	21.55	22.20	22.20	22.87	22.90	23.59	23.54	24.25
IT Support Technician	3.0%	20.88	21.51	21.55	22.20	22.20	22.87	22.90	23.59	23.54	24.25
Chief Deputy	3.0%	20.70	21.32	21.39	22.03	22.07	22.73	22.75	23.43	23.41	24.11
Airport Foreman	3.0%	20.70	21.32	21.39	22.03	22.07	22.73	22.75	23.43	23.41	24.11
Animal Control Officer	3.0%	19.50	20.09	20.18	20.79	20.85	21.48	21.62	22.27	22.32	22.99
Airport Field Operator	3.0%	19.75	20.34	20.35	20.96	20.99	21.62	21.62	22.27	22.27	22.94
Assistant Abstractor	3.0%	19.50	20.09	20.18	20.79	20.85	21.48	21.62	22.27	22.32	22.99
Executive Secretary	3.0%	18.79	19.35	19.51	20.10	20.13	20.73	20.78	21.40	21.42	22.06
Clerk I/Food Svc. Coord.	3.0%	18.61	19.17	19.25	19.83	19.90	20.50	20.60	21.22	21.26	21.90
Deputy I	3.0%	18.56	19.12	19.20	19.78	19.84	20.44	20.50	21.12	21.20	21.84
Legal Secretary	3.0%	18.39	18.94	19.07	19.64	19.65	20.24	20.27	20.88	20.92	21.55
Veterans Services Officer I	3.0%	18.39	18.94	19.07	19.64	19.65	20.24	20.27	20.88	20.92	21.55
COA Office Manager	3.0%	18.38	18.93	19.00	19.57	19.61	20.20	20.26	20.87	20.88	21.51
Plan Reviewer	3.0%	18.38	18.93	19.00	19.57	19.61	20.20	20.26	20.87	20.88	21.51
Secretary	3.0%	17.96	18.50	18.59	19.15	19.23	19.81	20.00	20.60	20.61	21.23
Deputy II Maintenance	3.0%	17.64	18.17	18.33	18.88	18.97	19.54	19.68	20.27	20.27	20.88
Custodian	3.0%	17.04	17.55	17.72	18.25	18.41	18.96	19.10	19.67	19.76	20.35
Deputy II	3.0%	17.09	17.60	17.74	18.27	18.39	18.94	19.09	19.66	19.67	20.26
Clerk II/Cook	3.0%	17.09	17.60	17.74	18.27	18.39	18.94	19.09	19.66	19.67	20.26
Certified Nurse Assistant	3.0%	15.88	16.36	16.62	17.12	17.49	18.01	18.25	18.80	19.07	19.64
Assistant Cook	3.0%	14.41	14.84	15.10	15.55	15.82	16.29	16.52	17.02	17.25	17.77
Kitchen Aide	3.0%	13.45	13.85	13.76	14.17	14.12	14.54	14.80	15.24	15.46	15.92

GENERAL UNIT - 2026 WAGE SCALES

	2026 Increase	2025 Start	2026 START	2025 6 Month	2026 6 MONTH	2025 1 Year	2026 1 YEAR	2025 2 Years	2026 2 YEARS	2025 3 Years	2026 3 YEARS
Plumbing Inspector	3.0%	26.11	26.89	26.83	27.63	27.60	28.43	28.37	29.22	29.06	29.93
Electrical Inspector	3.0%	26.00	26.78	26.75	27.55	27.52	28.35	28.28	29.13	28.95	29.82
Mechanical Inspector	3.0%	25.67	26.44	26.37	27.16	27.16	27.97	27.93	28.77	28.58	29.44
Building Inspector	3.0%	25.62	26.39	26.34	27.13	27.12	27.93	27.91	28.75	28.56	29.42
Appraiser	3.0%	23.53	24.24	24.18	24.91	24.90	25.65	25.57	26.34	26.18	26.97
Executive Assistant-Prosecutor's Office	3.0%	23.53	24.24	24.18	24.91	24.90	25.65	25.57	26.34	26.18	26.97
Residential Appraisal	3.0%	23.53	24.24	24.18	24.91	24.90	25.65	25.57	26.34	26.18	26.97
GIS Technician	3.0%	21.51	22.16	22.20	22.87	22.87	23.56	23.59	24.30	24.25	24.98
IT Support Technician	3.0%	21.51	22.16	22.20	22.87	22.87	23.56	23.59	24.30	24.25	24.98
Chief Deputy	3.0%	21.32	21.96	22.03	22.69	22.73	23.41	23.43	24.13	24.11	24.83
Airport Foreman	3.0%	21.32	21.96	22.03	22.69	22.73	23.41	23.43	24.13	24.11	24.83
Animal Control Officer	3.0%	20.09	20.69	20.79	21.41	21.48	22.12	22.27	22.94	22.99	23.68
Airport Field Operator	3.0%	20.34	20.95	20.96	21.59	21.62	22.27	22.27	22.94	22.94	23.63
Assistant Abstractor	3.0%	20.09	20.69	20.79	21.41	21.48	22.12	22.27	22.94	22.99	23.68
Executive Secretary	3.0%	19.35	19.93	20.10	20.70	20.73	21.35	21.40	22.04	22.06	22.72
Clerk I/Food Svc. Coord.	3.0%	19.17	19.75	19.83	20.42	20.50	21.12	21.22	21.86	21.90	22.56
Deputy I	3.0%	19.12	19.69	19.78	20.37	20.44	21.05	21.12	21.75	21.84	22.50
Legal Secretary	3.0%	18.94	19.51	19.64	20.23	20.24	20.85	20.88	21.51	21.55	22.20
Veterans Services Officer I	3.0%	18.94	19.51	19.64	20.23	20.24	20.85	20.88	21.51	21.55	22.20
COA Office Manager	3.0%	18.93	19.50	19.57	20.16	20.20	20.81	20.87	21.50	21.51	22.16
Plan Reviewer	3.0%	18.93	19.50	19.57	20.16	20.20	20.81	20.87	21.50	21.51	22.16
Secretary	3.0%	18.50	19.06	19.15	19.72	19.81	20.40	20.60	21.22	21.23	21.87
Deputy II Maintenance	3.0%	18.17	18.72	18.88	19.45	19.54	20.13	20.27	20.88	20.88	21.51
Custodian	3.0%	17.55	18.08	18.25	18.80	18.96	19.53	19.67	20.26	20.35	20.96
Deputy II	3.0%	17.60	18.13	18.27	18.82	18.94	19.51	19.66	20.25	20.26	20.87
Clerk II/Cook	3.0%	17.60	18.13	18.27	18.82	18.94	19.51	19.66	20.25	20.26	20.87
Certified Nurse Assistant	3.0%	16.36	16.85	17.12	17.63	18.01	18.55	18.80	19.36	19.64	20.23
Assistant Cook	3.0%	14.84	15.29	15.55	16.02	16.29	16.78	17.02	17.53	17.77	18.30
Kitchen Aide	3.0%	13.85	14.27	14.17	14.60	14.54	14.98	15.24	15.70	15.92	16.40

PRIORITY HEALTH PLANS

January 1, 2024 through December 31, 2024

NOTE: All rate information is provided by the Health Insurance Companies. Antrim County is not responsible for changes in the rates received from the Insurance Company.

<u>\$500 Deductible Plan</u>			
<ul style="list-style-type: none"> • <i>Deductible: \$500/\$1,000</i> • <i>Coinsurance: 0% most services</i> • <i>Max Out-of-Pocket Coinsurance: \$0/\$0</i> • <i>Out of pocket Maximum: \$9,100/\$18,200 (applies to deductibles, copays, coinsurance)</i> • <i>Office Visits: \$30/\$30/\$30 urgent care</i> • <i>Emergency Copay: \$75 After Deductible</i> • <i>100% Preventative Care</i> • <i>100% Coverage for Labs</i> • <i>Prescription Copays: \$10/\$40/\$80</i> • <i>Mail Order Prescriptions: 2 copays/90-day supply Tiers 1-3 (Express Scripts for regular)</i> 			
MONTHLY RATES	PREMIUM RATE	Caps 2024	EMPLOYEE'S RESPONSIBILITY PAYROLL DEDUCTION
Single	\$ 707.03	\$ 670.26	\$ 36.77
Two-Person	\$1,696.88	\$1,501.72	\$195.16
Family	\$2,121.09	\$1,877.15	\$243.94

<u>\$750 Deductible Plan</u>			
<ul style="list-style-type: none"> • <i>Deductibles: \$750/\$1,500</i> • <i>Coinsurance after Deductible: 20% (Most Services)</i> • <i>Max Out-of-Pocket Coinsurance \$1,500/\$3,000</i> • <i>Out of pocket Maximum: \$9,100/\$18,200 (applies to deductibles, copays, coinsurance)</i> • <i>Office Visits: \$30/\$45/\$60 urgent care</i> • <i>Emergency CoPay: \$100 after deductible</i> • <i>100% Preventative Care</i> • <i>100% Coverage for Labs</i> • <i>Prescription Co-Pays \$15/\$50/\$80</i> • <i>Mail Order Prescriptions: 2 copays/90-day supply Tiers 1-3 (Express Scripts for regular)</i> 			
MONTHLY RATES	PREMIUM RATES	Caps 2024	EMPLOYEE'S RESPONSIBILITY PAYROLL DEDUCTION
Single	\$ 624.01	\$ 670.26	\$0
Two-Person	\$1,497.63	\$1,501.72	\$0
Family	\$1,872.03	\$1,877.15	\$0