

Collective Bargaining Agreement

Between



County of Allegan

And



Governmental Employees' Labor Council

(General Unit)

January 1, 2020

Through

December 31, 2027

AGREEMENT

This AGREEMENT, effective January 1, 2020, and entered into as of the date of ratification by the Allegan County Board of Commissioners by and between the COUNTY OF ALLEGAN hereinafter referred to as the Employer and GOVERNMENTAL EMPLOYEES LABOR COUNCIL also known as GELC, hereinafter referred to as the Union.

PREAMBLE

It is the purpose of this Agreement to reduce to writing the total understanding of the parties regarding wages, hours and working conditions of employees of the County covered by this Agreement, and that all such understandings must be written to be mutually binding. It is further understood and agreed that only the Board of Commissioners may issue policies concerning wages, hours and working conditions which are binding on the County and then only if in writing and signed by the issuer.

The agreements concerning wages, hours and working conditions and statement of wage and fringe benefits expressed in this Agreement shall be the sole and exclusive source of any and all employee benefits for those employees covered by this Agreement and shall be in lieu of any or all benefits expressed in any other document or statement of the County without limit or exception including, but not limited to, County pension programs, wage statements, fringe benefits statements or employee personnel booklets. All employee benefit programs have been reviewed by the parties to these negotiations and those not expressly appearing within this Agreement are hereby specifically and expressly waived by the Union.

Article 1 RECOGNITION

Section 1.1. Collective Bargaining Unit. Pursuant to and in accordance with the applicable provisions of Act 379 of the Michigan Public Acts of 1965, the Employer recognizes the Union as the exclusive collective bargaining representative for:

All regular full-time and regular part-time employees employed in the County Clerk's Department, Department of Equalization, Register of Deeds, County Treasurer, Facilities Management, County Service Building, Drain Commissioner, LIS Department, Records Management Department, Department of Parks and Economic Development, Information Services Department, and Board of Public Works, and all regular full-time Records Specialists in the Sheriff's Department, auto maintenance technician, animal control officers, Senior Animal Control Officer, employed in the Allegan County Sheriff Department, but EXCLUDING all irregular part-time, temporary, and seasonal employees, elected officials and their first (chief) deputies, all employees in the County Administration Department, confidential employees, all employees included in another collective bargaining unit, and all other employees of the County of Allegan and the County's Sheriff Department.

Article 2
UNION DUES

Section 2.1. Dues Check Off. For all those employees who are or become members of the Union and who presently execute payroll deduction authorization cards, which shall be provided by the Union, the provisions of which must conform to the legal requirements imposed by state law, the Employer agrees to deduct from the first paycheck of each month the regular monthly dues in the amounts certified to the Employer by the Chief Steward.

At least once per month, after dues have been deducted from employees' pay, the Employer shall pay directly to the GELC the dues which have been deducted. Such payment shall be accompanied by a list which identifies each employee in the bargaining unit and specifies the amount of dues deducted from each employee's pay for the time period covered by the payment. Payment shall be mailed or otherwise delivered to: Governmental Employees Labor Council, 677 E. Big Beaver, Suite 205, Troy, MI 48083.

Section 2.2. Indemnification. The Union shall indemnify and save the Employer harmless from any and all claims, demands, suits or other actions arising from the provisions of this Article, including, but not limited to, any liability that may arise out of the Employer's reliance upon any payroll deduction authorization cards presented to the Employer by the Union.

Article 3
UNION REPRESENTATION

Section 3.1. Collective Bargaining Committee. The Employer agrees to recognize a Collective Bargaining Committee composed of four (4) employees from the bargaining unit, one of which shall be the Chief Steward. Members of the Committee shall be elected or appointed by the Union in accordance with its internal procedure(s). The function of the Committee shall be to meet with Employer representatives for the purpose of negotiating modifications to this Agreement.

Section 3.2. Grievance Representation. The Chief Steward or alternate shall represent the employees in grievances and other employee matters on behalf of the employees in any step of the grievance procedure provided herein. Grievances resolved at any step of the grievance process shall be final and binding upon all parties.

Section 3.3. Chief Steward. The Employer shall recognize a Chief Steward and two (2) alternates elected or appointed from the bargaining unit for purposes of collective bargaining and grievance administration. The duties of the Chief Steward and all alternates shall include attendance at Employer-Union meetings, grievance investigating and administration in accordance with the grievance procedure, and to receive and transmit communication between the Union and the Employer. The Union shall notify the Employer in writing of the name of the Chief Steward and alternates before recognition shall be given.

Section 3.4. Notice of Representatives. The Union shall notify the Employer in writing of the names of its employee representatives before such employee shall be recognized by the Employer.

Section 3.5. Reporting. An employee representative shall first receive authorization from the employee's immediate supervisor to cease the employee's work duties for purposes of grievance administration and shall resume the employee's work duties promptly when the employee's part in the grievance adjustment has been completed.

Article 4
EMPLOYER'S RIGHTS

Section 4.1. Management's Reserved Rights.

a. The Union hereby recognizes and agrees that the County of Allegan, acting through its elected Board of Commissioners, is charged with certain powers, rights, authority and duties which are conferred upon the County by law and cannot be delegated. Except as in this Agreement otherwise specifically and expressly provided, the Employer retains the sole and exclusive right to manage and operate the County of Allegan in all of its operations and activities. Among the rights of management, 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, machines and facilities required to provide such service; to establish classifications of work and the number of personnel required; to determine the nature and number of facilities and departments to be operated and their location; to direct and control operations; to determine hours of work, work schedules and assignments of work; to maintain order and efficiency; to study and use improved methods and equipment including subcontracting; and in all respects to carry out the ordinary and customary functions of County government. The Union acknowledges that unless the Employer has expressly agreed otherwise in a specific provision of this Agreement, all rights and powers as provided by law and not limited by express provision of this Agreement are reserved by the Employer and shall not be subject to arbitration provided therein.

b. The Employer shall also have the right to hire, promote, demote, assign, transfer, suspend, discipline and discharge for just cause; to layoff and recall personnel; to establish work rules and regulations and penalties for violations thereof; to make judgments as to ability and skill; and to provide and assign relief personnel; and as such to the extent of express provisions in this Agreement, these rights shall be subject to the grievance and arbitration procedure provided therein.

c. The Employer retains the sole right to discipline and discharge employees for just cause, provided that in the exercise of this right it will not act in violation of the terms of this Agreement. The Employer agrees not to consider discipline older than 24 months in determining an appropriate penalty for a current infraction, provided that the employee has not been disciplined within the past 24-month period.

d. In the event any discipline is imposed against any employee because of an infraction of Employer work rules, neither the Union nor the employee shall challenge the reasonableness of these rules, but shall only challenge their application through the grievance procedure provided for in this Agreement.

e. Should any employee be disciplined for causes not covered by the aforesaid work rules, then the Union and/or employee(s) shall be permitted to challenge the reasonableness of such cause through the grievance procedure provided for in this Agreement.

Article 5
GRIEVANCE AND ARBITRATION PROCEDURE

Section 5.1. Definitions.

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

b) Definition of Day. For all purposes in this Article any reference to the word "day" shall be interpreted to mean "work day."

Section 5.2. Grievance Procedure. All grievances shall be processed in the following manner:

Step One. An employee with a complaint concerning the application or interpretation of this Agreement shall reduce the complaint to a written grievance and submit it to the Department Head within five (5) days after the occurrence of the events upon which the complaint is based or the Grievant's knowledge thereof. The written grievance shall state the facts, including dates, upon which the grievance is based, list the sections of the Agreement allegedly violated and be signed by the complaining employee. The Department Head shall answer the grievance in writing within five (5) days after the receipt of the written grievance.

Step Two. If the grievance is not satisfactorily settled in Step One, an employee may advance the grievance by submitting the written grievance to the Human Resources Director within five (5) days after receipt of the Department Head's written answer. The Human Resources Director and the Chief Steward or alternate shall discuss the grievance in an attempt to reach a settlement, but the Human Resources Director shall give the employee's written answer within five (5) days after receipt of the grievance.

Step Three. If the grievance is not satisfactorily settled in Step Two, the grievance may be advanced by submitting the written grievance to the County Administrator within five (5) days after receipt of the Employer's answer in Step Two. A meeting between the Chief Steward or alternate and Employer representatives shall be scheduled to discuss the matter. Either party may have non-employee representatives present. The Employer shall place its answer on the grievance form within five (5) days following said meeting and return it to the Chief Steward or alternate.

Section 5.3. Arbitration Request and Selection. The Union may request arbitration of an unresolved grievance which is arbitrable only during the term of this Agreement or any extensions thereof, by giving written notice to the Employer at the Human Resources Department of its intent

to arbitrate the grievance within ten (10) days following receipt of the Employer's answer in Step Three. After receipt of the arbitration request, a panel of arbitrators shall be obtained from the Federal Mediation and Conciliation Service. Each party shall alternately strike a name from the panel, and the remaining name shall serve as the arbitrator. The Employer shall strike the first name from the list. Upon request of either party, a second panel of arbitrators may be obtained if the first panel is unacceptable.

Section 5.4. Expedited Grievance. Any grievance concerning the discharge or suspension of five (5) days or more of an employee or a policy matter concerning the entire bargaining unit may be initiated at the Second Step of the grievance procedure during the term of this Agreement. Policy grievances may be filed by the Chief Steward or alternate.

Section 5.5. Arbitrator's Jurisdiction. The arbitrator's powers shall be limited to the application and interpretation of this Agreement as written. He shall be governed at all times wholly by the terms of this Agreement and shall have no power or authority to alter or modify this Agreement in any respect either directly or indirectly. The arbitrator shall have no authority to rule upon job descriptions or classifications, work assignments, work standards or personnel requirements nor shall the arbitrator rule upon any dispute involving the exercise of the Employer's inherent rights as generalized in Section 4.1 not specifically limited by the express terms of this Agreement. The arbitrator's decision shall be final and binding upon the Union, Employer and employees in the bargaining unit, provided however, either party to this Agreement reserves its legal rights to challenge an arbitration award if the arbitrator has exceeded the arbitrator's jurisdiction or engaged in improper conduct.

Section 5.6. Grievance Resolution. All resolutions of grievances and complaints shall be reduced to writing and approved by the Human Resources Department. If the Human Resources Department disagrees with any proposed resolution of a grievance at Step One, the Human Resources Director shall advise the Union in writing, and the grievance shall be advanced to Step Two of the grievance procedure.

Section 5.7. Time Limitations. The time limits established in the grievance and arbitration procedure shall be followed by the parties and employees. If the time procedure is not followed by the Union or Grievant, the grievance shall be considered settled in accordance with the last disposition rendered. If the time procedure is not followed by the Employer, the grievance shall automatically advance to the next step including arbitration upon notice from the Union. Saturday, Sunday and recognized holidays shall not be counted under the time procedure established herein. The time limits established herein may be extended by mutual agreement of the parties provided it is reduced to writing and the period of extension specified.

Section 5.8. Lost Time. The Employer agrees to pay for all reasonable time lost by an employee during the employee's regularly scheduled working hours while processing a grievance in accordance with the grievance procedure, provided however, the Employer reserves the right to revoke this benefit if it is being abused. Lost time shall be compensated at the employee's straight time regular rate of pay.

Article 6

SPECIAL CONFERENCES

Section 6.1. Special Conferences. Special conferences for discussions between the parties on matters of mutual concern may be scheduled at times mutually agreeable. Special conferences shall not be used for the purpose of negotiating modifications to this Agreement.

Article 7 STRIKES AND LOCKOUTS

Section 7.1. Application of Uniform CBA Supplement. Article 1 of the Employer's Uniform CBA Supplement is incorporated by reference.

Article 8 SENIORITY

Section 8.1. Seniority Definition. Seniority shall be defined as the length of the employee's continuous service within the bargaining unit commencing from the employee's last date of hire. The application of seniority shall be limited to the preferences specifically recited in this Agreement.

Section 8.2. Introductory Period. All new employees shall be considered introductory employees for a period of six (6) months, after which time their seniority shall be as of their last date of hire. During the introductory period, an employee shall be considered in an introductory employee status, and, as such, the employee may be laid off or terminated by the Employer and such action shall not be subject to the grievance procedure provided in this Agreement. The introductory period shall be extended by the length of an employee's absence if the employee is absent in excess of fourteen (14) days during the employee's introductory period.

Section 8.3. Loss of Seniority. An employee's seniority with the County shall terminate for the following reasons:

- (a) The employee quits or resigns.
- (b) The employee is discharged for cause.
- (c) The employee retires in accordance with the County's retirement plan.
- (d) The employee is absent from work, including the failure to return to work at the expiration of a leave of absence, vacation, layoff or disciplinary layoff, for three (3) consecutive days without notifying the Employer and providing an acceptable reason for such absence.
- (e) The employee gives a false reason for requesting a leave of absence or engages in other employment during such leave of absence.
- (f) A settlement with the employee has been made for total disability.
- (g) The employee is laid off or has not, for any reason, worked for the Employer for a continuous period exceeding the length of such employee's employment or nine (9) calendar months, whichever occurs sooner.
- (h) The employee falsified pertinent information on the application for employment.

(i) The employee holds more than one regular job wherein the employee is employed by another employer to exercise skills similar to those exercised for the Employer, or work, restriction of production, interference with the operation of the County.

Section 8.4. Layoff and Recall. A reduction and recall in the work force shall be accomplished in the following manner:

(a) Layoff Procedure. The first employee to be laid off shall be the employee with the least seniority in the classification and department affected, provided however, that the more senior employees in the classification have the experience, necessary training and present ability to perform the required work. Further layoffs from the affected classification and department shall be accomplished by the inverse order of the employee's seniority, provided that the remaining employees with greater seniority in the classification have the experience, necessary training and present ability to perform the required work.

1. An employee laid off from the employee's classification may replace an employee with less seniority in another classification within the department, provided however, that the employee has the experience, necessary training and present ability to perform the required work. An employee so transferred shall receive the rate of the classification into which the employee bumps at the employee's existing pay step.

(b) Recall Procedure. Employees who are laid off from work shall be recalled to their classification and department in order of their seniority when the work force is to be increased, provided that the employee has the experience, necessary training and present ability to perform the required work. An employee who has exercised the employee's seniority by bumping another employee shall return to the employee's classification upon recall to that classification.

(c) Full-time employees shall have preference over regular part-time employees.

Section 8.5. State or Federal Funded Positions. The Union acknowledges that occasionally positions are established under State or Federal Grants and if such programs are curtailed or eliminated, new employees hired for and occupying these positions may be terminated from the Department notwithstanding the layoff and recall procedure provided in this Agreement. The County will advise the employee of the work to be performed, the hourly rate of pay, the benefit schedule, the work schedule and the length of the grant.

Section 8.6. Notice of Layoff and Recall. Notice of layoff and recall in the work force shall be accomplished in the following manner:

(a) Layoff Notice. The Employer agrees to notify in writing an employee who is to be laid off at least five (5) calendar days in advance of such layoff unless circumstances are such that said notice is not possible.

(b) Recall Notice. Employees who are to be recalled from layoff shall be given advance notice of five (5) calendar days. Such notice may be given verbally, if possible, but in any event, written notice shall be sent to the employee at the address on file with the Employer. It is the sole

responsibility of the employee to keep on file with the Employer the employee's current address and telephone number.

Section 8.7. Temporary Transfers. The Employer reserves the right to temporarily transfer an employee to another classification or work assignment when additional manpower is needed. The employee shall not suffer a reduction in wages or hours as a result of such transfer. If the employee remains temporarily transferred in excess of twenty (20) consecutive days and the position to which the employee is temporarily transferred is a higher rated classification, then commencing on the twenty-first (21st) day, the employee shall receive the higher rate for the remainder of the period temporarily transferred.

Section 8.8. Vacancies and Posting. When a vacancy occurs or a new position is created within the bargaining unit which is to be filled, notice of such positions shall be given to all employees of the department where the position is situated, and employees may request a transfer or promotion into said position. If such position is not filled by an employee from within the department, then notice of the position shall be posted five (5) workdays on the intranet. The posting shall list the classification, pay grade, departmental location and minimum requirements or qualifications of the position. The Employer shall consider the applicant's work record, training, experience and present ability to meet the requirements or qualifications of the position. However, the Union acknowledges and agrees that the final decision of filling the position shall be at the discretion of the appropriate Department Head, and the County Administrator, if funding for the position has been approved by the County Board of Commissioners.

Article 9
LEAVES OF ABSENCE

Section 9.1. Application of Uniform CBA Supplement. Article 5 of the Employer's Uniform CBA Supplement is incorporated by reference.

Article 10
PAID TIME OFF

Section 10.1. Application of Uniform CBA Supplement. Article 3 of the Employer's Uniform CBA Supplement is incorporated by reference. For purposes of that Article:

The date for use in the "Seniority Preference for PTO Requests" provision is April 1.

Article 11
HOLIDAYS

Section 11.1. Application of Uniform CBA Supplement. Article 4 of the Employer's Uniform CBA Supplement is incorporated by reference.

Article 12
LONGEVITY

Section 12.1. Longevity Benefit. Employees who were hired on or before December 31, 1997, and who have completed five (5) or more years of employment with the County shall receive longevity pay in December of each year according to the following scale:

5 through 7 years	\$300
8 through 11 years	\$350
12 through 19 years	\$400
20 or more years	\$450

Section 12.2. Longevity Eligibility. For the purpose of determining longevity pay, only an employee who works an annual average of sixty (60) or more hours per pay period shall be paid the full longevity payment. An employee who works an annual average of forty (40) or more hours but not to exceed fifty-nine (59) hours per pay period shall be paid one-half (1/2) of the longevity payment. An employee who works an annual average of less than forty (40) hours per pay period shall receive no longevity pay.

Section 12.3. New Hires. Persons who become employed after January 1, 1998, shall receive longevity in December of each year according to the following scale:

10 through 15 years	\$300
16 through 20 years	\$350
21 years or more	\$400

Section 12.4. Elimination of Longevity Benefit. Notwithstanding the above sections of this article, effective January 1, 2010, only employees who have previously been paid the longevity benefit shall be eligible to receive the longevity benefit. The longevity benefit shall not be provided to any other employees.

Article 13
PENSION

Section 13.1. Application of Uniform CBA Supplement. Article 8 of the Employer's Uniform CBA Supplement is incorporated by reference.

Article 14
INSURANCE

Section 14.1. Application of Uniform CBA Supplement. Article 6 of the Employer's Uniform CBA Supplement is incorporated by reference.

Article 15
GENERAL

Section 15.1. Application of Uniform CBA Supplement. Article 7 of the Employer's Uniform CBA Supplement is incorporated by reference.

Article 16
HOURS AND WAGES

Section 16.1. Application of Uniform CBA Supplement. Article 2 of the Employer's Uniform CBA Supplement is incorporated by reference. For purposes of that Article:

The normal work day shall consist of eight (8) hours per day. The normal work week shall consist of forty (40) hours per week.

Employees shall be entitled to rest or break period of not to exceed fifteen (15) minutes duration at or near the midpoint of each half shift.

Employees who work in excess of forty (40) hours per week shall be paid for all such hours worked at one and one-half (1 1/2) times their regular straight time hourly rate.

Compensatory time off accrual shall be capped at eighty (80) hours per employee, and any overtime worked will be paid in cash to an employee with a compensatory time off bank equal to or greater than eighty (80) hours.

Any employee called to work, or permitted to come to work without having been notified that there will be no work, and who is physically capable of performing regular work, or the work assigned, shall receive a minimum of two (2) hours of pay at one and one half (1 1/2) times the employee's regular hourly rate of pay, or compensatory time at the rate of one and one half (1 1/2) except in cases of labor disputes. Use of compensatory time off shall be as provided in this Agreement. The Employer may assign employees to any work available during such two (2) hour period. The minimum two (2) hours work or pay shall not apply where an employee reports back to work after such employee has been absent without excuse and without notifying the County of the employee's date to return to work. Employees are expected to respond to call back to work under conditions of management-declared emergency made known to the employee. Work performed in connection with a regular work shift shall be deemed to meet the minimum pay requirements of this section. Use of compensatory time off shall be as provided by in this Agreement.

With regard to the Uniform CBA Supplement, employees in this bargaining unit are also subject to the following:

Employees in this bargaining unit shall be covered by and paid in accordance with Appendix "A" made up of 1) the attached list of job classifications and pay grades; and 2) the attached Employer compensation schedule of annual steps.

Article 17
DURATION OF AGREEMENT

Section 17.1. Term of Agreement. This Agreement shall become effective as of January 1, 2020, and shall remain in full force and effect through December 31, 2027, and from year to year

thereafter unless either party hereto serves a written notice upon the other at least ninety (90) calendar days prior to the expiration and of any subsequent automatic renewal period of its intention to renegotiate this Agreement.

THIS AGREEMENT was executed by the parties the date and year above written.

GOVERNMENTAL EMPLOYEES LABOR COUNCIL (General Unit)



September 5, 2025

GELC Labor Representative

Date



9/9/2025

Local GELC President

Date

ALLEGAN COUNTY



September 11, 2025

County Administrator

Date



ALLEGAN COUNTY

Uniform

Collective Bargaining Agreement

Supplement

January 1, 2020

Through

December 31, 2027

DEFINITIONS

Definition of “Union”. For purposes of this Uniform Collective Bargaining Agreement Supplement, the term “Union” means a bargaining unit’s exclusive bargaining representative under state labor law, regardless of whether it is an independent association or part of a statewide or nationwide labor organization.

ARTICLE 1 STRIKES AND LOCKOUTS

Section 1.1. No Strike and No Lockout. The Union agrees that, during the life of this Agreement, neither the Union nor its agents or members will authorize, instigate, aid, condone or engage in a work stoppage, slowdown or strike, including sympathy strikes. The Employer agrees that during the same period there shall be no lockouts. Likewise, it is understood and agreed that the Union and employees shall not engage in concerted activities calculated to influence elected officials, such as picketing private homes or businesses.

Section 1.2. Penalty. Individual employees, or groups of employees, who instigate, aid, condone or engage in a work stoppage, slowdown or strike or any conduct specified in Section 1.1 above may be disciplined or discharged in the sole discretion of the Employer.

ARTICLE 2 HOURS AND WAGES

Section 2.1. Job Classifications and Wages. The job classifications and wages in the Employer’s Pay Plan applicable to each specific bargaining unit are set forth in Appendix “A” attached to each Unit Agreement and by this reference made a part thereof. The wages set forth in Appendix “A” to the Unit Agreement reflect the following increases:

- 2% wage increase for 2025
- 2% wage increase for 2026
- 2% wage increase for 2027

Annual and step wage increases shall be effective at the start of an employee’s first full shift after 12:00 midnight January 1 of each year.

Section 2.2. Normal Work Day and Work Week. The normal work day shall consist of the hours per day specified in the applicable Unit Agreement. The normal work week or tour of duty shall consist of the hours per week or tour of duty specified in the applicable Unit Agreement. However, nothing contained herein shall be construed as a guarantee of those amounts of hours of work or pay per work day or work week or tour of duty. The Employer expressly reserves the right to close any part of the Employer for individual days in a given week for an entire week or weeks. It is likewise understood and agreed that the starting and quitting times for all or individual employees may be staggered to provide the needed coverage. The Employer reserves the right to reduce certain or all classifications or to reduce the hours worked in one or all classifications. The

Employer reserves the right to change an employee's work shift when such is warranted due to operational necessities.

Section 2.3. Break Periods. Employees shall be entitled to break periods at or near the midpoint of each half shift and another break period for lunch at or near the midpoint of their shift. The duration of such breaks shall be as specified in the applicable Unit Agreement. It is understood and agreed that the timing of the break periods may vary depending upon the nature of the work being performed by the employee at the time, it being recognized that under certain conditions it will be impossible or impractical for an employee to take a break period until the urgent or critical aspects of the job then being performed have been completed, and on occasion, an employee may miss a given break period. Non-supervisory employees must inform their supervisor when departing the work area to go on break or for personal reasons.

Section 2.4. Premium Overtime Pay. Non-exempt employees who work in excess of the hours per week or tour of duty specified in the applicable Unit Agreement shall be paid for all such hours worked at one and one-half (1.5) times their regular straight time hourly rate.

Section 2.5. Compensatory Time Off. Non-exempt employees may choose compensatory time off at the rate of time and one-half (1.5) for each hour of overtime worked. Compensatory time off accrual shall be capped at the number of hours per employee specified in the applicable Unit Agreement, and any overtime worked will be paid in cash to an employee with a compensatory time off bank equal to or greater than the cap. Compensatory time off shall only be used at a time mutually agreeable to both the Employer and employee.

Section 2.6. Reporting to Work. Employees shall be at their work station at their posted starting time of their shift and not leave, without Employer permission, until their posted quitting time of their shift.

Section 2.7. Leaving the Premises. Employees who must leave the premises at any time for any reason shall inform their supervisor of their reason for leaving, destination and estimated return time and, unless otherwise provided in the applicable Unit Agreement, shall secure such supervisor's permission prior to leaving.

Section 2.8. Call-In Pay. If provided by the applicable Unit Agreement, call-in pay shall be paid as set forth in such Unit Agreement.

Section 2.9. Closure Pay.

1. For the purpose of determining "Closure Pay," County closure conditions shall begin and end at the times stated within the Board Chairperson's (or designee's) written declaration and termination of closure conditions. The closure may be declared for specific areas, buildings, or organization-wide and may be declared at any time.

2. Employees scheduled to work that were directed not to report to work due to declared closure conditions shall receive their regular straight time hourly rate for time scheduled.

3. Employees scheduled and required to work who did not report to work shall be charged leave time (PTO, Compensatory Time Off) for their scheduled shift. If the employee does not have leave time available the time shall be considered unpaid.

4. Hourly employees scheduled and required to work that did report to work shall receive one and one half (1.5) times their regular straight time hourly rate for time worked.

5. Hourly employees not scheduled to work, who were called into work and reported to work, shall receive one and one half (1.5) times their regular straight time hourly rate for time worked (minimum two hours.)

6. Employees who were off due to pre-authorized leave (PTO, Compensatory Time Off, unpaid leave, etc.) shall utilize the appropriate leave time as it was originally approved.

7. Employees not scheduled to work who did not work shall not receive closure pay.

Section 2.10. Workers' Compensation Supplement. When an employee is absent from work due to an illness or injury arising out of and in the course of his or her employment and which is compensable under the Michigan Workers' Compensation Act, the employee shall receive full salary from the Employer for the first seven (7) days. After the first seven (7) days, the Employer shall provide the difference between the daily benefit and daily salary to a maximum of 52 consecutive weeks from the time of illness or injury. The Employer agrees to continue its applicable contribution toward health, dental and vision insurance premiums during this consecutive 52-week period provided that the employee contributes his or her applicable contribution toward the premiums. FMLA-qualifying leaves will run concurrently with workers' compensation leaves.

Section 2.11. No Compounding of Premium Pay. Overtime pay and/or any other form of premium pay provided in this Agreement shall not be stacked, compounded or pyramided. The amount earned for any hour worked and/or paid shall in no circumstance exceed 1.5 times the employee's normal hourly wage.

2.12. Designated Trainer Pay. An employee assigned as a Designated Trainer shall receive one (1) additional hour of pay for each shift assigned to Designated Trainer duty. The employee must be working as a Designated Trainer for that full shift to receive Designated Trainer pay. Designated Trainer pay is limited to up to 90 days from the date of hire of the new employee (trainee) whom the Designated Trainer is currently training (this limitation does not apply to Act 312-eligible units). Designated Trainer status does not apply where there is a supervisory relationship between the employees. Designated Trainer status is determined at the sole discretion of the Employer.

ARTICLE 3 PAID TIME OFF

Section 3.1. PTO Options. All employees shall choose one time between two options of PTO banks. This selection occurred prior to January 1, 2015, for all current employees; new employees are offered a choice upon hire. The options are as follows:

Option 1:

1. Advance of Paid Time Off: On the first payroll of each year, full-time employees shall be credited with an advance of fifty-two (52) hours of paid time off (PTO). On the first payroll of each year, regular part-time employees shall be credited with an advance of thirty-four (34) hours of paid time-off. An employee starting work after January 1 shall receive a prorated advance of PTO based on the number of months remaining in the year. An employee must work on or before the 15th of the month to receive advanced PTO for the month.

2. Payback of Advanced PTO: An employee terminating employment prior to the end of the year shall be charged back for any unearned advanced PTO at the rate of 2.00 hours per pay period for full-time employees and 1.31 hours per pay period for regular part-time employees. An employee must terminate employment with the Employer on or after the 15th of the month to earn advance PTO hours for the month.

3. Separation: Upon separation from employment, an employee shall receive full pay (100%) for unused accumulated PTO hours up to a maximum of two hundred forty (240) hours. Anyone that has over two hundred forty (240) hours at the time of separation shall lose any hours beyond the two hundred forty (240) hour limit. No one may use the PTO beyond his or her "last day worked." Compensation for unused PTO hours shall be paid at the pay rate in effect on the employee's last working day.

4. Accumulation of Paid Time Off (PTO) Hours: The amount of PTO carried forward into a new payroll year is limited to a maximum of two hundred forty (240) hours. Each payroll year, employees must use or lose one-half (1/2) of the PTO hours earned in the payroll year or they shall be subject to forfeiture.

5. Pay Off of Unused PTO Hours: If, at the end of a payroll year, an employee has more than two hundred forty (240) hours of unused PTO, excluding PTO hours forfeited, the employee shall be compensated for the hours in excess of two hundred forty (240) no later than February 28th of the following year. Compensation for these PTO hours shall be paid at the employee's pay rate in effect on December 31st.

Option 2:

1. Advance of Paid Time Off: On the first payroll of each year, full-time employees shall be credited with an advance of eighty-four (84) hours of paid time off (PTO). On the first payroll of each year, regular part-time employees shall be credited with an advance of fifty-four (54) hours of paid time-off. An employee starting work after January 1 shall receive a prorated advance of PTO based on the number of months remaining in the year. An employee must work on or before the 15th of the month to receive advanced PTO for the month.

2. Paybacks of Advanced PTO: An employee terminating employment prior to the end of the year shall be charged back for any unearned advanced PTO at the rate of 3.23 hours per pay period for full-time employees and 2.08 hours per pay period for regular part-time employees.

3. Separation: Upon separation from employment, an employee shall receive half pay (50%) for unused accumulated PTO hours up to a maximum of one hundred sixty (160) hours. Anyone that has over three hundred twenty (320) hours at the time of separation shall lose any hours beyond the one hundred sixty (160) hours which is the payout limit. No one may use the PTO beyond his or her "last day worked." Compensation for unused PTO hours shall be paid at the pay rate in effect on the employee's last working day.

4. Accumulation of Paid Time Off (PTO) Hours: The amount of PTO carried forward into a new payroll year is limited to a maximum of three hundred twenty (320) hours. Each payroll year, employees must use or lose one-half (1/2) of the PTO hours earned in the payroll year or they shall be subject to forfeiture.

5. Pay Off of Unused PTO Hours: If, at the end of a payroll year, an employee has more than three hundred twenty (320) hours of unused PTO, excluding PTO hours forfeited, the employee shall be compensated for ½ of the hours in excess of three hundred twenty (320) no later than February 28th of the following year. The other ½ shall be forfeited. Compensation for these PTO hours shall be paid at the employee's pay rate in effect on December 31st.

Section 3.2. Accrual Rate for PTO: Each full-time employee shall earn "Paid Time Off" at the following rates. Accruals of PTO are earned during a pay period and banked on the scheduled pay date for that pay period.

<u>YEAR OF EMPLOYMENT</u>	<u>PTO HOURS EARNED PER PAY PERIOD</u>
First	1.75
Second	3.25
Third	3.50
Fourth	3.75
Fifth	4.00
Sixth	4.50
Seventh	4.75
Eighth	5.00
Ninth	5.25
Tenth	5.75
Eleventh	6.00
Twelfth and Beyond	6.25

When an employee reaches the anniversary date for the next higher rate of PTO accrual, earning at the new rate shall begin on the next pay period following the employee's anniversary.

Section 3.3. Regular Part-Time Employees: Regular part-time employees working twenty (20) or more hours per week earn PTO at a rate proportionate to their paid hours.

Section 3.4. Holidays: If a holiday falls within an employee's PTO period, it shall not be deducted from the PTO balance unless the employee was scheduled to work on the holiday.

Section 3.5. Leave Of Absence: PTO hours do not accrue during an employee's unpaid leave of absence, or beyond the twelve (12) weeks of a qualified FMLA leave.

For purposes of this section, an unpaid leave of absence includes any pay period in which an employee receives (from straight-time regular hours worked, PTO hours used, holiday hours used, compensatory time off hours used, hours paid by short-term disability, and/or hours paid by Workers' Compensation) less than the employee's normal full amount of compensation.

Section 3.6. Introductory/Probationary Period: PTO shall be permitted during an employee's introductory or probationary period.

Section 3.7. PTO Schedules. PTO for other than emergency or unforeseen illness must be approved in advance by the Employer. The Employer shall determine the number of employees who can be excused from work for PTO purposes at any one time and shall prepare schedules accordingly. It shall be the practice of the Employer to schedule PTO absences over as wide a period as possible in order to obviate the need for hiring temporary personnel. PTO may not be used, at any time, in increments of less than one-quarter (1/4) hour.

Section 3.8. Seniority Preference for PTO Requests. If two or more employees request permission to use their PTO at the same time and both or all cannot be spared from work at the same time, as among those who made their requests for PTO prior to the day of the year specified in the applicable Unit Agreement, preference shall be given to the employees with the greatest amount of seniority. As among those who do not make their wishes known prior to that day of the year, preference shall be given in order of receipt by the Employer of the written requests for PTO. In the event an employee cancels his or her PTO, among those who wish to reschedule their PTO preference shall be given to the employees with the greater amount of seniority.

ARTICLE 4 HOLIDAYS

Section 4.1. Recognized Holidays.

Section 4.1. Recognized Holidays.

- New Year's Day
- Martin Luther King's Birthday
- Presidents Day
- Memorial Day
- Juneteenth

Independence Day
Labor Day
Veterans Day
Thanksgiving Day
Day after Thanksgiving Day
Christmas Eve Day
Christmas Day
New Year's Eve Day

When a recognized holiday falls on Saturday a full day off will be granted on Friday. When Christmas Eve or New Year's Eve falls on Friday a full day off will be granted on Thursday. When Christmas Eve or New Year's Eve falls on Sunday a full day off will be granted on Tuesday. When a recognized holiday falls on Sunday a full day off will be granted on Monday. However, for employees regularly assigned to a shift within a 24/7 schedule, recognized holidays shall be observed on the actual date of the holiday.

Section 4.2. Eligibility for Holiday Pay. To be eligible for holiday pay an employee must be a member of the bargaining unit as of the date the recognized holiday is observed and must have worked a full work day the last day the employee was scheduled to work prior to the holiday and the next day following such holiday, except in cases where the employee's absence on such day(s) is otherwise compensated by the Employer for PTO, compensatory time off, bereavement leave or Worker's Compensation supplement. Receipt of disability insurance payments or Worker's Compensation payments without the supplement shall not be considered as compensation from the Employer. Unless otherwise provided above, holiday pay is not paid during any leave of absence.

Section 4.3. Holiday Pay. Holiday pay will be paid to eligible regular full-time employees based on their regularly scheduled work day of 8, 10, or 12 hours at their straight-time rate of pay. Eligible regular part-time employees will receive holiday pay only if they are normally scheduled to work that day and only for the hours they would have worked. Holiday pay is not considered work hours/time. However, in lieu of such holiday pay, an employee who regularly works an 84-hour tour of duty may request to take a regularly scheduled work day off within the same pay period as the holiday. Upon Employer approval, this day off shall be considered work hours/time. Holiday pay is not considered premium pay for purposes of the "No Compounding of Premium Pay" provision.

Section 4.4. Holiday Work. When an eligible non-exempt employee works on the day a recognized holiday is observed, the employee shall be paid one and one-half (1.5) times their straight-time hourly rate for the hours actually worked (in addition to the holiday pay provided in the preceding section). In lieu of monetary compensation for such holiday worked, non-exempt employees may choose compensatory time off at the same rate noted above.

ARTICLE 5 LEAVES OF ABSENCE

Section 5.1. General. A leave of absence is an absence from work with or without pay that is authorized in writing. The following subsections apply to all leaves of absence to the fullest extent consistent with applicable law.

a. Unless otherwise authorized by contract, if the duration of any leave of absence exceeds 12 weeks in any 12-month period without the express written approval of the Employer, the employee may be terminated from employment with automatic loss of seniority. All leave requests shall state the exact date the leave begins and the exact date the employee is to return to work.

b. If an employee obtains a leave of absence for a reason other than stated at the time the request is made, the employee may be terminated from employment without recourse.

c. Failure to return to work on the exact date scheduled may be cause for termination of employment at the sole discretion of the Employer.

d. Employees shall not accept employment while on a leave of absence unless approved in advance in writing by the Employer. Acceptance of other employment or working for another employer while on a leave of absence without such approval may result in termination of employment.

Section 5.2. Personal Leave. The Employer may grant a leave of absence for personal reasons not to exceed 30 calendar days at a time and without pay and without loss of seniority. A personal leave shall be granted, denied or extended in the sole discretion of the Employer upon written request which sets forth the reason for such leave. Only non-probationary employees shall be eligible for a personal leave.

Section 5.3. Family and Medical Leave Act (FMLA). Leaves of absence under the FMLA shall be in accordance with the Employer's written FMLA policies and procedures, which shall be in compliance with applicable law. The Employer reserves the right to require an employee to use accumulated paid leave while on FMLA leave. An employee may maintain a bank of 80 hours of PTO while on FMLA leave.

Section 5.4. Military Leave. An employee serving in the armed forces of the United States shall be treated by the Employer as required by applicable law.

Section 5.5. Guard Duty Leave of Absence. An employee who is a member of the National Guard or Reserves who is called for defense training shall be entitled to a leave of absence for whatever is the annual active duty training period. During this leave, and upon presentation of documentation of their gross wages with the Reserves, they may receive pay for the difference between their regular gross pay, such pay not to exceed two (2) calendar weeks.

Section 5.6. Jury Duty Leave. An employee who is called to and reports for jury duty shall be compensated by the Employer for time spent in performing jury duty during such hours as the employee was scheduled to work. The compensation to be paid hereunder shall not exceed the difference between the employee's regular straight time hourly rate and the daily jury fee paid by the court. If the employee reports for jury duty and is excused early, he or she must then report for work. In order to receive payment, an employee must give the Employer prior notice that he

or she has been summoned for jury duty and must furnish satisfactory evidence that jury duty was performed on the days for which he or she claims payment. The provisions of this Section are not applicable to an employee who, without being summoned, volunteers for jury duty. Compensation as set forth hereunder shall be paid to an employee who is subpoenaed as a witness in a case in which the employee is not a party and which subpoena is received as a result of his or her work for the Employer. The Employer's obligation to pay an employee for performance of jury duty under this Section is limited to 30 days in any calendar year.

Section 5.7. Disability Leave of Absence. An employee who because of non-work-related accident or illness is physically unable to report for work beyond the time allocated under the FMLA shall, upon written application and cause shown, be given a leave of absence for the duration of such disability up to a period of 12 months (unless otherwise approved by the Employer), provided that the employee continues to supply the Employer with acceptable medical certification of the necessity for the continued leave of absence. The employee's physician must verify in writing that the employee is fit to return to all normal duties before an employee can return to work at the expiration of the approved leave. Disability due to pregnancy shall be treated as any other medical disability.

Section 5.8. Bereavement Leave. Upon written notification to the Employer and upon consideration of any emergent service delivery needs, an employee shall be granted paid leave for consecutive regularly scheduled work days within the first thirty (30) calendar days following the death of an employee's immediate or extended family member(s), subject to the provisions below, for the purpose of assisting in the funeral/memorial service arrangements, attending the funeral/memorial service, attending post funeral/memorial service function(s) or arrangement(s), and/or grieving.

Up to five (5) days for immediate family, defined as the employee's current spouse or household partner, child, brother, sister, parent, grandparent or grandchild, including current "step", "foster" or "in-law" relations for the same relationships as applicable and household members that employee is legally or financially responsible for and was residing in the home at the time of death.

Up to three (3) days for extended family, defined as the employee's current aunt, uncle, niece, nephew or great-grandparent, including current "step" or "in-law" relations for the same relationships as applicable.

With the advance approval of the Employer, some or all of the five (5) or three (3) days may be used in an inconsecutive manner during or after the thirty (30) calendar days following death when unusual circumstances exist.

Upon written notification to the Employer, an employee shall be permitted to extend their "immediate family" bereavement leave by up to five (5) more consecutive regularly scheduled work days, contiguous to the original leave. The bereavement leave extension shall be charged to the employee's PTO bank. If the employee does not have adequate time available in the PTO bank, the extension shall be considered unpaid leave.

An employee excused from work under the first paragraph of this Section shall, after making

notification to the employee's supervisor, receive the amount of straight-time wages (exclusive of shift or any other premiums) that such employee would have earned by working on such scheduled days of work for which such employee was excused.

ARTICLE 6
INSURANCE

Section 6.1. Medical, Dental and Vision Insurance. The Employer provides health care coverage for medical, dental and vision for the employee, spouse and children (one-person, two-person and family) subject to the provisions of this Article. Currently the plan options are:

- a. PPO Plan 70% (Option 1) – Deductibles are \$500/\$1,000 with 70% co-insurance provided after deductible.
- b. HDHP HSA Plan 100% Plan (Option 2) – Deductibles are \$3,300/\$6,600 with 100% co-insurance provided after deductible. The HDHP for this HSA shall meet and continue to meet all IRS requirements.
- c. HDHP HSA Plan 80% (Option 3) – Deductibles are \$3,300/\$6,600 with 80% co-insurance provided after deductible. The HDHP for this HSA shall meet and continue to meet all IRS requirements.

1. HSA Deposit: The Employer shall deposit into the employee's HSA account the excess of the applicable Employer contribution (set forth below) above the costs for medical, dental and vision benefits (based on the illustrative rates determined by the third-party administrator for that year unless otherwise agreed to by the parties in writing). The excess shall be split into 26 equal deposits made through regular payroll commencing with the first regular paycheck issued on or after January 1 of the applicable year.

See the www.allegancounty.org site for the Benefits-at-a-Glance summary sheets for each of the plans currently offered.

Section 6.2. Employer Medical Cap. The Employer shall be in compliance with Section 3 of Michigan Public Act 152 of 2011. In addition, it is agreed that the caps contained therein shall apply to the total combined cost of medical benefits. Accordingly, the Employer's contribution to that combined cost shall be capped at the amounts set forth therein (as adjusted annually by the state treasurer), which are as set forth in Section 6.3 below. The Employer's contribution for a regular part-time employee shall be capped at 50% of the above amounts.

Section 6.3. Employer Medical Contribution. The Employer's contribution per year for medical benefits shall be as follows:

2020: Single – \$6,818.87, 2-Person – \$14,260.37, Family – \$18,596.96.

In any given future plan/contract year ("new year"), the Employer's contribution for medical benefits shall be increased by the rate of increase in illustrative rates from the preceding year as

determined by the third party administrator (unless otherwise agreed to by the parties in writing), but shall not exceed the State of Michigan's adjusted cap for the new year.

Section 6.4. Employer Dental and Vision Contribution. The Employer's annual contribution for dental and vision benefits shall be equal to 5% of the Employer Medical Contribution.

Section 6.5. Employee Contribution. The employee shall pay all costs for medical, dental and vision benefits (based on illustrative rates determined by the third-party administrator unless otherwise agreed to by the parties in writing) in excess of the applicable Employer contribution set forth above. This employee contribution shall be split into 24 equal deductions and deducted from the employee's paycheck on the first and second paycheck of every month.

Section 6.6. Incentive to Opt Out. The Employer shall pay an incentive of \$115.39 per biweekly pay period to those full-time employees who opt out of the Employer's medical/dental/vision program (\$57.70 per pay period for part-time employees). The incentive is for the timeframe that the pay period covers. No opt out incentive will be paid if the employee had coverage for any time during that pay period. The incentive is not available to spouses of the Employer's employees when both spouses are employees of the Employer. Open Enrollment and Qualifying Life Events (consistent with applicable law and outlined within the Employer's insurance plan document) are the only times an employee is permitted to change their medical/dental/vision enrollment after their initial enrollment.

Section 6.7. Health Care Cost Containment. The Employer at its option may implement any of all of the following health care cost containment programs:

(a) Pre-admission certification of the necessity of hospitalization (BC-BSM predetermination program or equivalent).

(b) Excluded from reimbursement under the prescription drug program are cosmetic drugs and non-prescription smoking cessation aids.

(c) Excluded from benefits coverage are maternity benefits for persons acting as surrogate mothers.

(d) When more than one family member is employed by the Employer, there shall be no duplicate coverage by Employer health plans.

(e) In the event of any payment under the Employer's health insurance plan on behalf of any person covered by such insurance plan, the Employer shall be subrogated to the extent of said payment to the covered person's right of recovery therefore against any persons or organization in a tort action. It is further understood between the parties that subrogation applies to direct medical expenses paid and not to subjective damages such as "pain and suffering."

(f) In a joint continuing effort to control the cost of insurance, the Employer and the Union agree to a strict coordination of benefits program which is designed to prevent people from making a profit on health insurance by collecting more than the actual cost of covered services.

Under this program, the benefits payable under Employer health insurance and any other group health insurance policy which an employee or any covered dependent may have will not exceed the total amount of medical expenses.

Section 6.8. Wellness Benefits. The Employer shall offer any additional wellness/prevention benefits which are offered in the future by the Employer to employees in general.

Section 6.9. General Provisions.

a) The Employer shall select or change the insurance carrier or third-party administrator in its discretion and shall be entitled to receive any dividends, refunds, or rebates earned without condition or limits of any kind.

b) All benefits shall be subject to standard provisions set forth in the policy or policies.

c) Benefits for otherwise eligible new employees will become effective the first day of the calendar month following the employee's date of hire.

d) When employment and seniority is interrupted by layoff, discharge, quit, strike, retirement, unpaid leave of absence (other than FMLA) or any other reason, all insurance coverage continues only for the balance of the month in which such termination or interruption occurs.

e) The Employer shall have no obligation to duplicate any benefit an employee receives under any other policy with any other employer notwithstanding the circumstances of eligibility, amount or duration of benefit, and it shall be the obligation of the employee to inform the Employer of any and all insurance coverage enjoyed by said employee other than coverage by the Employer herein a party.

f) Should the Employer be obligated by law to contribute to a governmentally sponsored insurance program, national or otherwise, which duplicates the benefits provided by the Employer under insurance policies currently in effect as a result of this Agreement, it is the intent of the parties that the Employer not be obligated to provide double coverage and to escape such double payments the Employer shall be permitted to cancel benefits or policies which duplicate, in whole or in part, compulsory governmentally sponsored insurance programs.

g) Under no circumstances shall an employee be entitled to recover more than 100% of such employee's loss using in whole or in part insurance policies of the Employer. It is understood and agreed that this is a total coordination of benefits requirement which includes, but is not limited to, no-fault automobile insurance.

Section 6.10. Insurance Carrier. The Employer reserves the right to select the health insurance carrier(s) or to implement self-insurance or other method of funding health care coverage, provided that the benefits remain substantially comparable. Administrative aspects of the health care plan(s) (including the network of providers) shall not be considered a benefit.

Section 6.11. Insurance Premiums. The Employer shall commence all insurance premiums in accordance with the established policy of the Employer. All Employer-paid insurance premiums shall cease at the end of the month when employment is terminated or when the employee is placed on layoff or in a non-paid leave of absence (other than FMLA). Receipt of Worker's Compensation benefits without a PTO supplement shall not be considered as a paid leave of absence. Medical insurance may be continued in accordance with COBRA upon the pre-payment of the required premiums by the employee.

The Employer agrees to maintain the agreed-upon Employer contribution rates as outlined in this Article during all periods of FMLA in accordance with applicable laws. Further, the Employer agrees to maintain the agreed-upon Employer contribution rates as outlined in this Article 1) after all FMLA has been exhausted, for a period of up to 12 months; and/or 2) while an employee receives disability insurance benefits; provided the employee uses and records enough PTO time to cover the employee's deductions in each pay period during the month in which the coverage is to be continued. If the employee does not have sufficient PTO to cover the cost of the employee's deductions, the employee may pay the Employer to cover such cost. Any employee who does this shall make said payment prior to the last day of each pay period during the month in which the coverage is to be continued. If the employee does not timely pay the Employer to cover such cost the coverage shall end.

Section 6.12. Life Insurance. The Employer shall provide a term life insurance policy (with AD&D) on each bargaining unit employee in the amount of \$50,000 for full-time employees and \$25,000 for regular part-time employees.

Section 6.13. Disability Insurance. The Employer shall provide to eligible employees a disability income insurance policy which shall provide, at the first day of a non-duty related injury or the eighth day of a non-duty related illness, an income equal to 66 2/3% (with a maximum per week as specified in the applicable Unit Agreement) of the employee's regular straight time earnings for a maximum of 52 weeks.

ARTICLE 7 GENERAL PROVISIONS

Section 7.1. Subcontracting and Use of Non-Bargaining Unit Personnel. The Employer shall have the right to authorize the use of 1) subcontractors or other auxiliary services and/or 2) supervisors or other non-bargaining unit personnel to perform work normally performed by bargaining unit employees if and when, in the Employer's judgment, it does not have available or sufficient manpower, the proper equipment, or the capacity and ability to perform such work within the required amount of time, or it is necessary during an emergency, or such work cannot be performed by bargaining unit employees on an efficient and economical basis.

Section 7.2. Bulletin Board. The Employer shall provide bulletin board space upon which the Union shall be permitted to post notices concerning its business and activities. Such notices shall contain nothing of a political or defamatory nature.

Section 7.3. Rules of Conduct and Other Work Rules. Employees shall be required to abide by such rules of conduct and other work rules as may be adopted by the Employer. Employees shall be notified prior to the implementation of any new rule. For informational purposes only, the Employer shall notify the Union in writing prior to the implementation of any new rule.

Section 7.4. Severability. If, during the life of this Agreement, any of the provisions contained herein are held to be invalid by operation of law or by any tribunal of competent jurisdiction or if compliance with or enforcement of any provisions should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement shall not be affected thereby. In the event any provisions herein contained are so rendered invalid, upon written request by either party hereto, the Employer and the Union shall enter into collective bargaining for the purpose of negotiating a mutually satisfactory replacement for such provision.

Section 7.5. Mileage Reimbursement. Employees who use their personal automobiles, at the instruction of the Employer, for Employer business shall be reimbursed by the Employer in accordance with its written mileage reimbursement policy.

Section 7.6. Waiver. 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 waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or 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.

Section 7.7. Amendments and Other Agreements. No agreement or understanding contrary to this Agreement, nor any alteration, variation, waiver or modification of any of the terms or conditions contained herein, shall be binding upon the parties hereto unless such agreement, understanding, alteration, variation, waiver or modification is executed in writing between the parties. It is further understood and agreed that this Agreement constitutes the sole, only and entire agreement between the parties hereto and cancels and supersedes any other agreement, understanding, arrangement and past practice heretofore existing.

Section 7.8. A.D.A. Waiver. Neither the Employer nor the Union shall be held liable for any deprivation of rights suffered by an employee resulting from the Employer's or Union's compliance, including reasonable accommodations, with the federal A.D.A.

Section 7.9. Drug and Alcohol Policy. Incorporated herein and made a part of this Agreement are the provisions of the Employer's written Drug and Alcohol Policy.

Section 7.10. Uniforms. If uniforms and/or equipment are required for employees such items shall be supplied and maintained by the Employer.

Section 7.11. Past Practices. There are no understandings or agreements or past practices which are binding on either the Employer or the Union other than the written agreements enumerated or referred to in this Agreement. No further agreement shall be binding on either the Employer or the Union until it has been put in writing and signed by both the Employer and the Union as either an amendment to this Agreement or a letter of understanding by both parties.

Section 7.12. Educational Assistance. To aid and encourage employees to complete approved educational courses that are job related and/or deemed beneficial to the Employer, full-time employees who have completed at least 12 months of employment with the Employer are eligible to apply for reimbursement of tuition and certain other expenses as set forth herein.

a) Employees must obtain prior written approval from the Employer using forms designated by the Employer. Requests must be submitted at least two weeks prior to the first day of class. Courses must be taken from an accredited two-year or four-year institution. Seminars, workshops and other training sessions which do not provide credit are excluded under this policy. Class attendance and homework assignments must be completed on the employee's own time, unless PTO is being used and is authorized by the Employer.

b) Reimbursement for a completed course will be at one-hundred percent (100%) for tuition, textbook and lab fee expenses only up to maximum of \$3,000 per calendar year, provided a grade of "C" or better is attained. Reimbursement will be processed as a non-taxable expenditure to the extent permitted by law. Request for reimbursement must be made within 30 days of completion of course and must include an official grade transcript and a receipt verifying that the tuition and other eligible expenses for the course(s) have been paid in full. The Employer will not provide reimbursement if the tuition or other eligible expenses were covered by scholarship, grants, veterans benefits, etc.

c) If an employee voluntarily separates from employment with the Employer within 12 months of reimbursement of tuition and other eligible expenses, the employee will be liable for repayment of such reimbursement on a pro-rated basis and such amount will be deducted from the separating employee's final payroll check prior to distribution.

Section 7.13. Captions and Gender. The captions used in each section are for identification purposes and are not a substantive part of this Agreement. References to the feminine gender shall equally apply to the masculine gender, or vice versa.

Section 7.14. Medical Examinations. The Employer reserves the right to require an employee to undertake an examination by a physician, psychiatrist or psychologist if the employee is absent due to a claimed job-related injury or illness or the Employer has reasonable grounds for concern regarding the employee's physical or mental ability to perform the required work. The Employer shall pay for the cost of any required examinations. For informational purposes only, the Employer will notify the employee in writing of the general reasons for the examination.

ARTICLE 8 RETIREMENT PLAN

Section 8.1. Defined Contribution Plan. Employees hired on or after the effective date of the MERS Defined Contribution (“DC”) Plan for this bargaining unit shall participate in that plan. The Employer shall contribute seven percent (7%) of a participating employee's gross wages to the DC Plan. A participating employee shall be required to contribute three percent (3%) of gross wages to the DC Plan. A participating employee may also voluntarily contribute additional amounts on an after-tax basis to his or her individual account in the reserve for the DC Plan for any plan year in any amount to the extent allowed by federal law and subject to procedures established by MERS.

a) Vesting. The DC Plan shall have graduated vesting based upon the following vesting schedule:

<u>Years of Service</u>	<u>Percent Vested</u>
One	10%
Two	20%
Three	40%
Four	60%
Five	80%
Six	100%

b) Permissible Loans. Each participating employee shall be eligible to make loans against their vested retirement benefits. Such loans shall be subject to all terms and conditions established by the loan administrator.

Section 8.2. Defined Benefit Plan. Employees hired before the effective date of the DC Plan who did not switch to the DC Plan shall continue to be covered by the MERS Defined Benefit (“DB”) Plan applying to them and continue to make the required employee contribution.

Wage Rates effective 01/01/2025

Status Quo kept step K from the 2024 table for new hires, dropped step J and applied a total 2% across the board increase. (.25% was originally included - added 1.75% more). 11 steps total.

Paygrade	K	L	M	N	O	P	Q	R	S	T	U	Paygrade
A11	\$34,756.80	\$35,547.20	\$36,358.40	\$37,211.20	\$38,043.20	\$38,916.80	\$39,832.00	\$41,017.60	\$42,244.80	\$43,513.60	\$44,824.00	A11
A12	\$38,916.80	\$39,832.00	\$40,747.20	\$41,662.40	\$42,619.20	\$43,617.60	\$44,595.20	\$45,926.40	\$47,299.20	\$48,734.40	\$50,190.40	A12
A13	\$43,097.60	\$44,096.00	\$45,094.40	\$46,155.20	\$47,174.40	\$48,276.80	\$49,379.20	\$50,856.00	\$52,395.20	\$53,955.20	\$55,577.60	A13
B21	\$47,278.40	\$48,360.00	\$49,462.40	\$50,606.40	\$51,750.40	\$52,956.80	\$54,142.40	\$55,764.80	\$57,449.60	\$59,176.00	\$60,944.00	B21
B22	\$51,459.20	\$52,644.80	\$53,851.20	\$55,078.40	\$56,326.40	\$57,636.80	\$58,947.20	\$60,715.20	\$62,545.60	\$64,417.60	\$66,352.00	B22
B23	\$55,619.20	\$56,888.00	\$58,198.40	\$59,529.60	\$60,902.40	\$62,296.00	\$63,731.20	\$65,644.80	\$67,600.00	\$69,638.40	\$71,718.40	B23
B24/B31	\$59,800.00	\$61,152.00	\$62,566.40	\$63,980.80	\$65,478.40	\$66,976.00	\$68,494.40	\$70,553.60	\$72,654.40	\$74,838.40	\$77,084.80	B24/B31
B25/B32	\$63,960.00	\$65,457.60	\$66,955.20	\$68,473.60	\$70,033.60	\$71,635.20	\$73,278.40	\$75,483.20	\$77,750.40	\$80,080.00	\$82,472.00	B25/B32
C41	\$68,556.80	\$70,345.60	\$72,196.80	\$74,089.60	\$76,044.80	\$78,020.80	\$80,059.20	\$82,451.20	\$84,926.40	\$87,484.80	\$90,105.60	C41
C42	\$72,737.60	\$74,672.00	\$76,606.40	\$78,624.00	\$80,683.20	\$82,784.00	\$84,968.00	\$87,526.40	\$90,147.20	\$92,851.20	\$95,638.40	C42
C43	\$79,102.40	\$81,182.40	\$83,324.80	\$85,508.80	\$87,755.20	\$90,043.20	\$92,414.40	\$95,180.80	\$98,030.40	\$100,984.00	\$104,000.00	C43
C44/C51	\$85,488.00	\$87,734.40	\$90,022.40	\$92,393.60	\$94,806.40	\$97,281.60	\$99,819.20	\$102,814.40	\$105,913.60	\$109,075.20	\$112,361.60	C44/C51
C45/C52	\$91,852.80	\$94,244.80	\$96,720.00	\$99,278.40	\$101,857.60	\$104,540.80	\$107,265.60	\$110,489.60	\$113,796.80	\$117,208.00	\$120,723.20	C45/C52
D61	\$98,217.60	\$100,796.80	\$103,438.40	\$106,142.40	\$108,908.80	\$111,779.20	\$114,712.00	\$118,144.00	\$121,700.80	\$125,340.80	\$129,105.60	D61
D62	\$104,561.60	\$107,328.00	\$110,136.00	\$113,027.20	\$115,980.80	\$119,017.60	\$122,137.60	\$125,819.20	\$129,584.00	\$133,473.60	\$137,467.20	D62
D63	\$110,947.20	\$113,859.20	\$116,833.60	\$119,891.20	\$123,052.80	\$126,276.80	\$129,584.00	\$133,473.60	\$137,467.20	\$141,606.40	\$145,849.60	D63
D71	\$117,312.00	\$120,390.40	\$123,531.20	\$126,776.00	\$130,104.00	\$133,515.20	\$137,009.60	\$141,107.20	\$145,350.40	\$149,697.60	\$154,190.40	D71
D72	\$123,676.80	\$126,921.60	\$130,249.60	\$133,660.80	\$137,155.20	\$140,753.60	\$144,435.20	\$148,782.40	\$153,233.60	\$157,830.40	\$162,572.80	D72
E81	\$130,041.60	\$133,452.80	\$136,968.00	\$140,545.60	\$144,227.20	\$148,012.80	\$151,881.60	\$156,436.80	\$161,137.60	\$165,963.20	\$170,934.40	E81
E82	\$136,427.20	\$139,984.00	\$143,644.80	\$147,409.60	\$151,278.40	\$155,230.40	\$159,328.00	\$164,091.20	\$169,020.80	\$174,096.00	\$179,316.80	E82
E83	\$142,771.20	\$146,515.20	\$150,363.20	\$154,294.40	\$158,329.60	\$162,489.60	\$166,753.60	\$171,766.40	\$176,904.00	\$182,228.80	\$187,678.40	E83

Effective 1/1/2025

K from current 2024 wage table given 2% increase L - U: all of these steps were moved over from the original 2025 wage table and given 1.75% increase (.25% had already been added)

Paygrade	K	L	M	N	O	P	Q	R	S	T	U	Paygrade
A11	\$16.71	\$17.09	\$17.48	\$17.89	\$18.29	\$18.71	\$19.15	\$19.72	\$20.31	\$20.92	\$21.55	A11
A12	\$18.71	\$19.15	\$19.59	\$20.03	\$20.49	\$20.97	\$21.44	\$22.08	\$22.74	\$23.43	\$24.13	A12
A13	\$20.72	\$21.20	\$21.68	\$22.19	\$22.68	\$23.21	\$23.74	\$24.45	\$25.19	\$25.94	\$26.72	A13
B21	\$22.73	\$23.25	\$23.78	\$24.33	\$24.88	\$25.46	\$26.03	\$26.81	\$27.62	\$28.45	\$29.30	B21
B22	\$24.74	\$25.31	\$25.89	\$26.48	\$27.08	\$27.71	\$28.34	\$29.19	\$30.07	\$30.97	\$31.90	B22
B23	\$26.74	\$27.35	\$27.98	\$28.62	\$29.28	\$29.95	\$30.64	\$31.56	\$32.50	\$33.48	\$34.48	B23
B24/B31	\$28.75	\$29.40	\$30.08	\$30.76	\$31.48	\$32.20	\$32.93	\$33.92	\$34.93	\$35.98	\$37.06	B24/B31
B25/B32	\$30.75	\$31.47	\$32.19	\$32.92	\$33.67	\$34.44	\$35.23	\$36.29	\$37.38	\$38.50	\$39.65	B25/B32
C41	\$32.96	\$33.82	\$34.71	\$35.62	\$36.56	\$37.51	\$38.49	\$39.64	\$40.83	\$42.06	\$43.32	C41
C42	\$34.97	\$35.90	\$36.83	\$37.80	\$38.79	\$39.80	\$40.85	\$42.08	\$43.34	\$44.64	\$45.98	C42
C43	\$38.03	\$39.03	\$40.06	\$41.11	\$42.19	\$43.29	\$44.43	\$45.76	\$47.13	\$48.55	\$50.00	C43
C44/C51	\$41.10	\$42.18	\$43.28	\$44.42	\$45.58	\$46.77	\$47.99	\$49.43	\$50.92	\$52.44	\$54.02	C44/C51
C45/C52	\$44.16	\$45.31	\$46.50	\$47.73	\$48.97	\$50.26	\$51.57	\$53.12	\$54.71	\$56.35	\$58.04	C45/C52
D61	\$47.22	\$48.46	\$49.73	\$51.03	\$52.36	\$53.74	\$55.15	\$56.80	\$58.51	\$60.26	\$62.07	D61
D62	\$50.27	\$51.60	\$52.95	\$54.34	\$55.76	\$57.22	\$58.72	\$60.49	\$62.30	\$64.17	\$66.09	D62
D63	\$53.34	\$54.74	\$56.17	\$57.64	\$59.16	\$60.71	\$62.30	\$64.17	\$66.09	\$68.08	\$70.12	D63
D71	\$56.40	\$57.88	\$59.39	\$60.95	\$62.55	\$64.19	\$65.87	\$67.84	\$69.88	\$71.97	\$74.13	D71
D72	\$59.46	\$61.02	\$62.62	\$64.26	\$65.94	\$67.67	\$69.44	\$71.53	\$73.67	\$75.88	\$78.16	D72
E81	\$62.52	\$64.16	\$65.85	\$67.57	\$69.34	\$71.16	\$73.02	\$75.21	\$77.47	\$79.79	\$82.18	E81
E82	\$65.59	\$67.30	\$69.06	\$70.87	\$72.73	\$74.63	\$76.60	\$78.89	\$81.26	\$83.70	\$86.21	E82
E83	\$68.64	\$70.44	\$72.29	\$74.18	\$76.12	\$78.12	\$80.17	\$82.58	\$85.05	\$87.61	\$90.23	E83

Effective 1/1/2025

Effective January 1, 2025:

- Employees on steps J through P as of December 31, 2024, will receive their normal step, plus one more step, for a total of two steps. (example, step J on the 2024 wage table will move to L on the 2025 wage table)
- Employees on steps Q through T as of December 31, 2024, will advance one step.
- News hires and Irregular employees shall be placed at step K.

Effective 1/1/2026

Status Quo - kept step M from the 2025 table for new hires, dropped step L, included step V and applied a 2% across the board increase (.25% was originally included - added 1.75% more). 10 steps total.

Paygrade	M	N	O	P	Q	R	S	T	U	V	Paygrade
A11	\$37,086.40	\$37,960.00	\$38,812.80	\$39,707.20	\$40,622.40	\$41,849.60	\$43,097.60	\$44,387.20	\$45,718.40	\$47,091.20	A11
A12	\$41,558.40	\$42,494.40	\$43,472.00	\$44,470.40	\$45,489.60	\$46,841.60	\$48,256.00	\$49,691.20	\$51,188.80	\$52,728.00	A12
A13	\$46,009.60	\$47,070.40	\$48,131.20	\$49,233.60	\$50,356.80	\$51,875.20	\$53,435.20	\$55,036.80	\$56,680.00	\$58,385.60	A13
B21	\$50,460.80	\$51,604.80	\$52,790.40	\$54,017.60	\$55,224.00	\$56,888.00	\$58,593.60	\$60,340.80	\$62,171.20	\$64,022.40	B21
B22	\$54,932.80	\$56,180.80	\$57,449.60	\$58,780.80	\$60,132.80	\$61,942.40	\$63,793.60	\$65,707.20	\$67,683.20	\$69,721.60	B22
B23	\$59,363.20	\$60,715.20	\$62,129.60	\$63,544.00	\$65,000.00	\$66,955.20	\$68,952.00	\$71,032.00	\$73,153.60	\$75,358.40	B23
B24/B31	\$63,814.40	\$65,249.60	\$66,788.80	\$68,307.20	\$69,867.20	\$71,947.20	\$74,110.40	\$76,336.00	\$78,624.00	\$80,995.20	B24/B31
B25/B32	\$68,286.40	\$69,846.40	\$71,427.20	\$73,070.40	\$74,734.40	\$76,980.80	\$79,289.60	\$81,681.60	\$84,115.20	\$86,652.80	B25/B32
C41	\$73,632.00	\$75,566.40	\$77,563.20	\$79,580.80	\$81,660.80	\$84,115.20	\$86,632.00	\$89,232.00	\$91,894.40	\$94,660.80	C41
C42	\$78,145.60	\$80,204.80	\$82,284.80	\$84,448.00	\$86,673.60	\$89,273.60	\$91,956.80	\$94,702.40	\$97,552.00	\$100,484.80	C42
C43	\$84,988.80	\$87,214.40	\$89,502.40	\$91,832.00	\$94,265.60	\$97,094.40	\$100,006.40	\$103,001.60	\$106,080.00	\$109,262.40	C43
C44/C51	\$91,811.20	\$94,244.80	\$96,699.20	\$99,236.80	\$101,816.00	\$104,873.60	\$108,035.20	\$111,259.20	\$114,608.00	\$118,040.00	C44/C51
C45/C52	\$98,654.40	\$101,254.40	\$103,896.00	\$106,620.80	\$109,408.00	\$112,694.40	\$116,084.80	\$119,558.40	\$123,136.00	\$126,838.40	C45/C52
D61	\$105,518.40	\$108,264.00	\$111,092.80	\$114,004.80	\$117,000.00	\$120,515.20	\$124,134.40	\$127,857.60	\$131,684.80	\$135,636.80	D61
D62	\$112,340.80	\$115,273.60	\$118,310.40	\$121,409.60	\$124,592.00	\$128,315.20	\$132,184.00	\$136,136.00	\$140,233.60	\$144,435.20	D62
D63	\$119,184.00	\$122,304.00	\$125,507.20	\$128,793.60	\$132,184.00	\$136,136.00	\$140,233.60	\$144,435.20	\$148,761.60	\$153,233.60	D63
D71	\$126,006.40	\$129,313.60	\$132,704.00	\$136,177.60	\$139,734.40	\$143,936.00	\$148,241.60	\$152,692.80	\$157,289.60	\$161,990.40	D71
D72	\$132,849.60	\$136,344.00	\$139,900.80	\$143,582.40	\$147,326.40	\$151,756.80	\$156,312.00	\$160,992.00	\$165,817.60	\$170,788.80	D72
E81	\$139,692.80	\$143,353.60	\$147,118.40	\$150,966.40	\$154,918.40	\$159,556.80	\$164,361.60	\$169,291.20	\$174,366.40	\$179,587.20	E81
E82	\$146,515.20	\$150,363.20	\$154,315.20	\$158,350.40	\$162,510.40	\$167,377.60	\$172,411.20	\$177,569.60	\$182,894.40	\$188,385.60	E82
E83	\$153,379.20	\$157,372.80	\$161,512.00	\$165,734.40	\$170,102.40	\$175,198.40	\$180,460.80	\$185,868.80	\$191,443.20	\$197,184.00	E83

Effective 1/1/2026

M from proposed 2025 wage table given 2% increase
 N - U: added 2% to the proposed 2025 wage table steps, added step V.

Paygrade	M	N	O	P	Q	R	S	T	U	V	Paygrade
A11	\$17.83	\$18.25	\$18.66	\$19.09	\$19.53	\$20.12	\$20.72	\$21.34	\$21.98	\$22.64	A11
A12	\$19.98	\$20.43	\$20.90	\$21.38	\$21.87	\$22.52	\$23.20	\$23.89	\$24.61	\$25.35	A12
A13	\$22.12	\$22.63	\$23.14	\$23.67	\$24.21	\$24.94	\$25.69	\$26.46	\$27.25	\$28.07	A13
B21	\$24.26	\$24.81	\$25.38	\$25.97	\$26.55	\$27.35	\$28.17	\$29.01	\$29.89	\$30.78	B21
B22	\$26.41	\$27.01	\$27.62	\$28.26	\$28.91	\$29.78	\$30.67	\$31.59	\$32.54	\$33.52	B22
B23	\$28.54	\$29.19	\$29.87	\$30.55	\$31.25	\$32.19	\$33.15	\$34.15	\$35.17	\$36.23	B23
B24/B31	\$30.68	\$31.37	\$32.11	\$32.84	\$33.59	\$34.59	\$35.63	\$36.70	\$37.80	\$38.94	B24/B31
B25/B32	\$32.83	\$33.58	\$34.34	\$35.13	\$35.93	\$37.01	\$38.12	\$39.27	\$40.44	\$41.66	B25/B32
C41	\$35.40	\$36.33	\$37.29	\$38.26	\$39.26	\$40.44	\$41.65	\$42.90	\$44.18	\$45.51	C41
C42	\$37.57	\$38.56	\$39.56	\$40.60	\$41.67	\$42.92	\$44.21	\$45.53	\$46.90	\$48.31	C42
C43	\$40.86	\$41.93	\$43.03	\$44.15	\$45.32	\$46.68	\$48.08	\$49.52	\$51.00	\$52.53	C43
C44/C51	\$44.14	\$45.31	\$46.49	\$47.71	\$48.95	\$50.42	\$51.94	\$53.49	\$55.10	\$56.75	C44/C51
C45/C52	\$47.43	\$48.68	\$49.95	\$51.26	\$52.60	\$54.18	\$55.81	\$57.48	\$59.20	\$60.98	C45/C52
D61	\$50.73	\$52.05	\$53.41	\$54.81	\$56.25	\$57.94	\$59.68	\$61.47	\$63.31	\$65.21	D61
D62	\$54.01	\$55.42	\$56.88	\$58.37	\$59.90	\$61.69	\$63.55	\$65.45	\$67.42	\$69.44	D62
D63	\$57.30	\$58.80	\$60.34	\$61.92	\$63.55	\$65.45	\$67.42	\$69.44	\$71.52	\$73.67	D63
D71	\$60.58	\$62.17	\$63.80	\$65.47	\$67.18	\$69.20	\$71.27	\$73.41	\$75.62	\$77.88	D71
D72	\$63.87	\$65.55	\$67.26	\$69.03	\$70.83	\$72.96	\$75.15	\$77.40	\$79.72	\$82.11	D72
E81	\$67.16	\$68.92	\$70.73	\$72.58	\$74.48	\$76.71	\$79.02	\$81.39	\$83.83	\$86.34	E81
E82	\$70.44	\$72.29	\$74.19	\$76.13	\$78.13	\$80.47	\$82.89	\$85.37	\$87.93	\$90.57	E82
E83	\$73.74	\$75.66	\$77.65	\$79.68	\$81.78	\$84.23	\$86.76	\$89.36	\$92.04	\$94.80	E83

Effective 1/1/2026

Effective January 1, 2026:

- Employees on steps K through P as of December 31, 2025, will receive their normal step, plus one more step, for a total of two steps. (example, step L on the 2025 wage table will move to N on the 2026 wage table)
- Employees on steps Q through U as of December 31, 2025, will advance one step.
- News hires and Irregular employees shall be placed at step M.

Effective
1/1/2027

New table, status quo concept- kept step O from 2026 table for new hires, dropped
step N, added step W and applied a 2% across the board increase. 9 steps total.

Paygrade	O	P	Q	R	S	T	U	V	W	Paygrade
A11	\$39,582.40	\$40,622.40	\$41,683.20	\$42,931.20	\$44,220.80	\$45,552.00	\$46,924.80	\$48,318.40	\$49,774.40	A11
A12	\$44,345.60	\$45,510.40	\$46,696.00	\$48,110.40	\$49,545.60	\$51,022.40	\$52,561.60	\$54,142.40	\$55,764.80	A12
A13	\$49,088.00	\$50,377.60	\$51,688.00	\$53,248.00	\$54,828.80	\$56,492.80	\$58,177.60	\$59,924.80	\$61,713.60	A13
B21	\$53,851.20	\$55,244.80	\$56,700.80	\$58,406.40	\$60,153.60	\$61,963.20	\$63,814.40	\$65,728.00	\$67,704.00	B21
B22	\$58,593.60	\$60,132.80	\$61,713.60	\$63,564.80	\$65,478.40	\$67,433.60	\$69,451.20	\$71,552.00	\$73,694.40	B22
B23	\$63,356.80	\$65,020.80	\$66,726.40	\$68,723.20	\$70,782.40	\$72,904.00	\$75,108.80	\$77,355.20	\$79,664.00	B23
B24/B31	\$68,120.00	\$69,908.80	\$71,739.20	\$73,881.60	\$76,107.20	\$78,395.20	\$80,745.60	\$83,158.40	\$85,654.40	B24/B31
B25/B32	\$72,862.40	\$74,776.00	\$76,731.20	\$79,019.20	\$81,390.40	\$83,844.80	\$86,361.60	\$88,940.80	\$91,624.00	B25/B32
C41	\$79,102.40	\$80,912.00	\$82,763.20	\$85,259.20	\$87,817.60	\$90,438.40	\$93,163.20	\$95,950.40	\$98,841.60	C41
C42	\$83,928.00	\$85,862.40	\$87,817.60	\$90,459.20	\$93,163.20	\$95,971.20	\$98,841.60	\$101,816.00	\$104,873.60	C42
C43	\$91,291.20	\$93,392.00	\$95,534.40	\$98,384.00	\$101,337.60	\$104,374.40	\$107,515.20	\$110,739.20	\$114,067.20	C43
C44/C51	\$98,633.60	\$100,900.80	\$103,209.60	\$106,308.80	\$109,491.20	\$112,777.60	\$116,147.20	\$119,641.60	\$123,240.00	C44/C51
C45/C52	\$105,976.00	\$108,409.60	\$110,884.80	\$114,212.80	\$117,644.80	\$121,160.00	\$124,800.00	\$128,544.00	\$132,392.00	C45/C52
D61	\$113,318.40	\$115,897.60	\$118,560.00	\$122,116.80	\$125,777.60	\$129,563.20	\$133,452.80	\$137,446.40	\$141,564.80	D61
D62	\$120,681.60	\$123,448.00	\$126,256.00	\$130,062.40	\$133,952.00	\$137,966.40	\$142,105.60	\$146,369.60	\$150,758.40	D62
D63	\$128,024.00	\$130,936.00	\$133,952.00	\$137,966.40	\$142,105.60	\$146,369.60	\$150,758.40	\$155,272.00	\$159,931.20	D63
D71	\$135,345.60	\$138,444.80	\$141,627.20	\$145,870.40	\$150,238.40	\$154,752.00	\$159,390.40	\$164,174.40	\$169,104.00	D71
D72	\$142,688.00	\$145,953.60	\$149,302.40	\$153,774.40	\$158,392.00	\$163,155.20	\$168,043.20	\$173,076.80	\$178,276.80	D72
E81	\$150,051.20	\$153,483.20	\$156,998.40	\$161,720.00	\$166,566.40	\$171,558.40	\$176,716.80	\$182,020.80	\$187,470.40	E81
E82	\$157,393.60	\$160,992.00	\$164,673.60	\$169,624.00	\$174,720.00	\$179,961.60	\$185,348.80	\$190,923.20	\$196,643.20	E82
E83	\$164,736.00	\$168,500.80	\$172,369.60	\$177,528.00	\$182,852.80	\$188,344.00	\$194,001.60	\$199,825.60	\$205,816.00	E83

Effective 1/1/2027
O from proposed 2026 wage table given 2% increase
P - W: began with step O from the proposed 2026 wage table, applied a 2% across the board increase, then applied increase % between steps, added step W

	1.0262	1.0262	1.0300							
	1.0229	1.0229								
Paygrade	O	P	Q	R	S	T	U	V	W	Paygrade
A11	\$19.03	\$19.53	\$20.04	\$20.64	\$21.26	\$21.90	\$22.56	\$23.23	\$23.93	A11
A12	\$21.32	\$21.88	\$22.45	\$23.13	\$23.82	\$24.53	\$25.27	\$26.03	\$26.81	A12
A13	\$23.60	\$24.22	\$24.85	\$25.60	\$26.36	\$27.16	\$27.97	\$28.81	\$29.67	A13
B21	\$25.89	\$26.56	\$27.26	\$28.08	\$28.92	\$29.79	\$30.68	\$31.60	\$32.55	B21
B22	\$28.17	\$28.91	\$29.67	\$30.56	\$31.48	\$32.42	\$33.39	\$34.40	\$35.43	B22
B23	\$30.46	\$31.26	\$32.08	\$33.04	\$34.03	\$35.05	\$36.11	\$37.19	\$38.30	B23
B24/B31	\$32.75	\$33.61	\$34.49	\$35.52	\$36.59	\$37.69	\$38.82	\$39.98	\$41.18	B24/B31
B25/B32	\$35.03	\$35.95	\$36.89	\$37.99	\$39.13	\$40.31	\$41.52	\$42.76	\$44.05	B25/B32
C41	\$38.03	\$38.90	\$39.79	\$40.99	\$42.22	\$43.48	\$44.79	\$46.13	\$47.52	C41
C42	\$40.35	\$41.28	\$42.22	\$43.49	\$44.79	\$46.14	\$47.52	\$48.95	\$50.42	C42
C43	\$43.89	\$44.90	\$45.93	\$47.30	\$48.72	\$50.18	\$51.69	\$53.24	\$54.84	C43
C44/C51	\$47.42	\$48.51	\$49.62	\$51.11	\$52.64	\$54.22	\$55.84	\$57.52	\$59.25	C44/C51
C45/C52	\$50.95	\$52.12	\$53.31	\$54.91	\$56.56	\$58.25	\$60.00	\$61.80	\$63.65	C45/C52
D61	\$54.48	\$55.72	\$57.00	\$58.71	\$60.47	\$62.29	\$64.16	\$66.08	\$68.06	D61
D62	\$58.02	\$59.35	\$60.70	\$62.53	\$64.40	\$66.33	\$68.32	\$70.37	\$72.48	D62
D63	\$61.55	\$62.95	\$64.40	\$66.33	\$68.32	\$70.37	\$72.48	\$74.65	\$76.89	D63
D71	\$65.07	\$66.56	\$68.09	\$70.13	\$72.23	\$74.40	\$76.63	\$78.93	\$81.30	D71
D72	\$68.60	\$70.17	\$71.78	\$73.93	\$76.15	\$78.44	\$80.79	\$83.21	\$85.71	D72
E81	\$72.14	\$73.79	\$75.48	\$77.75	\$80.08	\$82.48	\$84.96	\$87.51	\$90.13	E81
E82	\$75.67	\$77.40	\$79.17	\$81.55	\$84.00	\$86.52	\$89.11	\$91.79	\$94.54	E82
E83	\$79.20	\$81.01	\$82.87	\$85.35	\$87.91	\$90.55	\$93.27	\$96.07	\$98.95	E83

Effective 1/1/2027

Effective January 1, 2027:

- Employees on steps M through P as of December 31, 2026, will receive their normal step, plus one more step, for a total of two steps. (example, step L on the 2026 wage table will move to N on the 2027 wage table)
- Employees on steps Q through U as of December 31, 2026, will advance one step.
- News hires and Irregular employees shall be placed at step O.

**Governmental Employee's Labor Council (GELC) - General Unit
APPENDIX A - Job Classifications and Pay Grades**

Service Area	Position Title	Pay Grade
COUNTY CLERK	DEPUTY COUNTY CLERK	a13
COUNTY CLERK	ELECTIONS COORDINATOR	b23
COUNTY TREASURER	DEP COUNTY TREAS-TAX REV. SPECIALIST	b22
COUNTY TREASURER	DEP COUNTY TREAS.-PROPERTY TAX SPECIALIST	b22
COUNTY TREASURER	DEPUTY CO. TREAS/ACCOUNTING I	b22
COUNTY TREASURER	DEPUTY CO TREAS - SUPERVISOR	b31
COUNTY TREASURER	DEPUTY COUNTY TREAS/ACCT. II	b31
DRAIN COMMISSION	DEPUTY DRAIN COMMISSIONER	b21
DRAIN COMMISSION	DRAIN MAINTENANCE TECHNICIAN	b21
EQUALIZATION	EQUALIZATION ASSISTANT	b21
EQUALIZATION	EQUALIZATION SPECIALIST	b22
EQUALIZATION	PROPERTY APPRAISAL SPECIALIST	b23
FACILITIES	COURIER	a11
FACILITIES	JANITOR	a12
FACILITIES	CUSTODIAL COORDINATOR	b21
FACILITIES	MAINTENANCE TECHNICIAN	b21
FACILITIES	MAINTENANCE TECHNICIAN II	b22
INFORMATION SERVICES	RECORDS MANAGEMENT ASSISTANT	a12
INFORMATION SERVICES	GIS SPECIALIST	b22
INFORMATION SERVICES	INFORMATION TECHNOLOGY SPECIALIST	b22
INFORMATION SERVICES	GIS SPECIALIST II	b23
INFORMATION SERVICES	INFORMATION TECHNOLOGY COORDINATOR	b23
INFORMATION SERVICES	WEB DEVELOPER	b24
PARKS & TOURISM	ADMINISTRATIVE ASSISTANT	a13
REGISTER OF DEEDS	DEPUTY REGISTER OF DEEDS	b21
SHERIFF'S OFFICE ANIMAL CONTROL	ANIMAL CONTROL OFFICER	b22
SHERIFF'S OFFICE LAW ENFORCEMENT	ADMINISTRATIVE ASSISTANT	a12
SHERIFF'S OFFICE LAW ENFORCEMENT	ADMINISTRATIVE ASSISTANT - CUSTOMER SERVICE	a12
SHERIFF'S OFFICE LAW ENFORCEMENT	ADMINISTRATIVE ASSISTANT II	a13
SHERIFF'S OFFICE LAW ENFORCEMENT	FINANCE ASSISTANT	b21
SHERIFF'S OFFICE LAW ENFORCEMENT	VEHICLE TECHNICIAN	b22
TRANSPORTATION	TRANSIT VEHICLE TECHNICIAN	b22