

AGREEMENT

BETWEEN

MECOSTA COUNTY BOARD OF COMMISSIONERS

AND

THE MECOSTA COUNTY SHERIFF

AND

POLICE OFFICERS ASSOCIATION OF MICHIGAN

Road Patrol

Effective January 2008 through December 31, 2012

AGREEMENT .....	6
ARTICLE 1 PURPOSE AND INTENT .....	6
1.1: Purpose.	6
1.2: Service to Community.	6
1.3: Cooperation.	6
ARTICLE 2 RECOGNITION OF UNION .....	6
2.1: Recognition.	6
2.2: Aid to Other Bargaining Agents.	6
2.3: Strikes.	6
ARTICLE 3 RECOGNITION OF RIGHT OF EMPLOYER .....	7
3.1: Employer Rights Reserved.	7
3.2: Rules.	7
ARTICLE 4 ASSOCIATION SECURITY AND CHECK-OFF .....	7
4.1: Dues or Fees.	7
4.2: Payroll Deductions.	7
ARTICLE 5 PAYROLL DEDUCTION AUTHORIZATION FORM .....	8
ARTICLE 6 BARGAINING COMMITTEE .....	8
6.1: Bargaining Committee.	8
6.2: Compensation When Scheduled.	8
6.3: Not Scheduled.	9
ARTICLE 7 GRIEVANCE AND ARBITRATION PROCEDURES .....	9
7.1: Grievance Definition.	9
7.2: Grievance Procedure.	9
7.3: Arbitration.	10
7.4: Arbitrator's Powers.	11
7.5: Arbitration Fees.	11
7.6: Arbitrator's Decision.	11
7.7: Time Computation.	11
7.8: Time Limitation.	11
7.9: Grievance Settlements.	11
7.10: Expedited Grievance.	12
7.11: Back Pay.	12
7.12: Election of Remedies.	12
ARTICLE 8 SPECIAL CONFERENCES .....	12
8.1: Special Conferences.	12
ARTICLE 9 DISCHARGE AND DISCIPLINE .....	12
9.1: Discipline and Discharge.	12
ARTICLE 10 SENIORITY .....	14
10.1: Definition of Seniority.	14
10.2: Probationary Employees:	14
10.3: Seniority Status.	15
ARTICLE 11 LOSS OF SENIORITY .....	15
11.1: General Rules.	15

11.2: Exceptions to Above General Rules.	16
ARTICLE 12 LAYOFF AND RECALL .....	16
12.1: Layoff.	16
12.2: Bumping.	16
12.3: Recall.	17
12.4: Part-Time Employees.	17
ARTICLE 13 ASSOCIATION BULLETIN BOARD .....	17
13.1: Bulletin Board.	17
ARTICLE 14 UNIFORMS .....	17
14.1: Uniforms.	17
14.2: Replacement.	18
14.3: Boots/Shoes.	18
ARTICLE 15 PROTECTIVE VESTS .....	18
15.1: Wearing.	18
15.2: Ownership.	18
ARTICLE 16 DUTY RELATED INJURY .....	18
16.1: Compensation.	18
16.2: Insurance.	18
16.3: Dependent Insurance	19
ARTICLE 17 WORK SCHEDULES AND PATROL UNITS.....	19
17.1: Schedule Posting.	19
17.2: Trading Shifts.	19
17.3: Two Person Units.	19
17.4: Hours Off.	19
ARTICLE 18 HOURS OF EMPLOYMENT/OVERTIME/COURT .....	19
18.1: Rights.	19
18.2: Changes.	20
18.3: Normal Hours.	20
18.4: Overtime/Compensatory Time.	20
18.5: Overtime Procedure.	20
18.6: Overtime Pay/Compensatory Time Accrual.	20
18.7: Court Pay.	20
18.8: Call-In.	20
18.9: Part-Time Deputy.	21
18.10: Payment.	21
18.11: Compensatory Time.	21
18.12: Pyramiding of Overtime.	21
ARTICLE 19 HOLIDAY PAY.....	21
19.1: Holidays.	21
19.2: Holidays Worked.	21
19.3: Holidays Not Worked.	22
ARTICLE 20 VACATIONS AND SICK LEAVE .....	22
20.1: Vacation Accumulations.	22
20.2: Vacation Eligibility.	22

20.3: Payment on Separation.	22
20.4: Vacation Scheduling.	22
20.5: Holidays During Vacation.	23
20.6: Vacation Pay.	23
20.7: Maximum Accumulation.	23
20.8: Sick Leave.	23
20.9: Sick Leave on Retirement.	23
20.10: Sick Leave Payoff.	23
20.11: Sick Leave Use.	23
20.12: Sick Leave Records.	24
20.13: Probationary Employees.	24
ARTICLE 21 UNPAID LEAVES OF ABSENCE .....	24
21.1: Military Service Leave.	24
21.2: Association Business Leave.	24
21.3: Unpaid Family Leave.	24
21.4: Seniority Return.	27
ARTICLE 22 BEREAVEMENT PAY .....	27
22.1: Bereavement Leave.	27
22.2: Step-Relations.	27
22.3: Bereavement Pay.	27
ARTICLE 23 MISCELLANEOUS.....	28
23.1: Residence.	28
23.2: Outside Employment.	28
23.3: Political Activity.	28
23.4: Agreement Copies.	28
23.5: Weapon Qualification.	28
23.6: Shot Guns.	28
23.7: Mileage.	28
23.8: Gender.	28
23.9: Captions.	29
23.10: Binding Effect.	29
ARTICLE 24 INSURANCE .....	29
24.1: Health Insurance.	29
24.2: Basic Plan.	29
24.3: Premiums.	29
24.4: Dental and Vision Coverage.	29
24.5: Waiver.	29
24.6: Life Insurance.	30
24.7: Carriers.	30
24.8: Retiree Health Care.	30
24.9: Health Care Savings Program.	30
ARTICLE 25 SALARIES .....	30
25.1: Merit Raises.	30
25.2: Salary Schedule.	31

ARTICLE 26 SHIFT DIFFERENTIAL .....	31
26.1: Shift Premium.	31
ARTICLE 27 PENSION .....	31
27.1: Pension.	31
ARTICLE 28 JOB DESCRIPTIONS.....	31
28.1: Job Descriptions.	31
ARTICLE 29 SEPARABILITY .....	32
29.1: Separability.	32
29.2: Negotiations.	32
ARTICLE 30 MEDICAL EXAMS.....	32
30.1: Medical Exams.	32
30.2: Psychological Exams.	32
30.3: Tests.	32
30.4: Costs.	33
30.5: Medical Disputes.	33
30.6: Type of Tests to be used.	33
ARTICLE 31 PROMOTIONS .....	34
31.1: Definition.	34
31.2: Eligibility.	34
31.3: Examination.	34
31.4: Posting of Vacancies.	34
31.5: Posting Period.	34
31.6: Promotion Panel.	34
31.7: Promotion within 30 Days of Examination.	34
31.8: Promotional Probationary Period.	34
ARTICLE 32 PERIODIC SHIFT PREFERENCE .....	34
32.1: Shift Preference.	34
ARTICLE 33 RETURN TO BARGAINING UNIT .....	35
33.1: Return to Bargaining Unit.	35
ARTICLE 34 CONTINUATION OF AGREEMENT .....	36
34.1: Term.	36
APPENDIX "A" .....	37

## AGREEMENT

This Agreement, made and entered into this 7<sup>th</sup> day of February 2008, effective January 1, 2008, by and between the MECOSTA COUNTY BOARD OF COMMISSIONERS and the MECOSTA COUNTY SHERIFF (hereinafter referred to as "Employer" or "County") and the POLICE OFFICERS ASSOCIATION OF MICHIGAN (hereinafter referred to as "Union" or "POAM").

### **ARTICLE 1 PURPOSE AND INTENT**

#### 1.1: Purpose.

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

#### 1.2: Service to Community.

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

#### 1.3: Cooperation.

To these ends the Employer and the Union encourage, to the fullest degree, friendly and cooperative relations between the respective representatives at all levels and among all employees.

### **ARTICLE 2 RECOGNITION OF UNION**

#### 2.1: Recognition.

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

All full time certified Mecosta County Sheriff's Department employees who are in the Deputy classification, and excluding Sheriff, Undersheriff, Captains, Lieutenants, Sergeants and Detectives, Animal Control Officers, Corrections Sergeants, Corrections Officers/Court Officers, Secretaries, and all other employees.

#### 2.2: Aid to Other Bargaining Agents.

The Employer will not aid, promote or finance any labor group or organization which purports to engage in collective bargaining or make any agreement with any such group or organization for the purpose of undermining the Union's representation of the bargaining unit described in Paragraph 2.1.

#### 2.3: Strikes.

The Union agrees that neither the Union, its agents, nor its members will authorize, instigate, aid, condone or engage in a work stoppage, slowdown, strike or other concerted activity, which interferes with the operation of the department. Individual employees or groups of employees who instigate, aid or engage in a work stoppage, slowdown or strike may be disciplined up to and including discharge.

### **ARTICLE 3 RECOGNITION OF RIGHT OF EMPLOYER**

#### 3.1: Employer Rights Reserved.

Nothing in this Agreement shall be deemed to limit or curtail the Employer in any way in the exercise of its rights, powers and authority, unless and only to the extent that specific provisions of the Agreement curtail or limit such rights, powers and authority. The Union recognizes that the Employer's rights, powers and authority include, but are not limited to, the right to direct and manage the work force, including, by way of illustration, the determination of policies, operations, assignments, schedules, discipline, layoff of employees, purchasing equipment and maintenance of equipment, except as any of these rights are expressly abridged by the provisions of this Agreement.

#### 3.2: Rules.

The Employer shall have, within its discretion, the right to make, amend, supplement or delete rules and regulations. However, the Association President shall receive a copy of any new or modified rules or regulations twenty-four (24) hours prior to its effective date, unless conditions warrant immediate implementation. If there is concern regarding the fairness of the rule or rule change, the President may request a special conference between himself and another Association representative, the Sheriff or his/her representative and the Chair of the Personnel Committee.

### **ARTICLE 4 ASSOCIATION SECURITY AND CHECK-OFF**

#### 4.1: Dues or Fees.

Upon completion of six (6) months of employment, membership in the Association or compliance with payment of the representation fees shall be a condition of continued employment. The Employer agrees to deduct Association dues or representation fees to become effective the first pay day of the month following the employee's successful completion of six (6) months of employment.

#### 4.2: Payroll Deductions.

The Employer agrees to deduct from the salary of each individual employee in the bargaining unit who becomes a member, the Association's dues, subject to all of the following conditions:

- A. The Association shall obtain from each of its members a completed check-off authorization form which shall conform to the respective State and Federal law(s) concerning that subject, or any interpretation(s) thereof.
- B. All check-off authorization forms shall be filed with the Employer, who may return an uncompleted or incorrectly completed form to the Association's Treasurer and no check-off shall be made until such deficiency is corrected.
- C. All other employees covered under this Agreement who do not voluntarily choose membership in the Association shall have deducted from their wages a representation fee upon receipt by the Employer of a signed written card. Said sum shall accurately represent the amount for said employee due the Association as his/her fair share of costs attributable to negotiating the terms of this Agreement and servicing the contract which, at this time, is the same as the Association dues.
- D. The Employer shall only check-off obligations which come due at the time of check-off, and will make check-off deduction only if the employee has enough pay due to cover such obligation. The Employer is not responsible for refund to the employee if he/she has duplicated a check-off deduction by direct payment to the Association.
- E. The Employer's remittance shall be deemed correct if the Association does not give written notice to the Employer within two (2) calendar weeks after a remittance is

transmitted of its belief, with reason(s) stated therefore, that the remittance is incorrect.

- F. The Association shall provide at least thirty (30) days written notice to the Employer of the amount of association dues and/or representation fees to be deducted from the wages of employees in accordance with this article. Any changes in the amounts determined will also be provided to the Employer at least thirty (30) days prior to its implementation. New check-off authorization forms shall be submitted to the Employer in the event that an increase in the Association dues or representation fees is made.
- G. The Union agrees to defend, indemnify and save the Employer harmless against any and all claims, lawsuits or other forms of liability arising out of its deduction from an employee's pay of Association dues or representation fees, or in reliance on any list, notice, certification, or authorization furnished under this article. The Association assumes full responsibility for the disposition of the deductions so made, once they have been sent to the Association.
- H. The Association shall exclusively use the check-off authorization as herein provided in Article V.

**ARTICLE 5 PAYROLL DEDUCTION AUTHORIZATION FORM**

By \_\_\_\_\_  
(Please Print) Last Name First Name Middle Name

To: \_\_\_\_\_  
Name of Employer Department

Effective \_\_\_\_\_, 20\_\_, I hereby request and authorize you to deduct from my earnings each payroll period an amount sufficient to provide for the regular payment of the current rate of monthly: (check one) 1) \_\_\_\_\_ union dues; or 2) \_\_\_\_\_ service fees as established by the Police Officers Association of Michigan. The amount deducted shall be paid to the Treasurer of the Police Officers Association of Michigan.

\_\_\_\_\_  
Employee's Signature Street Address

\_\_\_\_\_  
City and State

**ARTICLE 6 BARGAINING COMMITTEE**

**6.1: Bargaining Committee.**

The bargaining committee will include not more than three (3) employees; and, in addition thereto, may include not more than two (2) non-employee representatives. The Association will furnish the Employer with a written list of the bargaining committee members prior to the first bargaining meeting and substitution changes thereto, if necessary.

**6.2: Compensation When Scheduled.**

Not more than two (2) employee members on the bargaining committee will be paid for the time spent in negotiations in the event they are scheduled to work during a bargaining meeting. Said time



shall be only for straight time hours they would otherwise have worked on their regularly scheduled shift. Employees shall return to their work stations after negotiations have terminated, provided that there is time left in their normal schedule. Employees shall report to work prior to negotiations in the event that negotiations are to commence subsequent to the start of their normal shift. Prior approval of the Sheriff is required for attendance at negotiation caucuses if they are to occur during the employee's regularly scheduled work time.

6.3: Not Scheduled.

No pay shall be received for time spent in accordance with this section if the employee is not scheduled to work.

**ARTICLE 7 GRIEVANCE AND ARBITRATION PROCEDURES**

7.1: Grievance Definition.

For the purpose of this Agreement, "grievance" means any dispute filed by an employee covered by this Agreement or the Union regarding the meaning, interpretation or alleged violation of the specific terms and provisions of this Agreement, as written.

7.2: Grievance Procedure.

Every effort shall be made to adjust disputes in an amicable manner between the Employer and the Union. All grievances shall be processed under the following procedures:

A. Non-Economic Grievance Procedure.

All grievances that involve discipline or discharges; departmental operations without direct fiscal impact; or fiscal matters within the Sheriff's jurisdiction, shall be processed in the following manner:

Step 1. Verbal Procedure. An employee, or the Union President, with a grievance shall, either within five (5) days of the occurrence or the incident which gave rise to the grievance, or the employee first becomes aware of or should reasonably have become aware of the occurrence of the grievance, first discuss the grievance with the Sheriff or his designee with the object of resolving the matter informally. If requested, the Union Representative may be present. The Sheriff or his designee shall give his answer to the grievance within ten (10) working days.

Step 2. If the grievance is not satisfactorily settled in Step 1, it shall be reduced to writing, dated and signed by the aggrieved employee and union representative or by the Union President and shall set forth the facts and the provisions of the Agreement that are alleged to have been violated and the remedy desired. The grievance shall be submitted within five (5) working days after the Sheriff's Step 1 answer. Any claims not conforming to these requirements shall automatically be defined as not constituting a valid grievance. A meeting between the Sheriff or his designee, the officer filing the grievance and one Union representative shall be held to discuss the grievance within seven (7) working days after receipt of the grievance by the Sheriff.

The Sheriff or his designee will then answer the grievance in writing within seven (7) working days from the date of the meeting at which the written grievance was discussed.

Step 3. Request for Arbitration. If the grievance has not been settled in Step 2 the Union may submit such grievance to arbitration, provided such arbitration is

requested in writing within thirty (30) working days after receipt of the Step 2 answer.

B. Economic Grievance Procedure.

All grievances that involve fiscal matters outside of the Sheriff's jurisdiction shall be processed as follows:

Step 1. Verbal Procedure. An employee, or the Association President, with a grievance shall, either within five (5) days of the occurrence or the incident which gave rise to the grievance, or the employee first becomes aware of or should reasonably have become aware of the occurrence of the grievance, first discuss the grievance with the Sheriff or his designee with the object of resolving the matter informally. If requested, the Union Representative may be present. The Sheriff or his designee shall give his answer to the grievance within ten (10) working days.

Step 2. If the grievance is not satisfactorily settled in Step 1, it shall be reduced to writing, dated and signed by the aggrieved employee and union representative or by the Union President and shall set forth the facts and the provisions of the Agreement that are alleged to have been violated and the remedy desired. Within ten (10) working days after the grievance has been appealed, a meeting shall be held between representatives of the Employer and the Union. The Employer representatives shall be the Sheriff and the County Administrator. The Union's representative shall be the Union representative or his alternate. Either party may have non-employee representatives present, if desired. If the meeting cannot be held within the ten (10) working day period, it shall be scheduled for a date mutually convenient to the parties. The Employer shall give its written answer on the grievance within five (5) working days after the meeting and return the grievance to the Union representative.

Step 3. If the grievance disposition given in Step 2 is not considered satisfactory, the grievance may be appealed to Step 3 by the Union President who shall submit it to the Chairperson of the County Board of Commissioners no later than the end of the fifth (5th) working day following the date of the disposition of the grievance in Step 2. The Chairperson of the Board of Commissioners, or the Chairperson's designated representative, shall endorse the Union's copy of the grievance to show the date of receipt. The Board of Commissioners shall consider the grievance appeal at the Board's next regularly scheduled meeting set for a date more than seven (7) days after receipt of the Union's appeal. The Board shall give its written disposition of the grievance to the Union President within thirty (30) working days of the grievance meeting.

Step 4. Request for Arbitration. If the grievance has not been settled in Step 3, the Union may submit such grievance to arbitration, provided such arbitration is requested in writing within thirty (30) working days after receipt of the Step 3 answer.

C. The same dispute shall not be considered under both the economic and non-economic procedures.

7.3: Arbitration.

The Employer and Union agree to use the following arbitrators on a rotating basis with arbitrator "A" being selected first:

A. Mario Chiesa

B. David Grissom

If the arbitrator up for selection is not available, the other arbitrator will be used. If neither of the listed arbitrators are available, the Employer and the Union will attempt to agree on an impartial arbitrator. In the event the Employer and the Union are unable to agree on an impartial arbitrator, the arbitrator will be selected from a list of arbitrators submitted by the American Arbitration Association. A list of five (5) arbitrators will be requested from the American Arbitration Association, with each party having the right to strike two (2) names. The arbitrator remaining on the list shall serve as the independent arbitrator.

7.4: Arbitrator's Powers.

The arbitrator's powers shall be limited to the application and interpretation of this Agreement. The arbitrator shall be at all times governed wholly by the terms of this Agreement and he shall have no power or authority to amend, alter or modify this Agreement in any respect. It shall not be within the jurisdiction of the arbitrator to change an existing wage rate, or to establish a new wage rate, nor to rule on the Employer's right to manage and direct its work force unless there is contained in this Agreement a specific and explicit limitation of those rights, nor to infer from any provisions in this Agreement any limitation of those rights. If the issue of arbitrability is raised, the arbitrator shall only determine the merits of the grievance if arbitrability is affirmatively decided. By accepting a case from the parties, the arbitrator acknowledges his limitation of authority, and agrees not to decide an issue which is outside of his jurisdiction under this Agreement. The arbitrator recognized that the Employer is governed by certain laws of the State of Michigan and that the Employer exists for the purpose of serving the public and the arbitrator agrees that this Agreement shall be interpreted and construed consistent with such laws. Any award of the arbitrator shall not be retroactive prior to the time the grievance was first submitted in writing.

7.5: Arbitration Fees.

The American Arbitration Association's administrative fee and other charges and the arbitrator's charges for his services and expenses shall be shared equally by the Employer and the Association.

7.6: Arbitrator's Decision.

The arbitrator's decision shall be final and binding on the Employer, Union and employee, provided, however, that this shall not prohibit a challenge to the arbitration decision in a court of competent jurisdiction, if it is alleged that the arbitrator has exceeded his jurisdiction, or that such decision was obtained through fraud or other unlawful action.

7.7: Time Computation.

In applying the term "working days", Saturdays, Sundays and holidays recognized by this Agreement shall not be counted under the time limits established in the grievance procedure.

7.8: Time Limitation.

The time limits established in the grievance procedures shall be followed by the parties and the aggrieved employee. If the time limit procedure is not followed by the Union or the aggrieved employee, the grievance shall be considered settled without precedent. If the time procedure is not followed by the Employer, the grievance shall automatically advance to the next step, but arbitration shall only be instituted upon timely written notice by the Union. The time limits established in the grievance and arbitration procedure may be extended by mutual agreement reduced to writing and signed by the parties.

7.9: Grievance Settlements.

Settlement on any written grievance shall be reduced to writing and signed by the parties.

7.10: Expedited Grievance.

Should an employee who has been discharged or given disciplinary suspension consider such discipline to be improper, or if an employee feels they were improperly laid off, a grievance may be processed initially at the written step of the grievance procedure (Step 2) of the non-economic grievance procedure within three (3) days of such action.

7.11: Back Pay.

Back pay shall be limited to the amount of the wages the employee would have earned from the time the grievance is submitted, less any amount received by the employee as Unemployment Compensation.

7.12: Election of Remedies.

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, or civil rights hearing, or a 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 under 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. However, it is further agreed that the election of a non-grievance procedure remedy by any employee shall not affect any grievances of other employees, nor shall any such non-grievance procedure remedy elected by an employee be binding upon the Union or other bargaining unit members unless the Union represents the employee in the non-grievance procedure forum. If a complaint is filed under the grievance procedure and the Michigan Employment Relations Commission (MERC), the parties agree that the grievance time limits shall be extended until the jurisdiction of MERC on the issue has been determined.

## **ARTICLE 8 SPECIAL CONFERENCES**

8.1: Special Conferences.

For important matters, a special conference will be arranged between the President of the Association and the Sheriff or his/her designated representative upon the request of either party. Such meeting shall be between no more than two (2) representatives of the Association and one outside representative and not more than four (4) representatives of the Employer. Arrangements for such special conferences shall be made in advance and an agenda of the matters to be taken up at the meeting shall be presented at the time the conference is requested. Matters taken up in special conferences shall be confined to those in the agenda. Conferences shall be held at a mutually agreed time. Special conferences shall not be used for further collective bargaining purposes. The members of the Association shall be excused from duty without penalty to attend special conferences held during a regularly scheduled work day, but shall not be compensated in any way for the time spent attending conferences which are not held during a regularly scheduled work day.

## **ARTICLE 9 DISCHARGE AND DISCIPLINE**

9.1: Discipline and Discharge.

- A. Just Cause. The Employer may discipline a non-probationary employee for just cause only.

- B. Disciplinary Action. The disciplinary action against a non-probationary employee shall be reduced to writing by the commanding officer invoking the action and copies shall be furnished the member against whom the charges are brought, and if the employee wishes, to the Association.
- C. Meeting. If the disciplinary action involves discharge or a disciplinary layoff, the Employer representative effecting the disciplinary action shall meet with the non-probationary employee and the employee's steward if the employee requests, or in the steward's absence, another Association representative if one is working. The employee shall be given an opportunity to present his/her side of the facts concerning the disciplinary charges. The Association representative shall be given the right to meet with the disciplined employee before the non-probationary employee leaves the premises.
- D. Specific Section. The written disciplinary action shall be specific and shall cite the appropriate sections of rules and regulations and/or appropriate law or ordinance which the member is alleged to have violated, if applicable. Nothing shall preclude the Sheriff from disciplining or discharging an employee for an offense even if not provided for under the rules and regulations and/or law or ordinance as long as it is for just cause.
- E. Statement. Once an non-probationary employee has been issued the written disciplinary action, he/she shall not be required to make any further statement concerning the disciplinary action prior to the Step 1 grievance hearing. The employee shall be permitted the presence of a steward before any further voluntary questioning is done.
- F. Representation. The non-probationary member against whom charges have been made may be represented at the grievance hearing by the steward or Union representative.
- G. Past Infractions. In imposing any discipline on a current charge, the Employer will not base its decision upon any prior infractions or departmental rules and regulations which occurred more than two (2) years previously unless directly related to the current charge.
- H. Verbal Reprimands: Each notation entered as a verbal action reprimand shall be removed from the employee's file after twenty four (24) calendar months upon the employee's request.
- I. Written Reprimands: Each written reprimand shall be removed from the employee's file after twenty four (24) calendar months upon the employee's request. (Exception: If the same violation occurs within the two (2) year period, the first violation will be kept on record until the passing of twenty-four (24) months without the same violation.)
- J. Suspension Pending Investigation. In the event a member is suspended pending investigation for any reason, and as a result of the investigation is exonerated of the charges causing the suspension, he/she shall be compensated for all back wages lost due to the suspension, as determined by the arbitrator. The Sheriff may suspend employees pending investigation with or without pay, as determined by the Sheriff, in the Sheriff's sole discretion.

- K. Grievances. If there is to be a grievance concerning such disciplinary action, it shall be filed at Step 2 of the grievance procedure no later than the end of the fifth (5th) working day following the date of the disciplinary action.
- L. Final Effect. If any employee who is disciplined fails to file a grievance within the time specified, or if, upon the hearing of his/her grievance, he/she is found to have been properly disciplined, then his/her discipline shall be absolute as of the date of his/her discipline.
- M. Back Wages. If it is found that the employee should not have been disciplined, or that the penalty assessed him/her was too severe, then the employee's grievance shall be settled as shall be determined by the Employer and the Association at the Step 1 hearing, and the employee's payroll and personnel records shall be adjusted accordingly. If the employee is exonerated of the charges causing the suspension at the Step 1 hearing, he/she shall be compensated for all back wages to the suspension. Such wages shall be based on regular base pay hours and not include overtime, and shall be less any unemployment compensation received.
- N. Days. Days referred to in the above article shall be Monday through Friday, excluding Saturdays, Sundays and holidays.
- O. Political Elections. It is further agreed that no Association member shall be discharged or suspended as a result of the outcome of any political election.
- P. Discharges. Included among the violations for which an employee may be subject to discharge are conviction of a job related misdemeanor or making an intentionally false statement on any official police report.

## **ARTICLE 10 SENIORITY**

### **10.1: Definition of Seniority.**

- A. Departmental Seniority: is defined as length of continuous service with the department since the employee's most recent date of hire into a full time position. Seniority shall commence after the employee completes the probationary period hereinafter provided for, retroactive to date of commencement of last employment in a full time position.
- B. Classification Seniority: is defined as the total length of service in the Deputy classification. For bargaining unit employees in the Deputy classification prior to the effective date of this agreement, "Classification Seniority" will include all continuous departmental service prior to the effective date of this agreement. Any seniority lost under Article 11 will not be included in any seniority definition under this Article.
- C. Law Enforcement Seniority: is defined as the length of continuous service with the department in a full time position in this unit or the Law Enforcement Command Unit.

### **10.2: Probationary Employees:**

- A. Probationary Employees/New Hires: All employees shall be considered to be on probation and shall have no seniority for twelve (12) calendar months of continuous employment following the first day of work for the Department in a full time

position. While an employee is on probation, he/she may be disciplined and/or discharged without recourse to the grievance procedure provided for under the contract. It is understood between the parties that the Sheriff shall have the sole discretion to terminate or discipline an employee, with or without cause, during the probationary period.

- B. Probationary Employees/Reclassification to this unit: All employees shall be considered to be on probation and shall have no classification seniority for twelve (12) calendar months of continuous employment following the first day of reclassification into this unit. While an employee is on probation, he/she may be disciplined and/or returned to their original classification without recourse to the grievance procedure provided for under the contract. It is understood between the parties that the Sheriff shall have the sole discretion to reclassify to their original classification or discipline an employee, with or without cause, during the probationary period. Return to a position in any other bargaining is contingent upon that bargaining unit's approval.

### 10.3: Seniority Status.

Upon an employee's completion of a probationary period referenced in Article 10.2 he/she shall acquire classification seniority with a date to coincide with the date of last hire or reclassification to this unit.

As between any two (2) or more employees who have the same seniority date, seniority shall be determined by the drawing of lots.

## ARTICLE 11 LOSS OF SENIORITY

### 11.1: General Rules.

An employee covered by this Agreement shall forfeit all seniority under this agreement and his/her employment relationship with the Employer shall terminate in the event that:

- A. He/she is discharged for just cause and the discharge is not reversed.
- B. He/she retires.
- C. He/she quits.
- D. He/she is laid off for a period of two (2) years or the length of his seniority, whichever is less.
- E. He/she fails to report for work within three (3) working days after the expiration of a leave of absence.
- F. He/she is absent from work without permission for three (3) consecutive scheduled work days.
- G. If he/she is convicted of a felony or a circuit court misdemeanor.
- H. If he/she makes an intentionally false statement on his/her employment application, or on an application for leave of absence.

11.2: Exceptions to Above General Rules.

An employee whose seniority status is lost for any of reasons B through H above shall be deemed to have quit subject to the following exceptions:

If an employee fails within situation E or F, and his/her failure to report or his/her absence from work is on account of illness or injury or other serious reason beyond his/her control, he/she may retain his/her seniority if he/she has notified the Sheriff, or in his/her absence, the Undersheriff of such reason before the expiration of the three (3) day period in the case of E, or before the end of his/her scheduled shift on the third (3rd) working day in the case of F.

It is recognized that the County may require substantiation of the reason given by an employee under which he/she claims exception as above. If the reason is not substantiated upon such request to the satisfaction of the County, and the County determines that the employee's loss of seniority shall stand, the employee may appeal the determination of the County to the grievance procedure contained herein.

**ARTICLE 12 LAYOFF AND RECALL**

12.1: Layoff.

In the event that any reduction of personnel is made, as determined by the Employer, layoffs shall be by classification within the department. In the event of a layoff, the employee with the least "classification seniority" affected by the layoff shall be the first employee laid off, provided that all employees with more classification seniority in that classification are equally qualified to perform the work. Employees shall be notified of their layoff at least five (5) calendar days in advance.

12.2: Bumping.

Upon being laid off from his/her classification, an employee within this unit or the Law Enforcement Command unit may bump within this unit under the following conditions:

- A. The bumping employee cannot move into a position of a higher salary grade.
- B. The bumping employee must have more law enforcement seniority than the employee in the position who is being bumped.
- C. The bumping employee must possess the necessary skill, experience and certifications which will qualify the employee to perform the work adequately, with minimal instructions.
- D. The bumping section shall not apply in temporary cases of layoff which do not exceed ten (10) working days.

An employee wishing to exercise his/her bumping rights must inform the Sheriff of his/her decision to bump within three (3) calendar days from the date of receipt of the layoff notification. Employees who exercise their bumping rights shall then receive the rate of pay of the classification into which they have bumped.

The bumped employee shall have the same bumping rights as the laid off employee, seniority permitting, and must be given at least two (2) calendar days notification of his/her layoff due to being bumped.



12.3: Recall.

The last employee laid off shall be the first employee recalled, provided the employee is qualified to fill the open position. Notification of recall may be made by telephone and shall be followed by certified mail delivered to the employee's last known address. An employee shall respond to the certified notice of recall within forty-eight (48) hours of receipt thereof. If an employee fails to respond to a notice of recall within forty-eight (48) hours of receipt thereof, the Employer may assume that the employee has voluntarily quit.

12.4: Part-Time Employees.

The Employer shall not increase the number of part-time employees in a classification from which employees are on lay off status.

**ARTICLE 13 ASSOCIATION BULLETIN BOARD**

13.1: Bulletin Board.

The Employer shall provide a bulletin board in the Sheriff's Department which may be used by the Association for posting notices of the following:

- A. Notice of Association meetings.
- B. Notice of elections.
- C. Notice of results of elections.
- D. Correspondence received from the Police Officers Association of Michigan and the Northern Michigan Law Enforcement Association which is for the benefit of all association members.
- E. Notices of recreational and social events.

Any misuse of the bulletin board by Association members shall result in it being removed from the Sheriff's Department.

**ARTICLE 14 UNIFORMS**

14.1: Uniforms.

The Employer will furnish and maintain the complete uniform of the deputies. The following items will constitute a complete uniform:

- A. Pants (3 each)
- B. Summer shirts (4 each)
- C. Winter shirts (4 each)
- D. Hat
- E. Summer jacket
- F. Winter jacket
- G. Waist belt

- H. Badges (2 each).
- I. Name tags (2 each)
- J. Laminated ID card
- K. Handcuffs with case, whistle and chain, raincoat, one (1) long sleeve black turtleneck, three turtleneck dickies, one tie, three (3) magazines with pouch and ammo, holster, gun belt, one service weapon Sig Sauer 40 caliber, one TASER with holster, one portable radio with holder, one flashlight with holder, pepper/oc spray with holder, and one protective vest.

The Sheriff shall have on hand in the Sheriff's Department one (1) riot helmet and gas mask for each officer.

14.2: Replacement.

The Employer shall replace, repair or remove from service all clothing and equipment that is in a poor or unserviceable condition. The Employer shall also have the responsibility to maintain all equipment in a safe operating condition when furnished by the County for use by the employees in the performance of their assigned duties. When an employee finds the equipment furnished by the Employer is unsafe for use and performance of his/her assigned duties, the employee shall be required to immediately report the condition to his/her immediate superior and if the condition is not satisfactorily resolved within sixty (60) hours, the employee may have recourse through the grievance procedure provided herein.

14.3: Boots/Shoes.

The Employer shall reimburse uniformed employees up to \$400 per year, and non-uniformed employees up to \$650 per year, for black leather boots or shoes or any other ancillary law enforcement equipment and clothing as approved for on duty use by the Sheriff.

## **ARTICLE 15 PROTECTIVE VESTS**

15.1: Wearing.

All uniformed officers shall wear the department issued protective vest when working road patrol or security.

15.2: Ownership.

All vests will remain the property of the County.

## **ARTICLE 16 DUTY RELATED INJURY**

16.1: Compensation.

Each employee will be covered by the applicable workers' compensation laws. In addition, the Employer agrees to allow an employee to make up the difference between workers' compensation and an employee's applicable net weekly earnings by using accumulated sick and/or vacation leave.

16.2: Insurance.

An employee who is off work while covered by workers' compensation will have medical insurance and life insurance coverage continued after all of his/her sick leave and vacation time are exhausted for up to twelve (12) months to be paid for by the County. Thereafter, the employee may continue

his/her medical insurance and/or life insurance for a period determined by the insurance carriers by paying the full cost of the premium. Payments shall be made through the County Clerk's office.

16.3: Dependent Insurance

The dependents of an employee, who dies from a line of duty injury, as determined by Workers Compensation, shall be allowed to continue Health Insurance coverage thru Mecosta County for a period of one calendar year under the provisions of Article 24 sections 1 thru 4 with the employer continuing to pay 85% of the premium for the period.

**ARTICLE 17 WORK SCHEDULES AND PATROL UNITS**

17.1: Schedule Posting.

Regular work schedules shall be posted by the Sheriff or his/her representative no less than twenty-eight (28) days prior to the first day governed by said schedule. There shall be no exceptions to this unless an emergency arises.

17.2: Trading Shifts.

The practice of trading regularly scheduled shifts will be allowed with supervisory approval only.

17.3: Two Person Units.

There shall be a minimum of two (2) persons assigned to any single patrol unit during the hours of darkness, or by mutual agreement of the Association and the Sheriff, there shall be a minimum of two (2) single person units on during the hours of darkness. In the event of illness, an officer shall be called in to replace the sick employee for that shift if it involves more than one (1) hour of darkness. Notwithstanding the above, when more than one (1), two (2) person cars are scheduled, and one (1) of the officers calls in sick, instead of calling in an additional officer, the Employer may give the officer whose scheduled partner called in sick the option of: a) working a single person unit; b) not working the shift without pay; c) not working the shift, with pay from accumulated vacation time; or d) working the shift in corrections without any loss of pay. When it is required by this section to have a two (2) person patrol car or patrol duty, both officers must be certified. However, this section does not require two (2) persons or certified officers for prisoner transport.

17.4: Hours Off.

There shall be a minimum of twelve (12) hours off between regularly scheduled shifts, excluding overtime or the employee will receive four (4) compensatory hours to apply at a later date of his/her choosing in addition to his/her regular pay for the shift.

**ARTICLE 18 HOURS OF EMPLOYMENT/OVERTIME/COURT**

18.1: Rights.

The Employer shall have the following rights:

- A. To schedule the work of unit employees to meet the needs of the Sheriff's Department.
- B. To establish shift starting and quitting times. The Association will be notified in advance of general changes in starting and quitting times.
- C. To change the number of hours which comprise the normal workday or shift, and the number of days or shifts which comprise the normal work week, including the right to change the number of days off during any particular period of time.

- D. To require overtime work.
- E. To schedule on a 28 day cycle basis.

18.2: Changes.

All changes in the work week or workday or any change involving a combination of the length of workday or work week will be discussed with the Association before the change is implemented.

18.3: Normal Hours.

This article defines what normal working hours will be and is a guarantee that employees will be paid for all of the time that they are required by management to remain on the job.

- A. The normal two-week pay period shall consist of eighty (80) hours.
- B. Officers shall work eight (8) regularly scheduled hours per day pursuant to a five (5) day average work week or ten (10) regularly scheduled hours per day pursuant to a four (4) day average work week.
- C. School days will be defined as per B above.

18.4: Overtime/Compensatory Time.

Overtime shall be paid for all hours worked in excess of the regularly scheduled workday. Compensatory time may be earned, in lieu of overtime, for overtime hours or hours earned under 18.7 or 18.8 of this article. In no case will compensatory time be allowed, in lieu of overtime, once the employee has reached the compensatory time limit in 18.11.

18.5: Overtime Procedure.

It will be considered necessary overtime when an officer must continue working past his/her regularly scheduled hours of employment to fulfill his/her duty. Supervisory approval must first be obtained, provided a supervisor is on duty. The officer shall give a reasonable account of his/her overtime on his/her daily log. Any denial by the Sheriff to pay overtime shall be accompanied by a written explanation. The employee may appeal the denial of the Sheriff to the grievance procedure contained herein.

18.6: Overtime Pay/Compensatory Time Accrual.

Overtime pay/compensatory time accrual shall be one and one-half (1 1/2) times the employee's regular hourly rate of pay.

18.7: Court Pay.

The following shall determine employee compensation for court time:

- A. A minimum of two (2) hours at one and one half (1 1/2) times the employee's regular hourly rate shall be paid to an employee who must attend court at any time other than his/her regularly scheduled hours of employment.
- B. If a court appearance is cancelled by the Prosecutor and not posted on the Prosecutor's court status telephone message the employee shall be eligible to receive court pay. Employees shall call the Prosecutor's Office after 5:00 PM the day before a scheduled court appearance to check the status of their appearance.

18.8: Call-In.

The following shall apply to call in duty for other than regularly scheduled hours of employment:

- A. Call in duty to fill a vacancy created by the absence of a member of this bargaining unit will be offered to all eligible members of this unit before being offered to eligible members of any other unit. Call in duty will be offered within this unit based on classification seniority. If the vacancy cannot be filled on a voluntary basis the last contacted member of this unit, not on a scheduled vacation or sick leave, will be required to fill the vacancy. Members contacted for voluntary overtime shall remain available until the vacancy has been filled.
  
- B. An employee called in for duty shall be guaranteed a minimum of two (2) hours of pay at a rate of one and one half (1 1/2) times his/her regular hourly rate from the time such employee receives the call out to the time he/she returns to his/her residence.

18.9: Part-Time Deputy.

The Employer may supplement the schedule by making use of part-time deputies. Total part-time hours shall not exceed a total of 100 hours per four (4) week period, except that time spent in special events such as a County Fair or a Village Homecoming Day will not be counted in the 100 hour limitation.

18.10: Payment.

Overtime, holidays, shift differential pay and call out time shall be paid in the pay period immediately following the period worked.

18.11: Compensatory Time.

An employee will not be allowed to accumulate more than eighty (80) hours of compensatory time off. The employer will not be obligated to grant compensatory time off if it would result in overtime costs.

18.12: Pyramiding of Overtime.

There shall be no pyramiding or duplication of overtime premium, stand-by, call back, court time, holiday or other overtime or premium payments.

**ARTICLE 19 HOLIDAY PAY**

19.1: Holidays.

The following holidays shall be observed by the members of the Association:

New Year's Day	Labor Day
Martin Luther King Jr. Day (3 <sup>rd</sup> Monday in January)	(First Monday in September)
Washington's Birthday (3rd Monday in February)	Veteran's Day
Good Friday (4 hours)	Thanksgiving
Memorial Day (Last Monday in May)	Day After Thanksgiving
July 4th	Day before Christmas Day
	Christmas Day
	New Year's Eve (4 hours)

19.2: Holidays Worked.

- A. Employees who work eight (8) or more hours of a shift beginning on a holiday may elect to receive:
  - 1. Their regular rate of pay for all hours worked plus 16 hours of compensatory time, or

2. Three times their regular hourly rate for the first eight (8) hours worked and their regular hourly rate for all hours worked in excess of eight (8) hours.
- B. Employees working less than eight (8) hours of a shift beginning on a holiday may elect to receive:
1. Eight hours of holiday pay at their regular rate, plus their regular rate of pay for all hours worked, or overtime if required under article 18, or,
  2. Eight hours of holiday pay at their regular rate of pay, plus compensatory time at the rate of two hours for each hour worked.

19.3: Holidays Not Worked.

If an employee's pass day falls on a holiday because of the assigned shift, and said employee does not work the holiday, he/she shall receive eight (8) hours pay at his/her regular hourly rate.

**ARTICLE 20 VACATIONS AND SICK LEAVE**

20.1: Vacation Accumulations.

An employee will be eligible for the following paid vacation time: annual leave shall be provided for vacation on the basis of four (4) hours per month for the first year.

After completing one (1) year of service, an employee shall be allowed vacation computed at the rate of eight (8) hours per month.

After completing five (5) years of service, an employee shall be allowed vacation computed at the rate of twelve (12) hours per month.

After completing ten (10) years of service, an employee shall receive sixteen (16) hours additional vacation per year computed at the rate of thirteen and 1/3 (13-1/3) hours per month.

20.2: Vacation Eligibility.

To be eligible for full vacation pay, an employee must have been a full-time employee and received pay during all available work hours during the year preceding his/her anniversary date or have received a paid leave during the same period. If an employee has any unpaid time during the twelve (12) calendar months preceding his/her anniversary date, his/her vacation pay will be pro-rated accordingly.

20.3: Payment on Separation.

Employees with one (1) or more years of service will be entitled to all vacation time accumulated to the date of their separation from employment in that vacation year when they leave employment, upon retirement or resignation, provided they provide two (2) or more weeks prior written notification of their retirement or resignation to the Employer, or in case of an involuntary termination. Upon the death of an employee with one (1) or more years of service, all unused vacation time accumulated shall be paid to the employee's beneficiaries. Upon an employee's resignation or after retirement with less than two (2) weeks notice, all vacation credits shall be canceled and shall not be reinstated or paid for.

20.4: Vacation Scheduling.

Vacations will be scheduled by supervision at mutually convenient times, subject to the Employer's needs. Law enforcement seniority will be honored in ranking employees' request for particular vacation weeks until March 31 of any year. After March 31, vacation time shall be assigned on a first come, first served basis.

20.5: Holidays During Vacation.

If a paid holiday falls within the week during which an employee is on authorized vacation, he/she will be given an additional eight (8) hours of vacation time to be arranged with his/her supervisor.

20.6: Vacation Pay.

Vacation pay shall be computed on the basis of the employee's rate at the time vacation is taken. An employee will be given his/her vacation pay with the weekly pay check received immediately preceding his/her vacation.

20.7: Maximum Accumulation.

On December 1<sup>st</sup> each year a computation will be made to determine the number of accumulated vacation days for each employee. Any employee who has accumulated more than two hundred forty (240) hours of vacation shall be paid for all hours in excess of two hundred forty (240) at the rate of pay in effect on December 31 and shall have the number of accumulated vacation days reduced accordingly.

All employees are encouraged to use excess vacation hours prior to this time since vacation is meant to allow employees time for rest and relaxation away from their place of employment.

20.8: Sick Leave.

Sick leave shall be given at the rate of eight (8) hours for each month of continuous service, with unlimited maximum accumulation.

20.9: Sick Leave on Retirement.

One-half (1/2) of accrued unused sick leave days, to a maximum of four hundred eighty (480) hours, will be paid upon death to an employee's estate. An employee with ten (10) or more years of full time service will, upon separation from County service, receive one-half (1/2) of his/her accrued unused sick leave to a maximum of four hundred eighty (480) hours. The pay off of sick leave will be included for the purpose of final average compensation (FAC), regardless of when pay off is received.

20.10: Sick Leave Payoff.

Commencing January 1 of each year, if an employee uses thirty-two (32) hours or less during a calendar year, the Employer will pay fifty percent (50%) of the sick leave earned and not used by the employee for that year. The remaining earned sick leave not paid off or used will be accumulated. The employee has the option as to whether he/she wants to be paid off sick leave as noted above or whether he/she wants to accumulate same. The option must be exercised on or before December 1 of each year.

Example: After January 1 of each year, an employee does not use any sick leave which he/she has earned in the calendar year. That employee will be paid off forty-eight (48) hours of sick leave if he/she exercises his/her option.

20.11: Sick Leave Use.

An employee eligible for sick leave with pay may use such leave for the following:

- A. Absence due to illness of the employee or the employee's immediate family which is limited to employee's spouse, children and parents.
- B. Absence to act as pallbearer.

20.12: Sick Leave Records.

Only the sick leave record kept by the County Clerk's office shall be considered official. These records may be reviewed by the employee.

20.13: Probationary Employees.

Notwithstanding anything to the contrary elsewhere in this Agreement, probationary employees shall not be eligible to earn vacation time during their probationary period and may not use paid vacation until they have completed their probationary period with the Employer. However, upon successfully completing their probationary period, employees will have credited to their vacation accumulation the vacation time that they would have earned during their probationary period. Any necessary time off during the probationary period shall be approved by the Sheriff and shall be unpaid.

**ARTICLE 21 UNPAID LEAVES OF ABSENCE**

21.1: Military Service Leave.

The Employer and the Union agree that the matter of leave of absence for an employee during the period of his/her military service with the armed forces of the United States, and of his/her reinstatement thereafter, shall be governed by applicable statutes.

21.2: Association Business Leave.

An employee shall have the right to make written application for a leave of absence for Association business for a period not to exceed three (3) days. Written application shall be made at least seven (7) days prior to the first day covered by the leave of absence. Granting of the leave shall be at the discretion of the Sheriff.

21.3: Unpaid Family Leave.

A. General

1. A regular non-probationary employee who has worked at least 1250 hours for the Employer in the past twelve (12) months shall be granted an unpaid personal leave of absence for a period not to exceed one (1) calendar year for any of the other reasons outlined below. All requests must be in writing, must give the reason for the request, must give the expected duration of the leave and must be approved by the Sheriff. An unpaid family leave of absence shall be granted in the following cases.
  - (a) A serious health condition that makes the employee unable to perform the functions of his/her position;
  - (b) In order to care for the employee's spouse, child or parent if the person being cared for has a serious health condition;
  - (c) Because of the placement of a son or daughter with the employee for adoption or foster care and in order to care for such son or daughter; or
  - (d) Because of the birth of a son or daughter of the employee and in order to care for such son or daughter.
2. The Employer shall require employees to exhaust all accrued paid sick leave prior to an unpaid leave of absence for condition (a) above; and shall require employees to exhaust all accrued paid vacation and personal days prior to an unpaid leave of absence for any of the other above listed conditions.



3. When a husband and wife are both entitled to leave and are employed by the Employer, the aggregate number of work weeks of leave to which both may be entitled may be limited to twelve (12) work weeks during any twelve (12) month period if the leave is taken due to the birth of a child, the placement of a child or to care for a sick parent.
  4. Leave due to the birth of a child or placement of a child with the employee may not be taken intermittently or on a reduced leave schedule unless the Employer agrees to such an arrangement.
  5. Subject to notification and certification requirements described below, leave to care for a spouse, child or parent or due to a serious health condition of the employee may be taken intermittently or on a reduced leave schedule when medically necessary.
  6. It is the intent of the Employer that this Article fully comply with the requirements of the Family and Medical Leave Act of 1993.
- B. Continuation of Benefits. All family leaves of absence shall be without pay and benefits. The only exception to this policy is that the Employer shall continue to pay health and life insurance premiums for eligible employees who have at least 1250 hours of service in the past year (12) months, for up to twelve (12) weeks while the employee is on approved family leave of absence. This twelve (12) week period shall include any time in which the employee was continuously absent from work on a paid leave of absence, sick leave time, vacation time, approved personal leaves, and family leave under this Section, and the Employer shall have no obligation to pay health care premiums for the employee on unpaid leave for any time period after twelve (12) weeks from and after the employee's initial absence from work. Employees may continue insurance coverages at their own expense during an unpaid family leave of absence after the periods noted above to the extent required by federal law. An employee will not accumulate sick leave or vacation time, nor be paid for holidays which may fall during the leave period.
- C. Reinstatement After Leave. When a family leave of absence is granted for more than twelve (12) weeks, the Employer does not guarantee that the employee will be reinstated in their former position or to the same grade and step level when he/she is ready to return to work. That decision will be at the discretion of the Employer. However, every effort will be made to place the employee in a position for which he/she is qualified. If no positions are available, the employee will be given top consideration as job openings occur in line with their qualifications.
- D. Notice. For leave taken due to the birth of a child or the placement of the child with the employee, and where the leave is foreseeable based on the expected birth or placement, the employee shall provide the Employer with not less than thirty (30) days notice before the date the leave is to begin, except that if the date of the birth or placement requires leave to begin in less than thirty (30) days, the employee shall provide such notice as soon as practicable.

When the employee's leave is due to care of a spouse, child or parent or to the employee's serious health condition and the leave is foreseeable based on planned medical treatment, the employee:

1. Shall make a reasonable effort to schedule the treatment so as not to unduly disrupt the operations of the Employer, subject to the approval of the health care provider and;

2. Shall provide the Employer with not less than thirty (30) days notice before the date leave is to begin, except that if the date of treatment requires leave to begin in less than thirty (30) days the employee shall provide such notice as is practicable.
- E. Certification for Medical Leaves. For leaves taken to care for a sick spouse, child, or parent or due to a serious health condition of the employee, the Employer may require certification issued by the health care provider of the eligible employee or of the child, spouse or parent of the employee, as appropriate. This certification shall be sufficient if it states:
1. The date on which the serious health condition commenced;
  2. The probable duration of the condition;
  3. The appropriate medical facts within the knowledge of the health care provider regarding the condition;
  4. When applicable, a statement that the eligible employee is needed to care for child, spouse or parent and an estimate of the amount of time that the employee is needed to provide such care;
  5. When applicable, a statement that the employee is unable to perform the functions of the position of the employee;
  6. In cases of certification of intermittent leave or leave on a reduced leave schedule for planned medical treatment the dates on which the treatment is expected to be given and the duration of the treatment;
  7. In cases of intermittent leave or leave on a reduced schedule due to an employee's serious health condition, a statement of the medical necessity for the intermittent leave or leave on a reduced schedule and the expected duration of the intermittent leave from the leave schedule; and
  8. When intermittent leave or leave on a reduced leave schedule is requested for the purpose of caring for a child, spouse, or parent, a statement that the employee's intermittent leave or leave on a reduced leave schedule is necessary for the care of the child, parent or spouse who has a serious health condition, or will assist in their recovery, and the expected duration and schedule of the intermittent leave or reduced leave schedule.
- F. Second Opinion. In any case where the Employer has reason to doubt the validity of the certification as outlined above, the Employer may require, at the Employer's expense, if not covered by insurance, that the eligible employee obtain the opinion of a second health care provider designated or approved by the Employer concerning any information certified by the original certification. The provider of the second opinion shall not be employed on a regular basis by the Employer.
- G. Resolution of Conflicting Opinions. When the second opinion described above differs from the opinion in the original certification, the Employer may require, at the expense of the Employer, if not covered by insurance, that the employee obtain the opinion of a third health care provider designated or approved jointly the Employer and the employee concerning the information certified above. The opinion of the

third health care provider shall be final and binding on both Employer and employee.

- H. Subsequent Recertification. The Employer may require that the eligible employee obtain subsequent recertifications on a reasonable basis.
- I. Return-To-Work Certifications. The employee shall submit a medical certification as to the employee's ability to resume work after 1) all unpaid leaves in excess of thirty (30) days taken for the employee's health or injury reasons; 2) all unpaid leaves taken for the employee's mental health reasons; and 3) after any absence from work during which the employee received workers compensation benefits. Employees shall be provided specific notice that a return to work certificate is required when they go on unpaid leave, or when it is determined that the leave will require such a return to work certification.

#### 21.4: Seniority Return.

Employees shall accrue seniority while on any leave of absence granted under the provisions of this Agreement.

### **ARTICLE 22 BEREAVEMENT PAY**

#### 22.1: Bereavement Leave.

- A. An Employee shall be granted an absence of three days with pay as funeral leave days for the death of any family member of his/her immediate family provided he/she attends the funeral. Immediate family is defined as follows: Spouse, children, stepchildren, mother, father, brother, sister, grandparents, grandchildren, mother-in-law, father-in-law, grandparent's of an employee's spouse, brother-in-law, sister-in-law, son-in-law, daughter-in-law, aunt or uncle. An additional one (1) day of leave shall be granted in cases in which the funeral services for the deceased are held outside the State of Michigan. In instances where the burial is on a date different from the funeral, the days may be split to allow attendance at both the funeral and the burial. Employees are also eligible for funeral leave if acting as a pallbearer in any funeral.
- B. Absence to act as pallbearer or serve as a participant in a funeral service, other than under A above shall be limited to one (1) day.

#### 22.2: Step-Relations.

Step-parents, step-brothers and step-sisters shall also be included above if the step-relationship began before the employee reached his/her eighteenth (18th) birthday.

#### 22.3: Bereavement Pay.

An employee excused from work under this paragraph shall be paid for their scheduled days' work for which he/she is excused and the time shall be deducted from the employee's sick leave, providing he/she has sufficient accumulated sick leave to cover those days. If an employee does not have sufficient sick leave to cover the excused time, he/she will not be compensated.

## **ARTICLE 23 MISCELLANEOUS**

### **23.1: Residence.**

All officers shall reside within the County of Mecosta, or within twenty (20) miles of the County, within three (3) months of completion of their initial probationary period.

### **23.2: Outside Employment.**

While part-time outside or supplemental employment is discouraged, employees may engage in outside or supplemental employment in accordance with the following limitations. In no case shall outside or supplemental employment conflict with or impair the employee's responsibilities to the Department. Any employee desiring to participate in outside or supplemental employment must notify the Sheriff in writing prior to engaging in the outside or supplemental employment.

Employees engaging in outside or supplemental employment shall not wear his/her uniform or carry a firearm while on the outside or supplemental employment, except with the express permission of the Sheriff.

### **23.3: Political Activity.**

All officers will have the right to participate in political activity while off duty and out of uniform. However, they shall not state that they are representing the Sheriff's Department except with permission of the Sheriff.

### **23.4: Agreement Copies.**

The County will deliver to the President of the Association one copy of this Agreement for every member of the Association.

### **23.5: Weapon Qualification.**

Unit members will be required to qualify on a quarterly basis with their duty weapon/s. The employer will provide all ammunition and all qualification time will be considered time worked.

### **23.6: Shot Guns.**

There shall be available a shot gun with scabbard for each car on patrol.

### **23.7: Mileage.**

All officers that use their personal motor vehicles for official use when such use has been authorized by the Sheriff, Undersheriff, or officer in command, shall be reimbursed as follows:

- A. The Employer shall reimburse the employee for each mile of official use in accordance with the rate established by the Internal Revenue Service's Standard Mileage Rate for Simplified Method of Computing Deductible Costs in the Operating of Passenger Automobiles for Business Purposes for Employees, as established by Revenue Procedure 80-7 and updates thereof.
- B. Miles shall always be computed on the basis of the shortest distance between the point of departure and designation.
- C. There shall be an explanation given to all claims made to the Employer for reimbursement expenses for all trips. Parameters of what is a sufficient explanation shall be established by the Employer.

### **23.8: Gender.**

All reference to employees in this Agreement designate both sexes, and whenever male gender or female gender is used, it is to be construed to include both male and female employees.

23.9: Captions.

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

23.10: Binding Effect.

The terms and conditions of this Agreement shall be binding on the parties, and upon the Sheriff's Department employees and management, upon ratification of the Agreement by the bargaining unit members and by the Mecosta County Board of Commissioners and the Mecosta County Sheriff.

## **ARTICLE 24 INSURANCE**

24.1: Health Insurance.

The County will provide health insurance coverage for all full-time employees and their dependents. The insurance coverage will be a basic insurance plan consisting of the Blue Cross/Blue Shield Community Blue PPO Plan III as described in the Mecosta County Plan Document, or its equivalent.

24.2: Basic Plan.

The basic insurance program shall include a \$10.00 generic/\$40.00 Brand name prescription drug rider with the Blue Cross/Blue Shield Two Tier Closed Formulary Plan, with contraceptive coverage. The Community Blue PPO Plan III consists of a \$250.00 deductible per person per year, with a limit of \$500.00 per family per year. After the deductible portion is met, the employee is responsible for a 20% co-pay on covered charges up to a maximum of \$2,000.00 per year.

24.3: Premiums.

The Employer agrees to pay the full premium for the basic hospitalization/prescription drug rider as outlined in this Article for eligible employees hired prior to April 7, 1989.

For employees hired after April 7, 1989, the Employer shall pay eighty five percent (85%) of the basic hospitalization/prescription drug rider premium rate.

Payment of the employee's fifteen percent (15%) share shall be made through payroll deduction.

Effective April 1, 2008, and during future open enrollment periods, employees wishing to upgrade from the basic plan may choose a \$10.00 generic/\$40.00 Brand name prescription drug rider with the difference in cost between the basic plan and the upgrade to be paid for by the employee through payroll deduction.

24.4: Dental and Vision Coverage.

The County agrees to provide dental coverage and vision care coverage for all full-time employees and their dependents. If an employee chooses they may waive Dental and/or Vision Coverage and apply the premium amount to the employee's share of the premium for Hospitalization Insurance. If the waived coverage exceeds the employee's share of the premium for Hospitalization Insurance no refund will be made to the employee. Employees waiving Dental and/or Vision Coverage will only be allowed to re-enroll for these coverages during the annual open enrollment period.

24.5: Waiver.

Bargaining unit members who are personally covered under another health insurance program (i.e., through spouse's employer) and therefore not electing health insurance coverage may receive \$2708.00 annually, if waiving health insurance, and \$3,000 annually if waiving health, dental and vision insurance. The waiver amount may be applied to an IRA or deferred compensation plan in which the County participates, in the employee's name, or be paid as additional compensation. A list

of approved IRA investment sources and deferred compensation plans will be provided by the County upon request. An employee electing this option bears the risk of being denied coverage later for pre-existing conditions and shall only be eligible to enroll as determined by the insurance carrier according to the Health Insurance Portability and Protection Act (HIPPA).

24.6: Life Insurance.

Life insurance coverage will be \$10,000.00 and accidental death and dismemberment insurance will be \$20,000.00 per employee (\$10,000.00 life plus \$10,000.00 accidental death and dismemberment).

24.7: Carriers.

The Employer retains the right to change insurance carriers, providing substantially equivalent insurance is provided.

24.8: Retiree Health Care.

- A. Full time Employees, who retire from County service and are immediately eligible to receive MERS benefits, may at their own expense, continue group health insurance and dental insurance for themselves and their spouse at the time of retirement, by paying the premiums. Coverage and premiums for retirees, prior to eligibility for Medicare, will be the same as that of active employees. An employee's surviving spouse covered under the County's Retiree Health Insurance, may at their own expense, continue group health insurance and dental insurance by paying the premiums. This continuation is contingent upon the insurance carriers permitting retired employees and surviving spouses to pay for same.
- B. Full time employees, hired after January 1, 1989 but prior to January 1, 2008, who retire from County service after January 1, 2008, with 25 or more years of continuous service, and are immediately eligible to receive MERS benefits, shall receive \$100 per month towards retiree health insurance, through the County Plan, until achieving 65 years of age.
- C. Full time employees, hired prior to January 1, 1989, who retire from County service after January 1, 2008 with 25 or more years of continuous service, and are immediately eligible to receive MERS benefits, shall receive \$150 per month towards retiree health insurance, through the County Plan, until achieving 65 years of age.
- D. The County contribution for Retiree Health Care for full time employees hired after January 1, 2008 shall be as provided in section 24.9

24.9: Health Care Savings Program.

The County agrees to participate in the MERS Health Care Savings Program contingent upon all Sheriff's Office Bargaining Units agreeing to participate. The County will contribute five dollars (\$5) per month to the program for each eligible employee, hired after January 1, 1989. Employees hired prior to January 1, 1989 will contribute five dollars (\$5) per month to the program. Additional employee contributions will be in accordance with MERS Program Requirements.

**ARTICLE 25 SALARIES**

25.1: Merit Raises.

Special consideration may be given by the Employer in the form of one (1) merit raise not to exceed the next step in the progression.

25.2: Salary Schedule.

The salary schedule is set forth in Appendix "A" attached hereto and, by this reference, made a part hereof.

**ARTICLE 26 SHIFT DIFFERENTIAL**

26.1: Shift Premium.

Employees working any shift, which begins between the hours of 12:00 p.m. and 4:00 a.m. shall be paid a shift premium of twenty-five cents (25¢) per hour. Effective the first payroll commencing after April 1, 2008, employees working any shift, which begins between the hours of 12:00 p.m. and 4:00 a.m. shall be paid a shift premium of thirty-five cents (\$.35) per hour.

**ARTICLE 27 PENSION**

27.1: Pension.

At the Employer's cost, employees hired prior to January 1, 2001, shall be covered under the Michigan Municipal Retirement System (MERS) with the following benefit levels:

- B-4 (multiplier)
- F-50/25 (age and service)
- E-2 (cost of living)

Employees hired after January 1, 2001 shall be covered under the Michigan Municipal Retirement System (MERS) Defined Contribution Plan (D/C). When an employee is hired the employee will have two options to choose from. The employee's option choice is final and irrevocable.

- Option 1: The employer contributes six percent (6%) of the employee's salary to the retirement plan and the employee contributes zero percent (0%).
- Option 2: The employer contributes nine percent (9%) of the employee's salary to the retirement plan and the employee contributes three percent (3%) of salary to the plan.

Vesting of the D/C plan will be in accordance with the following schedule:

Completed Years of Service	Percent vested
2 years	20%
3 years	40%
4 years	60%
5 years	80%
6 years	100%

**ARTICLE 28 JOB DESCRIPTIONS**

28.1: Job Descriptions.

The Employer shall provide to the Association copies of any changes in job descriptions prior to changes becoming effective.

## **ARTICLE 29 SEPARABILITY**

### 29.1: Separability.

If any section of this Agreement, or any riders thereto, should be held invalid by operation of law, or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any article should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement and/or any rider thereto, or the application of such section to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

### 29.2: Negotiations.

In the event that any section is held invalid or enforcement of or compliance with which has been restrained, as above set forth, the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement.

## **ARTICLE 30 MEDICAL EXAMS**

### 30.1: Medical Exams.

Each officer will be required to take a medical exam if the Employer has a reasonable basis to question the ability of the employee to perform his/her regular duties. Failure to pass the exam may result, as determined by the Sheriff, in any or all of the following:

- A. Reassignment until the problem(s) is corrected.
- B. The Sheriff may require a medical leave of absence immediately if medical conditions warrant the same. The employee may use accumulated sick leave, vacation and comp time, however, if an employee is required to take a medical leave of absence. The employee may seek workers' compensation, if applicable.
- C. The Sheriff may terminate the employment of the employee if the problem is not corrected within one (1) year.

### 30.2: Psychological Exams.

Each officer may be required to take a psychological evaluation examination if the Employer has a reasonable basis for requiring such an examination. Failure to pass this exam may result, as determined by the Sheriff, in any or all of the following:

- A. Reassignment until the problem(s) is corrected.
- B. The Sheriff may require a medical leave of absence immediately if psychological conditions warrant the same. The employee may use accumulated sick leave, vacation and comp time, however, if an employee is required to take a medical leave of absence. The employee may seek workers' compensation, if applicable.
- C. The Sheriff may terminate the employment of an employee if the problem is not corrected within one (1) year.

### 30.3: Tests.

Each officer may be required to take a test for the presence of alcoholic beverages while on duty or for the use of controlled substances, when the Employer has a reasonable basis for requiring the test. The basis for requiring the test shall be placed in writing and given to the employee when the test is required. Failure to take the test shall be grounds for discharge. Failure to pass the test may result, as determined by the Sheriff, in any or all of the following:



- A. Reassignment until the problem(s) is corrected.
- B. The Sheriff may require a medical leave of absence immediately if medical conditions warrant the same. The employee may use accumulated sick leave, vacation and comp time, however, if an employee is required to take a medical leave of absence.
- C. The Sheriff may terminate the employment of the employee if the problem is not corrected within one (1) year, or in the case of use of a non-prescribed controlled substance, the problem reoccurs after the initial incident. In the event the employee fails to pass the test, the Sheriff may subsequently retest the employee as deemed appropriate for up to two (2) years after the initial incident, or the employee's return to work, whichever occurs latest.
- D. The Sheriff also reserves the right to take disciplinary action or discharge, as may be deemed appropriate, when a test is failed, and any such disciplinary action or discharge will be a proper subject for the grievance procedure.

30.4: Costs.

The Employer shall pay for the initial medical exam and any tests. Any treatment costs shall be the responsibility of the employee.

30.5: Medical Disputes.

The employee may obtain a second opinion, at the employee's expense, and in the event that there is a dispute between the Employer's doctor and the employee's doctor, both of these doctors shall select a third doctor whose decision shall be final and binding on the parties. The expense of the third doctor's opinion shall be split 50/50 by the Employer and the employee, if not covered by the employee's insurance.

30.6: Type of Tests to be used.

It is hereby understood and agreed, between the parties that unless otherwise expressly agreed, the following tests shall be used pursuant to Section 31.3:

- A. Alcohol tests:
  - 1. The initial test shall be a breathalyzer test.
  - 2. If immediately requested by the employee, the initial test will be confirmed by a second breathalyzer test, or, if requested by the employee, a blood test.
- B. Controlled substance tests:
  - 1. The initial test shall be a Thin Layer Chromatography test (TLC).
  - 2. In all cases in which the initial test is positive, the results will be confirmed by a Mass Spectroscopy (MS) Test.

## **ARTICLE 31 PROMOTIONS**

### **31.1: Definition.**

Under this Article, the term "Promotions" shall mean an employee moving from the Deputy classification to the Detective or Sergeant classification. This Article shall apply only to these promotions.

### **31.2: Eligibility.**

The Employer will make promotions within the bargaining unit of its employees who possess the general qualifications for the job under consideration pursuant to the following criteria:

- A. Eligible employees must have three (3) years continuous service in their current classification.
- B. Employees must have the ability to perform the work in question.
- C. Promotion shall be on a competitive basis.

### **31.3: Examination.**

All full-time promotional vacancies within the bargaining unit shall be filled by competitive examination using the following criteria:

<u>Oral Examination</u> 45%	<u>Attendance and Job Evaluation</u> 45%	<u>Law Enforcement Seniority</u> 10%
------------------------------------	---	---

### **31.4: Posting of Vacancies.**

Promotional vacancies will be posted for a period of ten (10) calendar days in a conspicuous place in the work areas of the unit.

### **31.5: Posting Period.**

The Employer will not be obligated to consider a request for promotion from an employee unless he submits his request during the posted period.

### **31.6: Promotion Panel.**

The Sheriff shall establish a three (3) member panel to evaluate employees through an oral examination.

### **31.7: Promotion within 30 Days of Examination.**

Promotions shall be made within thirty (30) days of the conclusion of the competitive examination with the Sheriff selecting from the two (2) employees with the highest aggregate score.

### **31.8: Promotional Probationary Period.**

Promoted employees shall serve a twelve (12) months probationary period in their new classification.

If a promoted employee does not satisfactorily complete the probationary period, as determined by the Sheriff, they shall be returned to their prior position, with the time spent in the higher classification counting toward the lower "classification seniority".

## **ARTICLE 32 PERIODIC SHIFT PREFERENCE**

### **32.1: Shift Preference.**

- A. Employees shall make their shift selection in accordance with the following:

1. Shift selection shall be in each classification by classification seniority for non-probationary employees.
  2. Shift selection shall be for three month periods, which shall begin the first pay period after January 1<sup>st</sup>, April 1<sup>st</sup>, July 1<sup>st</sup>, and October 1<sup>st</sup> each year.
  3. Shift selection shall be made at least thirty (30) days in advance of the schedule.
- B. The Employer may change an employee's shift if just and reasonable cause can be shown. The employee shall be advised in writing as to reasons for change. Changes from preference shifts shall not be arbitrary or capricious.
- C. If the Employer exercises a change under (B), the least senior employee on the affected shift shall be displaced.
- D. Probationary employees, including persons on a promotional probation, shall be placed on the schedule at the discretion of the Employer.
- E. Employees may change their shifts by mutual agreement between the affected employee(s) and the Employer, provided such changes do not result in overtime.

### **ARTICLE 33 RETURN TO BARGAINING UNIT**

#### **33.1: Return to Bargaining Unit.**

- A. Promotion to Sergeant/Detective Sergeant or a Non-Union Administrative Position: In the event that a bargaining unit member is promoted to Sergeant or Detective Sergeant or a Non-Union Administrative Position, and within twelve (12) months of the promotion, the employee requests to return to the Deputy classification, or is demoted by the Sheriff, the employee will be permitted to return to the bargaining unit and shall retain as classification seniority all time spent as a Deputy and as a Sergeant or Detective Sergeant, or in a Non-Union Administrative Position.
- B. Freezing of Classification Seniority: After completion of the twelve (12) month period in section A only members who have been promoted to the Law Enforcement Command Unit will have their classification seniority within this bargaining unit "frozen" at the date of promotion. Employees promoted prior to January 1, 2003 will receive credit for all time spent within the bargaining unit prior to that date in determination of their "frozen" classification seniority. Any member of the Law Enforcement Command Unit who requests to return to the Deputy classification, or is demoted by the Sheriff, will be permitted to return to the bargaining unit with classification seniority as "frozen" on the date of their promotion, or January 1, 2003. Any loss of seniority under the provisions of Article 11, section 1 of this agreement shall include the loss of all "frozen" seniority.
- C. Maintenance of Classification Seniority List: In cooperation with the bargaining unit, the Employer shall maintain a classification seniority list of bargaining unit members. The Employer shall also maintain a "frozen" classification seniority list of employees eligible to return to the unit under this Article. Both lists shall be updated as necessary and provided to the unit for posting on the union bulletin board.

**ARTICLE 34 CONTINUATION OF AGREEMENT**

**34.1: Term.**

This Agreement shall become effective as of the 1st day of January, 2008 and shall remain in full force and effect until the 31st day of December, 2012, and from year-to-year thereafter unless either party hereto serves a written notice upon the other at least sixty (60) calendar days prior to the expiration date of this Agreement or sixty (60) calendar days prior to the expiration of any subsequent automatic renewal period of its intention to amend, modify or terminate this Agreement.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this 7<sup>th</sup> day of February 2008.

POLICE OFFICERS ASSOCIATION  
ASSOCIATION

MECOSTA COUNTY BOARD OF  
COMMISSIONERS

\_\_\_\_\_  
James DeVries  
Business Agent

\_\_\_\_\_  
Raymond Steinke, Chairperson  
County Board of Commissioners

SHERIFF OF MECOSTA COUNTY

\_\_\_\_\_  
John W. Sonntag  
Mecosta County Sheriff

**SHERIFF'S DEPARTMENT - SALARIES**  
**APPENDIX "A"**

All changes in any pay scale or rate shall become effective the payroll period closest to the applicable effective date.

	2008	2009	2010	2011	2012
START	\$34,502	\$35,192	\$36,072	\$36,974	\$38,083
6 MONTHS	\$35,650	\$36,363	\$37,272	\$38,204	\$39,350
1 YEAR	\$36,346	\$37,073	\$37,999	\$38,949	\$40,118
2 YEAR	\$37,849	\$38,606	\$39,572	\$40,561	\$41,778
3 YEAR	\$39,357	\$40,144	\$41,148	\$42,177	\$43,442
4 YEAR	\$40,865	\$41,683	\$42,725	\$43,793	\$45,107
5 YEAR	\$43,819	\$44,696	\$45,813	\$46,958	\$48,367
10 YEAR	\$44,030	\$44,911	\$46,034	\$47,185	\$48,600
15 YEAR	\$44,254	\$45,139	\$46,268	\$47,424	\$48,847