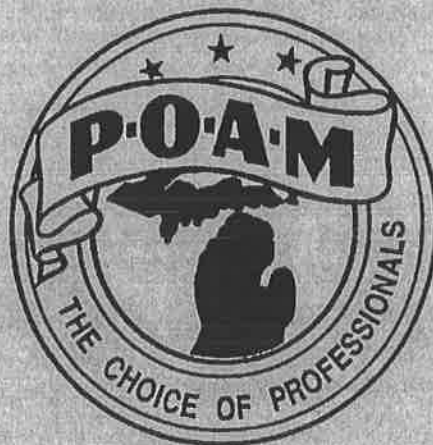


**AGREEMENT
BETWEEN
COUNTY OF MACOMB**

AND

**POLICE OFFICERS ASSOCIATION OF MICHIGAN
REPRESENTING DEPUTIES/DISPATCHERS**



1/1/14 - 12/31/16

AGREEMENT

between

COUNTY OF MACOMB

and

POLICE OFFICERS ASSOCIATION OF MICHIGAN

representing

DEPUTIES/DISPATCHERS

**January 1, 2014
through
December 31, 2016**

TABLE OF CONTENTS

Macomb County Deputies and Dispatchers Association

<u>ARTICLE</u>		<u>PAGE(s)</u>
Introduction	1
Purpose And Intent	1
Article 1	Recognition	1
Article 2	Dues/Service Fee Collection.....	2-3
Article 3	Agency Shop	3-4
Article 4	Representation	4-5
Article 5	Grievance Procedure	5-8
Article 6	Employee's Bill Of Rights	8-10
Article 7	Disciplinary Proceedings	10-12
Article 8	Probationary Period.....	12
Article 9	Seniority	13
Article 10	Preferred Job Assignments	14-17
Article 11	Shift Preference	17
Article 12	Employees - Salaries - Classification Changes	18
Article 13	Working Out Of Classification	18
Article 14	Scheduling And Hours	19
Article 15	Shift Premium.....	19
Article 16	Holiday Benefits.....	19-20
Article 17	Overtime Pay And Procedure.....	21-23
Article 18	Court Time	23-24
Article 19	Annual Leave (Vacation)	24-26
Article 20	Sick Leave	26-28
Article 21	Accumulated Sick Leave Payoff.....	28
Article 22	Bereavement Leave	29
Article 23	Worker's Compensation.....	29-30
Article 24	Leave Of Absence	30-32
Article 25	Insurance Benefits	32-35
Article 26	Retirement Benefits	35-40

Article 27	Longevity.....	40-41
Article 28	Management Rights.....	42
Article 29	Emergency Manager	42
Article 30	Jury Duty.....	42
Article 31	Special Conferences.....	43
Article 32	Hazard Pay	43
Article 33	Union Bulletin Boards.....	43
Article 34	Education Allowance	44
Article 35	Air-Conditioned Vehicles.....	44
Article 36	Uniform Allowance.....	45
Article 37	Cleaning And Laundry.....	45-46
Article 38	Drug And Alcohol Testing.....	46
Article 39	Wages.....	46
Article 40	Layoff/Recall.....	46
Article 41	Promotions	46-48
Article 42	Savings Clause.....	48
Article 43	Statutory Rights And Responsibilities	48
Article 44	Training Time	48
Article 45	Reimbursement Account Program.....	48
Article 46	Termination Or Modification	48-49
Signature Page	50
Appendix A	Wage Schedule	Attached
Appendix B	Letter Of Understanding - Weapons.....	Attached
Appendix C	Letter Of Understanding - Alcohol And Drug Rehabilitation	Attached
Appendix D	Memorandum of Understanding Regarding Certain Health Benefits	Attached
Appendix E	Letter of Understanding - Assignment of Staff to Guard Inmates Outside the Confines of the Jail	Attached
Appendix F	Insurance Benefits Plan Designs.....	Attached
Letter of Agreement	Deputy Eligibility List.....	Attached
Letter of Agreement	Payroll Process Change	Attached
Letter of Agreement	Effective Date of Contractual Changes	Attached
Memorandum of Understanding - DROP.....		Attached

MACOMB COUNTY DEPUTIES AND DISPATCHERS

INTRODUCTION

THIS AGREEMENT was entered into the 1st day of January, 2014, between the COUNTY OF MACOMB, hereinafter referred to as "EMPLOYER" and/or "COUNTY", and the MACOMB COUNTY DEPUTIES AND DISPATCHERS ASSOCIATION, hereinafter referred to as "ASSOCIATION" and/or "UNION", acting on behalf of the Employees within the unit for which the ASSOCIATION has been recognized as sole bargaining agent.

The provisions of this AGREEMENT shall apply to all Employees regardless of age, race, color, religion, sex, national origin or creed.

PURPOSE AND INTENT

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, Employees and Union.

The parties recognize that the interest of the community and the job security of the Employees depend upon the Employer's success in establishing a proper service to the community.

The Employer and Union encourage, to the fullest degree, friendly and cooperative relations between the representatives at all levels and among all Employees.

The parties hereto also recognize that it is essential for the health, safety, and public welfare of the County that services to the public be without interruption, and that the right to strike is forbidden by the statutes of the State of Michigan. Any Employee guilty of engaging in a slow down, work stoppage, or strike, shall be subject to disciplinary action up to and including discharge.

To these ends, it is mutually agreed that communication of views and ideas on Sheriff Department matters, the orderly resolution of grievances, the maintenance of discipline and the promotion of efficiency is essential to the well being of the Department.

ARTICLE 1

RECOGNITION

- A. Pursuant to and in accordance with all applicable provision of Act 379 of the Public Acts of 1965, as amended, the Employer recognizes the Macomb County Deputies and Dispatchers Association as the sole Collective Bargaining Agent for non-supervisory Employees of the Macomb County Sheriff's Department, as set forth in Paragraph B, below.
- B. The County of Macomb recognizes the Macomb County Deputies and Dispatchers Association as the exclusive bargaining representative on behalf of all Sheriff Department Deputies and Dispatchers excluding all other Employees of the Department, for purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

ARTICLE 2

DUES/SERVICE FEE COLLECTION

- A. The Employer hereby agrees to deduct Union Membership Dues, initiation fees, assessments, service fees or service charges from the pay of the individual Employee and transmit same to the Union to the extent and as authorized by the laws of the State of Michigan and by such Employee according to the terms and conditions contained in this Article.
- B. Each Employee who desires to have such Union Membership Dues, initiation fees, assessments, service fees or service charges deducted from his/her earnings shall execute a Paragraph J, "Deduction Authorization Form" in full, with the original thereof being delivered to the Employer.
- C. The Employer shall place such deduction or deductions in effect at the second pay period of the month following receipt of same in accordance with the terms and conditions set forth in the "Deduction Authorization Form".
- D. The Employer shall transmit such deductions, together with a list of Employees paying same, to the Treasurer of the Union as designated in writing by the Union and shall do so as soon as possible after the deduction, but no later than the 10th day of the following month.
- E. The Employer shall notify the Union when any employee responsible for dues and/or service fees is terminated from employment.
- F. In the event that a refund is due any Employee for any sums deducted from wages and paid to the Union, it shall be the responsibility of such Employee to obtain the appropriate refund from the Union.
- G. In the event that the Union requests that the Employer deduct monies in excess of the amounts deducted as of the date of execution of this Agreement, such requests shall be effectuated only upon written assurance that the additional amounts have been authorized pursuant to and in accordance with the Union's Constitution and By-Laws.
- H. The "Deduction Authorization Form", as set forth in full below, when executed, shall be binding upon the Employee for the duration of this Agreement and shall be automatically renewed under these terms and conditions for the life of subsequent collective bargaining agreements.
- I. It is understood and agreed that this provision for deduction of Union dues and/or service fees is for the benefit of the Employees requesting same, and the Employer is under no obligation to demand or request that Employees authorize such deduction as a condition of employment, and, further, that the obligation of the Employer does not extend beyond the stated terms, except as otherwise provided under the Agency Shop Provision of this Agreement.
- J. The following form shall be utilized as authorization for the deduction of Union dues and/or service fees:

DEDUCTION AUTHORIZATION FORM

I, _____ (name),
_____ (classification), the undersigned, as
an Employee of the Macomb County Sheriff's Department do hereby
request and authorize the County of Macomb to deduct Union dues, in the
amount of _____, monthly, initiation fees, service fees, service
charges, and assessments from my earnings on the second (2nd) pay
period of every month and to do so every month thereafter and to pay
same to the Police Officers Association of Michigan - POAM, 27056 Joy
Road, Redford, Michigan, 48239-1949, the organization selected as the
exclusive bargaining representative for all Employees in the above unit.
The foregoing authorization shall continue in full force and effect unless
and until my employment is terminated and shall be automatically renewed
under the same terms and conditions for the life of the subsequent
Agreement.

Effective Date: _____

Employee's Signature

- K. The Employer shall not be liable to the Union by reason of any requirement of this Agreement for the remittance or payment of any sum other than that constituting actual deductions made from wages earned by the Employees as authorized by them, under the Payroll Deduction for Union dues or service fees provision.
- L. The Union will protect and save harmless the Employer from any and all claims, demands, suits, and other forms of liability, by reason of action taken or not taken by the Employer for the purpose of complying with Article 2, Dues/Service Fee Collection and Article 3, Agency Shop of this Agreement. The Union agrees that in the event of litigation against the Employer, its Agent or Employees, arising out of this provision, the Union will co-defend, indemnify and hold harmless the Employer, its Agents or Employees for any monetary award arising out of such litigation.

ARTICLE 3

AGENCY SHOP

To the extent that the laws of the State of Michigan permit, it is agreed that:

- A. If the employee chooses not to exercise the Authorization Deduction Form option, then, monthly dues or the equivalent service fees shall be paid to the Union on or before the fifteenth (15th) day of the month in which they fall due.
- B. Employees who do not elect to become members of the Union, shall pay as a condition of employment, in lieu of initiation fees and periodic dues, uniformly required, a monthly service fee in an amount that does not exceed regular Union monthly dues and which complies with applicable law.

- C. The Union shall notify the Employer, in writing, of any Employees who are more than thirty (30) days in arrears in payment of membership dues and/or service fees. The Employer shall execute written confirmation of receipt of such notice and proof in accordance with the "Confirmation Form" contained in Paragraph E. The Union shall forward the Employer's written confirmation when it notifies the delinquent Employee of such arrearage and informs said Employee that his/her employment will be terminated unless said arrearage is paid within thirty (30) days of the Employer's receipt of said notice.
- D. Failure of Employees covered by this Agreement to comply with provisions of this Article, shall, at the conclusion of the second grace period of thirty (30) days referred to in Paragraph C above, constitute grounds upon which the Employer shall immediately terminate the employment of such Employee.
- E. The following form shall be utilized by the Employer in compliance with this Article:

EMPLOYER ACKNOWLEDGEMENT AND CONFIRMATION FORM

Please be advised that the undersigned Employer hereby acknowledges receipt of notice by the Macomb County Deputies and Dispatchers Association that _____ (name), an Employee of the Macomb County Sheriff's Department, is more than thirty (30) days in arrears in his/her payment of Union dues and/or service fees and as such is subject to the ramifications of the agency shop procedure as outlined in Article 3 of the current Macomb County Deputies and Dispatchers Association, Macomb County Collective Bargaining Agreement.

Additionally, the undersigned Employer hereby acknowledges that the Macomb County Deputies and Dispatchers Association has submitted proof that such Employee is more than thirty (30) days in arrears and such payment and examination of the Employer's records further confirms such arrearage.

Dated: _____

Signed: _____

- F. The Employer shall provide the Union with notice of each new appointment in the classifications covering this bargaining unit within ten (10) days from date of appointment. With each notice of appointment, the Employer will provide the name, date of appointment and specific classification to which each Employee was appointed.

ARTICLE 4

REPRESENTATION

- A. Union business shall not be conducted during working hours or in County Areas, except as provided by this Agreement.
- B. The Union may be represented in collective bargaining negotiations with the County by a committee comprised of not more than five (5) members of the Union. Additionally, the Union may designate any outside person or organization as its official representative. Members of the Union Bargaining Committee who are on duty during collective bargaining negotiations shall not lose wages or benefits during time spent while attending negotiations.

C. Employees covered by this Agreement shall be represented for purposes of filing grievances by a Steward and/or Executive Board Member as hereinafter provided. The Steward and/or Executive Board Member, during their regular working hours, without loss of time or pay, may investigate and present grievances to the Employer; provided, however, that if such Steward and/or Executive Board Member requires more than one (1) hour to investigate and present said grievance, a request shall be made for additional time to the immediate supervisor. The privilege of Stewards and elected Union officials leaving their work during regular working hours without loss of time or pay is subject to the understanding that the time will be devoted to the proper handling of grievance matters and will not be abused, and that Stewards and elected Union officials will perform their regularly assigned duties, except as provided herein.

D. There shall be four (4) Stewards as follows:

DAY SHIFT	One (1)
AFTERNOON SHIFT	One (1)
MIDNIGHT SHIFT	One (1)
DISPATCHERS	One (1)

E. The Sheriff agrees to continue his present practice of communicating with the proper Union Representatives prior to implementing anticipated changes in policies encompassing subject matter contained in the Operations Manual, General Orders, Special Orders, Patrol Manual, Communications Manual and/or Department Memorandum affecting written or verbal policy. The Union will be afforded reasonable time to offer its response prior to implementation, which response will be given due consideration.

Emergency exceptions to policy will be implemented, with subsequent communication, as expressed herein.

ARTICLE 5

GRIEVANCE PROCEDURE

A. The parties intend that the grievance procedure as set forth herein shall serve as a means for a peaceful settlement of all disputes that may arise between them concerning the interpretation or operation of this Agreement without any interruption or disturbance in the normal operations of the County.

B. It shall be the firm policy of the Employer to ensure to its Employees and to the Union the opportunity to have the unobstructed use of this grievance procedure without fear of reprisal or without prejudice in any manner to employment status.

C. Grievances shall be filed within fifteen (15) days of the event, occurrence or circumstances constituting the subject matter of the grievance.

D. The parties, recognizing that an orderly grievance procedure is necessary, agree that each step must be adhered to within the designated time period; provided, however, that the time limits of the grievance procedure may be extended upon mutual agreement of the Union and the Employer.

- E. If either party fails to timely appeal an answer at any step after Step 1 of the Grievance Procedure, said grievance shall automatically progress to the next step in accordance with the procedures contained herein. Exception is made in those instances where the parties have agreed to settle a grievance on the basis of the last answer. Exception is also made with regard to medical grievances, where the Union shall have an additional 60 days from receipt of the Employer's answer.
- F. Every Employee of the bargaining unit shall have the right to present a grievance in accordance with the procedure provided herein. The informal resolution of differences or grievances is encouraged at the lowest possible level of supervision.
- G. Immediate supervisors, commanding officers and reviewing officers shall consider promptly all grievances presented to them and, within the scope of their authority, take timely action as is required.
- H. Grievances shall be processed according to the following procedures:
1. STEP 1: An Employee who believes he/she has a grievance may discuss the complaint with the Immediate supervisor, with or without the presence of the Steward. The parties shall discuss the grievance in an informal manner and shall make every effort to reach a satisfactory settlement at this point. The Employee shall have the right to discuss the complaint with the Steward before any discussion takes place with the supervisor. If possible, a supervisor will make arrangements for the Employee to be off the job for a reasonable period of time in order to discuss the complaint with the Steward. The past practice of Employees discussing grievances with the Steward at the beginning and/or end of the shift shall continue.
 2. STEP 2: If the matter is not settled through informal discussion as provided in Step 1, within fifteen (15) days following the discussion, said grievance may be submitted in written form by the individual grievant, co-signed by the Steward and/or Executive Board Member or, in the case of a policy grievance, by the Steward and/or Executive Board Member only, to such immediate supervisor. The written grievance shall set forth the nature of the grievance, the date of the matter complained of, the name(s) of the Employee(s) involved, so far as diligent effort will allow, and the provisions of this Agreement, if any, that the grievant claims have been violated. The supervisor's answer shall set forth the facts taken into account in answering the grievance. The written answer shall be presented to the Steward within five (5) days after receipt.
 3. STEP 3: If the grievance is not satisfactorily adjusted, it shall be referred to the Steward and/or Executive Board Member who may appeal such grievance to the Sheriff, or in the absence of the Sheriff, a designee, within fifteen (15) days. The Sheriff, or designee, shall hold a meeting to discuss the grievance with the Steward, Union President, or designee, and the aggrieved Employee within five (5) days of receipt of the grievance. If not satisfactorily adjusted at this meeting, the Sheriff, or designee, shall give a written answer within ten (10) days of such meeting.
 4. STEP 4: If not satisfactorily settled in Steps 1, 2, and 3, the grievance may be submitted in writing by the Union President, or designee, to the Director, Human Resources and Labor Relations, or designee, within fifteen (15) days. A meeting between said Director, Human Resources and Labor Relations, or designee, and a committee of the Union composed of the President, or designee, or both and the grievant's Steward or representative, shall be held within twenty (20) days after submission to the Director, Human Resources and Labor Relations, or designee. If not satisfactorily adjusted at this meeting, the Director, Human

Resources and Labor Relations, or designee, shall give a written answer within ten (10) days of the meeting.

5. STEP 5: ARBITRATION:

- a. Any unresolved grievance, having been processed through Step 4 of the Grievance Procedure, may be submitted to Arbitration by the Union in accordance with this Article. Arbitration shall be invoked by written notice to the County of a Demand to Arbitrate. Upon receipt of a "Demand to Arbitrate", the County and the Union shall attempt to mutually select an Arbitrator. In the event that the parties cannot agree upon an Arbitrator to hear the unresolved grievance within ten (10) days of the "Demand for Arbitration", they shall request the Federal Mediation and Conciliation Service to provide a list of impartial arbitrators in accordance with its applicable rules and regulations.
- b. The right of the Union to demand arbitration over an unadjusted grievance is limited to a period of thirty (30) days from the final action taken on such grievance under the last step in the grievance procedure immediately prior to arbitration, and any grievance not submitted within such period shall be deemed settled on the basis of the last answer given by the County.
- c. Any Arbitrator selected shall have only the functions set forth herein. The scope and extent of the jurisdiction of the Arbitrator shall only extend and be limited to those grievances arising out of and pertaining to the respective rights of the parties within the four (4) corners of this Agreement, and pertaining to the interpretation thereof. The Arbitrator shall be without power or authority to make any decision contrary to, or inconsistent with, or modifying or varying in any way, the terms of this Agreement or applicable laws or rules or regulations having the force and effect of law.
- d. To the extent that the laws of the State of Michigan permit, it is agreed that the Arbitrator's decision shall be final and binding on the Union and its members, the Employee or Employees involved, and the Employer. There shall be no appeal from any such decision unless the decision extends beyond the limits of the powers and jurisdiction herein conferred upon such Arbitrator.
- e. The fees and approved expenses of the Arbitrator, shall be paid by the party who does not prevail in the case as determined by the Arbitrator. In the event that each party prevails in part, the fees and approved expenses of the Arbitrator shall be shared equally by the parties.
- f. The aggrieved, the Union representative and prospective witnesses shall not lose pay or benefits for the time off the job while attending the arbitration proceedings; provided, however, that attendance by such on duty arbitration participants shall be subject to the approval of the Sheriff, or designated representative, in accordance with manpower requirements.
- g. All records, reports and other information pertaining to a grievance which are to be utilized in an arbitration proceeding shall be made available for inspection by the Union, provided a request for the specific documents is made.

- I. Notwithstanding any other provisions herein, an individual Employee(s) may present a grievance to the Employer and have it adjusted without the intervention of the Steward or Union Officers; provided, however, that the Employer has given the Steward and Union Officers notice and an opportunity to be present at such adjustment. In no event shall any such adjustment be contrary to or inconsistent with the terms of any Agreement between the Employer and the Union.
- J. Grievances affecting more than one (1) employee may be treated as policy grievances and entered at the third (3rd) step of the grievance procedure by the Union.
- K. In instances where the subject matter of the grievance lies within the jurisdiction of a specific County agency, e.g., Payroll, etc., the grievance steps may be reduced in order to bring the grievance to the agency's immediate attention for a recommendation as to the action to be taken at Step 3.
- L. The settlement of any grievance shall be reduced to writing and signed by a representative of the County, a member of the Union Executive Board and the affected Employee's Steward (if applicable).
- M. All references to days as they pertain to the Grievance Procedure shall mean "working days". They do not include Saturdays, Sundays and designated holidays.

ARTICLE 6

EMPLOYEE'S BILL OF RIGHTS

- A. No Employee shall be ordered or coerced, in any manner, to submit to a polygraph examination, a lie detector or similar test, chemicals such as Sodium Pentothal, or truth serum or similar tests, by whatever name called, for any reason, unless such member shall demand an examination and/or test in writing.
- B. No Employee shall be discharged, disciplined, or in any way discriminated against for refusing or declining to submit to a polygraph examination, lie detector or similar test by whatever name called.
- C. The Employer, or its agent, shall not utilize any type of recording or electronic surveillance device to record or transcribe any conversation between the Employer and any Employee, unless disclosure of such device is made to the Employee prior to such conversation.
- D. Except when on duty, or when acting in an official capacity, no Employee shall be prohibited from engaging in political activity or be denied the right to refrain from engaging in political activity.
- E. Employees shall have the right to bring civil suit against any person, group of persons, organization or corporation, or the head of such organization or corporation, for damages suffered, either pecuniary or otherwise, and/or for abridgement of their civil rights, arising out of the Employee's performance of official duties.
- F. Nothing of an adverse nature shall be added to an Employee's personnel file without prior written acknowledgement by the Employee. In the event an Employee refuses to acknowledge receipt of any such matter to be added to the personnel file, it shall be so noted and witnessed by the Employee's Union representative and then filed.

- G. The Employee's files shall not be made available to any person or organization other than the Employer and Employee without the Employee's express authorization, unless pursuant to Court order or as otherwise provided by law.
- H. No Employee shall be required or requested, for purposes of assignment or other personnel action, to disclose any item of his/her property, income, assets, source of income, debts, or personal domestic expenditures (including those of any member of his/her family or household), unless such information is obtained under proper legal procedures or tends to indicate a conflict of interest with respect to the performance of the Employee's official duties. This paragraph shall not prevent inquiries made by authorized agents of legally constituted agencies in accordance with acceptable and legally established procedures.
- I. Whenever any Employee is under investigation or subjected to interrogation by members of this or any other investigative agency, for any reason which could lead to disciplinary action, demotion, dismissal or criminal charges, such investigation or interrogation shall be conducted under the following conditions:
1. The interrogation shall be conducted at a reasonable hour, preferably, but not necessarily limited to, when the Employee is on duty.
 2. Any Employee, upon his/her request, shall have the right to be represented by counsel and/or Union representatives of the Employee's choice, prior to and during the making of any statements, written or verbal, concerning any act, incident or occurrence, from which disciplinary action, criminal prosecution or civil suit may possibly result.
 3. The Employee under investigation shall be informed of the rank, name and command of the Officer in charge of the investigation, the interrogating Officer and all persons present during the interrogation.
 4. Prior to any questioning, the Employee under investigation shall be informed of the nature of the investigation and the name of the complainant.
 5. Interrogating sessions shall be for reasonable periods and shall be timed to allow for such personal necessities and rest periods as are reasonably necessary.
 6. The Employee under interrogation shall not be subjected to offensive language or threatened with transfer, dismissal, or any disciplinary action. No promise or reward shall be made as an inducement to answering any question.
 7. The complete interrogation of any Employee, including all recess periods, shall be recorded and there shall be no unrecorded questions or statements.
 8. If the Employee under interrogation is under arrest, or is likely to be placed under arrest as a result of the interrogation, he/she shall be completely informed of all his/her rights prior to the commencement of the interrogation.
- J. Employees will not be deprived of liberty or property without due process of law, nor denied the equal protection of the laws.

- K. Any Employee involved in a shooting shall not be bound, as a condition of employment, to make a written or oral statement, or submit a preliminary crime report, until such time as the Employee has been able to contact a Union representative and has had a reasonable time to discuss the incident with a Union attorney. The attorney shall be permitted to counsel the Officer during preparation of the preliminary crime report or any other oral or written statement that may be required. Subject to consultation with the attorney, under all circumstances, an Employee shall be required to submit his/her P.C.R. as a condition of employment. Additionally, when requested by a Command Officer at the shooting scene, an Employee shall be required, as a condition of continued employment, to inform said Command Officer who fired the shots, the direction at which they were fired and the direction of any escaping perpetrator.
- L. An Employee's locker shall not be opened for any reason, including inspection, without the Employee or a Union representative being present. In no event shall an Employee's locker be opened in order to search through personal property, without the Employee's consent.
- M. Command Officers shall treat Employees under their command in a respectful, dignified and professional manner and, if possible, shall give disciplinary advice to an Employee in private, not in the presence of other Employees.
- N. No Employee shall be favored or discriminated against; nor disciplined, demoted or transferred for exercising any of the above rights, or any rights afforded him/her by this Agreement.

ARTICLE 7

DISCIPLINARY PROCEEDINGS

- A. The Parties hereto agree that all aspects of disciplinary proceedings shall be conducted only in accordance with the procedures contained in this Article.
- B. No Employee shall be discharged, demoted, or otherwise disciplined except for just cause. All disciplinary measures, including written reprimands through discharge, sought to be imposed upon Employees shall be based upon specific written charges which give reasonable notice to the Employee of the nature of the charged offenses and the facts relating thereto. A copy of such charges shall immediately be forwarded to the Union and the charged Employee.
- C. Except in situations requiring immediate action, no disciplinary measures shall be implemented until there has been a full and complete investigation of the matter, and the Employee has been furnished with a written statement of the charges and reasons, as outlined in Paragraph B. Employees shall have, upon request, an opportunity to discuss prospective disciplinary measures with the Sheriff, or his designated representative, in accordance with the provisions of Article 6, Employee's Bill Of Rights.
- D. Any disciplinary action, including reprimands, taken by the Sheriff or his representative may be appealed by the Employee giving "Notice of Appeal" to the Sheriff with a copy to the County Director, Human Resources and Labor Relations within five (5) days (excluding weekends and holidays) from the date of service of the charges of the Employee (see "Notice of Appeal" contained in Paragraph E).

- E. The Employee has the right to appeal any disciplinary action taken by the Sheriff, or his representative, by proceeding either in accordance with Act 298 of the Public Acts of 1966, or by filing a grievance which is automatically processed at Step 3 of the Grievance Procedure. In the event that disciplinary action is appealed to the Grievance Procedure, and said grievance is not satisfactorily settled at Step 3 or 4, it may be appealed to Arbitration in accordance with Article 5, Grievance Procedure, Step 5. An Employee's decision to appeal a disciplinary action pursuant to the grievance procedure shall be made in lieu of his/her appeal rights under Act 298. Notice of the option chosen for appealing a disciplinary action shall be given in conjunction with the required "Notice of Appeal" (Paragraph D), on the following form:

NOTICE OF APPEAL - OPTION AND WAIVER FORM

I, _____ (Employee's Name) _____, hereby give notice that I am appealing the imposition of the (degree of action) _____ disciplinary action taken against me on or about _____ (date) _____ by following the procedures of: (check one)

_____ Grievance provisions of the Macomb County/Macomb County Deputies and Dispatchers Association collective bargaining agreement,

or

_____ Act 298 of the Michigan Public Acts of 1966. (If this box is checked, request for Hearing must be simultaneously made to the Macomb County Sheriff's Department Civil Service Commission).

BY CHOOSING THE ABOVE INDICATED OPTION, I HEREBY KNOWINGLY, INTELLIGENTLY AND VOLUNTARILY WAIVE AND RELINQUISH WHATEVER RIGHTS I MAY POSSESS UNDER: (check one)

_____ Grievance procedure as provided in the Macomb County Deputies and Dispatchers Association collective bargaining agreement,

or

_____ Act 298 of the Michigan Public Acts of 1966.

Received By:

Employee's Name

Dated:

Address

Witnessed By:

FOR MACOMB COUNTY DEPUTIES AND
DISPATCHERS ASSOCIATION

- F. In the event that there are Criminal charges in conjunction with disciplinary action taken against an Employee, an appeal of the disciplinary action shall not proceed if the Employee requests, with the "Notice of Appeal", that the appeal process be held in abeyance pending resolution of the underlying Criminal charges.

- G. In the event an Employee shall give notice of his/her intent to appeal any reprimand or disciplinary action taken at the initial stage of the proceedings, no penalty resulting from such proceeding shall be implemented until the Employee shall have exhausted his/her remedies in accordance with this Agreement, except where immediate action is required. If an Employee is suspended or dismissed from the Department, the Employer is obligated only to continue to pay said Employee's contractual insurance premiums until the suspension or dismissal is resolved through Arbitration or Court decision; provided, however, the Employer shall only pay Employee's contractual insurance premiums to the extent that said Employee has recoverable funds with the County (accumulated sick time, annual leave, holiday pay or retirement funds) and the Employee has given the County written permission to use those funds in this regard. Provided further, that during the period of said suspension, the Employee may utilize personal funds to sustain contractual insurance benefits through the County.
- H. Nothing in the foregoing sections shall be construed to prejudice, or understood to constitute a waiver of, an Employee's right to lost wages or benefits in the event said Employee is returned to active employment.
- I. In no event shall either the charges against an Employee or the disciplinary action imposed at the initial stage of the disciplinary proceedings be increased or broadened at any stage of this appeal process.
- J. In the event that an Employee shall agree to and accept the reprimand or disciplinary action imposed by the Sheriff, or his designated representative, it shall be final and binding upon all parties.
- K. In all cases of disciplinary proceedings, the Employee being investigated or questioned shall be entitled, upon request of said Employee, to Union representation by a duly elected or appointed Union Official and/or Union attorney. Nothing in the foregoing shall abridge the right of a Command Officer to counsel, advise, and/or instruct an Employee under his/her command in private, provided such is accomplished in a civil tone.
- L. Before any reprimand is placed in an Employee's file, it shall be explained by the Supervisor to the Employee and receipt of a copy thereof shall be acknowledged by the Employee on the file copies.

ARTICLE 8

PROBATIONARY PERIOD

- A. Newly hired Employees will serve a probationary period of twelve (12) months during which time an Employee may be terminated by the Employer. During this twelve (12) month probationary period, new Employees shall have the benefit of union representation, however, no disciplinary dispute or termination arising during this probationary period shall be made the subject of a grievance or processed through the grievance procedure herein except those based upon union or political activities.
- B. It is expressly understood that members of the bargaining unit who have been reclassified into a higher paid classification shall be required to serve a twelve (12) month probationary period in the new classification to determine their ability to perform the duties assigned to them. In the event that the Employee does not satisfactorily complete the aforementioned probationary period, said Employee shall be returned to his/her former classification and shall perform the remainder, if any, of his/her twelve (12) months of probation remaining in that classification.

ARTICLE 9

SENIORITY

- A. Departmental seniority of a new Employee shall commence after the Employee has completed the twelve (12) month probationary period and shall be retroactive from the initial date of full-time employment with the Department, in accordance with Civil Service regulations.
- B. Classification seniority shall commence when an employee is placed in a classification and shall continue until such time as said Employee is placed in a different classification. The time spent in the previous classification shall be frozen in its entirety. If the employee reverts back to the former classification, the Employee shall receive full credit for the time previously spent in that classification. An Employee who is placed in a higher classification and successfully completes the probationary period shall accrue classification seniority retroactive to the date of the initial placement in the higher classification. In the event that an Employee who is placed in a higher classification does not successfully complete the probationary period, the time spent in the higher classification shall accrue to the previous classification. Classification seniority shall prevail for purposes of vacation and overtime preference as well as to other items that the parties may agree upon in writing.
- C. An Employee shall forfeit seniority rights only for the following reasons:
1. The Employee resigns or terminates employment with the Department.
 2. The Employee is dismissed and not reinstated by the Civil Service Commission, Arbitration, a Court of competent jurisdiction or through other methods of reinstatement.
 3. The Employee is absent without leave for a period of three (3) consecutive working days without notification to the Employer. After such absence, the Employer will send written notification to the Employee at the last known address indicating that seniority has been forfeited and employment terminated. If the disposition of any such case is not satisfactory, the matter may be referred to the grievance procedure.
 4. The Employee retires.
 5. The Employee does not return to work when recalled from layoff. In special cases, exceptions shall be made by the Employer.
 6. Return from sick leave and leaves of absence will be treated the same as subparagraph 3, above.
 7. If the employee, except for participants in the Deferred Retirement Option Program, withdraws his/her contributions from the Macomb County Employees' Retirement System.
- D. A current annual seniority list will be furnished by the Employer to the Union no later than July of each year. The Employer shall furnish and inform the Union of any and all changes on said seniority list in July of each year. The seniority list shall specify the Employee's name, job title, date of hire, department seniority and dates of classification seniority.
- E. DROP Participants: DROP participants shall continue to accrue seniority in the same manner as Active Employees, except as otherwise provided in this Agreement.

ARTICLE 10

PREFERRED JOB ASSIGNMENTS

- A. The Sheriff retains the right to make all assignments, but the Sheriff shall make preferred job assignments as set forth in this Article. Preferred job assignments shall be made as follows:
1. When a job opening is available for any preferred assignment, the Department will post the opening on a bulletin board for a ten (10) day period.
 2. Any qualified bargaining unit member may file a written request for the preferred job assignment.
 3. Except as otherwise set forth herein, the filling of a preferred job opening shall be determined from the list of bargaining unit members who file written requests.
 4. The following shall be recognized as preferred jobs:

Marine Division, Traffic Division, Breathalyzer Operator, Youth Bureau, Scuba Diver, S.W.A.T., Evidence Technician, Circuit Court/Station Three, C.O.M.E.T., Special Enforcement Team, Court Cars, Circuit Court Officers, M.A.T.S., FOC, Detective Bureau Investigator, M.A.C.E. and Canine.
 5. For the purposes of this Article, any newly created jobs shall be subject to the procedures of this Article.
- B. The above-described preferred jobs shall be placed in various groups, which placement shall determine the selection method and length of assignment.

GROUP A

Group A jobs shall be posted annually. The bargaining unit member with the highest seniority on the list shall receive the job. Length of assignment in Group A jobs is subject only to annual bumping by a more senior Employee.

Group A jobs are specified as follows:

Circuit Court/Station Three
Court Cars

GROUP B

Group B jobs shall be posted annually to give all qualified bargaining unit members, including the incumbent job holder, an opportunity to indicate interest. Selection of Group B jobs shall be determined from the list of qualified bargaining unit members who sign up on the basis of qualifications, sufficient ability, and seniority.

Group B jobs are subdivided as follows:

GROUP B (1)

Breathalyzer Operator
S.W.A.T.
Evidence Technician
Scuba Diver
Marine Division [seasonal]

Any bargaining unit member currently holding a Group B (1) job may continue in that job indefinitely.

GROUP B (2)

Traffic Division

Selection of and continuation in this job is subject to State appropriation. There is no minimum or maximum time on holding a Group B (2) job.

GROUP B (3)

C.O.M.E.T.
M.A.T.S.
F.O.C./Plain Clothes
Special Enforcement Team (S.E.T.)

Selection of rank to this job is dependent upon the needs of the position and the filling of the assignment shall be at the Sheriff's discretion, with the exception that a F.O.C./Plain Clothes vacancy shall be filled by the highest senior eligible Deputy applicant. There is a three (3) year maximum on holding a Group B (3) job, with a two (2) year exclusionary period before reapplying to a Group B(3) position.

1. There shall be a six (6) year limit on any member being assigned to a particular Group B (3) job. This limit shall include all prior time in listed jobs.
2. There shall be a twelve (12) year total limit on combined jobs to all of the Group B (3) jobs. This limit shall include all prior time in listed jobs.
3. Members who are on the DROP program are not eligible to apply for any Group B (3) jobs.
4. If F.O.C./Plain Clothes jobs are eliminated, S.E.T. jobs shall revert to Group B language.

GROUP C

Group C jobs shall be posted annually for bargaining unit members. Except as otherwise specified below, selection to Group C jobs shall be at the discretion of the Sheriff.

Group C jobs are subdivided as follows:

GROUP C (1)

Circuit Court Officer
Uniform F.O.C./Circuit Court Position

A Circuit Court Officer shall be assigned at the sole discretion of the Sheriff, except that the selection shall not interfere with or abridge an Employee's right to select shift assignment. The Sheriff shall first consider those bargaining unit members volunteering for a Group C (1) job before exercising discretion in the assignment of the job. The exercise of discretion shall be limited to bargaining unit employees.

GROUP C (2)

Marine Division [twelve (12) month job]
Youth Bureau
School Liaison Officer
Detective Bureau Investigator

Group C (2) jobs shall be posted for qualified bargaining unit members annually. Selection to Group C (2) positions shall be determined on the basis of qualifications, ability and seniority. It is recognized that the assessment of ability and qualifications of Group C (2) applicants requires subjective judgment by the Department. As such, the determination of the best qualified candidate shall be made by the Sheriff at his discretion.

GROUP C (3)

Canine

Initial assignment to Group C (3) jobs shall be assigned at the sole discretion of the Sheriff and offered to any qualified member of the bargaining unit.

GROUP C (4)

M.A.C.E.

Group C (4) jobs shall be assigned at the sole discretion of the Sheriff and offered to any employee within the Office of the Sheriff. Qualified members of the bargaining unit shall be considered by the Sheriff. When a member exits a Group C (4) job there shall be a two (2) year exclusionary period before reapplying for a Group B (3) position.

- C. In the event that there is no bargaining unit member applying for a specific preferred job assignment, the Employer may fill the preferred job assignment from among any bargaining unit members within the required classification, unless otherwise specified within the language of a particular group.
- D. Substation assignments are not preferred jobs. The substation assignments, however, will be posted each November and the Sheriff will select available Deputies for the substation assignments.
- E. When a bargaining unit member is reassigned from a preferred assignment back to regular duties, said bargaining unit member shall be afforded an opportunity to select a shift preference as provided in this Agreement.

- F. All preferred jobs shall be posted in November of each year. The assignment shall then be made effective, subject to scheduling, as near January 1 as possible. The holding of any job under this Article is subject to the bargaining unit member's ability to perform satisfactorily in the assignment. In the event that a bargaining unit member is reassigned to regular duties, the Sheriff, or designated representative, will explain to the bargaining unit member the reasons for the reassignment.
- G. Probationary bargaining unit members, as defined in Article 8, Probationary Period, shall not be eligible for any preferred assignment.

ARTICLE 11

SHIFT PREFERENCE

- A. Employees in the classifications of Deputy and Dispatcher, not assigned to a specialized unit or bureau and who have at least two (2) years seniority in their respective classification, shall be given the opportunity to bid for shift assignments (days, afternoons, midnights or rotating) based upon classification seniority. Employees shall be placed in their requested shift preference in order of highest to lowest classification seniority permissible within the confines of shift manpower limits designated by the Sheriff.
- B. Deputies and Dispatchers with less than two (2) years seniority in their respective classification, shall be given shift assignments, including regularly rotating shifts, within the discretion of the Sheriff; provided, however, that said Employees shall not be removed from their assigned shift more than one (1) time period extending from one (1) day to twenty-seven (27) days inclusive, during a twenty-eight (28) day period, unless said Employee consents to more than one such movement.
- C. Unless otherwise provided in this Agreement, shift preference shall be effective for a period of one (1) year. Shift preference re-bidding shall be open on December 1 of each year to be effective on the January 1, thereafter. Upon good cause shown, the Sheriff may permit an Employee to change shift preference, provided there is another qualified Employee to trade shifts for the requested period.
- D. Nothing in this Article shall abridge or otherwise interfere with the right of the Sheriff to create additional shifts, make special assignments, and/or alter shift manpower requirements at any time. Furthermore, should the Macomb County Sheriff's Department enter into a contract with a community having an existing police department whereby the Sheriff's Department assumes the responsibilities of said police department, the Sheriff retains the right to assign said personnel to shifts of the Sheriff's choice, provided said personnel are assigned to perform duties in said community.
- E. In the event there arises the need, as determined by the Sheriff, to transfer an Employee to or from one shift to or from another, the opening shall be posted, and requests shall first be made for volunteers who shall be selected by seniority. If there are not sufficient volunteers, required Employees shall be transferred in order of lowest classification seniority in the shift from which Employees are to be transferred. The term of the shift transfer shall initially be explained in full by the Sheriff to all potential Employees subject to transfer.

ARTICLE 12

EMPLOYEES -- SALARIES -- CLASSIFICATION CHANGES

- A. A new Employee shall start at the minimum salary level based upon the applicable hourly rate as designated for the position. If the new Employee, however, has previous experience in work similar to the type of work to be performed for the County, upon consultation between the Sheriff, the Director, Human Resources and Labor Relations and the Finance Director, the Employee may be given credit for one-half (1/2) of such experience, and the minimum salary may be increased commensurate with the allowable credit. In no case, however, shall the starting salary be in excess of one-half (1/2) of the total increments allowed in the salary range. If the Sheriff is desirous of allowing a greater starting salary than set forth above, it must be approved by the Office of the County Executive, the Finance Director and the Director, Human Resources and Labor Relations.
- B. After employment, each employee will be entitled to one (1) normal increment after each thirteen (13) continuous complete pay periods. Such increment will become effective the first day of the fourteenth (14th) complete pay period. All increments are to be approved by the Sheriff before becoming effective; provided, however, any disapproval of an increment by the Sheriff shall be set forth in writing together with the reasons therefore and a copy furnished to the Employee and the Director, Human Resources and Labor Relations.
- C. When a new job is created and cannot be properly placed in an existing classification, the Employer will establish a rate pursuant to the provisions of Act 298 of the Public Acts of 1966, as amended. In the event the Employee or Union does not agree that the rate is proper, the Union or Employee shall have the right to submit the matter to the grievance procedure at the second step.

ARTICLE 13

WORKING OUT OF CLASSIFICATION

- A. Whenever an Employee is temporarily assigned the duties and responsibilities of a higher paying position for at least eight (8) hours per shift, then such Employee shall be compensated at the higher rate for the performance of those duties. Any Employee appointed within the Department to serve in an acting capacity of a higher paying position shall receive all the benefits incident to that position with no loss of benefits attendant to the Employee's existing classification.
- B. Out of classification pay shall consist of the minimum rate of the higher classification, or one (1) additional increment to the Employee's current salary, whichever is greater.
- C. Such temporary assignment must be authorized in writing by the Sheriff, or designee, and approved by the Director, Human Resources and Labor Relations, before an adjustment is made in the Employee's salary.
- D. A temporary assignment shall continue only until such time as a current eligibility list is certified by the Civil Service Commission for the job classification to which the temporary assignment was made. No temporary assignments shall be made to job classifications in which there exists a current eligibility list, except in situations where such temporary assignments are made due to a higher job classification Employee being temporarily separated from active employment.

ARTICLE 14

SCHEDULING AND HOURS

- A. The regular work week for all Employees covered by this Agreement shall constitute a twenty-eight (28) day work period, during which every effort will be made to create one (1) four (4) day non-work break period which will include both Saturday and Sunday. Members of the Marine Patrol may be permitted upon mutual agreement between the Union and the Employer to work ten (10) hour shifts at straight time. Sick, vacation, personal time or compensatory time, and the like, shall be taken in accordance with the ten (10) hour day.
- B. The work schedule shall normally be posted at least ten (10) days in advance of the start of a new schedule.
- C. The past practice of trading days and/or shifts shall be continued subject to the written approval of the Shift Commander.

ARTICLE 15

SHIFT PREMIUM

- A. Shift premium shall be paid to Employees in the classifications of Deputy and Dispatcher as follows:

Eligible Employees working the afternoon shift shall receive premium pay at a rate of three percent (3%) of their base hourly wage. Eligible Employees working the midnight shift shall receive premium pay at a rate of six percent (6%) of their base hourly wage.
- B. For purposes of this Article, the term "afternoon shift" shall mean any shift with a scheduled starting time on or after 2:00 p.m. and before 10:00 p.m. The term "midnight shift" shall mean any shift with a scheduled starting time on or after 10:00 p.m. and before 6:00 a.m.
- C. Shift premium shall be paid in accordance with the shift in which an Employee started working. Examples: An Employee who begins on the midnight shift and works over into the day shift would receive midnight shift premium for all hours (see below) including time on the day shift. An Employee who begins on day shift and works over into the afternoon shift would receive no shift premium (see below) for afternoon shift hours; PROVIDED, HOWEVER, if an Employee works four (4) or more hours into another shift, said Employee shall receive the premium (if any) of that succeeding shift. Examples: An Employee working from afternoons four (4) hours into the midnight shift would receive four (4) hours of midnight shift premium. An Employee working from midnights four (4) hours into the day shift would not receive midnight shift premium for the four (4) hours into the day shift. Shift premium shall be paid only for hours worked, except for compensatory time and funeral leave.

ARTICLE 16

HOLIDAY BENEFITS

- A. Employees shall be entitled to holiday pay, compensated in cash, for fifteen and one-half (15 1/2) holidays.* Payment in cash is to be made in December of each year. If an employee works part of the year or receives payment for any of the enumerated holidays currently, compensation in cash shall be adjusted accordingly. Payment shall be based on the salary scale in effect on the date of payment.

The holidays included are:

New Year's Day	Veteran's Day
Martin Luther King Jr. Day	Thanksgiving Day
Lincoln's Birthday	Day after Thanksgiving
Washington's Birthday	December 24th
Memorial Day	Christmas Day
Independence Day	December 31st
Labor Day	General Election Day *
Columbus Day	Good Friday (1/2 day)

* In those years which contain a General Election Day; General Election Day occurs on the Tuesday following the first Monday of November of even-numbered calendar years. In other years, fourteen and one-half (14 1/2) days.

Employees regularly scheduled to work any or all of the fifteen and one-half (15 1/2) holidays will, in addition to holiday pay, receive a holiday premium rate of time and one-half (1 1/2) for all regular hours worked. The holiday premium rate shall be paid on not later than the end of the second pay period following the pay period in which such holiday premium rate was earned.

- B. Employees who are scheduled to work the holiday must work the holiday and the calendar day before or after the holiday, if scheduled, unless excused, in order to qualify for payment. In order to be excused from work for holiday pay purposes, an Employee must secure a medical certificate or written approval by the Sheriff, or designee. The designee referred to shall be the highest ranking officer on each shift. The foregoing excuse provision relating to qualification for holiday pay, shall not apply to employees on sick leave, if such sick leave is in effect prior to the beginning of the current pay period in which the holiday falls. Additionally, the above-enumerated holidays, occurring after one (1) year from date of any incapacitating injury for which Worker's Compensation benefits are paid, shall not be credited to the Employee, or otherwise qualify the incapacitated Employee for holiday payment, and such disqualification shall continue so long as the incapacity exists.
- C. In instances where an employee is declared ineligible for a holiday, the Employee shall be notified in writing, with a copy to the appropriate representative of the Bargaining Unit, that payment for the holiday in question is being denied and the reason for such denial. Notice shall be submitted not later than the end of the next pay period following the pay period in which the holiday in question falls.
- D. Holiday pay payments shall be included in the first regular payroll check of December.
- E. DROP Participants: At the time an employee elects to participate in the DROP Program he/she shall receive as part of their payoff, a prorated amount of Holiday Pay. Payment for the balance of that year's holidays and subsequent holiday pay shall be made in December of each year. Payment shall be as described in Section A. above.

ARTICLE 17

OVERTIME PAY AND PROCEDURE

A. Overtime Pay:

1. Overtime Pay shall be allowed at the rate of time and one-half (1 1/2) for work in excess of eight (8) hours; and, in the case of an emergency occurring at a time other than the normal scheduled shift. This provision does not include, or apply to, off-duty Court appearances by employees, which appearances are covered under Article 18, Court Time.
2. An Employee called in for work at times other than his/her normal scheduled shift, shall receive a minimum of four (4) hours pay at time and one-half (1 1/2) and such Employee may, at the discretion of the Shift Commander, be required to perform a minimum of four (4) hours work within his/her classification.
3. Breathalyzer Operators called in for duty to perform breathalyzer tests at times other than their normal, regularly scheduled shift, shall receive a minimum of four (4) hours pay at one and one-half (1 1/2) times their regular, hourly rate.
4. Divers shall receive Eight Dollars (\$8.00) per hour over the regular or overtime hourly rate, as applicable, in increments of one-half (1/2) hours with a two (2) hour minimum while at the scene requiring divers, as authorized by the Sheriff or designee. The Eight Dollars (\$8.00) referred to above will be paid commencing May 1st and ending October 31st of the current year.

Divers shall receive Twelve Dollars (\$12.00) per hour over the regular or overtime hourly rate as applicable, in increments of one-half (1/2) hours with a two (2) hour minimum while at the scene requiring divers as authorized by the Sheriff or designee. The Twelve Dollars (\$12.00) referred to above will be paid commencing November 1st and ending April 30th of the current year.

Control Practice: The Command Officer or the Senior Officer at the scene will record and incorporate in the written complaint report the following information:

- a. Names of Divers.
- b. Time spent by each Diver at the scene.
- c. Time of arrival and termination of diving procedures.
- d. Signature of the Officer relating information in the report.

Participating SCUBA Divers will relate pertinent information in writing on a separate overtime card and have it verified with the initials of a Command Officer with personal knowledge as outlined above.

B. Compensatory Time Procedure:

1. Employees working overtime, call-in time and/or Court time shall have the option of receiving pay at the rate of time and one-half (1 1/2) or receiving compensatory time-off. Employees shall select one (1) of the above options and properly notify the appropriate

Command Officer. An Employee who has accrued compensatory time and requests the use of the time, shall be permitted to use the time-off within a reasonable period after making the request; provided, however, that it does not unduly disrupt the operations of the Department. However, no member of the bargaining unit may utilize compensatory time for time off in excess of 144 hours per calendar year. Employees may utilize up to 16 additional hours of compensatory time for training purposes, after approval by the Sheriff or his/her designee. Employees may not, under any circumstances, accumulate more than one hundred (100) hours of compensatory time. Upon termination of employment, an Employee shall be paid for unused compensatory time figured at:

- a. The average regular rate received by such Employee during the last three (3) years of employment; or,
 - b. Final regular rate received by such Employee, whichever is higher.
2. An employee may convert compensatory time to a cash payment by notifying the appropriate Command Officer of the number of hours of compensatory time to be converted to a cash payment.
 3. Retirement contributions shall be deducted from the cash payment for compensatory time and the amount paid shall be included in an employee's Final Average Compensation (FAC) for retirement purposes.

C. General Overtime Procedures:

1. When the Sheriff determines that manpower requirements necessitate overtime work, the assignments for such overtime shall be made in accordance with the provisions of this Article.
2. The Employer shall maintain a record of overtime hours worked by each employee of the bargaining unit. These records shall be maintained by a Command Officer in the "Deputy and Dispatcher Overtime Call-In Book(s)". Additionally, overtime work shall be logged in the "Overtime Log" which shall be maintained by the Union. Overtime hours shall be logged only in units of two (2) hours or more.
3. Employees in the required classification(s) will first be called from the shift for which the overtime is required to be worked. In the event that there are no employees that desire to work overtime on the shift in which it is required, the employees on the following shifts will be called for the available overtime.
4. In the event an employee is passed over due to an error, that employee will be given the first overtime opportunity that he/she signs up for, regardless of seniority or overtime hours previously recorded. Hours worked as a remedy will be exempt from the overtime hours worked.
5. The Employer shall make every attempt to equalize overtime by first offering overtime to the employee in the required classification(s) who: (1) has requested overtime; (2) has the least amount of overtime hours worked as recorded in the Overtime Log and (3) has the highest seniority.

All new employees shall start out with the same amount of hours as that employee having the most worked overtime hours.

6. Employees wishing to work overtime shall indicate their availability twenty-four (24) hours prior to their leave days by signing up in the overtime log. The overtime log will be kept at the Shift Commander's desk. Failure to indicate availability twenty-four (24) hours prior to leave days shall be considered refusal for overtime. All requests shall be logged in accordance with the information request in said log book.
7. If the overtime opportunity cannot be filled as described above, those employees in the required classification who have signed up to work a double shift and employees in other classifications, provided that they are capable of performing the work, may be called for overtime in order of the least amount of overtime worked. In the event employees have an equal number of overtime hours worked, the overtime shall be worked by the employee with the most departmental seniority.
8. If the overtime opportunity cannot be filled as described above, then the Employer shall order progressively, the employee(s) with the least amount of classification seniority working the shift previous to the shift with the vacancy to work the required overtime.

A record of this mandatory overtime will be kept by the Employer, listing the date and shift ordered for that employee. When any employee is ordered to work overtime, he/she will be exempt from mandatory overtime until such time that the progressively senior most employee on that shift has also been ordered to work mandatory overtime.
9. Any member of the bargaining unit, who is available for assignment to Road Patrol and, who refuses to work a Road Patrol overtime opportunity, shall not be eligible to work any other overtime opportunity on the shift for which the Road Patrol overtime was offered and refused.
10. Whenever an employee is off work due to sick leave or has been approved to have someone scheduled to work for them, that employee will not be allowed to work overtime on that shift or the following two (2) shifts.
11. When compensatory time is taken by a bargaining unit member, the time shall be treated as a day worked for overtime purposes. The bargaining unit member is prohibited from working the shift for which they have taken compensatory time. To be eligible for other overtime on the day compensatory time is taken, a bargaining unit member must sign up for overtime twenty-four (24) hours in advance and will be the last person called prior to the ordering of overtime.

ARTICLE 18

COURT TIME

- A. Sheriff Department Employees while appearing in Court during off-duty hours shall be paid a minimum of four (4) hours straight pay or time and one-half (1 1/2), whichever is greater, and according to the following provisions:
 1. If an Employee appears in Court on the same case running from A.M. to P.M., time shall run continuously (for example, same case 10:00 a.m. to 3:00 p.m. equals five [5] hours at time and one-half [1 1/2]);
 2. If an Employee appears in Court on two (2) different cases or more in the A.M. or in the P.M., time shall run continuously (for example, two [2] cases, one [1] at 9:00 a.m. and another at 9:30 a.m., one [1] Court slip-continuous time);

3. If an Employee appears in Court on two (2) different cases or more, one (1) or more in the A.M. and one (1) or more in the P.M., then there shall be two (2) Court slips (for example, 9:00 a.m. case, different case 1:00 p.m.—two [2] Court slips).

B. **Stand-By:** Sheriff Department Employees, upon being served a Court Appearance Summons for actions taken in the line of duty and which require the presence of the Employee in Court while not on duty, and further being advised not to appear in Court, but to "stand-by" while not on duty, will be paid a two (2) hour salary at their minimum hourly rate; Employees on stand-by over a two (2) hour period will be paid fifty percent (50%) of their hourly rate, total compensation period not to exceed eight (8) hours in any one stand-by day. The following controls shall be followed in order to properly document Court appearances outlined above:

An overtime card shall be used and will include in writing:

1. Identification of Court matter, date, time and Judge;
2. Name and organization of person who advised not to appear in Court and to stand-by;
3. Signature of the person invoking stand-by status, affixed to a brief entry indicating the number of hours of stand-by and such other pertinent data.

C. Witness fees received in Civil Cases while on duty shall be returned to the County General Fund.

ARTICLE 19

ANNUAL LEAVE (VACATION)

A. Full-time employees, except for participants in the Deferred Retirement Option Program (DROP), shall be entitled to accrue Annual Leave time according to the following schedule:

<u>Years Of Consecutive Service Completed:</u>	<u>Days Earned Per Bi-Weekly Period:</u>	<u>Up To A Maximum Of:</u>
Less than 3	0.38	10 days
3	0.53	14 days
5	0.65	17 days
10	0.73	19 days
13	0.84	22 days
20	0.88	23 days
21	0.92	24 days
22	0.96	25 days
23	1.00	26 days
24	1.038	27 days

B. Annual Leave days may be accumulated to a maximum of thirty (30) work days (240 hours).

C. Leave Days cannot be used by Employees until they have been on the payroll for six (6) continuous months.

D. Upon termination of employment, an Employee who has completed six (6) months of service from the date of hire shall be compensated for his/her accrued vacation leave at the rate of pay received by the Employee during the time the leave accrued.

- E. Employees who are working as regular Employees, but for a period each week less than the hours of normal employment, shall be entitled to Annual Leave as above on a basis proportionate to the time they have worked.
- F. Effective in 2015, full time employees, including participants in the Deferred Retirement Option Program (DROP), may request Annual Leave conversion to cash payment of up to forty (40) hours per year. Employees requesting Annual Leave conversion must have a minimum of one hundred twenty (120) hours of Annual Leave to be eligible for the conversion. The requested Annual Leave conversion must be submitted by August 1 with the cash payment to be made in September in a regular paycheck with normal deductions.
- G. County of Macomb Employees who have been in the Armed Services of the United States under military duty from Macomb County shall, upon reinstatement, if within ninety (90) days following separation from military duty, be given a vacation bank at the rate of one (1) day for each month, or part thereof, spent in the Armed Service. Such leave shall not exceed two (2) weeks in any single year, or an accumulated total of twenty-four (24) days.
- H. Vacation schedules for Employees of all Departments shall be developed by the Sheriff or designee and must have his/her approval; provided, however, that Employees shall be granted vacation preference in order of classification seniority subject to the following restrictions:
1. Employees receiving at least twenty (20) leave days annually and/or who have in their Annual Leave Bank sufficient time, shall receive two (2) weeks summer annual leave (April/September) and two (2) weeks winter annual leave (October/March). Exceptions to the two (2) weeks summer, two (2) weeks winter leave can be made by mutual agreement between the Sheriff and the Union.
 2. As of March 1 for summer Annual Leave (April/September), and September 1 for winter Annual Leave (October/March), senior Employees shall not be able to remove the names of less senior Employees from the vacation schedule, unless there is mutual consent among the affected Employees.
 3. Split vacations will be granted only when due and proper notification has been given to the Sheriff or designee and with his/her approval.
 4. Vacations will be granted at such times during the year as are suitable, considering both the wishes of the Employees and the efficient operation of the Department.
 5. Vacation time in excess of two (2) days must be requested at least three (3) weeks in advance, unless otherwise approved by the Sheriff or designee.
 6. When a holiday is observed by an Employee on a day other than Saturday or Sunday during the scheduled vacation, the vacation will be extended one (1) day, continuous with the vacation, except for those Employees receiving Holiday Pay, as outlined in the Holiday Pay provision of this Agreement.
 7. Upon direction by their respective supervisor, Employees may be requested to work during periods of Annual Leave and shall receive Annual Leave Pay in lieu of time off and such leave pay shall be deducted from their accumulated Annual Leave Bank. This shall be restricted to a period of one (1) week in any Annual Leave Year.

- I. The current number of vacation slots available for Deputies and Dispatchers and the procedure for selecting vacations will remain in full force and effect.

There shall be four vacation slots available for Dispatchers and the procedure for selecting vacations will remain in full force and effect.

- J. ANNUAL LEAVE FOR DROP PARTICIPANTS: Employees who are participants in the Deferred Retirement Option Program (DROP) shall not be subject to sections A., B., D., and E. of Article 19, above, and shall receive annual leave in the following manner:

1. DROP participants shall receive, on January 1st of each year of DROP participation, a number of hours of annual leave equal to the number of hours of annual leave accumulated in the calendar year immediately preceding the commencement of DROP participation.
2. Employees whose DROP participation begins at a time of year other than January 1st, shall receive a pro-rata share of annual leave for the balance of the calendar year computed in the same manner as paragraph J.1, above.
3. Annual Leave not utilized by an employee by December 31st of a calendar year shall be forfeited.
4. There shall be no compensation for annual leave time remaining in an employee's annual leave bank upon separation from employment.
5. DROP participants who utilize annual leave in an amount in excess of a proportionate share prior to voluntarily or involuntarily discontinuing employment shall be obligated to compensate the Employer for all annual leave time used in excess of such proportionate share. This provision shall not apply to an employee whose involuntary discontinuance of employment is caused by duty related death or disability.

ARTICLE 20

SICK LEAVE

- A. Every full-time Employee, except for participants in the Deferred Retirement Option Program, shall be entitled to Sick Leave with full pay of one-half (1/2) day (computed at straight time) for each completed two-week pay period of service.

- B. For sick leave usage only, the unused sick leave accumulation maximum that Union employees (Deputy and Dispatcher) can earn will be one hundred eighty (180) work days.

For accumulated sick leave payoff purposes, as provided in Article 21, Accumulated Sick Leave Payoff, the maximum sick leave accumulation shall retain a cap of one hundred twenty-five (125) work days.

- C. An Employee may utilize Sick Leave allowance for absences:

1. Due to personal illness or physical incapacity caused by factors over which the Employee has no reasonable immediate control. Personal illness includes a woman's actual physical inability to work as a result of pregnancy, child birth, or related medical condition.

2. Necessitated by exposure to contagious disease in which the health of others would be endangered by attendance on duty.
3. Due to illness of a member of his/her immediate family who requires his/her personal care and attention, not exceeding five (5) Sick Leave days in any one calendar year. The term "immediate family" as used in this section shall mean parent, current step parent, current spouse, children, current step children, brother, sister grandparent or grandchildren. It shall also include any person who is normally a member of the employee's household.
4. To report to the Veteran's Administration for medical examinations or other purposes relating to eligibility for disability pension or medical treatment.
5. Personal Days:
 - a. Employees may use two (2) days per year for personal business reasons not to be deducted from Sick Leave.
 - b. For Christmas Eve (December 24), Christmas Day (December 25), New Year's Eve (December 31), and New Year's Day (January 1), only, the Employer may deny the use of a Personal Day to a Deputy when it would result in more than two (2) Deputies below the minimum complement on that shift; and/or the Employer may deny the use of a Personal Day to a Dispatcher when it would result in more than one (1) Dispatcher below the minimum complement on that shift.

The maximum number of hours that can be accumulated in an Employee's Sick Bank has not been increased by the provisions of this Section C.5.

- D. Any Employee absent for one of the reasons mentioned above shall inform his/her immediate Supervisor of such absence as soon as possible and the failure to do so within a reasonable time may be cause for denial of Sick Leave with pay for the period of the absence.
- E. The Employee may be required to produce evidence, in the form of a medical certificate or otherwise, of the adequacy of the reason for absence during the time for which Sick Leave is granted.
- F. Sick Leave shall be taken upon a regularly scheduled work week basis. Holidays falling within a period of Sick Leave shall not be counted as work days, except as provided for in the Holiday Pay provision of this Agreement.
- G. Sick Leave shall not accrue during a Leave of Absence Without Pay. Sick Leave time accumulated at the time of commencement of a leave of absence shall, however, be restored upon return to active employment by the Employee, provided the Employee does not exceed the approved length of the leave of absence; otherwise, such accumulated Sick Leave time shall be forfeited.
- H. A twelve (12) month Employee who is seriously ill for more than five (5) days while on annual leave may, upon application, have the duration of such illness charged against sick leave bank, rather than against annual leave. Notice of such illness must be given immediately. Proof of such illness in the form of a physician's certificate shall be submitted by the Employee.
- I. Employees shall not be entitled to use Sick Leave and/or Personal Business Days until the employee has completed three (3) months of service from the date of hire, except in cases of injury incurred in the line of duty.

J. Employees participating in the DROP Program shall not be subject to Article 20, Sections A, B., and G. above and shall be entitled to Sick Leave calculated in the following manner:

1. DROP participants shall be provided with six (6) days of Sick Leave on January 1st of each year the employee participates in the DROP program.
2. Employees who begin DROP participation at a time other than January 1st, shall receive a pro-rata share of six (6) Sick Leave days for the balance of the calendar year.
3. After the exhaustion of the six (6) Sick Leave days provided for in paragraph J.1., employees may utilize that Sick Leave, accrued pursuant to Sections 20.A. and 20.B. above during the period of employment prior to the effective date of DROP participation, for which the employee was not compensated pursuant to Article 21, ACCUMULATED SICK LEAVE PAYOFF, at the time the employees DROP participation begins.
4. Up to three (3) unused Sick Leave days, of the six (6) provided in Section J.1. above, will be paid by the Employer at the end of each calendar year of DROP participation.
5. There shall be no compensation for any Sick Leave time remaining in the employee's Sick Leave bank upon separation from employment.

ARTICLE 21

ACCUMULATED SICK LEAVE PAYOFF

- A. Retirement: An employee who leaves employment because of retirement and is eligible for and receives benefits under Macomb County Employees' Retirement Ordinance, shall be paid for seventy percent (70%) of his/her accumulated and unused Sick Leave at employee's then current rate of pay
- B. Deferred Retirement: An employee, who leaves employment and elects to defer retirement benefits, shall receive payment representing fifty percent (50%) of his/her accumulated and unused Sick Leave computed on the basis of the employee's salary at termination of employment. This payment shall not be made until the former employee begins to receive retirement benefits. In case the former employee dies prior to the time that the retirement benefits are to begin, said accumulated payoff shall be made to the deceased employee's Sick Leave Payoff designee and shall be paid at the time of death.
- C. Payoff When There is No Retirement: In case of death of an employee, payment of seventy-five percent (75%) of his/her accumulated and unused Sick Leave, at deceased employee's then current rate of pay, shall be made to the deceased employee's Sick Leave Payoff designee.
- D. DROP Participants: At the conclusion of the employee's participation in the DROP program, there shall be no compensation for any Sick Leave time remaining in the employee's Sick Leave bank upon separation from employment.

ARTICLE 22

BEREAVEMENT LEAVE

Upon presentation of proof as required by the Employer, such as, but not limited to, newspaper death or obituary notices, the following Bereavement Leave Policy shall apply:

- A. The Employee may elect to take up to three (3) days off with pay due to a death in the Employee's family as follows: parent, current step parent, current spouse, children, current step children, brother, sister, grandparent, or grandchildren. It shall also include any person who is normally a member of the employee's household.
- B. The Employee may elect to take up to three (3) bereavement leave days chargeable to Sick Leave or Annual Leave due to a death in the Employee's family as follows: mother-in-law, father-in-law, daughter-in-law, son-in-law, sister-in-law, brother-in-law, nieces or nephews.

ARTICLE 23

WORKER'S COMPENSATION

- A. The Employer shall provide and assume the premium for Worker's Compensation and Liability Insurance in accordance with the Statute.
- B. A County Employee who has incurred bodily injury arising out of and in the course of actual performance of duty in the service of the County, which bodily injury totally incapacitates such Employee from performing any available County employment, shall be entitled to disability compensation upon the following basis, and subject to the following provisions:
 - 1. The Employee must be eligible for and receive Worker's Compensation on account of such bodily injury.
 - 2. The total incapacity, as above set forth, must continue for the duration of the period of compensation.
 - 3. Any Employee suffering an injury within the meaning and definition of this paragraph shall file a report in writing, relating to such injury, with the Sheriff or Designee on the day such injury occurs or, if physically unable to do so because of the nature of the injury, then a physician's report in writing relating to such injury shall be filed with the Sheriff or Designee within one (1) week from the date of the injury. The report shall be made upon the form furnished by the County of Macomb, and when received by the Sheriff or Designee, shall be transmitted forthwith to the office of the Director, Human Resources and Labor Relations.
 - 4. The Employee shall furnish to the Human Resources and Labor Relations Department a written medical certificate which includes a description of the injury and, to the extent medically possible, the period of incapacity, as well as periodic written medical progress reports upon request.
 - 5. Compensation received by an Employee who has incurred bodily injury arising out of and in the course of actual performance of duty, which bodily injury totally incapacitates such Employee from performing any available County employment, shall be paid on the following basis:

The compensation received by such Employee under the Worker's Compensation Act shall be supplemented by the amount necessary to equal his/her regular salary, such payments to continue for a period of six (6) months from date of incapacitating injury. At the end of said six (6) month period, the Human Resources and Labor Relations Department shall review the disability status of the Injured Employee to determine if up to an additional six (6) month extension shall be granted, dependent upon the physical condition and ability of the Employee to perform other available County employment. In no event shall the period for supplementation under this provision exceed one (1) year from the date of the incapacitating injury. If disability exists at the end of the one (1) year period, the Employee shall seek to become eligible for coverage under the appropriate disability provisions of the Macomb County Employees' Retirement Ordinance. Employees receiving disability compensation hereunder shall continue to accrue Sick Leave days on the same basis as Employees on the active payroll, and such disability sick days compensated for under this paragraph shall not be deducted from the Employee's Sick Leave Bank.

ARTICLE 24

LEAVE OF ABSENCE

- A. Full-time employees are eligible and may request a leave of absence in writing for any of the following reasons:
1. Personal Leave
 2. Medical Leave for Employee and/or Family
 3. Military
- B. Provisions:
1. Personal Leave:
 - a. An employee may be eligible for a Personal Leave upon completion of 12 months of service from their date of hire.
 - b. An employee absent from work for more than 15 consecutive working days shall be required to apply for and submit a request for Personal Leave in writing using forms required by Human Resources and Labor Relations.
 - c. All requests for a Personal Leave must be submitted at least thirty (30) days prior to the effective date of the Personal Leave.
 - d. While on an approved Personal Leave, an employee must exhaust compensatory time and annual leave time.
 - e. An approved Personal Leave shall not exceed 6 months.
 - f. An employee approved for a Personal Leave shall not accrue benefits during the time which the employee is on said Personal Leave without pay.
 - g. While on an unpaid Personal Leave, benefits will be cancelled at the end of the month from the point of unpaid status. Upon return from an unpaid Personal Leave of Absence, insurance benefits will be reinstated in accordance with the waiting periods as outlined in Article 25, Insurance Benefits.
 - h. The Department Head/designee and the Director, Human Resources and Labor Relations/designee shall approve or disapprove all requests for Personal Leave.
 - i. An employee that fails to report for duty upon expiration of a Personal Leave shall be subject to loss of seniority as outlined in Article 9, Seniority and termination of employment.

2. Medical Leave for Employee and/or Family:

- a. An employee may be eligible for a Medical Leave upon completion of 12 months of service from their date of hire.
- b. An eligible employee who is unable to work due to his/her own medical condition caused by an illness or injury or the medical condition of a family member caused by illness or injury may request a Medical Leave.
- c. A family member shall be defined as parent, current step parent, current spouse, children, current step children, brother, sister, grandparent or grandchild. It shall also include any person who is normally a member of the employee's household.
- d. An employee absent from work for more than 5 consecutive working days shall be required to apply for and submit a request for Medical Leave in writing using forms required by Human Resources and Labor Relations.
- e. All foreseeable requests for a Medical Leave must be submitted in writing to the Department Head or designee at least thirty (30) days prior to the effective date of the Medical Leave.
- f. An eligible employee must complete a request for Medical Leave of Absence and Certification of Health Care Provider form provided by the U.S. Department of Labor.
- g. Medical certification must be received in the Human Resources and Labor Relations Department within 15 days from the employee's last day worked.
- h. While on an approved Medical Leave, an employee must exhaust compensatory time and sick leave time.
- i. Medical Leaves are approved for a period of no more than 6 months. Medical Leave requested beyond 6 months, may be approved for an extension, but not to exceed an aggregate total of no more than 12 months.
- j. Medical Leave extension requests must be submitted in writing at least 5 working days prior to the expiration of the current approved Medical Leave.
- k. An employee on an approved unpaid Medical Leave shall not accrue benefits during the time which the employee is on said Medical Leave without pay.
- l. While on an unpaid Medical Leave, benefits will be cancelled at the end of the month following six (6) months of unpaid status. Upon the return from the unpaid Medical Leave, benefits will be reinstated in accordance with the waiting periods as outlined in Article 25, Insurance Benefits.
- m. The Employer may exercise the right to have the employee examined by a physician selected by the Employer before approving and granting such request for Medical Leave and/or Medical Leave extension at the Employer's expense.
- n. The Department Head/designee and the Director, Human Resources and Labor Relations/designee shall approve or disapprove all requests for Medical Leave.
- o. In order to return from a Medical Leave, the employee must have the ability to perform the essential functions of the job with or without reasonable accommodation. At the Employer's sole discretion, a medical examination may be conducted at the Employer's expense.
- p. Failure to report for duty upon expiration of a Medical Leave shall be subject to loss of seniority as outlined in Article 9, Seniority and termination of employment.

3. Military:

- a. The Employer complies with the Uniform Services Employment and Reemployment Right Act (USERRA), 38 USC, Chapter 43 Employment and Reemployment Rights of Members of the Uniformed Services. An employee whose absence from employment is necessitated by reason of duty in the uniformed services, shall notify the Department Head or designee of the upcoming military service requirements.
- b. Benefits provided for employees absent under this Article shall be provided consistent with

the Uniform Services Employment and Reemployment Right Act (USERRA), 38 USC, Chapter 43 Employment and Reemployment Rights of Members of the Uniformed Services and/or current policy as approved by the Office of County Executive.

- C. Family And Medical Leave Act: The Employer shall comply with all aspects of the Family and Medical Leave Act (FMLA). Leaves will run concurrent with any FMLA eligible Leave.

ARTICLE 25

INSURANCE BENEFITS

A. Life Insurance:

1. Full-time Employees (including DROP Participants):

- a. Effective as soon as administratively possible after ratification, the life insurance benefit provided by the Employer shall be \$50,000.

The Employer will provide a payroll deduction option for employees wishing to purchase additional \$25,000 increments of life insurance to a maximum of \$375,000. Rates and conditions shall be those established by the insurance carrier.

- b. Waiting Period: Employees who are eligible for the life insurance benefit will be covered on the first day of the month following sixty (60) days of continuous employment.

2. Retirees: The Employer will provide a life insurance benefit, in the amount of two thousand dollars (\$2,000), to employees covered by this Agreement who retire and are eligible for and receive a retirement allowance under the Macomb County Employees' Retirement Ordinance.

B. Insurance Benefits:

1. Only full-time employees (including DROP participants) and their eligible dependents will be eligible for Macomb County's Insurance Benefits which includes medical, prescription drug, dental and vision plans.

2. Dependent Eligibility:

Full-time employees (including DROP participants) may elect to cover their current spouse on Macomb County's medical, prescription drug, dental and vision plans.

Full-time employees (including DROP participants) may elect to cover their children up to the age of 26 on Macomb County's medical, prescription drug, dental and vision plans. Necessary supporting documentation must be provided to the Human Resources and Labor Relations Department.

3. Waiting Period: Full-time employees and their eligible dependents will be covered on the first day of the month following sixty (60) days of continuous employment for Macomb County's, medical prescription drug, dental and vision plans.

4. Laid Off Employees: Any regular full-time employee laid off and subsequently recalled, will be eligible for Macomb County's medical, prescription drug, dental and vision plans as soon as administratively possible after the date of his/her return to work.

C. The Employer shall provide two medical plan options: a Preferred Provider Organization (PPO) and an Health Maintenance Organization (HMO) to all regular eligible full-time employees and their eligible dependents including prescription drug coverage, as outlined in Appendix F or its substantial equivalence.

1. As soon as administratively possible after ratification, Full-time employees who hire into the County after June 1, 2013 will have an additional monthly employee premium contribution of \$100-2 person contract or \$150-family contract.
2. Full-time employees who have a current spouse who is also employed full-time by Macomb County will be entitled to only one: (1) medical, prescription drug, dental and vision plan for both employees and all eligible dependents. Such employee shall not be eligible for the insurance waiver.
3. As soon as administratively possible after ratification, full-time employees who elect not to participate in Macomb County's medical and prescription drug plans and who has coverage elsewhere shall receive monthly insurance waiver payment of \$167.00. The insurance waiver will be paid in the employee's regular paycheck.
 - a. Full-time employees shall be required to show proof annually of their eligibility to receive the insurance waiver.
 - b. Full-time employees participating in the insurance waiver who lose coverage shall be allowed to enroll in Macomb County's medical, prescription drug, dental and vision plans as soon as administratively possible and the insurance waiver payments shall cease as soon as administratively possible.

D. 1. Retirees: Full-time employees hired into the County before October 1, 2008, the Employer will provide a fully paid medical and prescription drug plan to the employee and the employee's spouse, after eight (8) years of actual service with the Employer, for the employee who leaves employment because of retirement and is eligible for and receives benefits under the Macomb County Employees' Retirement Ordinance.

Full-time employees hired into the County on or after October 1, 2008, the Employer will provide a fully paid medical and prescription drug plan to the employee and the employee's spouse, after fifteen (15) years of actual service with the Employer, for the employee who leaves employment because of retirement and is eligible for and receives benefits under the Macomb County Employees' Retirement Ordinance.

- a. Coverage shall be limited to the current spouse of the retiree, at the time of retirement or DROP. Coverage for the eligible spouse will terminate upon the death of the retiree unless the retiree elects to exercise a retirement option whereby the eligible current spouse receives applicable retirement benefits following the death of the retiree.
2. Full-time employees hired into the County on or after June 1, 2013 will not be eligible for Macomb County's medical, prescription drug, dental and vision plans for the employee's spouse in retirement. Employees in this category will be provided the option of paying for 100% fully insured spousal HMO medical and prescription drug coverage under the County group health plan. There shall be no contribution by the Employer for this option.
3. Full-time employees hired into the County on or after January 1, 2016 will not be eligible for Employer provided retiree medical, prescription drug, dental or vision coverage.

4. ~~Retired employees and/or their current spouse shall apply and participate in the Medicare Program, if eligible, at their expense as required by the Federal Insurance Contribution Act, a part of the Social Security Program. At that time the Employer's obligation shall be only to provide medical and prescription drug coverage that will coordinate or supplement with Medicare. Failure to participate in the aforementioned Medicare Program shall be cause for termination of Employer paid coverage of applicable hospital-medical benefits, as outlined herein for employees who retire and/or their current spouse.~~
5. ~~As soon as administratively possible after ratification, Employees who retire under the provisions of the Macomb County Employees' Retirement Ordinance, who subsequently are employed on a full-time basis where the employer offers a medical and prescription drug plan, shall not be eligible for Employer provided medical and prescription drug benefits during such period of full-time employment.~~
6. ~~Employees who retire under the provisions of the Macomb County Employees' Retirement Ordinance and current spouse, shall, if eligible apply for and participate in ANY National Health Insurance program offered by the U.S. Government. Failure to participate, if eligible, shall be cause for termination of Employer paid hospital-medical benefits as outlined.~~
7. ~~As soon as administratively possible after ratification, Retirees who are eligible for Macomb County's medical and prescription drug plan and elect not to participate and who has coverage provided elsewhere, shall receive a monthly insurance waiver payment of \$167.00 The insurance waiver will be paid in the retiree's regular retirement check.~~
 - a. ~~Retirees shall be required to show proof annually of their eligibility to receive the insurance waiver.~~
 - b. ~~Retirees participating in the insurance waiver who lose coverage shall be allowed to enroll in Macomb County's medical and prescription drug plans as soon as administratively possible and the insurance waiver payments shall cease as soon as administratively possible.~~

E. Dental Plan:

The Employer shall provide full-time employees (including DROP Participants) covered by this Agreement and their dependents a fully paid 75/25 Class I, 50/50 Class II, maximum \$1,000.00 per year, per person, Delta Dental Plan, or its substantial equivalence.

F. Vision Plan:

The Employer shall provide full-time employees (including DROP Participants) covered by this Agreement and their dependents a fully paid Blue Cross/Blue Shield Vision Care Program known as Series A80, or its substantial equivalence.

- G. The County shall provide for each regular Full-time Active Employee (including DROP participants), Bodily Injury and Property Damage Liability Insurance and Personal Injury Insurance, including "false arrest" coverage, for actions taken in the course of and arising out of the lawful performance of duties. The limits of insurance for each occurrence will be \$450,000 in excess of \$50,000 self-insured retention per occurrence with an annual aggregate of \$450,000. The cost of this insurance will be borne by the County.

- H. Long Term Disability: Employees (including DROP Participants) covered by this Agreement will be provided a Long Term Disability program with benefits as currently provided by the present provider, or its substantial equivalence.
- I. Short Term Disability: The Employer will provide a payroll deduction option for employees (including DROP Participants) wishing to purchase Insurance products and programs that may be provided by the Union or a Union sponsored vendor.

The Union agrees that it will protect, indemnify and save harmless the Employer from any and all claims, demands, suits and other forms of liability, in any manner or fashion related to said insurance products and/or programs, including but not limited to, the existence of coverage, the extent of coverage, the qualification for benefits and any other issue with the exception of proper Employer compliance with the written payroll deduction authorization of the employee.

- J. Effective as soon as administratively possible after ratification, part-time employees shall not be eligible for Macomb County's medical, prescription drug, dental and vision plans during employment and/or upon retirement.
- K. A Health Care Task Force Committee will be established, consisting of representatives from the Employer and the Union:
 - 1. To receive and review information pertaining to the Employer's Request for Proposals (RFP) for medical, prescription drug, dental and vision plans.
 - 2. To meet and discuss medical, prescription drug, dental and vision plans prior to any substantially equivalent changes.

ARTICLE 26

RETIREMENT BENEFITS

- A. The Employer shall continue the benefits as provided under the presently constituted Macomb County Employees' Retirement Ordinance, except as otherwise modified by the provisions of this Retirement Benefits Article.
- B. Full-time employees hired into the County prior to January 1, 2016:
 - 1. The final average compensation (FAC) used for calculating pension benefits for all members of the bargaining unit under this contract and the Macomb County Employees' Retirement System Ordinance shall exclude lump sum Sick Leave Bank and Annual Leave Bank payments made at the time of retirement.
 - 2. The final average compensation (FAC) used for calculating pension benefits for all members of the bargaining unit under this contract and the Macomb County Employees' Retirement System Ordinance shall treat any retroactive wage payments as if the retroactive wages were paid to the employee when the wages were earned, not when they were paid by the Employer.
 - 3. Deputy: Deputies who are eligible for and retire under the provisions of the Macomb County Employees' Retirement Ordinance, and this Agreement, shall receive:

a. A straight life retirement allowance consisting of:

1. An employee pension which shall be the actuarial equivalent of the accumulated contributions standing to the employee's credit in his/her savings fund at the time of retirement; and
2. A County pension, which when added to the employee's pension will provide a retirement allowance equal to the number of years and fraction of a year of credited service multiplied by the sum of 2.64% of the employee's final average compensation for the first twenty-five (25) years and nothing thereafter. In no case shall the employee's County pension exceed 66% of the employee's final average compensation.
3. Effective August 6, 2010, in no case shall the Straight Life pension benefit for a bargaining unit member under this contract exceed 100% of the employee's base salary at the time of retirement. Such limitation shall be applied to a bargaining unit member's straight life benefit calculation prior to an applicable actuarial adjustment, if any, for the member's selection of an optional form of benefit or the annuity withdrawal option.

Notwithstanding the provisions of Section D, "Deputy," Subsection 1.c., at the time of the Act 312 award in MERC Case No. D09 0734, any income already earned by current employees who are in the last 10 years of service for pension eligibility, and the income already earned could be counted as one of the employee's best three out of ten years, may be counted for FAC purposes, even if that income exceeds 100% of base pay. Any income earned after the date of the 312 Award and connected to the best three out of ten years income already earned may be counted for FAC purposes to exceed 100% of base pay.

Example: An employee in 2010 earns income which would result in their FAC being more than 100% of base pay would be allowed to use income from 2011 and 2012 for their FAC years to exceed 100% of base pay since they have already started their best three out of ten years for pension purposes.

Any employee, as of August 6, 2010, who has not achieved any portion of three (3) years used to calculate their pension which would result in more than 100% of their base pay shall be subject to the 100% cap.

- b. Employees in the classification of Deputy shall contribute four percent (4%) of their compensation to the retirement system.
- c. The final average compensation used for calculating pension benefits for Deputies shall be based on the average of an employee's three (3) highest consecutive years of compensation out of the last ten (10) years of service.
- d. Upon written application, an employee in the classification of Deputy may apply for voluntary retirement after completing twenty-five (25) years of service regardless of age or upon completing eight (8) years of service and attaining age sixty (60). Said application shall set forth at what time, not less than thirty (30) days nor more than ninety (90) days subsequent to the execution and filing thereof, that he/she desires to be retired. Upon his/her retirement he/she shall receive a retirement allowance as provided in Section 22 of the Macomb County Employees' Retirement Ordinance and the provisions of this Article.

For employees hired into the County on or after June 1, 2013 upon written application, an employee in the classification of Deputy may apply for voluntary retirement upon completing fifteen (15) actual years of service with the County and attaining age sixty (60) or upon completing twenty-five (25) actual years of service with the County regardless of age. Said application shall set forth at what time, not less than thirty (30) days nor more than ninety (90) days subsequent to the execution and filing thereof, that he/she desires to be retired. Upon his/her retirement he/she shall receive a retirement allowance as provided in the Macomb County Employees' Retirement Ordinance and the provisions of this Article.

- e. Survivor Benefit: Any vested Deputy who continues County employment and has not nominated a beneficiary as provided in the Retirement Ordinance, and (1) dies while in County employment and (2) leaves a spouse, the spouse shall immediately receive a retirement allowance computed in the same manner in all respects as if the member had (1) retired the day preceding the date of his/her death, notwithstanding that he/she might not have attained age sixty (60) years, (2) elected Option A in Section 26 of the Retirement Ordinance, and (3) nominated his/her spouse as beneficiary.
 - f. Annuity Withdrawal: Any member employed by the Macomb County Sheriff's Department in the classification of Deputy who retires on or after January 1, 1984, pursuant to Sections 24, 25 or 31 of this Ordinance may elect, prior to the effective date of retirement but not thereafter, to be paid the accumulated contributions including interest as defined in the Macomb County Employees' Retirement Ordinance, standing to the member's credit in the Employee's Savings Fund. Upon this election and the payment of the accumulated contributions and interest, the retiring member's monthly straight life retirement allowance shall be reduced by an amount which is the actuarial equivalent of the accumulated contributions paid. The actuarial equivalent shall be determined on the basis of the interest rate established by the Pension Benefit Guaranty Corporation, or, if such a rate is unavailable, by the Macomb County Employees' Retirement System Ordinance for such annuity withdrawals. Such rates to be adjusted semi-annually on January 1, and July 1, of each year. After such reduction, the member may elect to receive the actuarial equivalent of the reduced allowance in accordance with the provisions of Option A, B or C as described in this Section 26 of the Ordinance.
 - g. Pop Up Option: A retirant may elect this option in combination with Option A or B. Under this option, a reduced retirement allowance is payable during the joint lifetime of the retirant and his/her beneficiary nominated under Option A or B, whichever is elected. Upon the death of the retirant, his/her beneficiary will receive a retirement allowance for life equal to the percentage specified by Option A or B of the reduced retirement income payable during the joint lifetime of the retirant and his/her beneficiary. Upon the death of the beneficiary, the retirant will receive a retirement allowance equal to one hundred percent of the amount specified by Section 26(a) of the Macomb County Employees' Retirement Ordinance for the remaining lifetime of the retirant. The reduced retirement allowance payable during the joint lifetime of the retirant and his/her beneficiary together with the retirement allowance payable to one upon the death of the other will be actuarially equivalent to the retirement allowance provided by Section 22 of the Macomb County Employees' Retirement Ordinance as a single life annuity. This provision shall be without force or effect unless or until the retirant submits acceptable documentation of the death of his/her beneficiary to the Secretary of the Retirement Commission.
4. Dispatcher: Dispatchers who are eligible for and retire under the provisions of the Macomb County Employees' Retirement Ordinance, and this Agreement, shall receive:

a. A straight life retirement allowance consisting of:

1. An employee pension which shall be the actuarial equivalent of the accumulated contributions standing to the employee's credit in his/her savings fund at the time of retirement; and
2. A County pension which when added to the employee's pension will provide a retirement allowance equal to the number of years and fraction of a year of credited service multiplied by the sum of 2.4% of the employee's final average compensation for the first twenty-six (26) years and one percent (1%) for each year thereafter. In no case shall the employee's County pension exceed 66% of the employee's final average compensation.
3. Effective August 6, 2010, in no case shall the Straight Life pension benefit for a bargaining unit member under this contract exceed 100% of the employee's base salary at the time of retirement. Such limitation shall be applied to a bargaining unit member's straight life benefit calculation prior to an applicable actuarial adjustment, if any, for the member's selection of an optional form of benefit or the annuity withdrawal option.

Notwithstanding the provisions of Section E, "Dispatcher," Subsection 1.c., at the time of the Act 312 award in MERC Case No. D09 0734, any income already earned by current employees who are in the last 10 years of service for pension eligibility, and the income already earned could be counted as one of the employee's best three out of ten years, may be counted for FAC purposes, even if that income exceeds 100% of base pay. Any income earned after the date of the 312 Award and connected to the best three out of ten years income already earned may be counted for FAC purposes to exceed 100% of base pay.

Example: An employee in 2010 earns income which would result in their FAC being more than 100% of base pay would be allowed to use income from 2011 and 2012 for their FAC years to exceed 100% of base pay since they have already started their best three out of ten years for pension purposes.

Any employee, as of August 6, 2010, who has not achieved any portion of three (3) years used to calculate their pension which would result in more than 100% of their base pay shall be subject to the 100% cap.

- b. Employees in the classifications of Dispatcher shall contribute four percent (4.0%) of their compensation to the retirement system.
- c. The final average compensation used for calculating pension benefits for Dispatchers shall be based on the average of an employee's three (3) highest consecutive years of compensation out of the last ten (10) years of service.
- d. Upon written application, an employee in the classification of Dispatcher may apply for voluntary retirement after completing twenty-five (25) years of service regardless of age or upon completing eight (8) years of service and attaining age sixty (60). Said application shall set forth at what time, not less than thirty (30) days nor more than ninety (90) days subsequent to the execution and filing thereof, that he/she desires to be retired. Upon his/her retirement he/she shall receive a retirement allowance as provided in Section 22 of the Macomb County Employees' Retirement Ordinance and the provisions of this Article.

For employees hired into the County on or after June 1, 2013, upon written application, an employee in the classification of Dispatcher may apply for voluntary retirement upon completing fifteen (15) actual years of service with the County and attaining age sixty (60) or upon completing twenty-five (25) actual years of service with the County regardless of age. Said application shall set forth at what time, not less than thirty (30) days nor more than ninety (90) days subsequent to the execution and filing thereof, that he/she desires to be retired. Upon his/her retirement he/she shall receive a retirement allowance as provided in the Macomb County Employees' Retirement Ordinance and the provisions of this Article.

- e. Survivor Benefit: Any vested Dispatcher who continues County employment and has not nominated a beneficiary as provided in the Retirement Ordinance, and (1) dies while in County employment and (2) leaves a spouse, the spouse shall immediately receive a retirement allowance computed in the same manner in all respects as if the member had (1) retired the day preceding the date of his/her death, notwithstanding that he/she might not have attained age sixty (60) years, (2) elected Option A in Section 26 of the Retirement Ordinance, and (3) nominated his/her spouse as beneficiary.
 - f. Pop Up Option: A retirant may elect this option in combination with Option A or B. Under this option, a reduced retirement allowance is payable during the joint lifetime of the retirant and his/her beneficiary nominated under Option A or B, whichever is elected. Upon the death of the retirant, his/her beneficiary will receive a retirement allowance for life equal to the percentage specified by Option A or B of the reduced retirement income payable during the joint lifetime of the retirant and his/her beneficiary. Upon the death of the beneficiary, the retirant will receive a retirement allowance equal to one hundred percent of the amount specified by Section 26(a) of the Macomb County Employees' Retirement Ordinance for the remaining lifetime of the retirant. The reduced retirement allowance payable during the joint lifetime of the retirant and his/her beneficiary together with the retirement allowance payable to one upon the death of the other will be actuarially equivalent to the retirement allowance provided by Section 22 of the Macomb County Employees' Retirement Ordinance as a single life annuity. This provision shall be without force or effect unless or until the retirant submits acceptable documentation of the death of his/her beneficiary to the Secretary of the Retirement Commission.
 - g. Annuity Withdrawal: Any member employed by the Macomb County Sheriff's Department in the classification of Dispatcher who retires on or after January 1, 1984, pursuant to Sections 24, 25 or 31 of this Ordinance may elect, prior to the effective date of retirement but not thereafter, to be paid the accumulated contributions including interest as defined in the Macomb County Employees' Retirement Ordinance, standing to the member's credit in the Employee's Savings Fund. Upon this election and the payment of the accumulated contributions and interest, the retiring member's monthly straight life retirement allowance shall be reduced by an amount which is the actuarial equivalent of the accumulated contributions paid. The actuarial equivalent shall be determined on the basis of the interest rate established by the Pension Benefit Guaranty Corporation, or, if such a rate is unavailable, by the Macomb County Employees' Retirement System Ordinance for such annuity withdrawals. Such rates to be adjusted semi-annually on January 1, and July 1, of each year. After such reduction, the member may elect to receive the actuarial equivalent of the reduced allowance in accordance with the provisions of Option A, B or C as described in this Section 26 of the Ordinance.
- C. Full-time employees hired into the County on or after January 1, 2016:
- 1. Will be eligible to receive a one-time fixed payment of \$1000.00 from the Macomb County

Retirement System. This payment will be made to an employee who separates employment and meets the Employer contribution vesting requirements as outlined in Section C.5.

2. Will not be eligible for or participate in the Macomb County Employee Retirement System for any other benefit, including DROP, other than for the fixed payment as outlined in Section C.1.
 3. Will participate in a Defined Contribution Retirement Plan. Employees shall contribute 3% of his/her base pay and the Employer shall contribute 6% of the employee's base pay.
 4. Will not be eligible for Employer provided retiree medical, prescription drug, dental or vision coverage. The eligible employee, however, shall receive \$100 per pay period deposited into the Defined Contribution Retirement Plan, not to exceed \$2600 per year.
 5. Employees shall be 100% vested in their contributions from date of hire. Employees shall be 100% vested in the Employer contributions after five (5) years of actual service with the Employer.
- D. DROP Program: The Memorandum of Understanding regarding the Deferred Option Plan (DROP) is attached to and is incorporated by references as part of this Agreement.

Any employee not vested by December 31, 2012 will not be eligible for the DROP program.

ARTICLE 27

LONGEVITY

- A. The Parties recognize employees who have a record of long and continuous employment with the County and value the experience gained through such length of service.
- B. The basis of longevity compensation is as follows:
1. Full-time employees who, on or before October 31st of any year, have completed fifteen (15) full years of continuous employment shall be entitled to longevity compensation:
 2. Continuous employment shall not be considered interrupted when absences arise from paid vacations, paid sick leave, paid Workers' Compensation (not to exceed one [1] year), or "Leave of Absence" authorized by the Sheriff and approved by the Director, Human Resources and Labor Relations; provided, such "Leave of Absence" periods shall not be considered in the computation of years of service for longevity compensation.
 3. The following schedule of payment shall apply:
- | <u>Step</u> | <u>Continuous Years
Of Service</u> | <u>Amount</u> |
|-------------|--|---------------|
| 1 | 15 through 19 | \$600 |
| 2 | 20 through 24 | \$800 |
| 3 | 25 and thereafter | \$1,000 |
- C. Proration of longevity payments for Employees retiring or deceased during any year prior to October 31st will be as follows:

1. Employees who qualify will receive one-twelfth (1/12) of the applicable amounts as provided for in the Longevity Compensation Schedule of payment formula for each complete calendar year of service, from the preceding November 1st to the calendar month in which termination takes place. In no case shall less than ten (10) days of service rendered in a calendar month be credited as a month of service.
 2. Employees voluntarily leaving the employ of the County or dismissed for cause prior to October 31st of any year shall not be entitled to any longevity payments for the year of leaving, nor for any portion thereof.
 3. An approved Leave of Absence Without Pay for reasons of personal illness/injury shall qualify an Employee for a prorated longevity payment at the same time that other Employees receive their payment. Employees who are on a Leave of Absence Without Pay for illness/injury in the immediate family, education or personal reasons will be required to return to active employment from said Leave to qualify for a prorated longevity payment.
 4. Employees leaving the employ of the County by reason of retirement and receiving benefits under the Macomb County Employees' Retirement Ordinance or by reason of death from any cause shall be entitled to and receive a longevity payment upon a prorated basis for that portion of the year employed, regardless of date of termination of employment.
- D. Military duty time will be included as continuous service time in the computation of future longevity payments provided the Employee returns to the employ of the County within ninety (90) days after release from service with a branch of the U.S. Armed Forces.
- E. Longevity Compensation shall be a separate and distinct annual payment to those eligible Employees, but shall be considered a part of the regular compensation and, as such, subject to withholding tax, Social Security, retirement deductions, and all other deductions required by Federal and State law and the regulations and ordinances of the County of Macomb.
- F. Payments to Employees eligible as of October 31st of any year shall be included in the first payroll check of December. The annual period covered in the computation of longevity shall be from November 1 of each year through and including October 31st of the following year.
- G. DROP Participants: At the time an employee elects to participate in the DROP Program he/she shall receive, as part of their payoff, a prorated amount of longevity compensation as described in Section C. above. Payment for the balance of the DROP years' longevity payment and subsequent longevity payments shall be made in December of each year as described in Section F. above. For DROP participants, the amount of longevity compensation paid in subsequent years shall be determined by the step level achieved by the employee at the time they elected to DROP. (Step levels are described in section B. above).
- H. Notwithstanding any other provision in this Article, the longevity payments for all eligible employees and DROP participants shall be cancelled and not paid for calendar year 2012.
- I. Employees hired into the County after January 1, 2012 will not be eligible for Longevity.

ARTICLE 28

MANAGEMENT RIGHTS

The Employer retains and shall have the sole and exclusive right to manage and operate the County in all of its operations and activities through its duly elected or appointed representatives. Among the rights of the Employer, included only by way of illustration and not by way of limitation, is the right to determine all matters pertaining to the services to be furnished and the methods, procedures, means, equipment, and machines required to provide such services; to determine the nature and number of facilities, departments, and their locations; to hire personnel; to establish classifications of work and the number of personnel required; to direct and control its operations; to establish, adopt, and modify the budget; and in all respects to carry out the ordinary and customary functions of the Employer, to comply with P.A. 390, as amended, known as the State's Emergency Management Act and the County's Emergency Management resolution as well as all related plans, policies and procedures covered by these statutes, provided that these rights shall not be exercised in violation of any specific provisions of this Agreement. The Union hereby agrees that the Employer retains the sole and exclusive right to establish and administer without limitation, implied or otherwise, all matters not specifically and expressly limited by this Agreement.

The Employer shall also have the right to promote, assign, transfer, suspend, discipline and discharge for just cause, layoff and recall personnel; to establish reasonable work rules; to determine work loads; to establish and change work schedules; provided however, that these rights shall not be exercised in violation of any specific provision of this Agreement, and as such they shall be subject to the Grievance and Arbitration Procedures established herein.

ARTICLE 29

EMERGENCY MANAGER

The Parties agree that this Collective Bargaining Agreement is applicable to an emergency manager as defined in Public Act 4 of 2011. The Union's agreement to this provision was not by negotiation, rather, this provision is required by Public Act 9 and accordingly is a prohibited subject of bargaining.

ARTICLE 30

JURY DUTY

If an Employee is called for jury duty, the Employee shall promptly provide a copy of the official notice to his/her immediate supervisor. An Employee who is assigned to the afternoon or midnight shift shall be switched to the day shift as his/her regularly scheduled shift for purposes of jury duty, provided, however, should any Employee be released from jury duty prior to the end of that day's shift, the Employee shall return to the department and work until the conclusion of that day's shift. The Employee shall be paid his/her normal daily wage for the assigned shift. The Employee shall endorse any payment received as a result of jury duty service and deliver that payment to his/her immediate supervisor. Expenses provided to Employees as a result of jury duty service, such as mileage, parking or meal expenses, may be retained by the Employee.

ARTICLE 31

SPECIAL CONFERENCES

Special conferences, mutually agreed upon for important matters, will be arranged between the Union representative and the Employer, or its designated representative, upon the request of either party. Such meetings shall be between up to three (3) representatives of the Employer and up to three (3) representatives of the Union. 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 included in the Agenda. The members of the Union shall not lose time or pay for time spent in such special conferences.

ARTICLE 32

HAZARD PAY

A. A subsidy, as hereinafter set forth, will be paid to employees in the classification of Deputy, only. Such subsidy shall not be considered, not construed, as salary or wages for personal services rendered by eligible Deputies.

B. Eligible employees shall receive a single annual payment of \$420 as Hazard Pay. Payment is to be made no later than the first Friday following the end of the first pay period in July.

Effective January 1, 2015, Eligible employees shall receive a single annual payment of \$645 as Hazard Pay. Payment is to be made no later than the first Friday following the end of the first pay period in July.

C. Hazard Duty is earned by eligible employees after they have performed the personal services. The first and last Hazard Pays received, shall be prorated at the rate of one dollar and fifteen cents (\$1.15) per day, where appropriate.

Effective January 1, 2015, Hazard Duty is earned by eligible employees after they have performed the personal services. The first and last Hazard Pays received, shall be prorated at the rate of one dollar and seventy-six cents (\$1.76) per day, where appropriate.

D. Employees in the classification of Deputy, only, will receive a minimum of fifty (50) rounds of practice ammunition each year. Distribution and control of the ammunition will be under the jurisdiction of the Sheriff.

ARTICLE 33

UNION BULLETIN BOARDS

A. The Employer shall permit the Union to place Union bulletin boards in the following locations:

Marine Patrol Boathouse, Station 3, Main Jail and the following Substations:
Bruce, Washington, Lenox, Harrison, Mount Clemens and Macomb.

B. Union bulletin boards shall be kept under lock and key and may be used by the Union for purposes of Union business only. Said bulletin boards shall not be used by the Union to disseminate propaganda, or the posting of non-Union political matters.

ARTICLE 34

EDUCATION ALLOWANCE

- A. The Employer and Union maintain that it is in the best interest of the public and the Sheriff's Department to encourage and promote higher education in those academic areas which benefit law enforcement Employees in the performance of their duties. Accordingly, the parties agree to provide a mutually acceptable and comprehensive list of law enforcement college level credits and/or degrees or certificates, the completion of which shall qualify an Employee for an education allowance. The list shall contain courses offered by nationally accredited colleges and universities, with the express understanding that Employees must carry a minimum of a 2.00 GPA in order to qualify for the benefit contained in this Article.
- B. All eligible Employees who desire to qualify for the Education Allowance shall have semi-annual opportunities to do so on January 15 and July 1 by submitting authorized college and/or university transcripts to the Finance Department at least ten (10) days prior to the qualification dates. An Employee may request that the ten (10) day requirement be waived.
- C. Upon receipt of evidence that an Employee qualifies for the Education Allowance, the Finance Director shall give notice to the Director, Human Resources and Labor Relations of the Employee's right to receive the allowance. Where applications are timely under Paragraph B, payments shall be made to all qualified Employees commencing with the January 15 or July 1 qualification date.
- D. Members shall be eligible to qualify for Education Allowance, as follows:
- \$150 for Certificate, or 30 semester credits, or 45 quarter credits
 - \$250 for Associate Degree, or 60 semester credits, or 90 quarter credits
 - \$500 for Bachelor's Degree
 - \$800 for Master's Degree
- E. Eligible members shall receive a proportional amount of Education Allowance, in addition to base rate of pay, each pay day, after their initial qualifying date. Education Allowance shall be included in overtime pay, when overtime pay is warranted under the terms of this Collective Bargaining Agreement, but shall not be added to the Wage Schedules that are listed in Appendix A of this Collective Bargaining Agreement.

ARTICLE 35

AIR-CONDITIONED VEHICLES

All Sheriff Department automobiles primarily utilized by Bargaining Unit members in pursuit of their assigned duties will be equipped with air conditioning.

ARTICLE 36

UNIFORM ALLOWANCE

Employees shall receive Uniform Allowance as a single annual payment, according to the following provisions:

- A. Payment is to be made no later than the first Friday following the end of the first pay period in July.
- B. Eligible employees shall receive the following annual Uniform Allowance:

Deputy:	\$800
Dispatcher:	\$645
- C. Deputies who are appointed from the rank of Corrections Officer shall receive, upon appointment to the classification of Deputy, an amount equal to the difference in uniform allowance between the classifications. The next July payment shall be prorated, depending upon the effective date of the appointment.
- D. Deputies who are appointed from the rank of Dispatcher shall receive, upon appointment to the classification of Deputy, an amount equal to the difference in uniform allowance between the classifications. The next July payment shall be prorated, depending upon the effective date of the appointment.
- E. When an Employee voluntarily or involuntarily discontinues employment, the Employee shall be entitled to only a proportionate share of the annual uniform allowance equal to the ratio between the number of days employed and three hundred sixty-five (365); the Employer reserves the right to recover any excess uniform allowance payments made to an Employee from said Employee's other benefits which are maintained by the County.
- F. Employees will be permitted to purchase uniforms and equipment at the establishment of their choice; provided, however, that the items purchased must strictly comply with the specifications set forth by the Macomb County Sheriff's Department. The purchase and use of any item which deviates from Department specifications shall be made at the Employee's personal cost and risk of Department disciplinary action.

ARTICLE 37

CLEANING AND LAUNDRY

- A. Deputies shall be eligible for dry cleaning and/or laundry according to the following provisions:

Uniforms and other attire as required by Department regulations, personally owned, shall be taken to a designated commercial establishment for cleaning, at the Employer's expense. The items covered include:

Uniform Personnel: Uniform coats, trousers, shirts, ties and caps.

Non-Uniform Personnel: Outer coats, sport coats, suits, trousers, shirts and ties.

- B. Dispatchers shall be eligible for dry cleaning and/or laundry at a designated commercial establishment, except that the expense will be limited to the following:

Three (3) pairs of uniform trousers per week.

Four (4) uniform shirts per week.

ARTICLE 38

DRUG AND ALCOHOL TESTING

- A. The parties agree that all drug or alcohol testing of bargaining unit members only shall be conducted in accordance with State and Federal law and the provisions of this Article.
- B. All drug testing shall be performed by an independent medical laboratory through use of the urine sample screening procedure. All tests shall be conducted according to established professional standards. Measures shall be adopted to ensure accuracy, verification and maintenance of the proper chain of evidence. All samples which test positive shall be subject to the Chromatography/Mass Spectrometry (GC/MS) technique. A superior state of the art technique, upon mutual agreement of the parties, may be substituted for GC/MS.
- C. Any departmental action which results from the use of, participation with, or testing for alcohol and/or drugs shall be subject to the "just cause" provision of this Agreement.
- D. All test results shall be confidential. Test results will be used solely and exclusively for internal departmental purposes, and shall not be provided to subsequent and/or potential employers or utilized in any criminal prosecution.
- E. Refer to Appendix "C" for Letter Of Understanding relative to Alcohol and Drug Rehabilitation.

ARTICLE 39

WAGES

The Wage Schedule, Appendix A, is attached to and is a part of this Agreement.

ARTICLE 40

LAYOFF/RECALL

Layoffs and/or recall of Employees covered by this Agreement shall be effectuated in accordance with the provisions of Act 298 of the Public Acts of 1966, as amended.

ARTICLE 41

PROMOTIONS

- A. Notwithstanding the provisions of Act 298 of the Public Acts of 1966, being MCLA 51.351, *et. seq.*, the parties hereto in pursuance of their collective bargaining rights and obligations under the Public Employees' Relations Act, being MCLA 423.201, *et. seq.*, agree that promotions to the rank of Deputy and Sergeant I in the Macomb County Sheriff's Department shall be made in accordance with this Article.

- B. Assuming an otherwise continuing "adequate performance evaluation", Deputies who pass seventy percent (70%) of the Sergeant I promotion examination in total, shall be deemed to have continuing eligibility for promotion to Sergeant I without the necessity of passing subsequent Sergeant I promotion examinations. Such Deputy shall be placed on a permanent Sergeant I promotion eligibility list from which the Sheriff shall make selection as provided herein.
- C. Appointment to Deputy shall only be made by selection from the current Deputy eligibility list. However, the current eligibility list shall be updated as persons become eligible. The list shall be posted as it is updated and a copy provided to the Macomb County Deputies and Dispatchers Association.
- D. Sergeant I examinations shall consist of the following components which shall be scored and weighted as follows:
1. Written - 50% (pts.) - (job related test)
 2. Inside oral - 9% (pts.) - (job related test)
 3. Performance evaluation - 5% (pts.) - (ongoing objective performance standards)
 4. Outside oral - 20% (pts.) - (determine promotionability)
 5. Seniority up to - 10% (pts.) - .5 point (1/2) for each year of service in the Sheriff's Department (maximum of 10 points).
 6. Education up to - 6% (pts.)
 - Certificate - 1% (pts.)
 - Associate - 3% (pts.)
 - Bachelor's - 5% (pts.)
 - Master's - 6% (pts.)
- These are non-cumulative.
- E. The parties recognize that the form, substance and procedures of each part of the Sergeant I promotion examination shall be negotiated between the parties, which shall then be administered by the Macomb County Sheriff's Department Civil Service Commission. This shall include, but not be limited to, examination type, author, materials, composition, objective and sources. The written examination shall be based upon a comprehensive and professionally developed job analysis.
- F. Sergeant I vacancies shall be filled by the Sheriff as follows:
1. First vacancy shall be selected by the Sheriff from among eligibles on the permanent list as provided in Paragraphs A and B above or from among those qualifying on the current eligibility list.
 2. Second vacancy shall be selected by the Sheriff from among the top three (3) composite scorers on the current eligibility list only.
 3. Third vacancy shall be filled in the same manner as first vacancy.
 4. Fourth vacancy shall be filled in the same manner as second vacancy.

5. Subsequent odd numbered vacancies shall be filled in the same manner as the first vacancy; subsequent even numbered vacancies shall be filled in the same manner as the second vacancy. This process shall continue until the current eligibility list expires. Upon issuance of the new eligibility list, the first vacancy shall be filled as provided F.1. above.

ARTICLE 42

SAVINGS CLAUSE

The parties hereto realize that certain Court decisions or change in legislation during the term of this Agreement may make certain portions of said Agreement invalid and/or illegal. In that case, it is the intent of the parties hereto that only that provision which is inconsistent with the law or legislation is invalid and the remaining portion of this Agreement shall remain in full force and effect.

ARTICLE 43

STATUTORY RIGHTS AND RESPONSIBILITIES

The parties hereto agree that this Agreement shall not be construed or utilized in any manner that may impede or prevent any elected or appointed Macomb County Official from fulfilling or carrying out the Statutory or Constitutional duties of his/her office; provided, however, that the foregoing shall not be construed to diminish, impede, or abrogate the responsibilities, duties and obligations of the Employer as provided by the Public Employment Relations Act, as well as other applicable statutes and case law.

ARTICLE 44

TRAINING TIME

Regarding training time that is mandated by the Sheriff, nothing herein shall be deemed to relieve the Employer of the obligation to pay overtime if required by the Fair Labor Standards Act and applicable federal regulations.

ARTICLE 45

REIMBURSEMENT ACCOUNT PROGRAM

The Employer shall offer a pre-tax Reimbursement Account Program, as authorized by Section 125 of the Internal Revenue Service Code. The Reimbursement Account Program shall be limited to the Health Care and Dependent Care provisions of the IRS Code. Employees shall have the option of participating in the Health Care and/or Dependent Care program. The Employer supports the establishment of a Premium Only Plan (POP) based upon the limitations of the Internal Revenue Service code and the vendor administering the program.

ARTICLE 46


TERMINATION OR MODIFICATION

- A. This Agreement shall be and continue in full force and effect until December 31, 2016.
- B. If either party desires to terminate or modify this Agreement, it shall, no later than one hundred twenty (120) days prior to the termination date, give written notice of termination or modification. If neither party gives notice of termination, or notice of amendment as hereinafter provided, or if each


party giving notice of termination or modification withdraws the same prior to the termination date, this Agreement shall continue in effect from year to year thereafter subject to written notice of termination or modification by either party no later than one hundred twenty (120) days prior to the current year's termination date.

IN WITNESS WHEREOF, the Office of the County Executive, by its Director, Human Resources and Labor Relations, and the Macomb County Sheriff and representatives of the Police Officers Association of Michigan, on behalf of its represented employees, hereby cause this Agreement to be executed.

FOR THE UNION:


David L. [unclear]
Patricia [unclear]

FOR THE EMPLOYER:


[unclear]

Dated: 12-27-13

Appendix A

APPENDIX A - WAGE SCHEDULE

POAM

DEPUTY (Effective January 1, 2014 – December 31, 2016*)

Start	\$45,246.84
6 months	\$46,808.50
12 months	\$48,370.19
18 months	\$49,931.86
24 months	\$51,493.53
30 months	\$53,055.23
36 months	\$54,616.90
42 months	\$56,178.56
48 months	\$57,745.51

DISPATCHER LEADER (Effective January 1, 2014 – February 28, 2014)

Start	\$41,025.66
6 months	\$42,032.73
12 months	\$43,039.79
18 months	\$44,046.87

DISPATCHER (Effective January 1, 2014 – February 28, 2014)

Start	\$38,811.57
6 months	\$39,766.66
12 months	\$40,721.78
18 months	\$41,677.29

DISPATCHER (Effective March 1, 2014 – December 31, 2016*)

Start	\$41,025.66
6 months	\$42,032.73
12 months	\$43,039.79
18 months	\$44,046.87

The Parties agree that current employees will move from their current step of this wage schedule to the equivalent step of this newly agreed upon wage schedule.

The Parties further agree, effective March 1, 2014, to eliminate the classification of Dispatcher Leader. All employees currently assigned to the classification of Dispatcher Leader will be reclassified to Dispatcher.

*Wage Re-openers for January 1, 2015 and January 1, 2016

LUMP SUM PAYMENTS

January 1, 2015 – A lump sum payment of \$500.00 will be paid to each full time employee, including DROP participants, in the first regular paycheck in 2015.

January 1, 2016 – A lump sum payment of \$500.00 will be paid to each full time employee, including DROP participants, in the first regular paycheck in 2016.

APPENDIX B

LETTER OF UNDERSTANDING

between

THE COUNTY OF MACOMB

and

POLICE OFFICERS ASSOCIATION OF MICHIGAN

Representing

MACOMB COUNTY SHERIFF DEPARTMENT DEPUTIES AND DISPATCHERS

WEAPONS

The Sheriff shall continue to cooperate and assist law enforcement officers in purchasing weapons by permitting said officers to utilize Macomb County Sheriff's Department letterhead stationery in ordering weapons in accordance with the following form:

To Whom It May Concern:

Please be advised that _____ (name) _____ is a _____ (title) _____ employed by the Macomb County Sheriff's Department, 43565 Elizabeth Road, Mount Clemens, Michigan, 48043, and is authorized to purchase weapon(s) described below.

Make: _____ Model: _____

Your cooperation in this matter is appreciated.

Sheriff, Macomb County, Michigan

APPENDIX C

LETTER OF UNDERSTANDING

Between

THE COUNTY OF MACOMB

And

POAM - MACOMB COUNTY DEPUTIES AND DISPATCHERS ASSOCIATION

ALCOHOL AND DRUG REHABILITATION

In connection with the recently adopted Alcohol and Drug Testing Article of the Labor Agreement, it is understood that Employees testing positive for alcohol or drug use may be subject to discipline up to and including discharge, subject to the "just cause" provision of the Agreement.

In a circumstance where an Employee tests "positive" under conditions where:

- the Employee has a good work record;
- there is no evidence of any other illegal conduct other than use (such as unlawful selling and/or distribution);
- there is no prior record of use;
- the Employee has no prior criminal record;
- the Employee's disciplinary record is not substantial;

the Employer, consistent with "just cause", may at its sole discretion consider a program of rehabilitation.

MACOMB COUNTY DEPUTIES AND
DISPATCHERS ASSOCIATION:

COUNTY OF MACOMB:

Gary J. Poschke P.M.
Robert L. Korman

Erica M. Supple

DATED: 12-27-13

APPENDIX D

MEMORANDUM OF UNDERSTANDING

REGARDING CERTAIN HEALTH BENEFITS

WHEREAS, the County of Macomb currently offers health insurance coverage to female employees that includes an elective abortion benefit and excludes prescription drug coverage for contraceptives and excludes coverage for voluntary sterilization; and,

WHEREAS, the Macomb County Board of Commissioners has, by resolution, forbidden the use of public funds for elective abortion;

NOW BE IT RESOLVED THAT, the County of Macomb and the Police Officers Association of Michigan, on behalf of the Macomb County Sheriff Department Deputies and Dispatchers hereby agree to remove elective abortion coverage from the health insurance offered through their collective bargaining agreement and substitute prescription drug coverage for contraceptives and coverage for voluntary sterilization.

MACOMB COUNTY DEPUTIES AND
DISPATCHERS ASSOCIATION:

Gary J. Pasche P.M.
Peter J. L...

COUNTY OF MACOMB:

Steve K...

DATED: 12-27-13

APPENDIX E

LETTER OF UNDERSTANDING

between

**THE COUNTY OF MACOMB
and**

POAM - MACOMB COUNTY SHERIFF DEPARTMENT DEPUTIES AND DISPATCHERS

Re: Assignment of Staff to Guard Inmates Outside the Confines of the Jail

The Sheriff of the County of Macomb and the POAM agree that currently, only Deputy Sheriffs are utilized to guard and transport inmates outside the confines of the Macomb County Jail.

The Sheriff agrees to make no operational changes in the assignment of personnel for this purpose without first meeting and conferring with the POAM.

MACOMB COUNTY DEPUTIES AND
DISPATCHERS ASSOCIATION:



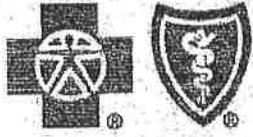


COUNTY OF MACOMB:



Dated: 12-27-13

APPENDIX F-INSURANCE BENEFITS PLAN DESIGNS



**Community BlueSM PPO – Plan 14/20% Medical Coverage
Benefits-at-a-Glance**

Effective for groups on their plan year beginning on or after September 23, 2010 or January 1, 2011

The information in this document is based on BCBSM's current interpretation of the Patient Protection and Affordable Care Act (PPACA). Interpretations of PPACA vary and the federal government continues to issue guidance on how PPACA should be interpreted and applied. Efforts will be made to update this document as more information about PPACA becomes available. This BAAG is only an educational tool and should not be relied upon as legal or compliance advice. Additionally, some PPACA requirements may differ for particular members enrolled in certain programs, and those members should consult with their plan administrators for specific details.

This is intended as an easy-to-read summary and provides only a general overview of your benefits. It is not a contract. Additional limitations and exclusions may apply. Payment amounts are based on BCBSM's approved amount, less any applicable deductible and/or copay. For a complete description of benefits please see the applicable BCBSM certificates and riders, if your group is underwritten or any other plan documents your group uses, if your group is self-funded. If there is a discrepancy between this Benefits-at-a-Glance and any applicable plan document, the plan document will control.

In-network

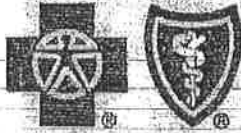
Out-of-network *

Member's responsibility (deductibles, copays and dollar maximums)

	In-network	Out-of-network *
Deductibles	\$1,500 for one member, \$3,000 for the family (when two or more members are covered under your contract) each calendar year Note: Deductible may be waived if service is performed in a PPO physician's office.	\$3,000 for one member, \$6,000 for the family (when two or more members are covered under your contract) each calendar year Note: Out-of-network deductible amounts also apply toward the in-network deductible.
Fixed dollar copays	<ul style="list-style-type: none"> \$40 copay for office visits \$250 copay for emergency room visits 	\$250 copay for emergency room visits
Percent copays Note: Copays apply once the deductible has been met.	<ul style="list-style-type: none"> 50% of approved amount for private duty nursing 20% of approved amount for most other covered services (copay waived if service is performed in a PPO physician's office) See "Mental health care and substance abuse treatment" section for mental health and substance abuse percent copays.	<ul style="list-style-type: none"> 50% of approved amount for private duty nursing 40% of approved amount for most other covered services See "Mental health care and substance abuse treatment" section for mental health and substance abuse percent copays.
Annual copay dollar maximums – applies to copays for all covered services – including mental health and substance abuse services – but does not apply to fixed dollar copays and private duty nursing percent copays Note: For groups with 50 or fewer employees or groups that are not subject to the MHP law, mental health care and substance abuse treatment copays do not contribute to the copay dollar maximum.	\$2,500 for one member, \$5,000 for two or more members each calendar year	\$5,000 for one member, \$10,000 for two or more members each calendar year Note: Out-of-network copays also apply toward the in-network maximum.
Lifetime dollar maximum	None	

Blue Cross Blue Shield of Michigan is a nonprofit corporation and independent licensee of the Blue Cross and Blue Shield Association.

* Services from a provider for which there is no Michigan PPO network and services from a non-network provider in a geographic area of Michigan deemed a "low-access area" by BCBSM for that particular provider specialty are covered at the in-network benefit level. Cost-sharing may differ when you obtain covered services outside of Michigan. If you receive care from a nonparticipating provider, even when referred, you may be billed for the difference between our approved amount and the provider's charge.



In-network

Out-of-network *

Preventive care services

Health maintenance exam – Includes chest x-ray, EKG, cholesterol screening and other select lab procedures	100% (no deductible or copay), one per member per calendar year	Not covered
Gynecological exam	100% (no deductible or copay), one per member per calendar year	Not covered
Pap-smear screening – laboratory and pathology services	100% (no deductible or copay), one per member per calendar year	Not covered
Well-baby and child care visits	100% (no deductible or copay) <ul style="list-style-type: none"> • 8 visits, birth through 12 months • 8 visits, 13 months through 23 months • 6 visits, 24 months through 35 months • 2 visits, 36 months through 47 months • Visits beyond 47 months are limited to one per member per calendar year under the health maintenance exam benefit 	Not covered
Adult and childhood preventive services and immunizations as recommended by the USPSTF, ACIP, HRSA or other sources as recognized by BCBSM that are in compliance with the provisions of the Patient Protection and Affordable Care Act	100% (no deductible or copay)	Not covered
Fecal occult blood screening	100% (no deductible or copay), one per member per calendar year	Not covered
Flexible sigmoidoscopy exam	100% (no deductible or copay), one per member per calendar year	Not covered
Prostate specific antigen (PSA) screening	100% (no deductible or copay), one per member per calendar year	Not covered
Routine mammogram and related reading	100% (no deductible or copay) Note: Subsequent medically necessary mammograms performed during the same calendar year are subject to your deductible and percent copay.	60% after out-of-network deductible Note: Non-network readings and interpretations are payable only when the screening mammogram itself is performed by a network provider.
Colonoscopy – routine or medically necessary	100% (no deductible or copay) for the first billed colonoscopy Note: Subsequent colonoscopies performed during the same calendar year are subject to your deductible and percent copay.	60% after out-of-network deductible
One per member per calendar year		

Physician office services

Office visits	\$40 copay per office visit	60% after out-of-network deductible, must be medically necessary
Outpatient and home medical care visits	80% after in-network deductible	60% after out-of-network deductible, must be medically necessary
Office consultations	\$40 copay per office visit	60% after out-of-network deductible, must be medically necessary
Urgent care visits	\$40 copay per office visit	60% after out-of-network deductible, must be medically necessary

* Services from a provider for which there is no Michigan PPO network and services from a non-network provider in a geographic area of Michigan deemed a "low-access area" by BCBSM for that particular provider specialty are covered at the In-network benefit level. Cost-sharing may differ when you obtain covered services outside of Michigan. If you receive care from a nonparticipating provider, even when referred, you may be billed for the difference between our approved amount and the provider's charge.



In-network

Out-of-network*

Emergency medical care

Hospital emergency room	\$250 copay per visit (copay waived if admitted or for an accidental injury)	\$250 copay per visit (copay waived if admitted or for an accidental injury)
Ambulance services – must be medically necessary	80% after in-network deductible	80% after in-network deductible

Diagnostic services

Laboratory and pathology services	80% after in-network deductible	80% after out-of-network deductible
Diagnostic tests and x-rays	80% after in-network deductible	60% after out-of-network deductible
Therapeutic radiology	80% after in-network deductible	80% after out-of-network deductible

Maternity services provided by a physician

Prenatal and postnatal care	100% (no deductible or copay)	80% after out-of-network deductible
	Includes covered services provided by a certified nurse midwife	
Delivery and nursery care	80% after in-network deductible	80% after out-of-network deductible
	Includes covered services provided by a certified nurse midwife	

Hospital care

Semiprivate room, inpatient physician care, general nursing care, hospital services and supplies Note: Nonemergency services must be rendered in a participating hospital.	80% after in-network deductible	80% after out-of-network deductible
Unlimited days		
Inpatient consultations	80% after in-network deductible	80% after out-of-network deductible
Chemotherapy	80% after in-network deductible	80% after out-of-network deductible

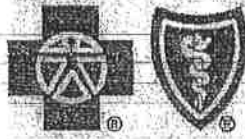
Alternatives to hospital care

Skilled nursing care – must be in a participating skilled nursing facility	80% after in-network deductible	80% after in-network deductible
	Limited to a maximum of 120 days per member per calendar year	
Hospice care	100% (no deductible or copay)	100% (no deductible or copay)
	Up to 28 pre-hospice counseling visits before electing hospice services; when elected, four 90-day periods – provided through a participating hospice program only; limited to dollar maximum that is reviewed and adjusted periodically (after reaching dollar maximum, member transitions into individual case management)	
Home health care – must be medically necessary and provided by a participating home health care agency	80% after in-network deductible	80% after in-network deductible
Home infusion therapy – must be medically necessary and given by participating home infusion therapy providers	80% after in-network deductible	80% after in-network deductible

Surgical services

Surgery – includes related surgical services and medically necessary facility services by a participating ambulatory surgery facility	80% after in-network deductible	80% after out-of-network deductible
Presurgical consultations	100% (no deductible or copay)	80% after out-of-network deductible
Voluntary sterilization	80% after in-network deductible	80% after out-of-network deductible

* Services from a provider for which there is no Michigan PPO network and services from a non-network provider in a geographic area of Michigan deemed a "low-access area" by BCBSM for that particular provider specialty are covered at the in-network benefit level. Cost-sharing may differ when you obtain covered services outside of Michigan. If you receive care from a nonparticipating provider, even when referred, you may be billed for the difference between our approved amount and the provider's charge.



In-network

Out-of-network *

Human organ transplants

Specified human organ transplants – in designated facilities only, when coordinated through the BCBSM Human Organ Transplant Program (1-800-242-3504)	100% (no deductible or copay)	100% (no deductible or copay) – in designated facilities only
Bone marrow transplants – when coordinated through the BCBSM Human Organ Transplant Program (1-800-242-3504)	80% after in-network deductible	80% after out-of-network deductible
Specified oncology clinical trials	80% after in-network deductible	60% after out-of-network deductible
Kidney, cornea and skin transplants	80% after in-network deductible	60% after out-of-network deductible

Mental health care and substance abuse treatment

Note: If your employer has 51 or more employees (including seasonal and part-time) and is subject to the MHP law, covered mental health and substance abuse services are subject to the following copays. Mental health and substance abuse copays are included in the annual copay dollar maximums for all covered services. See "Annual copay dollar maximums" section for this amount. If you receive your health care benefits through a collectively bargained agreement, please contact your employer and/or union to determine when or if this benefit level applies to your plan.

Inpatient mental health care	80% after in-network deductible	60% after out-of-network deductible
	Unlimited days	
Inpatient substance abuse treatment	80% after in-network deductible	60% after out-of-network deductible
	Unlimited days	
Outpatient mental health care: <ul style="list-style-type: none"> • Facility and clinic 	80% after in-network deductible	80% after in-network deductible, in participating facilities only
	<ul style="list-style-type: none"> • Physician's office 	80% after in-network deductible **
Outpatient substance abuse treatment – in approved facilities only	80% after in-network deductible **	60% after out-of-network deductible (in-network cost-sharing will apply if there is no PPO network)

** Effective 1/1/2011, mental health and substance abuse procedures that are the equivalent of an office visit (consultative services rendered in the physician's office) will be treated and processed like an office visit, subject to the fixed dollar office visit copay.

* Services from a provider for which there is no Michigan PPO network and services from a non-network provider in a geographic area of Michigan deemed a "low-access area" by BCBSM for that particular provider specialty are covered at the in-network benefit level. Cost-sharing may differ when you obtain covered services outside of Michigan. If you receive care from a nonparticipating provider, even when referred, you may be billed for the difference between our approved amount and the provider's charge.



In-network

Out-of-network *

Other covered services

Outpatient Diabetes Management Program (ODMP) Note: Effective July 1, 2011, when you purchase your diabetic supplies via mail order you will lower your out-of-pocket costs.	80% after In-network deductible for diabetes medical supplies; 100% (no deductible or copay) for diabetes self-management training	80% after out-of-network deductible
Allergy testing and therapy	100% (no deductible or copay)	80% after out-of-network deductible
Chiropractic spinal manipulation and osteopathic manipulative therapy	\$40 copay per office visit Limited to a combined maximum of 24 visits per member per calendar year	80% after out-of-network deductible
Outpatient physical, speech and occupational therapy – provided for rehabilitation	80% after in-network deductible Limited to a combined maximum of 60 visits per member per calendar year	80% after out-of-network deductible Note: Services at nonparticipating outpatient physical therapy facilities are not covered.
Durable medical equipment	80% after In-network deductible	80% after in-network deductible
Prosthetic and orthotic appliances	80% after in-network deductible	80% after in-network deductible
Private duty nursing	50% after in-network deductible	50% after in-network deductible
Prescription drugs	Not covered	Not covered

Included riders

Rider CI, contraceptive injections Rider PCD, prescription contraceptive devices Rider PD-CM, prescription contraceptive medications	Adds coverage for contraceptive injections, physician-prescribed contraceptive devices such as diaphragms and intrauterine devices, and FDA-approved oral, or self-injectable contraceptive medications as identified by BCBSM (non-self-administered drugs and devices are not covered). Note: These riders are only available as part of a prescription drug package. Riders CI and PCD are part of your medical-surgical coverage, subject to the same deductible and copay, if any, you pay for medical-surgical services. (Rider PCD waives the copay for services provided by network providers.) Rider PD-CM is part of your prescription drug coverage, subject to the same copay you pay for prescription drugs.
Rider XVA, excludes voluntary abortions	Excludes benefits for voluntary abortions.

* Services from a provider for which there is no Michigan PPO network and services from a non-network provider in a geographic area of Michigan deemed a "low-access area" by BCBSM for that particular provider specialty are covered at the in-network benefit level. Cost-sharing may differ when you obtain covered services outside of Michigan. If you receive care from a nonparticipating provider, even when referred, you may be billed for the difference between our approved amount and the provider's charge.



**Blue Preferred[®] Rx Prescription Drug Coverage
with \$7 Generic / \$35 Formulary (Preferred) Brand / \$70 Nonformulary
(Nonpreferred) Brand
Triple-Tier Copay
Open Formulary
Benefits-at-a-Glance**

This is intended as an easy-to-read summary and provides only a general overview of your benefits. It is not a contract. Additional limitations and exclusions may apply. Payment amounts are based on BCBSM's approved amount, less any applicable deductible, copay and/or coinsurance. For a complete description of benefits please see the applicable BCBSM certificates and riders, if your group is underwritten or any other plan documents your group uses, if your group is self-funded. If there is a discrepancy between this Benefits-at-a-Glance and any applicable plan document, the plan document will control.

Specialty Drugs – The mail order pharmacy for specialty drugs is Walgreens Specialty Pharmacy, LLC, an independent company. Specialty prescription drugs (such as Enbrel[®] and Humira[®]) are used to treat complex conditions such as rheumatoid arthritis. These drugs require special handling, administration or monitoring. Walgreens Specialty Pharmacy will handle mail order prescriptions only for specialty drugs while many retail pharmacies will continue to dispense specialty drugs (check with your local pharmacy for availability). Other mail order prescription medications can continue to be sent to Medco. (Medco is an independent company providing pharmacy benefit services for Blues members.) A list of specialty drugs is available on our Web site at bcbsm.com. Log in under *I am a Member*. If you have any questions, please call Walgreens Specialty Pharmacy customer service at 1-888-515-1355.

BCBSM reserves the right to limit the initial quantity of select specialty drugs. Your copay will be reduced by one-half for this initial fill (15 days).

Member's responsibility (copays)

		90-day retail network pharmacy	* Network mail order provider	Network pharmacy (not part of the 90-day retail network)	Non-network pharmacy
Tier 1 – Generic or prescribed over-the-counter drugs	1 to 30-day period	\$7 copay	\$7 copay	\$7 copay	\$7 copay <i>plus</i> an additional 25% of BCBSM approved amount for the drug
	31 to 83-day period	No coverage	\$14 copay	No coverage	No coverage
	84 to 90-day period	\$14 copay	\$14 copay	No coverage	No coverage
Tier 2 – Formulary (preferred) brand-name drugs	1 to 30-day period	\$35 copay	\$35 copay	\$35 copay	\$35 copay <i>plus</i> an additional 25% of BCBSM approved amount for the drug
	31 to 83-day period	No coverage	\$70 copay	No coverage	No coverage
	84 to 90-day period	\$70 copay	\$70 copay	No coverage	No coverage
Tier 3 – Nonformulary (nonpreferred) brand-name drugs	1 to 30-day period	\$70 copay	\$70 copay	\$70 copay	\$70 copay <i>plus</i> an additional 25% of BCBSM approved amount for the drug
	31 to 83-day period	No coverage	\$140 copay	No coverage	No coverage
	84 to 90-day period	\$140 copay	\$140 copay	No coverage	No coverage

Note: Over-the-counter (OTC) drugs are drugs that do not require a prescription under federal law.

* BCBSM will not pay for drugs obtained from non-network mail order providers, including Internet providers.

Blue Cross Blue Shield of Michigan is a nonprofit corporation and independent licensee of the Blue Cross and Blue Shield Association.



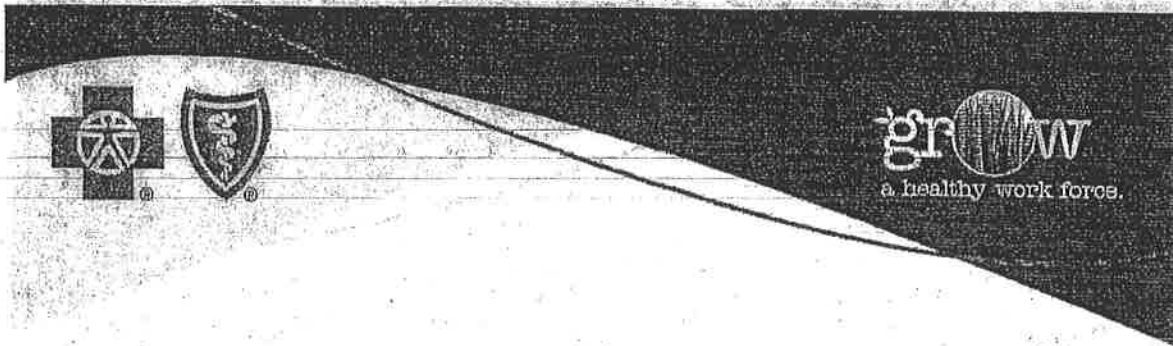
Covered services

	90-day retail network pharmacy	* Network mail order provider	Network pharmacy (not part of the 90-day retail network)	Non-network pharmacy
FDA-approved drugs	100% of approved amount less plan copay	100% of approved amount less plan copay	100% of approved amount less plan copay	75% of approved amount less plan copay
Prescribed over-the-counter drugs -- when covered by BCBSM	100% of approved amount less plan copay	100% of approved amount less plan copay	100% of approved amount less plan copay	75% of approved amount less plan copay
State-controlled drugs	100% of approved amount less plan copay	100% of approved amount less plan copay	100% of approved amount less plan copay	75% of approved amount less plan copay
Disposable needles and syringes -- when dispensed with insulin or other covered injectable legend drugs Note: Needles and syringes have no copay.	100% of approved amount less plan copay for the insulin or other covered injectable legend drug	100% of approved amount less plan copay for the insulin or other covered injectable legend drug	100% of approved amount less plan copay for the insulin or other covered injectable legend drug	75% of approved amount less plan copay for the insulin or other covered injectable legend drug

* BCBSM will not pay for drugs obtained from non-network mail order providers, including Internet providers.

Features of your prescription drug plan

BCBSM Custom Formulary	<p>A continually updated list of FDA-approved medications that represent each therapeutic class. The drugs on the list are chosen by the BCBSM Pharmacy and Therapeutics Committee for their effectiveness, safety, uniqueness and cost efficiency. The goal of the formulary is to provide members with the greatest therapeutic value at the lowest possible cost.</p> <ul style="list-style-type: none"> ▪ Tier 1 (generic) – Tier 1 includes generic drugs made with the same active ingredients, available in the same strengths and dosage forms, and administered in the same way as equivalent brand-name drugs. They also require the lowest copay, making them the most cost-effective option for the treatment. ▪ Tier 2 (preferred brand) – Tier 2 includes brand-name drugs from the Custom Formulary. Preferred brand name drugs are also safe and effective, but require a higher copay. ▪ Tier 3 (nonpreferred brand) – Tier 3 contains brand-name drugs not included in Tier 2. These drugs may not have a proven record for safety or as high of a clinical value as Tier 1 or Tier 2 drugs. Members pay the highest copay for these drugs.
Prior authorization/step therapy	<p>A process that requires a physician to obtain approval from BCBSM before select prescription drugs (drugs identified by BCBSM as requiring prior authorization) will be covered. Step Therapy, an initial step in the Prior Authorization process, applies criteria to select drugs to determine if a less costly prescription drug may be used for the same drug therapy. Some over-the-counter medications may be covered under step therapy guidelines. This also applies to mail order drugs. Claims that do not meet Step Therapy criteria require prior authorization. Details about which drugs require Prior Authorization or Step Therapy are available online at bcbsm.com. Log In under <i>I am a Member</i> and click on <i>Prescription Drugs</i>.</p>
Mandatory maximum allowable cost drugs	<p>If your prescription is filled by a network pharmacy, and the pharmacist fills it with a brand-name drug for which a generic equivalent is available, you MUST pay the difference in cost between the BCBSM approved amount for the brand-name drug dispensed and the maximum allowable cost for the generic drug plus your applicable copay regardless of whether you or your physician requests the brand name drug. Exception: If your physician requests and receives authorization for a nonpreferred brand-name drug with a generic equivalent from BCBSM and writes "Dispense as Written" or "DAW" on the prescription order, you pay only your applicable copay. Note: This MAC difference will not be applied toward your annual in-network deductible, nor your annual coinsurance/copay maximum.</p>



Drug interchange and generic copay waiver	<p>BCBSM's drug interchange and generic copay waiver programs encourage physicians to prescribe a less costly generic equivalent.</p> <p>If your physician rewrites your prescription for the recommended generic or OTC alternate drug, you will only have to pay a generic copay. In select cases BCBSM may waive the initial copay after your prescription has been rewritten. BCBSM will notify you if you are eligible for a waiver.</p>
Quantity limits	<p>To stay consistent with FDA approved labeling for drugs, some medications may have quantity limits. A list of these drugs is available at bcbsm.com.</p>

Included riders

Rider CI, contraceptive injections Rider PCD, prescription contraceptive devices Rider PD-CM, prescription contraceptive medications	<p>Adds coverage for contraceptive injections, physician-prescribed contraceptive devices such as diaphragms and IUDs, and FDA-approved oral or self-injectable contraceptive medications as identified by BCBSM (non-self-administered drugs and devices are not covered).</p> <p>Note: These riders are only available as part of a prescription drug package.</p> <p>Riders CI and PCD are part of your medical-surgical coverage, subject to the same deductible and copay/coinsurance, if any, you pay for medical-surgical services. (Rider PCD waives the copay/coinsurance for services provided by a network provider.)</p> <p>Rider PD-CM is part of your prescription drug coverage, subject to the same copay you pay for prescription drugs.</p>
---	--

Benefits At A Glance

BCN5

00100532/0001/0006 Macomb County SE Active BOC

Deductible, Copays and Dollar Maximums

Deductible	None
Fixed Copay:	\$0 for allergy injections
	\$20 for office visits
	\$30 for urgent care visits
	\$100 for emergency room visits
	\$30 for referral physician visits
Coinsurance	50% for selected services as noted below
Copay Dollar Maximums	
Fixed Dollar Copay Maximum	None
Coinsurance Maximum	None
Dollar Maximums	None

Preventive Services

Health Maintenance Exam	100%
Annual Gynecological Exam	100%
Pap Smear Screening	100%
Well-Baby and Child Care	100%
Immunizations - pediatric and adult	100%
Prostate Specific Antigen (PSA) Screening	100%

Mammography

Mammography Screening	100%
-----------------------	------

Physician Office Services

Office Visits	\$20 Copay
Consulting Specialist Care - when referred	\$30 Copay

Emergency Medical Care

Hospital Emergency Room (copay waived if admitted, if applicable)	\$100 Copay
Urgent Care Center	\$30 Copay
Ambulance Services - medically necessary	100%, ground and air services

Diagnostic Services

Laboratory and Pathology Tests	Office visit copay may apply per member, per visit
Diagnostic Tests and X-rays	Office visit copay may apply per member, per visit
High Technology Radiology Imaging	Office visit copay may apply per member, per visit
Radiation Therapy	Office visit copay may apply per member, per visit

Maternity Services Provided by a Physician

Pre-Natal and Post-Natal Care	\$20 Copay
Delivery and Nursery Care	100% (for professional services. See Hospital Care for facility charges)

Benefits Selected - AS5, DME5, WPT, ER100, MHSAP0, CO20, P&O6, 30RP, SN730, WASCR, UR30, 10255C, MOPD20, HA

mibcn.com

09/15/2011 03:30:22 pm



Benefits At A Glance

BCN5

00100532/0001/0006 Macomb County SE Active BOC

Hospital Care

General Nursing Care, Hospital Services and Supplies	100%; unlimited days
Outpatient Surgery	100%

Alternatives to Hospital Care

Skilled Nursing Care	100%
	Up to 730 days per lifetime
Hospice Care	100% when authorized
Home Health Care	\$30 Copay

Surgical Services

Surgery - Included all related surgical services and anesthesia	See Hospital Care for Inpatient and outpatient copay
Voluntary Sterilization	100%
Human Organ Transplants (subject to medical criteria)	100%
Reduction Mammoplasty (subject to medical criteria)	50%
Male Mastectomy (subject to medical criteria)	50%
Temporomandibular Joint Syndrome (subject to medical criteria)	50%
Orthognathic Surgery (subject to medical criteria)	50%

Mental Health Care and Substance Abuse Treatment

Inpatient Mental Health Care	100% when authorized
Inpatient Substance Abuse	100% when authorized
Outpatient Mental Health Care	100%
Outpatient Substance Abuse	100%

Benefits Selected - A85,DME5,WPT,ER100,MHSAP0,CO20,P&O5,30RP,SN730,WASCR,UR30,10255C,MOPD20,HA

mibcn.com

09/15/2011 03:30:22 pm



Benefits At A Glance

BCN5

00100532/0001/0006 Macomb County SE Active BOC

Other Services

Allergy Testing and Therapy	100%; Office visit copay may apply per member per visit
Allergy Injections	100%
Chiropractic Spinal Manipulation - when referred	\$30 Copay
Outpatient Physical, Speech and Occupational Therapy (60 consecutive days/episode)	\$30 Copay
Infertility Counseling and Treatment (excludes In-vitro Fertilization)	50% on all associated costs
Durable Medical Equipment	100%
Prosthetic and Orthotic Appliances	100%
Weight Reduction Procedures	100%
Prescription Drugs	Generic - \$10 copay, Brand - \$25 copay, Non - Formulary - \$50 copay; with contraceptives, 30 day supply
	Sexual Dysfunction Drugs - 50% coinsurance
Mall Order Prescription Drugs	Two times the applicable copay up to a 90 day supply
Prescription Drug Deductible	None
Hearing Aid	Covers one hearing aid and exam every 36 months

This is intended as an easy to read summary and provides only a general overview of your benefits. It is not a contract. Additional limitations and exclusions may apply to covered services. For a complete description of benefits, please see the applicable Blue Care Network certificates and riders. Payment amounts are based on the Blue Care Network approved amount, less any applicable deductible and/or copay amounts required by the plan. This coverage is provided pursuant to a contract entered into in the State of Michigan and shall be construed under the jurisdiction and according to the laws of the State of Michigan. Services must be provided or arranged by member's primary care physician or health plan.

Benefits Selected - AS5,DME5,WPT,ER100,MHSAP0,CO20,P&O5,30RP,SN730,WASCR,UR30,10255C,MOPD20,HA

mibcn.com
09/15/2011 03:30:23 pm





Health Alliance Plan of Michigan
Health Maintenance Organization (HMO) Plan
Summary of Benefits

Health Care Services	Coverage	Limitations
Benefit Period, Annual Deductible, and Annual Co-Insurance Maximum:		
Benefit Period:	Calendar Year	
Annual Deductible	None	
Co-insurance (amount member pays)	None	
Annual Co-Insurance Maximum	NA	
Preventive Services:		
Preventive Office Visit	Covered	
Well Baby Office Visit	Covered	Covered up to 24 months
Immunizations	Covered	
Related Laboratory and Radiology Services	Covered	
Pap Smears and Mammograms	Covered	
Outpatient Physician Services:		
Personal Care Physician Office Visit	\$20 Copay	
Specialty Physician Office Visit	\$30 Copay	
Gynecology Office Visit	\$30 Copay	
Audiology Office Visit	\$30 Copay	
Eye Exam Office Visit	\$30 Copay	
Allergy Treatment and Injections	Covered	
Laboratory and Radiology Services	Covered	
Dialysis	Covered	
Chemotherapy	Covered	
Radiation Therapy	Covered	
Outpatient Surgery	Covered	
Chiropractic Office Visit and Related Services	Not Covered	
Emergency/Urgent Care:		
Emergency Room Services	\$150 Copay	Copay will be waived if admitted
Urgent Care Facility Services	\$30 Copay	
Emergency Ambulance Services	Covered	Emergency transport only
Inpatient Hospital Services:		
Hospital Inpatient Stay in Semi-Private Room, Specialty Units as medically necessary, Physician Services, Surgery, Therapy, Laboratory, Radiology, Hospital Services and Supplies	Covered	
Bariatric Surgery & Related Services	\$1,000 Copay	One procedure per lifetime
Maternity Services:		
Initial Prenatal Office Visit	\$30 Copay	
Subsequent Prenatal and Postnatal Office Visits	\$30 Copay	
Labor, Delivery and Newborn Care	Covered	
Mental Health:		
Inpatient Services	Covered	
Outpatient Services	\$20 Copay	
Chemical Dependency:		
Inpatient Services	Covered	
Outpatient Services	\$20 Copay	
Other Services:		
Home Health Care	Covered	Does not include PT/OT/ST. See PT/OT/ST Coverage
Hospice Care	Covered	Up to 210 days per lifetime
Skilled Nursing Care	Covered	Up to 730 days, renewable after 60 days
Durable Medical Equipment, Prosthetic & Orthotics	Covered	Coverage provided for approved equipment based on HAP's guidelines
Hearing Aid Hardware	Covered	Covered for authorized conventional hearing aids
Vision Hardware	Covered	One pair every 24 months, or 12 months with prescription change; dollar limit applies. Contact lenses in place of eyeglasses are covered, subject to a maximum retail allowance. Contact lens fitting is not covered
Physical, Occupational, and Speech Therapy (PT/OT/ST)	Covered	Up to 60 combined visits per benefit period - May be rendered at home
Voluntary Sterilizations	Covered	
Voluntary Termination of Pregnancy	Not Covered	
Infertility Services	Covered	Services for diagnosis, counseling, and treatment of anatomical disorders causing infertility in accordance with HAP's benefit, referral and practice policies
Assisted Reproductive Technologies	Covered	One attempt of artificial insemination per lifetime
Pharmacy:		
Generic / Preferred Brand / Non-Preferred Brand	\$16 / \$30 / \$50 Copay	Retail: 30 day supply for non-maintenance drugs at 1 Copay; 90 day supply for eligible maintenance drugs at 2 Copays Mail Order: 90 day supply for both eligible maintenance and non-maintenance drugs at 2 Copays

Rev 01/2010

Benefit Code / Riders: L18 / 012,013,014,016,124,126,132,133,452,J05

* Hospital admissions require that HAP be notified within 48 hours of admission. Failure to notify HAP within 48 hours could result in a reduction of benefits, or nonpayment.

* Students away at school are covered for acute illness and injury related services according to HAP criteria. Students away at school are not covered for routine physicals, non-emergency psychiatric care, elective surgeries, obstetrical care, sports medicine and vision care services while at school.

* In case of conflict between this summary and your HMO Subscriber Contract, the terms and conditions of the HMO Subscriber Contract govern.

LETTER OF AGREEMENT

between

COUNTY OF MACOMB

and

POLICE OFFICERS ASSOCIATION OF MICHIGAN (POAM)

The County and the Union agree that current Macomb County Dispatchers on the Deputy eligibility list as of January 1, 2013 shall be grandfathered and given preference for selection to vacant and authorized Deputy positions.

FOR THE UNION:

Gary L. Paschke
Robert J. [Signature]

FOR THE EMPLOYER:

Eric A. Sheppard

Dated: 12-27-13

LETTER OF AGREEMENT

Between

THE COUNTY OF MACOMB

And

POLICE OFFICERS ASSOCIATION OF MICHIGAN (POAM)

RE: Payroll Process Change

The Parties agree that the Employer has the right to change its payroll processes so that the end of the County's payroll cycle/period is prior to the payroll distribution date. The Employer has the right to determine the timing of this change and will provide a three (3) month notice before implementation. The methodology of this change will be that the payroll distribution date will be delayed by one day per pay period over 5 consecutive pay periods.

FOR THE UNION:

Gary J. Pascher P.M.
[Signature]

FOR THE EMPLOYER:

[Signature]

Dated: 12-27-13

LETTER OF AGREEMENT

Between

THE COUNTY OF MACOMB

And

POLICE OFFICERS ASSOCIATION OF MICHIGAN (POAM)

RE: Effective Date of Contractual Changes

For any contract term that indicates effective as soon as administratively possible after ratification, the Parties agree to operate under the prior language in the Collective Bargaining Agreement until the Employer determines the effective date of each change.

FOR THE UNION:

Gary J. Puscher P.M.
[Signature]

FOR THE EMPLOYER:

[Signature]

Dated: 12-27-13

**MEMORANDUM OF UNDERSTANDING
REGARDING
DEFERRED RETIREMENT OPTION PLAN
FOR MEMBERS OF POAM
REPRESENTING DEPUTIES AND DISPATCHERS**

- A. **Background:** Effective August 6, 2010, an employee of Macomb County who is a member of the POAM-Deputies and Dispatchers, may voluntarily elect to participate in the deferred retirement option plan, hereinafter "DROP", upon obtaining the minimum age and service requirements for a normal service retirement. Upon commencement of DROP participation, the employee's DROP benefit shall be the dollar amount of the employee's monthly pension benefit computed by using the contractual guidelines and formula that are in effect on the date that the employee first participates in the DROP plan. During participation in the DROP, the employee will continue to enjoy full employment status and receive all future promotions and wage increases. Any fringe benefits paid to members of the POAM-Deputies and Dispatchers shall continue to be received by them, except for those specifically eliminated or modified by this agreement or the labor agreement.

The employee's DROP benefit will be credited monthly to the individual employee's DROP account, which will be established within the defined benefit plan of the Macomb County Employees Retirement System. The employee's DROP account will be maintained and managed by the Macomb County Employees Retirement System. Upon termination of employment, the retiree shall begin to receive payments from his/her individual DROP account as described hereinafter. The DROP payments are in addition to any and all other contractual retirement benefits. The employee is solely responsible for analyzing the tax consequences of participation in the DROP.

- B. **Eligibility:** Any current employee who is a member of the Macomb County Employees' Retirement System and the POAM-Deputies and Dispatchers bargaining group may voluntarily elect to participate in the DROP at any time after attaining the minimum age and service requirements for a normal service retirement.
- C. **Participation:** The maximum period for participation in the DROP is five (5) years (the "Participation Period"). There is no minimum time period for participation.
- D. **DROP Payment:** Upon termination of employment, the retiree shall receive the monthly retirement benefit previously credited to his/her DROP account. Failure to terminate employment at the expiration of the DROP Participation Period shall result in forfeiture of the employee's monthly pension benefit otherwise payable to the DROP account until termination of employment. Interest on the DROP account will continue to accrue during such forfeiture, except as provided in Subsection J.
- E. **Election to Participate:** Participation in the DROP program is irrevocable once an employee begins participation. An employee who wishes to participate in the DROP shall complete and sign such application form or forms as shall be required by the Macomb County Office of the County Executive. Such application shall be reviewed by the Human Resources and Labor Relations Department within a reasonable time period and make a determination as to the member's eligibility for participation in the DROP. On the date upon which the member's participation in the DROP shall be effective, he/she shall be considered to be a DROP participant and shall cease to be an active member of the Macomb County Employees Retirement System. The amount of

credited service, multiplier and final average compensation shall be fixed as of the employee's DROP date. When an employee's Final Average Compensation is calculated, any retroactive wages provided shall be counted as if the retroactive wages were paid to the employee when the wages were earned, not when they were received by the employee. Increases or decreases in compensation during DROP participation will not be factored into retirement benefits of active or former DROP participants. DROP participants accrue no service time credit for retirement purposes pursuant to the Macomb County Employees Retirement System.

- F. DROP Benefit: The employee's DROP benefit shall be the regular monthly retirement benefit to which the employee would have been entitled if he/she had actually retired on the DROP date, less the annuity withdrawal reduction as set forth in Subsection G, if applicable. The employee's DROP benefit shall be credited monthly to the employee's individual DROP account. At the time an employee elects to participate in the DROP, his/her choice of a straight life retirement allowance or an optional form of retirement allowance as set forth in the Macomb County Employee Retirement Ordinance shall be irrevocable.
- G. Annuity Withdrawal: An employee who elects to participate in the DROP may elect the Annuity Withdrawal option provided by the retirement ordinance at the time of electing DROP participation. Such election shall be made commensurate with the employee's DROP election, but not thereafter. Such annuity withdrawal will be utilized to compute the actuarial reduction of the member's DROP benefit, as well as the member's monthly retirement benefit from the Macomb County Employees Retirement System, after termination of employment.

The annuity withdrawal amount (accumulated contributions) will be disbursed from the Macomb County Employees Retirement System at the time of DROP election. All withdrawal provisions and options under the Retirement Ordinance, which are available to Retirement System members shall be available to the employee participating in the DROP at such time that he/she elects to participate in the DROP.

- H. DROP Accounts: For each employee participating in the DROP, an individual DROP account will be created in which shall be accumulated the DROP benefits, as well as interest on said DROP benefits. All individual DROP accounts shall be maintained for the benefit of each employee participating in the DROP and will be managed by the Retirement System in the same manner as the primary retirement fund. DROP interest for each employee who participates in the DROP shall be at a fixed rate of 3.5% per annum, calculated in the same manner as the interest in the employee savings accounts in the Macomb County Employees Retirement System.
- I. Contributions: The employee's contributions to the Macomb County Employees Retirement System shall cease as of the date that the employee begins participation in the DROP.
- J. Distribution of DROP Funds: Within 45 days of termination of employment, the employee participating in the DROP must choose one, or a non-inconsistent combination of, the following distribution methods to receive payment(s) from his/her individual DROP account:
- 1) A lump sum distribution to the employee; AND/OR
 - 2) A lump sum direct rollover to another qualified plan to the extent allowed by federal law and in accordance with any procedures established by the Macomb County Office of the County Executive or the Retirement System for such rollovers.

Failure to elect one of the above options and receive such distribution within 60 days of termination of employment shall result in the termination of any interest paid on said account.

All benefit payments under the Plan shall be made as soon as practicable after entitlement thereto, but in no event later than April 1 following the later of:

- 1) The calendar year in which the primary member attains age 70½, or
- 2) The calendar year in which the employment is terminated.

If the accumulated balance in any former employee's account is more than \$1,000 but less than \$5,000 (or such other amount as provided in the Internal Revenue Code, particularly Section 411(a)(11)(A)), then the Retirement System, in its sole discretion, shall have the option of distributing the former employee's entire account, in the form of a lump sum, to an individual retirement plan.

- K. Death During DROP Participation: If an employee participating in the DROP dies either: (1) before full retirement, that is before termination of employment with the County, or (2) during full retirement (that is, after termination of employment with the County but before the DROP account balance has been fully paid), the employee's designated beneficiary(ies) shall receive the remaining balance in the employee's DROP account in the manner in which they elect from the previously mentioned distribution methods (Subsection J). If there is no such beneficiary, the account balance shall be paid in a lump sum to the estate of the employee. Benefits payable from the Macomb County Employees Retirement System shall be determined as though the employee participating in the DROP had separated from service on the day prior to the employee's date of death.
- L. Disability During DROP Participation: In the event an employee participating in the DROP becomes totally and permanently disabled from further service in the employment of Macomb County, the employee's participation in the DROP shall cease, and the employee shall receive such benefits as if the employee had retired and terminated employment during the participation period.
- M. Internal Revenue Code Compliance: The DROP is intended to operate in accordance with Section 415 and other applicable laws and regulations contained within the Internal Revenue Code of the United States. Any provision of the DROP, or portion thereof, that is in conflict with an applicable provision of the Internal Revenue Code of the United States is hereby null and void and of no force and effect.
- N. Other Provisions: The Macomb County Employees Retirement System is a defined benefit plan. Should that plan be modified to include a defined contribution plan, this DROP account established is only part of a defined benefit plan. It is intended that this DROP be a "forward" DROP only and contains no DROP "back" provision, which would allow members to retire retroactively.
- O. At the effective date of an employee's participation in the DROP plan, an employee's annual and sick leave bank shall be paid as provided for in the collective bargaining agreement or the Macomb County Employees Retirement Ordinance.

After the effective date of an employee's participation in the DROP, the employee's annual leave and sick leave shall be determined as set forth in the collective bargaining agreement between the POAM-Deputies and Dispatchers and the County of Macomb.

P. Voting Rights and Retirement Commission Members: At the time an employee elects to participate in the DROP, he/she shall no longer be eligible to vote in any retirement elections nor shall said person be eligible to hold office pursuant to Section 4(e) of the Macomb County Employees Retirement Ordinance as an elected employee member.

FOR THE UNION:

Mary J. Purcher P.H.
[Signature]

FOR THE COUNTY:

[Signature]

Dated: 12-27-13