

FINAL FOR EXECUTION
May 17, 2017

AGREEMENT

COUNTY OF KALAMAZOO and the
SHERIFF OF THE COUNTY OF KALAMAZOO

- and -

KALAMAZOO COUNTY SHERIFF'S
DEPUTIES' ASSOCIATION

An Affiliate of KALAMAZOO LODGE NO. 98
of the FRATERNAL ORDER OF POLICE

Effective January 1, 2016 through December 31, 2018



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AGREEMENT

THIS AGREEMENT effective as of the 1st day of January 2016, by and between the COUNTY OF KALAMAZOO and the SHERIFF OF The COUNTY OF KALAMAZOO, hereinafter referred to as the Employers, and the KALAMAZOO COUNTY SHERIFF'S DEPUTIES ASSOCIATION, an affiliate of KALAMAZOO LODGE NO. 98 of the FRATERNAL ORDER OF POLICE, hereinafter referred to as the Association.

WITNESSETH:

Pursuant to and in accordance with the applicable provisions of Act 379 of the Public Acts of 1965, the parties hereto have engaged in collective bargaining with respect to the salaries, hours of work and other conditions of employment for the employees occupying, or who may during the life of this Agreement occupy, the job classifications set forth in Appendix A attached hereto and have agreed as follows:

UNION RIGHTS

ARTICLE 1 - GENERAL

Section 1: The Employers agree that during the life of this Agreement, they will not recognize any labor organization other than the Association as the MERC certified collective bargaining agent for the employees occupying, or may during the life of this Agreement occupy, any of the job classifications set forth in Appendix A attached hereto.

ARTICLE 2 – AGENCY SHOP

Section 1: All present employees who are members of the Association shall remain members in good standing for the duration of this Agreement as a condition of continued employment or cause to be paid to the Association a representation fee equivalent to their fair share of the Association's costs of negotiating and administering this collective bargaining agreement as determined by this Association. All employees covered by this Agreement who enter the bargaining unit after the effective date of this Agreement shall become and remain members in the Association in good standing or pay a representation fee equivalent to their fair share of the cost of negotiating and administering this collective bargaining agreement as determined by the Association as a term of their continued employment.

A. The Association shall indemnify and save the Employers harmless from any and all claims, demands, suits or any other action arising from these Agency Shop provisions or from complying with any request for termination under these provisions in the event it is determined under substantive law that said Agency Shop provisions are illegal. Further, such indemnification shall apply to damages that are sustained as a result of procedural errors or because of reason of mistake of fact which were in control of or responsibility of the Association.

ARTICLE 3 – UNION DUES WITHHOLDING

Section 1: For all those employees who are members of the Association or are paying a representation fee who execute payroll deduction authorization furnished by the Association, the Employers agree to deduct one-twenty-sixth (1/26) of the annual Association dues from each two (2) week payroll check in the amounts certified to the Employers by the Association's Executive Board and forward to the Association within fifteen (15) calendar days from the date it is withheld. If there are twenty-seven (27) paychecks in a calendar year Payroll will discontinue dues withholding from the 27th paycheck of that year.

A. The Association shall indemnify and save the Employers harmless from any liability that may arise out of the Employers' reliance upon any payroll deduction authorization cards presented to the Employers by the Association.

ARTICLE 4 – REPRESENTATION

Section 1: Employees within the bargaining unit shall be represented by a member of the Association's Executive Board. The Association shall furnish the Employers a list of the Association's Executive Board members and their assigned areas and shall keep the list current at all times.

Section 2: The Sheriff's Office will provide a separate lockable office space for use by the KCSDA.

ARTICLE 5 – GRIEVANCE PROCEDURE

Section 1: A grievance shall be defined as any dispute regarding the meaning, interpretation, or application of the terms and provisions of this Agreement or a dispute regarding discipline issued to an employee.

Section 2: An employee who has a complaint and/or his/her Association representative must submit his/her complaint orally to his/her Division Command officer within five (5) regularly scheduled work days (Sundays and holidays excluded) after the occurrence of the event or at such time as he/she first has knowledge of the event upon which it is based. The Division Command officer shall give the employee and his/her Association representative an answer within twenty-four (24) hours after the complaint has been submitted to him/her. In the event the complaint is not satisfactorily settled in this manner, it shall become a grievance and the following procedure shall apply.

Section 3: FIRST STEP. To be processed hereunder, a grievance must be reduced to writing, state the facts upon which it is based, when they occurred, specify the section of the contract which has allegedly been violated, must be signed by the employee who is filing the grievance and must be presented to the employee's Division Command within twelve (12) regularly scheduled working days after the occurrence of the event upon which it is based, or when the employee, after exercising reasonable diligence, should have had knowledge of the

event. The Division Command shall give a written answer to the aggrieved employee within five (5) regularly scheduled working days after receipt of the written grievance. If the answer is mutually satisfactory, the Employers shall so indicate on the grievance form and sign it with two (2) copies of the grievance thus settled retained by the Association and one (1) by the Employers.

SECOND STEP. If the grievance has not been settled at the First Step, it shall be appealed within five (5) regularly scheduled working days after the receipt of the First Step answer to a meeting between the Employer's Grievance Committee consisting of the Sheriff, Undersheriff, and County Administration or their designated representative and three (3) members of the Association's Executive Committee. Such meeting must be held no later than five (5) regularly scheduled working days from the time the appeal has been taken to this step, and the Employers must answer the grievance in writing within five (5) regularly scheduled working days after such meeting.

THIRD STEP. If, at this point, the grievance has not been satisfactorily settled, either party hereto shall have the right to submit such grievance to arbitration by the American Arbitration Association (AAA) or MERC or FMCS in accordance with their respective Voluntary Labor Arbitration Rules, then pertaining, providing such submission is made within thirty (30) calendar days after receipt by the Association of the Sheriff's Second Step answer or the due date for such answer if no answer is given. If the grievance has not been submitted to arbitration within said thirty (30) calendar day period, it shall be considered as being withdrawn by the Association.

Section 4: The arbitrator shall have no authority to add to, subtract from, change or modify any provisions of this Agreement but shall be limited solely to the interpretation and application of the specific provisions contained herein. However, nothing contained herein shall be construed to limit the authority of an arbitrator in his/her own judgment, to sustain, reverse or modify any alleged unjust discharge that may reach this stage of the grievance procedure. The decision of the arbitrator shall be final and binding upon the parties hereto. The expenses and fees of the arbitrator and the American Arbitration Association, or MERC, or FMCS shall be shared equally by the County and the Association.

Section 5: Grievances on behalf of an entire Association or the entire Association shall be filed by the Association's Executive Committee and shall be processed starting with the Second Step of the grievance procedure.

Section 6: If a grievance which has not been settled at any step of the grievance procedure is not appealed by the Association to the next succeeding step within the time limit provided for such appeal, such grievance shall be considered as having been withdrawn by the Association. If a grievance is not answered by the Sheriff's Office within the time limit specified for such answer at any step of the grievance procedure, such grievance shall automatically be advanced to the next step excluding the arbitration level.

Section 7: Meetings of the Joint Executive Committee provided for in the Second Step of the grievance procedure shall start not later than 2:00 p.m. on the day for which they are scheduled. The Association committee members, not to exceed four (4) in number, shall be paid their

straight time hourly rate of pay for all time away from their regularly scheduled work to attend such meetings. The Employers shall be promptly informed in writing as to the membership of the Association on the Executive Committee and any changes therein.

Section 8: Whenever the words are used in Articles 5 and 6, “regularly scheduled working days” shall be defined as those days which are scheduled for work between Monday and Friday, both inclusive, excluding holidays recognized under this Agreement.

ARTICLE 6 – DISCHARGE AND DISCIPLINE

Section 1: In the event an employee under the jurisdiction of the bargaining unit is suspended from work for disciplinary reasons or is discharged from employment after the date hereof and he/she believes he/she has been unjustly suspended or discharged, such suspension or discharge shall constitute a case arising under the Grievance Procedure provided a written grievance with respect thereto is presented to the Employers' Grievance Committee as provided in Step Two of Article 5 within six (6) regularly scheduled working days after such discharge or after the start of such suspension.

A. The Employers agree to promptly notify in writing the employee's Executive Committee person (or, in his/her absence, the chairperson of the Association's Executive Committee) of such suspension or discharge.

B. A suspended or discharged employee, if he/she so desires, will be allowed to discuss his/her suspension or discharge with his/her Executive Committee person (or, if he/she is not readily available, with the President of the Executive Committee) before being required to leave the property of the Employers.

C. It is understood and agreed that when an employee files a grievance with respect to his/her disciplinary action, suspension or discharge, the act of filing such grievance shall constitute his/her authorization of the Employers to reveal to the participants in the grievance procedure any and all information available to the Employers concerning the alleged offense, and such filing shall further constitute a release of the Employers from any and all claimed liability by reason of such disclosure.

Section 2: No letter of reprimand or other disciplinary communication shall be placed in the personnel files of the employee without first notifying the employee of its contents. The employee shall receive a copy, and shall sign that the same was received. Any employee covered by this Agreement may review the contents of his/her personnel file which is located in the Human Resources Department in the presence of an HR staff member at any reasonable time, upon request.

ARTICLE 7 – SENIORITY

- Section 1:**
- A. Seniority or continuous service, as used in this agreement, shall be defined as an employee's length of continuous service within the Kalamazoo County Sheriff's Department and/or the County of Kalamazoo since his/her last hiring date. "Last hiring date" shall mean the date on which an employee first reported for work at the direction of the Employers, County of Kalamazoo and/or the Kalamazoo County Sheriff's Department since which he/she has not quit, retired, nor been justifiably discharged.
 - B. Bargaining unit seniority shall be defined as an employee's length of continuous service within any job classification(s) contained in Appendix A of this agreement and/or classifications which appeared in previous or subsequent contracts which were or are recognized as within the jurisdiction of the Association.
 - C. Classification seniority shall commence upon an employee's date of entry in a classification and shall include his/her seniority in a higher paying bargaining unit classification(s) which said employee actually held.
 - D. No time shall be deducted from an employee's seniority due to absences occasioned by authorized leaves of absence, vacations, sick or accident leaves, suspension or for any other type of leave of absence which the Employers granted.
 - E. Employee L. Williams (Campbell) shall have her bargaining unit seniority and classification seniority date from 10/01/88 the date of this entry into the bargaining unit.
 - F. When an employee who had been previously employed by the County and/or the Sheriff's Department and left said employment is rehired into this bargaining unit, his/her prior service as a regular employee will be credited to him/her upon completion of his/her probationary period. This modified service will be used for bonus vacation and longevity purposes only.

Section 2: The Sheriff's Office will maintain an up-to-date seniority list which shall be posted in the common area behind the front desk in the Sheriff's Office every three months. The names of all employees who have completed their probationary periods shall be listed on the seniority list. Said list shall show each employee's bargaining unit seniority date and his/her present classification seniority with the employee having the greatest amount of bargaining unit seniority at the top of the list. If two or more employees receive the same bargaining unit seniority date, their names shall appear on the seniority list alphabetically by the first letter of their last name; the same procedure shall be followed with respect to their first name.

- Section 3:** A. Classification seniority, as defined in Section 1, shall be used for shift bid and days off schedule bidding when not on rotating schedule. Bargaining unit seniority shall be used for vacation selection bidding.
- B. Seniority shall be used to determine the amount of vacation and longevity due and for retirement related issues.
- Section 4:** A. An employee's seniority shall be terminated if he/she quits, retires or is discharged for just cause.
- B. An employee's seniority shall be terminated if he/she has been on layoff for a period of time equal to his/her seniority at the time of his/her layoff or two (2) years, whichever is less.
- Section 5:** A. It is hereby agreed that all administrative officers employed by the Department shall continue to have any and all previously acquired seniority rights in the Kalamazoo County Sheriff Deputies Association frozen as of the effective date of their promotion to an administrative position.
- B. Sergeants shall have their seniority rights frozen as of the date of September 1, 2015, and sergeants promoted after 2015 shall have their seniority frozen as of the effective date of their promotion.
- C. If, at a subsequent time, such administrative officer or sergeant were returned to a position within the Kalamazoo County Sheriff Deputies Association, he/she could exercise such frozen seniority for the purpose of securing a position within the unit pursuant to the other provisions contained within Article 10 of this Agreement.

ARTICLE 8 – JOB POSTINGS

Section 1: When it is necessary to fill a new permanent or temporary job classification or a permanent or temporary vacancy in an existing job classification, such job or vacancy shall be posted on the appropriate bulletin boards throughout the Sheriff's Department for a period of fifteen (15) calendar days during which time employees who hold the classification may exercise their transfer rights pursuant to Section 2 of this Article, and employees who do not hold the classification may apply for such job or vacancy according to the instructions provided.

- A. All such postings shall include a statement of the job title or classification, the nature of the duties and requirements, special qualifications or requirements, and the total examination process.

Section 2: In filling a vacancy within the Jail Division or the Uniformed Services Section, the employer shall post the vacancy for lateral transfer of employees. If two (2) or more

bargaining unit employees apply for the transfer, the Sheriff will take into consideration the following factors: bargaining unit seniority and job related factors.

A. After the Sheriff has announced his/her decision relative to a particular vacancy and/or opening, an individual who fails to receive the transfer, but who has more bargaining unit seniority than the individual granted such transfer, may, within five (5) regularly scheduled working days, file a grievance starting at the Second Step of the Grievance Procedure.

B. The Sheriff shall have the right to exclude one (1) transfer decision from the arbitration provisions per calendar year. The Sheriff must notify the Association that he/she is exercising his/her right to exclude a decision which is the subject of a grievance within ten (10) calendar days after he/she receives the Association's written grievance.

C. If more than one (1) grievance regarding the same transfer decision is filed, all grievances regarding that transfer decision shall be consolidated and shall be considered as one (1) grievance.

D. The parties agree and acknowledge that this procedure applies only to transfers from the Jail Division to an opening in the Uniformed Services Section or transfers from the Uniformed Services Section to an opening in the Jail Division.

ARTICLE 9 – PROMOTIONS

Section 1: Whenever any Sergeant position is to be filled, the candidate selected shall be from the Sergeants' promotional roster established according to the following procedures:

A. Only MCOLES/LCOTS employees with at least five (5) years of service as a Kalamazoo County Sheriff's Deputy holding the job classification of F/NF-19 or F/NF-17 classification or a combination of both F/NF-19 and F/NF-17 classification since their last date of hire shall be eligible to compete for and be promoted to Sergeant.

B. The sergeant assessment will be conducted by EMPCO or another professional testing company agreed to by the KCSDA and the Sheriff. The assessment process shall consist of interview, in-basket exercise, and role playing.

C. Upon completion of the assessment procedure, EMPCO shall certify a list of employees ranked as qualified.

D. Applicants who receive a qualified or higher assessment score will be subject to a service rating (personnel file evaluation) and bargaining unit seniority review, and an interview by the Sheriff and/or his Command.

E. The Sheriff shall fill all vacancies in the Sergeant classification from the Sergeant roster based on merit. Merit will consist of service rating (personnel file evaluation), interview, performance and seniority.

ARTICLE 10 – LAYOFF AND BUMPING RIGHTS

Section 1: If it is necessary to reduce the number of employees in the Department, the Employers shall determine the number of employees to be removed from each job classification and/or job assignment within a classification. Employees in the affected job classification(s) and/or job assignment(s) within the classification(s) shall be removed on the basis of their classification seniority, provided always that the remaining employees have the ability to perform the available work in the classification(s) or job assignment(s).

Section 2: Employees removed from a classification or job assignment within a classification may exercise their bargaining unit seniority to bump into any equal or less paying job assignment within any classification in which the employee has seniority and may use his/her bargaining unit seniority to select his/her shift within the classification or job assignment provided they have the ability to perform the available work in such classification or job assignment.

Section 3: Any employee who is removed from his/her classification or transferred to another position within his/her classification shall become entitled to restoration of his/her classification or job assignment at the time said is re-authorized. If more than one employee is affected within a single classification or job assignment, employees shall be reinstated within that classification or job assignment according to classification seniority. Reinstatement as set forth herein shall be automatic and not subject to the promotion procedure as set forth in Article 9.

Section 4: If a central dispatch authority is created and the Employers cease to operate an independent dispatch center, laid off dispatchers will be given the opportunity to exercise their seniority to displace a Civilian Aide with less County seniority or an employee in the F/NF-9 Clerk Typist I/Control Center Operator, F/NF-13 Clerk Typist II/ Booking Clerk, classification with less County seniority. A Dispatcher exercising his/her seniority in this manner will have his/her pay rate red-circled at his/her last Dispatcher rate of pay until the pay rate for the Civilian Aides exceeds it. The Dispatchers so exercising their seniority will remain as members of this bargaining unit while employed as Civilian Aides, but the Civilian Aide classification will not become part of this bargaining unit. (See Article 24)

ARTICLE 11 – SHIFT BID

Section 1: Pursuant to a Supplemental Agreement between the parties which established the ten (10) hour day for the Uniformed Services Section, it is hereby agreed that shift bidding shall continue in the Uniformed Services Section pursuant to that Agreement for the duration of this Contract.

A. Notwithstanding any provisions to the contrary, Deputies shall bid for each shift on the basis of their classification seniority. This shift bidding process

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will occur on the last Monday on or before March 15 and September 15 of each year. The shift bidding for shift Sergeants will be done first. Thirty (30) days before the date of each shift bid procedure, employees seeking transfers must submit their transfer requests. Fifteen (15) days prior to each shift bid procedure, management will post which transfers have been granted and which have been denied and designate the positions available for bid on each shift period. Should management fail to meet the fifteen (15) day posting requirement and/or designate the positions available for bid on each shift, the shift bid will be delayed until the posting period can run.

B. Notwithstanding other provisions to the contrary, shift bid procedure for officers assigned to the Jail Division shall take place two (2) times a year. Corrections Officers shall bid for shifts on the basis of their classification seniority. This shift bid process will occur on the last Monday on or before March 15 and September 15 of each year. The shift bidding for shift sergeants will be done first. Thirty (30) days before the date of each shift bid procedure, employees seeking transfers must submit their transfer requests. Fifteen (15) days prior to each shift bid procedure, management will post which transfers have been granted and which have been denied and designate the positions available for bid on each shift period. Should management fail to meet the fifteen (15) day posting requirement and/or designate the positions available for bid on each shift, the shift bid will be delayed until the posting period can run.

C. On the day of the shift bidding, all employees must be available in person, by phone or through a written proxy (no compensation will be paid for employees who make themselves available). The available shifts will be identified and the shift bidding will commence at 8:00 a.m. starting with the most senior employee and continuing in seniority order. The process will be conducted jointly by designated representatives of the Sheriff and the Association. An employee who fails to be available will be passed over until the end of the other employees' selections unless the Sheriff's and Association's representatives agree on a shift assignment for the employee when his/her turn arrives and the employee is not available. The new shift assignments will be posted within twenty-four (24) hours of the completion of this process. The new shift assignments will take effect the first day of the first pay period of April and October each year.

D. Notwithstanding other provisions to the contrary, it is expressly understood that the Sheriff may re-assign employees to other shifts and other positions in the Uniformed Services Division or Jail Division if such is required for training, illness, vacation, emergency or any like purpose; provided, however, that no such reassignment shall be made for disciplinary reasons. The two (2) least senior employees on each shift may be reassigned to any other position in the Uniformed Services Division or Jail Division so as to allow the Sheriff the flexibility to meet the aforementioned needs of the Department and its employees.

ARTICLE 12 – SPECIAL CONFERENCES

Section 1: The Employers and the Association agree to meet and confer on matters of interest upon the written request of either party. The written request shall state the nature of the matters to be discussed and the reason(s) for requesting the meeting.

ARTICLE 13 – BARGAINING UNIT WORK

Section 1: The Employers shall not utilize the services of reserve officers for duties normally performed by bargaining unit members. The phrase "normally performed" signifies those duties historically performed by bargaining unit members. The Employers may utilize reserve officers for such functions if all bargaining unit members decline such duties, after proper posting of notice of availability by the Employers.

ARTICLE 14 – UNION LEAVE

Section 1: The Employers agree to grant a leave of absence without pay to one (1) member of the Association, if elected by the Association for up to five (5) working days to attend the National Convention and to three (3) employees for up to three (3) working days when selected to attend the State Convention, provided such leave request is made sufficiently in advance to allow proper adjustments within the Department.

ARTICLE 15 – DRESS REGULATIONS

Section 1: It has been agreed by the parties that at such time as the Sheriff promulgates rules and regulations involving dress wear, that if such rules apply to footwear, the Sheriff will allow deputies to wear boots, provided that such footwear is deemed appropriate. The Sheriff shall, by written order, provide that no ties shall be required as part of the summer uniform. However, the Sheriff can specify that crew neck T-shirts be worn as part of the summer uniform and the Department will not be responsible to pay for such T-shirts.

ARTICLE 16 – SAFETY

Section 1: It is agreed that reasonable standards of safety shall be maintained as they relate to the working conditions of the employees.

Section 2: When a bargaining unit member working in the Uniformed Services Section is assigned to transport a person in custody to or from a police facility (not an A.S.C.S. facility), that is located more than one hundred (100) miles from the Department (mileage determination on chart of MDOT map when possible), he/she shall be accompanied by another bargaining unit member holding the rank classification of Deputy F/NF-19 or higher. The Sheriff will make available necessary handcuffs, belly chains and leg restraints. In addition, the vehicles used for transport shall have the standard police radio and a mobile telephone shall be provided. The transport of prisoners in custody by bargaining unit members in Transport and the Criminal Investigation Section shall continue to be made according to Division Policy in effect December 1, 1990.

MANAGEMENT RIGHTS

ARTICLE 17 – MANAGEMENT RIGHTS

Section 1: The parties hereto recognize and agree, that except as specifically limited or abrogated by the terms and provisions of this Agreement, all rights to manage, direct and supervise the operations of the Sheriff's Department shall be vested as provided by the laws of the State of Michigan and the County Board of Commissioners and the Sheriff.

A. Nothing contained herein shall be deemed to preclude the Sheriff from establishing and putting into effect those reasonable rules and regulations necessary to carry on an efficient and effective operation within the Sheriff's Department.

ARTICLE 18 – PROBATIONARY PERIOD

Section 1: Probationary Period. All new employees hired after the effective date of this Agreement shall be probationary employees for the first twelve (12) months immediately following their employment.

A. The purpose of the probationary period is to provide an opportunity for command officers and the Sheriff to determine whether the employee has the ability and other attributes which will qualify him/her for regular employee status.

B. During this probationary period, the employee may be laid off or terminated in the sole discretion of the Sheriff without regard to his/her relative length of service.

C. The probationary period may be extended by the Sheriff upon a showing of just cause. The Association shall receive notification of such extension prior to its implementation and such action is subject to the grievance procedure.

Section 2: When an employee promotes into a higher paid classification, that employee will serve a six (6) month probation period. If the employee does not successfully complete the probation period, s/he will be returned to his/her former classification and other promotions/transfers caused by the employee's promotion will be reversed.

A. This provision does not apply to F/NF-17 Corrections Deputies who progress to an F/NF-19 Corrections Deputy position.

B. See Article 7 Section 5, reference frozen seniority rights.

ARTICLE 19 – DEPARTMENT INVESTIGATIONS

Section 1: In the event a complaint is filed or registered against any employee covered by this Agreement, the following investigatory procedure shall apply:

A. The questioning of a bargaining unit member shall be during his/her regular tour of duties whenever practicable unless exigencies of the investigation dictate otherwise. Unless otherwise designated by the investigating officer, the questioning of a bargaining unit member shall take place at a Sheriff's Office facility.

B. The bargaining unit member being questioned shall be informed of the nature of the investigation before any interrogation commences. The complainant and/or witnesses will be disclosed at such time as discipline is issued. If the bargaining unit member is being questioned for the purpose of being a witness only, he/she shall be so informed before the questioning commences. If the investigation implicates a bargaining unit member who has been questioned as a witness, he/she shall be informed of the change in the nature of the investigation before interrogation commences on another occasion. However, it is understood and agreed that the informing of a bargaining unit member that he/she is being questioned as a witness only in no way provides immunity for such employee from disciplinary action which may be taken as a result of information disclosed during the course of the interrogation or investigation.

C. If a bargaining unit member is placed under arrest or is a suspect or target of a criminal investigation, if he/she so requests, he/she shall have the right to consult with and have legal counsel available and the criminal investigation and interrogation shall be conducted in the same manner and procedure with the same Constitutional and Statutory safeguards that all citizens under criminal investigation and interrogation are entitled to exercise.

D. If at any time during such investigatory procedure the Sheriff decides to suspend an officer, such suspension shall be with pay at the officer's regular salary until the sheriff makes a final determination as to the disposition of the matter.

E. No record of any Sheriff's Office investigation made as a result of a complaint will be placed in the employee's personnel record unless the complaint is brought to his/her attention within ten (10) days of the complaint.

F. No record of any Sheriff's Office investigation made as a result of a complaint will be placed in the employee's personnel record where the complaint was determined to be untrue.

ARTICLE 20 – MANAGEMENT’S RIGHT TO USE PART-TIME EMPLOYEES

Section 1: Part-time employees.

- A. The Employers shall have the right to use part-time employees without benefits as Security Deputies, as Civilian Dispatchers and F/NF-13 Clerk Typists.
- B. It is also agreed that part-time employees will not be used to replace full-time positions and/or to reduce the regular hours worked by full-time employees.

ARTICLE 21 – TEMPORARY TRANSFER

Section 1: The employers shall have the right to temporarily transfer those employees within the bargaining unit irrespective of their seniority status from one job classification to another.

- A. It is understood and agreed that any employee within the unit temporarily transferred in accordance with the provisions of this section shall not acquire any permanent title or right to the job seniority and the permanent classification from which he/she was transferred.
- B. It has been agreed that no employee shall be subject to a temporary transfer in excess of sixty (60) calendar days unless such additional time has been mutually agreed to between the employee and his/her supervisor.
- C. It has been further agreed that no employee shall be subject to a temporary transfer to the Jail Division, Uniformed Services Division or the Criminal Investigation Section in excess of six (6) months unless such additional time has been agreed to by the Association and the employee. (It is understood that the six (6) month limitation excludes special outside assignments, such as SWET, K-VET, and SCAR, and internal assignments, such as DARE and Training.)
- D. An employee temporarily transferred to a higher paying classification shall be paid at the higher rate of pay and benefits (clothing allowance) upon the effective date of such transfer.
- E. Employees temporarily transferred to the sergeant classification shall have their seniority in this bargaining unit frozen when the transfer exceeds six (6) months either in consecutive months or short periods which add up to a total of six (6) months.
- F. After a six (6) month temporary transfer the same employee is not eligible for a temporary position until an additional six (6) months have passed.

Section 2: Transfers will not be made for the specific purpose of discriminating against an employee.

A. When an employee feels that he/she has been transferred as a means of punishment, the employee may grieve whether or not the transfer was justified.

Section 3: It is recognized by all parties that an employee who is on authorized leave of absence and that such leave may be of an extended duration, for the purpose of this Section, extended duration shall mean in excess of six (6) months, during the first six (6) months of such vacancy, the Sheriff may fill the vacancy as a temporary transfer in accordance with Section 1 of this Article.

A. If the Sheriff reasonably determines that the vacancy will continue for a period in excess of six (6) months or longer, the Sheriff may fill the vacancy as a permanent position in accordance with the hiring and/or promotional provisions of this Agreement. This Section shall not be interpreted so as to prevent the officer on extended leave from returning to the position he/she held at the time the officer was granted the leave upon his/her return to duty.

B. Upon return to duty of the officer who was on extended leave, he/she shall be returned to his/her position and a bumping procedure, as described in this Agreement concerning layoff procedures, shall take place, if required.

Section 4: Deputies who are temporarily transferred (as provided in Section 1 of this Article) from the Jail Division or Uniformed Services Section (U.S.S.) or exercise their seniority to apply for transfer from the Jail Division or U.S.S. (as provided in Article 8, Section 2 above) shall be subject to the following training requirements.

A. Officers who have successfully completed training in the Jail Division and the U.S.S. under either the previous Traffic and Patrol Division training or U.S.S. Field Training Officer (FTO) program shall be eligible for temporary transfer or transfer without going through an FTO training program.

B. Officers who are not FTO trained under Section 4(A) above must first successfully complete the U.S.S. and the Jail Division FTO program under transfer or temporary transfer status.

C. Any officer who fails to successfully complete the FTO program or who voluntarily withdraws from the program shall have the option of returning to the division he/she transferred or temporarily transferred from. This does not preclude the officer from grieving management's decision that he/she failed the training program. Officers who fail the training program or who voluntarily withdraw from the program shall have the option of exercising their seniority to apply for a second opportunity to transfer or applying for a second opportunity for temporary transfer. Failure to successfully complete or voluntary withdrawal from the FTO program on the second attempt (or any combination of transfer or temporary transfer status) will result in the officer being returned to the division from which he or she transferred or temporarily transferred and will terminate the officer's right to apply for future transfer or temporary transfer opportunities.

Section 5: Should management determine to temporarily transfer a bargaining unit employee into the Sergeant classification pursuant to Article 21 of this Agreement, said transfer will be controlled by the provisions of Article 21 and said transfer shall be subject to the restrictions of Article 21. See Article 7 Section 5 reference frozen seniority rights.

ARTICLE 22 – DRUG TESTING

Section 1. Random Drug Testing. The current Kalamazoo County Sheriff's Department drug testing program will be maintained. The drug testing program will be outsourced and will not be run by the County. A rehabilitation program is included in the drug testing program. The drug testing program will be paid by the Employers.

ARTICLE 23 – TOWNSHIP ASSIGNMENTS

Section 1: Township assignments in the Uniformed Services Section will be subject to bidding.

ARTICLE 24 – CIVILIAN AIDES

Section 1: It is understood that the Sheriff's Department is presently authorized one (1) civilian aide position assigned to the front desk.

Section 2: It is further agreed and understood that if future layoffs are necessary, the civilian aide being paid out of County funds shall be added to any layoff list according to his or her date of hire.

COMPENSATION

ARTICLE 25 – SALARIES

Section 1: Pay day shall be on a bi-weekly basis. All employees will be paid by direct deposit to the financial institution(s) designated by the employee.

Section 2: For the life of this Agreement, the salary schedules set forth in Appendix A attached hereto and by this reference made a part hereof shall remain in full force and effect.

A. Effective January 1, 2016, all Salary Schedules shall be increased by 2.25%. Employees actively employed on the date of ratification and/or who exercised retirement benefits on or after 1/1/2016 under the terms of this contract shall be eligible for retroactive pay.

B. Effective January 1, 2017, all Salary Schedules shall be increased by 2%. Employees actively employed on the date of ratification and/or who exercised retirement benefits on or after 1/1/2016 under the terms of this contract shall be eligible for retroactive pay.

C. Effective January 1, 2018, all Salary Schedules shall be increased by 1.75%. Employees actively employed on the date of ratification and/or who exercised retirement benefits on or after 1/1/2016 under the terms of this contract shall be eligible for retroactive pay.

D. The “F” Salary Schedules apply to employees hired before September 17, 2013 and the “NF” Salary Schedules apply to employees hired on or after September 17, 2013.

E. Effective January 1, 1990, the Civilian Aide Dispatcher shall be classified and paid at the F/NF-16b rate of pay contained in Appendix A of the Contract. Each subsequent contract year the Dispatchers shall be paid at the F16b rate of pay.

F. The “Criminal Lab Specialist” pay scale shall be classified at F/NF-19 effective January 1, 2016.

G. The Sheriff may start an employee at the B Step of the appropriate classification except the Nurse (F/NF-20) classification may start at the D step and the employee shall then progress on the wage scale in accordance with Appendix A.

H. Date of hire will follow employees throughout their employment, including promotions and transfers.

Section 3: Wage Rate upon Promotion.

A. An employee who promotes into a position assigned to a higher salary classification than his/her current position shall be placed in the new classification at the first step that represents an increase in pay equivalent to a one-step increase in their former classification, not to exceed the maximum step of the new classification. If the employee to be promoted is currently at the maximum step of their classification, 4% will be added to their current hourly rate. Using that adjusted hourly rate, the employee shall then be placed on the new classification at the lowest step that is at least equal to the adjusted hourly rate.

B. Employees shall then progress on the scale from Step to Step in the new classification upon completion of twelve (12) months; *i.e.*, an employee who enters a classification at the C Step will progress to the D Step after twelve (12) months and the E Step after serving twelve (12) months at the D Step.

Section 4: An employee may submit a request for compensation for time spent in the performance of making, or attempting to make, any felony arrest during his/her off-duty time, or while investigating a felony on off-duty time, with the approval of his/her supervisor. It is

understood and agreed that the Sheriff may grant such request or refuse any portion or all of the request but that such refusal to grant the request is subject to the grievance procedure.

Section 5: Fifty Dollars (\$50.00) bonus above and beyond normal wages for each twelve (12) semester credit hours accomplished in an accredited college or school in a recognized job classification or related studies up to a maximum of \$800. This is payable once per year on the last pay period (to include retroactive credit hours). Courses for which the employee has been reimbursed in whole or in part by the County shall not be eligible for these payments. New hires with dates of hire on and after January 1, 2010 are not eligible for this payment. The County shall not discontinue payment for semester credit hours accomplished in an accredited college or school prior to January 1, 2010 even though the County may have reimbursed the employee for said credits.

Section 6: The County shall reimburse seventy-five (75%) percent of the first five-hundred (\$500.00) dollars per year of charges incurred by County employees taking approved high school or college courses, as outlined in the more detailed policies statement available from the Human Resources Director. Approved courses shall be those which provide for the systematic improvement of the knowledge or skills required in the performance of the employee's work or courses that, for any other reasons, will be beneficial to the employees and to the County. All courses shall be approved by the Human Resources Director and the Sheriff prior to issuance of the refund. The employee must remain in County service for a period of twelve (12) calendar months following completion of the course or forfeit such tuition payment.

Section 7: Employees holding the Deputy classification (F19) working in the mobile crime lab assignment ("30 unit") or the Meth Responder Unit shall receive a yearly bonus of five hundred (\$500.00) dollars. Employees holding both assignments shall only receive one (1) bonus payment. This assignment bonus shall be paid in a lump sum check in the first pay period following January 1 of each year for the previous year. Deputies that enter or leave the "30 unit" assignment during a given year shall receive a pro rata portion of the yearly bonus.

Section 8: When an employee dies, his/her beneficiary/estate will be paid fifty percent (50%) of the employee's unused sick leave accumulation, and one hundred percent (100%) of any unused vacation time, compensatory time and personal leave time.

ARTICLE 26 – OVERTIME

Section 1: "Overtime rate" shall be defined as being 1-1/2 times the employee's regular hourly rate.

Section 2: "Compensatory Time." Employees may opt to accumulate compensatory time at the rate of one and one-half (1½) hours of time off for each hour worked in lieu of being paid cash wages for overtime worked.

A. The accumulation of compensatory time as payment for overtime hours worked shall be in a bank separate from "Holiday Leave" Compensatory Time per Article 30, Section 3.

B. Use of compensatory time as scheduled time off shall be governed by the procedure for approval of vacation.

C. Compensatory time shall be limited to sixty (60) hours of total accrual during a quarter year. Unused compensatory time shall be paid out on the last pay date in March, June, September or December for each respective quarter. Pay off of the compensatory time shall be at the rate of the employee's current regular hourly rate.

D. Upon separation from County service unused compensatory time shall be paid out at the employees regular rate of pay and shall not be used to extend an employee's length of service nor postpone an employee's termination date.

**ARTICLE 27 – OVERTIME SELECTION AND ASSIGNMENT
PROCEDURE FOR JAIL AND UNIFORM SERVICES DIVISION**

Section 1: Bargaining unit members who wish to be notified of overtime possibilities will go into the message system provided by the Employer and select the method by which they wish to be notified. It is the bargaining unit member's responsibility to keep their contact information up to date.

Section 2: Each job classification will have a rotation list.

A. Bargaining unit members assigned to a job classification who wish to be on the overtime rotation list for that job classification must notify the Command Officer at Shift Bid.

B. Bargaining unit employees who desire to be placed on the overtime rotation list for other classifications who are qualified to work in such classifications (other than their current classification) must notify each Division Command at Shift Bid.

C. The rotation list will start with the most senior bargaining unit member already assigned to that job classification followed by other bargaining unit members who wish to be notified of overtime in order of seniority.

D. Message System

(1) All overtime will be sent out via the county message system if it is known at least 4 hours in advance.

(2) If there is less than 4 hours before the overtime is needed the message system will be used and the next member on the overtime

rotation list responding to the message system within 30 minutes will be awarded the overtime.

- (3) The person sending out the message of the need for overtime will notify bargaining unit members who are currently working of the need for overtime so that they have the opportunity to respond to the message system.
- (4) A union representative designated by the President will have access to the message system to ensure that the procedures are being followed.

E. Response to Message System

- (1) Employees qualified to fill the positions will have one hour to respond to the message.
- (2) If multiple slots of overtime are sent out the employee responding will list in order of preference the overtime positions they wish to sign up for.

F. Award of Overtime

- (1) The first overtime award will be given to the bargaining unit member who responds to the message who is the highest on the list.
- (2) Each subsequent overtime award will be given to the member who responds who is next on the list after the last member who accepted an overtime award.
- (3) Overtime will be awarded on the basis of the overtime rotation list.
- (4) Only two slots of overtime will be awarded to any one bargaining unit member responding to the overtime messages.
- (5) The persons awarded the overtime will be notified of the award of the overtime as soon as possible after the deadline to respond to the overtime expires.

Section 3: Forced Overtime.

A. If forced overtime becomes necessary to fill a vacancy on any shift, the least senior bargaining unit employee working within the classification shall fill the position.

- B. The forced overtime cannot exceed more than ½ of the total hours designated for the vacant shift. i.e.: 8 hour shift = 4 hours, 10 hour shift = 5 hours, 12 hour shift = 6 hours.
- C. The forced employee shall have the option to work the entire shift if so desired. If the employee only decides to work ½ of the vacant shift and no employee volunteers for the second ½ of the vacant shift, the least senior employee from the next scheduled shift shall fill the vacancy.
- D. Forced overtime vacancies shall be selected from the classification that is vacant.
- E. Forced overtime shall not cross divisions. i.e.: The USS division shall force from the USS division, and the Corrections division shall force from the Corrections division.
- F. Every effort will be made by the shift Sergeant or the OIC to fill the vacancy prior to having an employee forced to fill the vacancy.

Section 4: Posted Overtime Opportunities.

- A. Any overtime positions not filled will be posted on the board at the south entrance of the Sheriff's Office nearest the USS patrol offices.
- B. Only employees assigned to the same classification as the posting are eligible to sign up for the overtime during the first 48 hours.
- C. After 48 hours any bargaining unit member who is qualified is eligible to sign up for the overtime.
- D. If the overtime posting is less than 48 hours from the start of the shift any bargaining unit member is eligible to sign up for the posting.
- E. When overtime is posted on the overtime board no member may sign up for more than 2 postings at the same time until forty-eight (48) hours after posting.
- F. A member shall not sign up for overtime with the intention of giving the overtime to another member.
 - (1) Members shall not sign another member's name for overtime.
- G. A member who signs up for overtime is required to work the overtime or find a replacement if he/she absolutely is unable to work and will be required to notify a command officer of their replacement.

- Section 5:**
- A. Outside employment postings, such as but not limited to Climax patrol and Western Michigan University will not be forced coverage if postings are not filled.
 - B. For events requiring at least three (3) but less than five (5) Reserves, one (1) Deputy Slot will be posted for off-duty employment.
 - C. Whenever the Reserve Division is used for traffic control functions in support of pre-planned special events, parades, marathon runs, etc. not sponsored by Kalamazoo County Government, the Department will post off-duty employment one (1) Deputy position for every five (5) Reserves being assigned. Failure of Deputies to sign up for the off-duty employment will not preclude use of the Reserves.
 - D. A supervisor may be allotted the opportunity to sign up for one (1) out of every five (5) slots posted for outside employment on a single posting for a single event. For the purpose of identifying one (1) out of five (5), the postings are considered as a continuous count. One (1) slot today, three (3) tomorrow, and two (2) the next day does not constitute a single event. 5 postings for one event the 5th slot may be for a supervisor (1) of which is allotted to a supervisor. Supervisory positions going unfilled for forty-eight (48) hours after posting may be filled by Bargaining Unit members.
 - E. Employees shall not sign up for posted overtime or outside employment if it will knowingly cause working in excess of eighteen (18) straight hours. "Straight hours" is intended to define a work situation where there is no reasonable rest opportunity e.g., an hour break between work assignments would still constitute "straight hours".

- Section 6:**
- A. Supervisors approving call back or extended shift overtime shall also abide by the 18 straight hour work limit identified above. This may necessitate splitting overtime shifts in addition to close monitoring of callback and extended shift overtime. Emergency situations may require supervisors to void the 18 hour limit. Whenever this occurs, the incident is to be reported to the Division Commander in writing at the earliest opportunity.
 - B. All members of the Department are responsible for ensuring compliance with the 18 straight hours limit outlined above. An employee shall notify his/her supervisor whenever it would appear he/she will be entering a non-compliance situation. Failure to notify a supervisor may result in disciplinary action.
 - C. Regardless of the number of hours worked, employees are eligible to work their next regularly scheduled shift unless specific behavior is noted by a supervisor which indicates safety is jeopardized due to a lack of sufficient rest. Employees may also request an adjustment in returning to work if they so desire.

ARTICLE 28 – PREMIUM PAY

Section 1: Employees who work eight (8), ten (10) or twelve (12) hour shifts shall be paid at one and one-half times their regular rate of pay in quarter hour increments for all hours worked in excess of their normal work day, their normal work week or their normal bi-weekly payroll work period.

Section 2: For purposes of this Section, an employee's work day shall be considered to be the twenty-four (24) hour period beginning at the same time as the employee's scheduled shift.

Section 3: When an employee is directed or required to work beyond the end of the employee's normal scheduled shift, or required or directed to return to work at any time during a work day, the employee will be compensated at the employee's overtime rate.

Section 4: In the event that the employee has been called back to work after having left the premises, the employee will be credited with a minimum of two (2) hours at the employee's regular hourly rate or with the actual hours worked at the employee's overtime rate, whichever amount is greater, unless such time shall be continuous with the employee's scheduled work in which case the employee shall be paid at his/her overtime rate.

Section 5: In the case of all non-uniformed personnel, the Employers reserve the right to adjust the beginning times of such personnel's regular shift at will to meet operational exigencies. If the newly defined shift begins within the same work day, as defined above, as the previous shift, then payment for hours worked will be at the regular hourly rate; provided, however, that if the period of time between the time a non-uniformed employee is released from duty on one shift and the time that employee returns on a regularly scheduled shift is less than eight (8) hours, then hours worked during the shift to which the employee returns will also be paid at the overtime rate. To illustrate:

A. A non-uniformed officer is regularly assigned to the 8:00 a.m. to 5:00 p.m. shift, Monday through Friday. During the employee's Monday work day, the employee is informed that the employee's shift hours have been temporarily adjusted to 3:00 p.m. to midnight effective Tuesday through the remainder of the week; the employee would not receive overtime for any hours during the Tuesday shift.

B. A non-uniformed officer's regularly scheduled shift is 8:00 a.m. to 5:00 p.m. Monday through Friday. At the completion of the Monday shift, the employee is required to remain over and is not released from work until midnight. The employee returns to work for a regularly scheduled shift at 8:00 a.m. the following day for the employee's regularly scheduled shift. The employee would be entitled to overtime for the hours worked between 5:00 p.m. and midnight on Monday. As an 8-hour interval elapsed between the completion of the overtime and the employee's next regularly scheduled work shift, regular hourly rate for the Tuesday shift would be received.

C. A non-uniformed officer is regularly assigned to the 8:00 a.m. to 5:00 p.m. shift Monday through Friday. During the Monday shift, the employee is advised that the employee's shift has been redefined as 3:00 p.m. to midnight effective Tuesday and until further notice. The employee works the 3:00 p.m. to midnight shift on Tuesday and Wednesday. During Wednesday's regularly scheduled shift the employee is advised that the employee's shift has again been restored to the 8:00 a.m. to 5:00 p.m. shift effective Thursday and until further notice. The employee is not entitled to any overtime.

D. A non-uniformed officer is assigned to the 8:00 a.m. to 5:00 p.m. shift Monday through Friday as the employee's regularly scheduled shift. At the completion of the Monday shift, the employee is required to work until 2:00 a.m. Tuesday on special assignment, and returns to work at 8:00 a.m. on Tuesday. The employee is entitled to overtime for the hours worked on special assignment between the completion of the Monday shift and 2:00 a.m. Tuesday morning. The employee is also entitled to overtime for the employee's regular shift on Wednesday, since an eight (8) hour period did not elapse between the two shifts.

E. The employer shall post a bi-weekly work schedule seventy-two (72) hours prior to the beginning of each month for employees in the Criminal Investigation Section. The employer may make changes to the posted schedule up to twenty-four (24) hours prior to the start of each pay period without the requirement to pay overtime, provided that the waiver of the overtime requirement shall apply only if the employee is contacted and advised of the change. The employer may adjust or change the work schedule after the start of a pay period without the requirement to pay overtime under the following circumstances, provided the employee is advised of the change:

- (1) In cases of emergency (disasters, major crimes, mobilizations).
- (2) With concurrence of the employee(s) involved.

Section 6: Employees who are compelled to appear in court on off duty hours will be paid a minimum of two (2) hours at one and one-half (1-1/2) times their regular hourly rate and will return all witness and subpoena fees to the County.

A. In the event an employee is required to be present in court as per the wording of the subpoena and has not been excused by the court (excluding a one [1] hour lunch break) in excess of the above two (2) hours, he/she shall receive pay for all actual court time at a rate equal to one and one-half (1-1/2) times his/her regular hourly rate.

B. At any appearance in court beyond the two (2) hour minimum time, a Deputy shall be paid for a full hour for each portion of an hour required in court

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in excess of the two (2) hours. The Deputy shall also be paid when off duty for the lunch break taken by the court if he/she is required to stay in attendance.

Section 7: Employees classified as Clerk Typist II or other clerical employees who normally work a Monday through Friday work schedule and who are required to be on standby duty on Saturdays, Sundays and/or holidays shall receive two (2) hours pay at time and one-half (1-1/2) their regular hourly rate for each day they are required to be on standby duty. When a standby employee is called in to work, he/she shall be paid a minimum of two (2) hours at the employee's regular hourly rate or with the actual hours worked at the employee's overtime rate, whichever amount is greater, in addition to the standby pay.

Section 8: For each full shift that a Deputy is assigned to serve as a Field Training Officer, he/she will accrue one (1) hour of personal leave time.

Section 9: A. When a Deputy is assigned from the approved list or ordered to work as the Officer in Charge, he/she will receive one (1) hour of his/her rate of pay as a Deputy at the time and a half rate for each shift served as the Officer in Charge. If said assignment is for four (4) hours or more on any given shift, said Deputy shall receive one (1) hour compensation at the rate of time and one-half (1 ½) for his/her regularly scheduled hourly rate. Should the OIC assignment be less than four (4) hours on any given shift, said officer shall receive one-half (1/2) hour of compensation at the rate of time and one-half (1½) for his/her regularly scheduled hourly rate.

B. The Sheriff's Office continues to have the right to assign employees from the approved list as Officers in Charge.

Section 10: A. An approved list shall be created of those employees who are willing to work OIC. The employer shall assign OIC from such a list unless there are extenuating circumstances.

B. Normally, a supervisor vacancy on any shift shall be filled by a supervisor. Where a supervisor vacancy cannot be filled by a supervisor, management may assign a bargaining unit employee from the Kalamazoo County Sheriffs' Deputies Association to fill the vacancy and assume "Officer in Charge" status.

C. Planned event: Should a vacancy in a supervisor position on a given shift occur due to a scheduled leave, vacation, etc. and the position is not filled by a supervisor, it shall be posted, *i.e.*, offered, to bargaining unit employees as "Officer in Charge" overtime. Where no Deputy signs such posting, the employer will not normally force a Deputy to fill the vacancy unless there are exigent circumstances. In such event, the employer shall assign from the approved list set forth in Section D below. A Deputy will not be forced to work overtime to meet staffing levels during an OIC assignment except in exigent circumstances.

D. A bargaining unit employee who has assumed "Officer in Charge" status, shall only be responsible for the normal day-to-day operation of the shift. In the event misconduct or critical circumstances arise on a shift, the "Officer in Charge" shall contact a Lieutenant.

Section 11: F20 Nurses will be paid four (4) hours for each week they are on-call, at the rate of one and one-half times their regular rate of pay.

ARTICLE 29 – SHIFT DIFFERENTIAL

Section 1: A. Employees who work in the classifications of F9 or NF9, F13 or NF13, F16B or NF16B, F17 or NF17, F19 or NF19, F20 or NF20, and who are assigned, by virtue of shift bidding or transfer, to the shift which commences on or after 11:00 a.m. but before 8:00 p.m. shall be entitled to a shift premium equal to two (2%) percent of their base hourly compensation for all hours of work on whatever shift while assigned to such shift.

B. Employees in the specified classifications who work on any shift which commences on or after 8:00 p.m. but before 6:00 a.m. shall be entitled to a shift premium equal to one (1%) percent of their base hourly compensation for all hours that said employee works on whatever shift while assigned to said shift.

C. Said shift premium shall be added to their hourly rate for the purpose of calculating overtime, pension, longevity, compensatory time, sick leave, vacation and personal leave days.

D. Employees who are assigned, to a shift which commences on or after 6:00 a.m. but before 11:00 a.m. shall not be entitled to any shift differential no matter what hours they may work during the time that they are assigned to such aforementioned shift.

ARTICLE 30 – HOLIDAYS

Section 1: The recognized legal holidays shall be New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday following Thanksgiving Day, Christmas Eve, Christmas Day, President's Day, Veteran's Day, one-half day Good Friday and Presidential and Gubernatorial Election Day.

Section 2: A recognized legal holiday shall be considered as starting at the beginning of the regularly scheduled shift on which the balance of the shift's hours fall after midnight on the day designated as the holiday and lasting twenty-four (24) hours from the time of beginning.

Section 3: A. Shift employees (e.g. employees that work within units that bid for shifts) who are not scheduled to work and who do not work on a holiday may receive the

holiday pay specified in Section 4 of this Article or bank their holiday pay as holiday compensatory time.

B. Employees who are not scheduled to work and who do not work on a holiday may receive the holiday pay specified in Section 4 of this Article or bank their holiday pay as holiday compensatory time.

C. Employees who are scheduled to work and do work the holiday shall be entitled to holiday pay plus time and one-half (1½) their regular hourly rate for all hours worked during the normal work day as defined in Article 43.

(1) **Holiday Compensatory Time.** Employees may elect to receive time and one-half compensatory time off in lieu of premium pay for hours worked during the normal work day.

(2) There shall be a one hundred twenty (120) hour cap on accumulation of holiday compensatory time off. When an employee reaches the 120-hour cap, he/she must collect pay for all future holidays until such time as the employee's accumulation falls below the cap. The 120-hour cap applies to all divisions.

D. Hours worked in excess of the normal work day on the holiday shall be paid at the rate of two (2) times the employee's regular hourly rate.

E. Employees who are called in to work on a holiday and employees who sign up to work on a holiday shall receive their holiday pay plus two (2) times their regular hourly rate for all hours worked on the holiday.

Section 4: Holiday pay shall be defined as an employee's regular hourly rate times the employee's normal work day. "Normal work day" shall be as defined in Article 43.

ARTICLE 31 – LONGEVITY PAY

Section 1: Longevity Pay. Full-time employees shall be eligible to receive longevity pay based upon their length of continuous service with the Employer in accordance with the following:

2010 Plan:

Years of Continuous Service	Longevity Pay
At least five (5) but less than ten (10) years	\$ 800
At least ten (10) but less than fifteen (15) years	\$ 1600
At least fifteen (15) years	\$ 2400

Pre-2010 Plan:

- (a) After five (5) years of full time continuous service 1.75% of regular base salary.
- (b) After ten (10) years of full time continuous service 2.50% of regular base salary.
- (c) After fifteen (15) years of full time continuous service, 4.50% of regular base salary.
- (d) After twenty (20) years of full time continuous service, 6.50% of regular base salary.
- (e) After twenty five (25) years of full time continuous service, 8.50% of regular base salary.

Longevity pay accrues and is credited to eligible employees who, as of October 1 of any given year, are on active pay status and who will have or will complete five years or more of continuous service during that calendar year.

Employees hired prior to 11-30-2009 shall receive the greater of the following:

- (1) Payment under the 2010 Plan; or
- (2) Payment under the Pre-2010 Plan at the step they were on in November 2009; provided, however, that employees not at the top step of the Pre-2010 Plan on November 1, 2009 will be permitted to advance one (1) additional step from the step they were on in November 2009 at which time further advancement to a higher step under the Pre-2010 Plan shall be frozen.

Employees hired after 11-30-2009 will receive benefits under the 2010 Plan.

Section 2: For the purpose of the above Plans, regular wages will be defined as regular base salary.

ARTICLE 32 – CLOTHING ALLOWANCE

Section 1: The clothing allowance for plainclothes officers shall be Eight Hundred Fifty (\$850.00) Dollars per year. The Employers shall assume the full responsibility for all cleaning, laundry, and maintenance of uniforms required of uniformed personnel. Upon the advancement of an individual to a plainclothes position, the entire amount of clothing allowance for the year will be given at that time.

ARTICLE 33 – PENSION PLAN

Section 1: The County of Kalamazoo shall contribute to the KCSDA Plan.

- A. For employees hired before September 17, 2013, the contribution to such pension plan shall be a sum of money equal to sixteen percent (16.0%) of the gross pay of the bargaining unit members covered by such Plan.
- B. For employees hired on or after September 17, 2013, the contribution to such pension plan shall be a sum of money equal to ten percent (10.0%) of the gross pay of the bargaining unit members covered by such Plan.
- C. Payments to the Pension Plan shall continue to be made bi-weekly.
- D. The employee's contribution to such Plan has been eliminated.

Section 2: Bargaining unit employees will be permitted to transfer funds from the existing deferred compensation fund into the KCSDA 457 Fund, and such employees will be allowed to make future contributions to such fund on a payroll deduction basis.

Section 3: Bargaining unit employees who retire shall be allowed to purchase their duty weapon from the Employers for the original cost paid by the Employer for the weapon.

Section 4: The Employer agrees to continue during the life of this Agreement to consider the Union's proposal to transfer the Union Defined Contribution Pension Plan to a Defined Benefit Plan. This Agreement is made based on the condition that it is understood and agreed that there is no obligation on the part of the Employer and that the issue cannot be negotiated to impasse during the life of this Agreement.

ARTICLE 34 – PARKING AND VEHICLES WHILE ATTENDING COURT

Section 1: The County shall establish a system which will allow for County paid parking as required for any given court attendance. The employers shall make available to bargaining unit personnel free of charge the opportunity for parking in downtown lots located within 1-2 blocks of the Courthouse such as the Radisson or KVCC Parking Lot at the intersection of Eleanor and Rose when bargaining unit personnel are attending court which attendance is duty related.

Departmental vehicles may be used to attend court, if available, under the following conditions:

- A. Departmental uniform shall be worn in marked units.
- B. On-duty status does not commence for in-County Courts until reporting time on the subpoena.
- C. Vehicle shall not be parked in the Courthouse lot.

PAID TIME OFF

ARTICLE 35 – VACATIONS

Section 1: Every full-time employee shall be allowed vacation leave at the rate shown in the following table:

A. Every continuing full-time employee shall be entitled to vacation leave with pay of one-half day (four hours) for each completed bi-weekly work period of service; except that no employee shall be entitled to such vacation leave until he has completed thirteen (13) bi-weekly work periods.

Section 2: Employees who have completed five (5) years of currently continuous service shall earn additional vacation leave with pay according to length of total classified service as follows:

A. For five or more, but less than ten years, three days (twenty-four hours) annually;

B. For ten or more, but less than fifteen years, five days (forty hours) annually;

C. For fifteen or more, but less than twenty years, seven days (fifty-six hours) annually;

D. For twenty or more years, nine days (seventy-two hours) annually.

Section 3: A day of vacation pay as provided for in Sections 1 and 2 above shall be based on the hours in the employee's regularly scheduled shift at the employee's straight time rate of pay at the time the employee takes his/her vacation and shall include any shift differential that the employee was earning at the time he/she takes vacation.

Section 4: Vacation requests shall be granted giving preference to seniority employees.

A. Vacation requests shall be granted giving preference to bargaining unit seniority of employees. Immediately following each Semi-Annual Shift Bid the Employer shall post a Seniority List in accordance with Article 7, Section 2. All employees shall bid for their desired vacation time by 4:00 p.m. on the seventh (7th) day after completion of each Semi-Annual Shift Bid. Vacation bids by employees shall be granted so long as the granting of the requested vacation does not require the paying of overtime to fill the employee's vacant position on his or her shift as determined at the time the vacation bid is made. Approval or denial of vacation bids must be posted by 4:00 p.m. on the seventh (7th) day after the vacation bids are required to be submitted. In the event two (2) or more employees desire the same vacation date and it is determined that both employees cannot be assigned vacation the employee having the least amount of seniority

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shall select alternate dates within five (5) days after the posting of the original semi-annual vacation schedule. The final vacation schedule shall be posted prior to the start of each six (6) month schedule.

B. In the event an employee does not select a vacation period before the deadlines, he/she shall be permitted to select a vacation period from the remaining available dates. Their selection shall be made on the basis of first come, first served.

C. If an employee, because of required court appearances or other emergency situations, is unable to take his/her vacation during the period assigned, every effort shall be made by the Sheriff to reschedule a vacation period convenient and agreeable to the employee and the Sheriff in the calendar year in which his/her vacation period was assigned. However, if the parties are unable to agree to a mutually convenient vacation period, the employee shall be allowed to accumulate and carry over his/her last year's vacation time into the following calendar year or years, provided the accumulation shall not exceed three-hundred-sixty (360) hours.

(1) No more than two hundred forty (240) hours of vacation may be taken at any one time under this provision.

D. No employee shall be permitted to take his/her vacation leave one (1) day at a time without the prior approval of the Sheriff. However, this subsection shall not be used or construed so as to work a forfeiture of any actual earned vacation leave.

E. Sergeants and Temporary Sergeants shall not be counted or used toward shift strength numbers when allocating, allowing, or counting employees for vacation days off, leave day usage or any days off request by a bargaining unit member.

Section 5: If an employee who is otherwise eligible for vacation with pay quits or is discharged on or after December 31 of any calendar year in which he/she qualifies for such vacation with pay without having received the same, such employee will receive, along with his/her final paycheck, the vacation pay for which he/she qualified as of such December 31 and his/her pro rata share of vacation earned thereafter until such time as he/she leaves the employment of the County.

If any employee quits or is discharged prior to December 31 in which he/she would have qualified for a vacation with pay, he/she will be entitled to only that portion of vacation pay which he/she earned as of the date he/she quit or is discharged.

A. Any payment received under this provision shall not exceed two hundred forty (240) hours.

Section 6: When an employee dies, his/her beneficiary/estate will be paid fifty percent (50%) of the employee's unused sick leave accumulation, and one hundred percent (100%) of any unused vacation time, compensatory time and personal leave time.

ARTICLE 36 – PERSONAL LEAVE

Section 1: The Employers agree to grant four (4) personal leave days with pay. The four (4) personal leave days shall be credited to Employees on January 1 of each year. Employees hired at any time from January 1 through March 31 of a given year shall also be credited with four (4) personal leave days with pay as of the date of their hire. Employees hired at any time from April 1 through June 30 of a given year shall be credited with three (3) personal leave days, with pay, as of the date of their hire. Employees hired at any time from July 1 through September 30 of a given year shall be credited with two (2) personal leave days, with pay, as of the date of their hire. Employees hired at any time from October 1 through December 31 of a given year shall be credited with one (1) personal leave day, with pay, as of the date of their hire. An employee who requests a personal day off at least twenty-four (24) hours in advance of the start of the shift day he/she desires off shall be granted said day(s) off unless on the day(s) requested there are two or more identifiable employees who are already working on an overtime basis on the shift within the division where the requesting employee is scheduled to work or the Sheriff's Office is involved in an emergency declared by the Sheriff where all vacations and personal leave day(s) are canceled. Payment for a personal leave day taken shall include any shift differential that the employee was earning at the time he/she takes personal leave. Employees shall be allowed to carry over unused personal leave time from year to year. When personal leave time is carried over from one year to the next, the personal leave time shall be converted to holiday leave time (i.e., holiday compensatory time).

Section 2: When an employee dies, his/her beneficiary/estate will be paid one-hundred percent (100%) of any unused personal time.

ARTICLE 37 – SICK LEAVE

Section 1: Effective May 9, 1997 each regular full-time employee of the Sheriff shall accrue four (4) hours with pay as sick leave for each completed biweekly pay period.

A: Sick leave may be accrued throughout the employee's entire period of classified service.

Section 2: Sick leave with pay may be utilized by regular full-time employees throughout their period of employment with the Sheriff.

Section 3: A bargaining Unit employee shall be entitled to an unlimited accumulation of his/her sick leave.

A. A retiring employee will receive compensation for unused sick leave credits at his/her retiring rate of pay up to fifty percent (50%) of the total number of sick leave days accrued.

B. After completion of five (5) years of active service, an employee shall receive compensation for twenty-five percent (25%) of the unused sick leave credits at his/her current rate of pay at the time of termination for any reason not to exceed four hundred (400) hours. This benefit will not be available to any bargaining unit member hired subsequent to January 1, 1986.

Section 4: An employee eligible for sick leave with pay may use such sick leave when arranged for and approved by the Sheriff in the following instances:

A. When it is established to the county's satisfaction that an employee is incapacitated for the safe performance of his/her duty because of sickness or injury.

B. When due to exposure to contagious disease by which the health of others would be endangered by attendance at work. A physician's statement recommending absence from work shall be required.

C. When unusual situations or emergencies exist in the employee's immediate family. Failure to make diligent effort to notify the employee's department head may result in loss of pay. The employee must notify a shift supervisor of the situation and must get approval from such supervisor prior to the initiation of the leave.

Section 5: An employee shall not be charged sick leave time for dentist's or doctor's appointments when such appointments cannot be scheduled other than during the employee's normal work hours when the employee's absence from work is two (2) hours or less. Once an employee has had total absences of eight (8) hours for such dentist's or doctor's appointment during a calendar year, all future absences during that year resulting from dentist's or doctor's appointments employees may use any leave time.

Section 6: Falsification of evidence to substantiate sick leave shall be cause for dismissal.

Section 7: An employee who has been absent for three (3) or more regular scheduled working days shall, if requested by the employer prior to the return of the employee to work, provide a statement from his/her physician certifying his/her ability to return to work. If the employer has reasonable grounds to believe that an employee has been abusing sick leave, the employer may require a medical excuse from a physician for such absence for which the employee claims sick leave.

Section 8: Any employee who does not utilize any sick leave time, except for dentist or doctor's appointments in Section 5, during a three-hundred sixty-five (365) day period shall be entitled to an additional personal leave day during the subsequent Three Hundred Sixty-Five (365) day period. When an employee has not utilized a sick leave day during any three hundred sixty-five (365) day period, he/she shall notify his/her Divisional Captain. The Divisional Captain shall check the records and verify the request for an additional personal leave day in

writing. The written verification shall be presented by the Captain or his designee to the County Payroll Administrator for processing and the day shall be added to the employee's personal leave. Once an employee has earned a personal business day, by not utilizing any sick time for a three hundred sixty-five (365) day period, a new 365 day period shall begin and the employee must not use any sick time for another 365 days before he/she earns another additional personal leave day. A personal leave day so earned must be used within 365 days from the date it was credited.

Section 9: It is further understood and agreed that a "Sick Bank" shall be established, administered, and maintained in accordance with Appendix B of this Agreement.

A. The parties agree to the establishment of an advisory committee relative to utilization of time accumulated in the Sick Leave Bank. Such committee shall be made up of three (3) representatives selected by the Association and two (2) representatives selected by the Sheriff. Utilization of the Sick Leave Bank is controlled by the rules outlined in Appendix B and established by the Advisory Committee.

ARTICLE 38 – LEAVE OF ABSENCE

Section 1: Leave of absence shall be granted to employees who are active in the National Guard or a branch of the Armed Forces Reserve for the purpose of fulfilling their annual field training obligations and/or responding to any civil disorder. Applications for leave of absence for such purpose must be made as soon as possible after the employee's receipt of his/her orders. Employees presenting evidence as to the amount of compensation received from the government shall be paid the difference, if any, between what they received in the form of pay therefore and what they would have received from the County had they worked such period.

Section 2: Any employee who enters the military service by draft or enlistment shall be granted a leave of absence for that purpose, and at the conclusion of such leave of absence shall be reinstated in accordance with all applicable provisions of the Selective Service and Training Act and any other applicable laws then effective.

Section 3: An administrative or special leave may be granted to an employee when approved by the Sheriff for the purpose of settling an estate of a member of the immediate family, for educational purposes when such education will be for the systematic improvement of the knowledge or skills required in the performance of their work, for illness or injury when such leave extends beyond employee's sick leave days earned, and for other reasons which may be beneficial to the employee and the County. All leaves shall be specific as to their duration. A special or administrative leave of absence will normally be without pay. Leaves of absence shall be requested in writing by the employee and approved by the Sheriff.

ARTICLE 39 – BEREAVEMENT LEAVE

Section 1: Provided the employee has gotten the prior approval of the Sheriff or his/her designee, an employee will be granted sufficient time off with pay when a death occurs in the

employee's immediate family. (Spouse, children, parents or foster parents, brothers, sisters, mother-in-law, father-in-law, grandparents, grandchildren and any other persons for whom financial or physical care is the employee's principal responsibility.)

ARTICLE 40 – JURY DUTY

Section 1: If an employee, whose work shift starts between 12:00 noon and 6:00 p.m., is required to be at jury duty more than four (4) hours on any given day, he/she shall be excused from working his/her regular shift, however, the employee shall complete his/her work day on the day shift. If the employee attends jury duty less than four (4) hours, he/she must work their regular shift. Employees whose work shift starts between 6:00 p.m. and 12:00 midnight shall be transferred to the day shift to attend to jury duty. Employees working the day shift shall continue to be allowed to attend to jury duty with pay.

INSURANCES

ARTICLE 41 – INSURANCE

Section 1: A. The Employers agree to provide and maintain the level of group health and medical, prescription drug, hearing, vision and dental insurance benefits as provided in the County's Kal Flex Enhanced Plan that existed on 1/1/09 with the addition of a 10-40 Prescription Coverage Plan for permanent full time employees and their dependents. In addition, the Employers shall maintain the level of dental, vision, and hearing insurance coverage that existed on 1/1/09 for full time employees and their dependents. The provisions of these Plans are set forth in Appendix C attached hereto. In addition, bargaining unit employees will be allowed to participate, at no cost to them, in the County's Wellness Program and Flexible Spending Account Plan.

1. **Employee Health Care Plan Contribution.** Employees share in the cost of their Health Care coverage by paying a Health Care Cost Contribution each two-week pay period. The full time employee Health Care Cost Contribution payment is twenty percent (20%) of the County's actuarially estimated annual Health Care cost determined by category of coverage (i.e. single employee, employee and one dependent, and employee and two or more dependents).

The County's actuarially estimated annual Health Care cost is based upon the rate for active employees. In the fall of each year, the County receives an actuarial report that contains a calculation of the estimated cost to provide Health Care coverage in the upcoming calendar year for active employees and their eligible dependents. These estimated cost figures are utilized for Health Care contribution purposes effective on the first pay day on or after January 1st of the upcoming calendar year. Employees pay 1/26th of their portion of the annual Health Care cost each pay period.

B. **Waive Health Insurance.** Employees may elect to waive health insurance coverage under the Employer's Health Insurance Plan by giving the Employer written notice of their desire to waive Health Insurance coverage at least thirty (30) days prior to the first day of the month the employee desires to waive his/her insurance coverage by signing the appropriate form(s). An employee whose spouse is also employed by the County and covered by the County Health Care Plan is not eligible for opt-out payments.

C. Employees who waive Health Insurance coverage shall receive a payment in lieu of receiving Health Insurance coverage from the Employer for each full month the employee is not covered by the Employer's Health Insurance Plan. Effective March 1, 2006, this amount will be increased to an annualized sum of three thousand dollars (\$3,000.00), to be paid in equal installments out of each regular bi-weekly pay check.

D. Employees who have waived the Employer's Health Insurance coverage may re-enter the Plan at open enrollment or if they experience a qualified change in status, including a change in family status as defined in the proposed Treasury Regulations plus the permitted election changes from new final and temporary Treasury Regulations.

1. Health Insurance benefits for employees called involuntarily into military reserve duty will be continued for the duration of the employee's involuntary activation.

2. Regular part-time employees assigned as Security Deputies, Dispatchers or Clerk Typists shall be eligible for coverage under the Health Care Plan consistent with applicable law. Employees regularly working thirty (30) hours or more hours per week as Security Deputies, Dispatchers or Clerk Typists shall not be considered part-time employees. The Employers will pay the monthly insurance premium for other part-time employees in accordance with the following schedule:

20 – 22.4 hours worked per week = 50% of the insurance premium

22.5 – 29.9 hours worked per week = 75% of the insurance premium

30 or more hours worked per week = 80% of the insurance premium

Section 2: A. The Employer shall make available a Dental Plan with benefit level RC/25/50, 1 MBL 1000 OS/50/1000 more specifically described in the Carrier's Plan description. The Employer shall pay the full cost of this Dental Plan.

B. The Employer shall offer any enhanced Dental Plan that may be negotiated between the County and the Carrier.

Section 3: A. The Employers shall maintain the Group Life Insurance Coverage for all bargaining unit employees in an amount of twenty-thousand (\$20,000) dollars.

B. Employees may opt to purchase supplemental Life Insurance coverage if available from the carrier.

Section 4: The Employers shall make available a basic 12/12/12 Optical Plan. The Employers shall pay the full cost of such Optical Plan.

Section 5: The Employers shall continue their present practice regarding Health Insurance coordination for all retiring employees as set forth in Appendix E.

Section 6: A. Each regular full-time bargaining unit employee shall be eligible for the County's Long-Term Disability Insurance Program.

(1) The Long-Term Disability Insurance shall not be applicable to any injury or disability which is job related and covered by the Workers' Compensation Laws.

B. The Long-Term Disability Insurance Plan shall be fully coordinated with the employee's individual sick leave accumulation and the Sick Leave Bank as set forth in this Agreement.

C. Such Plan covers a disability after the employee has been disabled for six (6) months and has totally utilized his/her personal sick leave accumulation and his/her sick leave entitlement from the Sick Leave Bank.

D. All benefits of such Plan are fully set forth in the insurance contract between the County and the insurance provider.

Section 7: Obligation to Continue Health Insurance Premiums. In the event that an employee is discharged, quits, or is laid off, the employer shall have no obligation or liability whatsoever for making any insurance premium payments for any such employee or their lawful dependents beyond the month in which the discharge, quit or layoff occurs. Employees who are on a Non-Duty Disability Leave and receive KCSDA Sick Bank or LTD Benefits shall continue to receive Employer-paid insurance benefits for the employee, spouse and dependents. Employees who are on a Non-Duty Disability Leave and receive LTD Benefits shall continue to receive Employer-paid insurance benefits for the employee, spouse and dependents for a period of twenty-four (24) months from commencement of receipt of LTD Benefits. Employees who are absent from work due to a job-related illness or injury shall continue to receive Employer-paid insurance benefits for the employee, spouse and dependents for a total of thirty-six (36) consecutive months for any given illness or injury. [Same employer/employee payment sharing while participating in the KCSDA Sick Bank, LTD or on Workers Compensation as when the employee is on active duty.]

Section 8: Death Benefit. Kalamazoo County shall provide Health Insurance continuation benefit for one year to eligible survivors of law enforcement officers whose deaths were in the line of duty. A line-of-duty death is defined by the guidelines of the U.S. Justice Department for the purpose of line-of-duty death. The Health Insurance benefit will extend the level of coverage that was in place at the time of the death.

ARTICLE 42 – ON-THE-JOB INJURY/WORKERS’ COMPENSATION

Section 1: All employees shall be eligible for on-the-job injury or illness leaves in accordance with the provisions contained in the State's Workers' Compensation Statute provided the injury arose out of performance of duties and responsibilities directly related to the Sheriff's Department.

A. There shall be no deduction from sick leave credits for a period of fifty-two (52) weeks when an employee's absence from work is necessitated because of an injury or illness arising out of or in the course of his/her employment by the Employers. During such fifty-two (52) week period, the Employers will continue to compensate the employee for the differential for his/her regularly scheduled hours when coordinated with the workers’ compensation weekly wage-loss benefit paid by the Workers’ Compensation Administrator during the 52-week period. Such coordination will not decrease the pension contribution the Employer was obligated to make while paying the full normal salary during the first fifty-two (52) week period.

B. Following said fifty-two (52) week period, employees who are still unable to return to work may elect to use their unused accumulated sick leave credits, comp time, vacation time, personal time or, if participating in the sick bank, sick bank credits to make up the difference between their workers compensation benefits and their regular pay. If an employee chooses to supplement his/her workers’ compensation benefits in this manner, he/she must utilize his/her accruals in the following order: 1) sick leave; 2) comp time; 3) vacation time; and 4) personal time.

C. An employee can only be on a Workers’ Compensation Leave of Absence for a period of not more than thirty-six (36) consecutive months. Time used by the employee on Workers’ Compensation shall not count or be deducted from the employee’s Family and Medical Leave time.

Section 2: An employee may request that the Employers’ liability for injury resulting from enforcement action taken during his/her off-duty time be determined in accordance with the statutory provisions covering Workers’ Compensation.

OPERATIONS

ARTICLE 43 – WORK DAY AND WORK WEEK

Section 1: A. The "normal work day" shall be defined as an eight (8) hour day, except for those personnel within the Uniformed Services Section assigned to a 10 hour or 12 hour shift for whom the work day shall be defined as a ten (10) or twelve (12) hour day.

B. The "normal work week" shall be defined as forty (40) hours for employees working an eight (8) hour normal work day. Employees working ten (10) hour and twelve (12) hour normal work days shall work a "normal work period" of eighty (80) hours every bi-weekly pay period.

ARTICLE 44 – MISCELLANEOUS

Section 1: All personnel assigned to other governmental units by contract with the Sheriff shall still be protected by, and subject to, all provisions of the bargaining agreement.

Section 2: In the event that an employee is named a party in civil litigation for acts within the capacity of his/her employment, whether on or off duty, the Employers agree to pay the costs of the employee's attorney fees by the use of the County's comprehensive umbrella liability insurance policy, subject to the following limitations:

A. In the event that a determination is made that a conflict of interest exists and each employee requires separate legal representation, the County's carrier will provide all such representation at no cost to any employee.

Section 3: Security Deputies. Plan for security screeners at County Court buildings based upon previous proposal made by Sheriff Anderson. The pay scale is the same as for Airport Security Deputies.

Section 4. Other Agreements. The parties have reviewed a number of memoranda and Letters of Understanding and have determined that the following Letters of Understanding are applicable:

1. May 10, 1985 regarding Radio Section assignments.
2. July 29, 1985 Grievance resolution regarding overtime eligibility.
3. April 8, 1988 Grievance resolution regarding association leave time usage.
4. June 21, 1988 Grievance resolution identifying the Deputy/Reserve ratio.

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5. June 22, 1988 Grievance resolution regarding using management for extraditions.
6. January 9, 1989 Grievance resolution regarding calculation of court overtime.
7. June 7, 1991 Grievance resolution regarding vacations with Jail and Transport on dayshift.
8. December 27, 1993 Grievance resolution regarding time change pay.
9. March 21, 1994 Grievance resolution regarding use of Reserves for specified events.
10. March 24, 1994 Grievance resolution regarding a procedure for time off (leave) requests.
11. November 4, 1994 a Grievance resolution concerning Deputy/Reserve ratio working the Kalamazoo County Fair.
12. March 13, 1997 Letter of Understanding on how to comply with an arbitrator's ruling on court standby overtime.
13. April 16, 1997 Letter of Understanding regarding bid procedures for the Court Security position.
14. July 28, 1997 a Grievance resolution regarding use of sick leave to include the arbitrator's ruling dated November 15, 2002.
15. January 9, 2001 Unfair Labor Practice and Grievance resolution regarding donations to the sick bank upon retirement.
16. April 10, 2002 Memorandum of Understanding regarding the Airport Security positions.
17. November 1, 2002 Letter of Agreement for an experimental program for 12 hour shifts.
18. July 16, 2003 Memorandum of Understanding regarding military leave pay and benefits.
19. May 3, 2004 Grievance resolution regarding Transport OIC pay.
20. July 27, 2006 Letter of Agreement responding to an arbitration award regarding leave time during workers' compensation qualification period.

21. February 2, 2007 Grievance resolution regarding use of association leave, updated May 17, 2010.
22. June 28, 2010 Letter of Understanding regarding Jail staffing levels.
23. July 1, 2010 Letter of Understanding regarding FTO compensation for Control Center Operator.

Section 5. Light Duty Assignments. The Sheriff has the discretion to select the position and shift to which an employee on a light duty assignment will be assigned. The employee will initially report to the Undersheriff for his/her assignment. While on the light duty assignment, the employee will receive his/her regular hourly pay rate plus any shift differential applicable to the light duty assignment shift.

Section 6. Jail Booking and Release. Clerical functions related to booking and releasing inmates will be performed by employees in the new clerical position at the F/NF-13 pay grade.

Section 7. New Dispatchers. No one will be newly assigned as a Dispatcher into the F-19 classification on or after September 17, 2013. Any person entering a Dispatcher classification or assignment will be in the F/NF-16b Dispatcher classification. No employees currently in the F-19 classification will be removed from their current assignment in dispatch as a result of this change.

ARTICLE 45 – CORRECTIONS DEPUTIES AND DEPUTIES ASSIGNED TO THE CORRECTIONS DIVISION

Section 1. This Article 45 shall be included in all future agreements. This article shall constitute a stand-alone agreement between the parties and shall not terminate or expire upon the expiration of this Agreement or any future agreement so long as deputies assigned to the road patrol duties are entitled to Act 312 arbitration or similar interest arbitration. The parties recognize that the provisions of this Article may contain non-mandatory subjects of bargaining and further recognize and agree that the provisions of this article are binding and not subject to termination or challenge by any party as all parties agree they have voluntarily bargained this Article and it remains valid so long as the deputies assigned to road patrol duties have Act 312 arbitration or similar interest arbitration. The parties further agree not to challenge this Article claiming it to be of indefinite term since it is of a stated term, i.e., so long as the deputies assigned to road patrol duties have Act 312 arbitration or similar interest arbitration. The County and the County Sheriff unqualifiedly waive their right to submit to Act 312 arbitration, fact finding or to unilaterally implement any issue constituting a change or modification in this Article 45 so long as deputies assigned to road patrol duties have Act 312 arbitration or similar interest arbitration. However any one of the parties to this stand alone agreement may make proposals to amend or change the provisions of this Article 45. There shall be no changes to this stand alone agreement (i.e., Article 45) without the agreement of the Kalamazoo County Sheriff's Deputies Association and the Employers.

Section 2. On January 1, 2008 the Employers were required to maintain a minimum of fifty-eight (58) deputies paid at the F19 wage rate assigned to the Jail Division. The Employers will be allowed to reduce the fifty-eight (58) required positions, by means of attrition only, *i.e.* employee vacancies in the fifty-eight (58) required positions occurring due to employees assigned to the Jail Division, resigning, termination or retiring, down to a minimum level of forty-five (45) deputies paid at the F19 wage rate assigned to and working in the Jail Division.

Section 3. When the minimum of forty-five (45) deputies, paid at the F/NF19 wage rate is obtained in the Jail Division vacancies in the Deputy (F/NF19) classification assigned to and working in the Jail Division will first be filled by posting said vacancy on the appropriate bulletin boards throughout the Sheriff's Department for a period of fifteen (15) calendar days, during which time employees who hold the Deputy (F/NF19) classification may transfer into the Deputy (F/NF19) classification within the Jail Division. If no request for transfer is made, the vacancy shall next be filled by employees holding the Correction Deputy (F/NF17) classification, who are MCOLES certified or are certifiable, on the basis of seniority. If no Correction Deputies are MCOLES certified or MCOLES certifiable, the Employers may fill the vacancy from outside the bargaining unit.

Section 4. Corrections Deputies (F/NF-17) will not be assigned to work outside the jail facility in non-corrections assignments (e.g. road patrol, transport and courts). Only Deputies (F/NF-19) will be assigned to and work in the Transport Section of the Jail Division.

Section 5. The Kalamazoo County Sheriff's Deputies Association filed an Unfair Labor Practice Charge (MERC Case #C08-A-019) and the MERC has issued its Decision and Order in that Case and said Decision shall not be appealed by the County, the County Sheriff or the KCSDA. The Order issued, at paragraph #2, required the County and the County Sheriff to bargain with the KCSDA to obtain a procedure for binding interest arbitration governing the wages, hours and other terms and conditions of employment that will be applied to employees that work in the positions classified as Deputy (pay grade F19), Sergeant (pay grade F22), and Corrections Deputy (pay grade F17) assigned to the Corrections Division (also known as the Jail Division). The County and the Sheriff have bargained with the KCSDA and the parties have agreed employees that work in the position classifications of Deputy (pay grade F19), Sergeant (pay grade F22), and Corrections Deputy (pay grade F17) will receive the same percentage change in wages and any changes in hours and working conditions awarded by an Act 312 Arbitration Panel to employees who are qualified for Act 312 arbitration as a result of any Act 312 arbitration in the future.

Section 6. The County has challenged (in MERC Case #UE08-E016) the Act 312 coverage of employees in the Corrections Deputy (F17), the Deputy (F19) assigned to the Corrections (Jail) Division in the general jail assignment, the Court Security Deputy (F19) assignment, and the Deputy Transport (F19) assignment, the Sergeant (F22) assigned to the Corrections (Jail) Division as shift sergeants and the Sergeant (F22) assigned to the Corrections (Jail) Division as the Transport Sergeant. In addition, the County has challenged the Nurse (F20) employees. The proofs and briefs have been submitted. No decision has been rendered. The County, the County Sheriff and the KCSDA agree that the decision issued by the MERC in this case shall not be

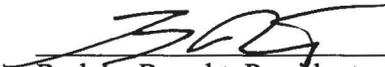
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appealed. The County and the County Sheriff agree that should any one, some, or all of the position assignments, i.e. Deputy (19) jail assigned, court security deputy assigned or transport assigned or Sergeant (F22) assigned as shift sergeant or as transport sergeant be determined not to be qualified and eligible for Act 312 arbitration then these employees shall be covered by the binding interest arbitration procedure described in Section 5 above. If the MERC places any one or all of the position assignments in another bargaining unit these position assignments shall receive the same wages, hours and working conditions awarded by an Act 312 arbitration panel to employees who are qualified for Act 312 arbitration in this bargaining unit. If the MERC should determine that any one, some or all of these classifications and job assignments are qualified and eligible for Act 312 arbitration then said employees shall be qualified and eligible for Act 312. The decision issued by MERC on the Nurse (F20) employees shall be final.

ARTICLE 46 – DURATION

This Agreement shall become effective as of the 1st day of January 2016, and shall remain in full force and effect through the 31st day of December 2018, and from year to year thereafter, unless either party hereto serves a written notice upon the other of at least sixty (60) calendar days prior to the 31st day of December 2018, or sixty (60) days prior to the expiration of any subsequent automatic renewal period of its intention to amend, modify, or terminate this Agreement.

**KALAMAZOO COUNTY SHERIFF
DEPUTIES ASSOCIATION**

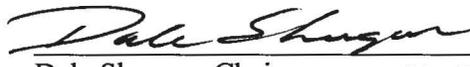


Rodney Rought, President

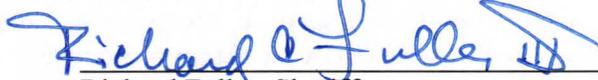


Rick Bowden, Vice President

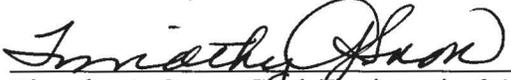
COUNTY OF KALAMAZOO



Dale Shugars, Chair
Board of Commissioners 6.20.17



Richard Fuller, Sheriff



Timothy A. Snow, Clerk/Register 6.20.17

APPENDIX A

Salary Schedules



KALAMAZOO COUNTY GOVERNMENT

Salary Schedules

FRATERNAL ORDER OF POLICE

Effective date: 01/01/2016

Change %
2.25

Clerk Typist I / Control Center Operator

F 09	A	Base	Annual	26,956.80	Bi-Weekly	1,036.80	Hourly	12.96	1 1/2	19.44
	B	12 Mos		27,809.60		1,069.60		13.37		20.06
	C	24 Mos		28,620.80		1,100.80		13.76		20.64
	D	36 Mos		29,473.60		1,133.60		14.17		21.26
	E	48 Mos		30,305.60		1,165.60		14.57		21.86
	F	60 Mos		31,116.80		1,196.80		14.96		22.44
	G	72 Mos		31,990.40		1,230.40		15.38		23.07
	H	84 Mos		32,801.60		1,261.60		15.77		23.66

Cook

F 10	A	Base	Annual	31,969.60	Bi-Weekly	1,229.60	Hourly	15.37	1 1/2	23.06
	B	12 Mos		32,947.20		1,267.20		15.84		23.76
	C	24 Mos		33,904.00		1,304.00		16.30		24.45
	D	36 Mos		34,840.00		1,340.00		16.75		25.13
	E	48 Mos		35,776.00		1,376.00		17.20		25.80
	F	60 Mos		36,732.80		1,412.80		17.66		26.49
	G	72 Mos		37,668.80		1,448.80		18.11		27.17
	H	84 Mos		38,625.60		1,485.60		18.57		27.86

Airport Security Deputy

F 12	A	Base	Annual	32,323.20	Bi-Weekly	1,243.20	Hourly	15.54	1 1/2	23.31
	B	12 Mos		33,176.00		1,276.00		15.95		23.93
	C	24 Mos		34,091.20		1,311.20		16.39		24.59
	D	36 Mos		34,944.00		1,344.00		16.80		25.20
	E	48 Mos		35,838.40		1,378.40		17.23		25.85
	F	60 Mos		36,712.00		1,412.00		17.65		26.48
	G	72 Mos		37,564.80		1,444.80		18.06		27.09
	H	84 Mos		38,480.00		1,480.00		18.50		27.75

Clerk Typist II / Booking Clerk

F 13	A	Base	Annual	33,446.40	Bi-Weekly	1,286.40	Hourly	16.08	1 1/2	24.12
	B	12 Mos		34,465.60		1,325.60		16.57		24.86
	C	24 Mos		35,526.40		1,366.40		17.08		25.62
	D	36 Mos		36,587.20		1,407.20		17.59		26.39
	E	48 Mos		37,627.20		1,447.20		18.09		27.14
	F	60 Mos		38,688.00		1,488.00		18.60		27.90
	G	72 Mos		39,707.20		1,527.20		19.09		28.64
	H	84 Mos		40,788.80		1,568.80		19.61		29.42



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Electronics Technician

F 14	A	Base	Annual	36,816.00	Bi-Weekly	1,416.00	Hourly	17.70	1 1/2	26.55
	B	12 Mos		37,856.00		1,456.00		18.20		27.30
	C	24 Mos		38,958.40		1,498.40		18.73		28.10
	D	36 Mos		40,040.00		1,540.00		19.25		28.88
	E	48 Mos		41,163.20		1,583.20		19.79		29.69
	F	60 Mos		42,244.80		1,624.80		20.31		30.47
	G	72 Mos		43,347.20		1,667.20		20.84		31.26
	H	84 Mos		44,428.80		1,708.80		21.36		32.04

Account Clerk II / Clerk Stenographer II

F 16a	A	Base	Annual	38,105.60	Bi-Weekly	1,465.60	Hourly	18.32	1 1/2	27.48
	B	12 Mos		39,270.40		1,510.40		18.88		28.32
	C	24 Mos		40,456.00		1,556.00		19.45		29.18
	D	36 Mos		41,620.80		1,600.80		20.01		30.02
	E	48 Mos		42,827.20		1,647.20		20.59		30.89
	F	60 Mos		43,992.00		1,692.00		21.15		31.73
	G	72 Mos		45,198.40		1,738.40		21.73		32.60
	H	84 Mos		46,363.20		1,783.20		22.29		33.44

Dispatcher

F 16b	A	Base	Annual	39,644.80	Bi-Weekly	1,524.80	Hourly	19.06	1 1/2	28.59
	B	12 Mos		40,851.20		1,571.20		19.64		29.46
	C	24 Mos		42,016.00		1,616.00		20.20		30.30
	D	36 Mos		43,222.40		1,662.40		20.78		31.17
	E	48 Mos		44,387.20		1,707.20		21.34		32.01
	F	60 Mos		45,572.80		1,752.80		21.91		32.87
	G	72 Mos		46,758.40		1,798.40		22.48		33.72
	H	84 Mos		47,944.00		1,844.00		23.05		34.58

Chief Cook / Corrections Deputy

F 17	A	Base	Annual	44,886.40	Bi-Weekly	1,726.40	Hourly	21.58	1 1/2	32.37
	B	12 Mos		47,174.40		1,814.40		22.68		34.02
	C	24 Mos		49,462.40		1,902.40		23.78		35.67
	D	36 Mos		51,771.20		1,991.20		24.89		37.34
	E	48 Mos		54,059.20		2,079.20		25.99		38.99
	F	60 Mos		56,368.00		2,168.00		27.10		40.65
	G	72 Mos		58,656.00		2,256.00		28.20		42.30
	H	84 Mos		60,944.00		2,344.00		29.30		43.95



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Bailiff

F 18	A	Base	Annual	46,592.00	Bi-Weekly	1,792.00	Hourly	22.40	1 1/2	33.60
	B	12 Mos		48,006.40		1,846.40		23.08		34.62
	C	24 Mos		49,400.00		1,900.00		23.75		35.63
	D	36 Mos		50,772.80		1,952.80		24.41		36.62
	E	48 Mos		52,145.60		2,005.60		25.07		37.61
	F	60 Mos		53,539.20		2,059.20		25.74		38.61
	G	72 Mos		54,912.00		2,112.00		26.40		39.60
	H	84 Mos		56,305.60		2,165.60		27.07		40.61

Deputy Sheriff / Crime Lab Specialist

F 19	A	Base	Annual	46,945.60	Bi-Weekly	1,805.60	Hourly	22.57	1 1/2	33.86
	B	12 Mos		49,753.60		1,913.60		23.92		35.88
	C	24 Mos		52,540.80		2,020.80		25.26		37.89
	D	36 Mos		55,390.40		2,130.40		26.63		39.95
	E	48 Mos		58,219.20		2,239.20		27.99		41.99
	F	60 Mos		61,027.20		2,347.20		29.34		44.01
	G	72 Mos		63,856.00		2,456.00		30.70		46.05
	H	84 Mos		66,684.80		2,564.80		32.06		48.09

Nurse

F 20	A	Base	Annual	46,300.80	Bi-Weekly	1,780.80	Hourly	22.26	1 1/2	33.39
	B	12 Mos		49,025.60		1,885.60		23.57		35.36
	C	24 Mos		51,812.80		1,992.80		24.91		37.37
	D	36 Mos		54,579.20		2,099.20		26.24		39.36
	E	48 Mos		57,366.40		2,206.40		27.58		41.37
	F	60 Mos		60,153.60		2,313.60		28.92		43.38
	G	72 Mos		62,940.80		2,420.80		30.26		45.39
	H	84 Mos		65,728.00		2,528.00		31.60		47.40



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Clerk Typist I / Control Center Operator

NF09	A	Base	Annual	24,252.80	Bi-Weekly	932.80	Hourly	11.66	1 1/2	17.49
	B	12 Mos		25,022.40		962.40		12.03		18.05
	C	24 Mos		25,750.40		990.40		12.38		18.57
	D	36 Mos		26,520.00		1,020.00		12.75		19.13
	E	48 Mos		27,268.80		1,048.80		13.11		19.67
	F	60 Mos		27,996.80		1,076.80		13.46		20.19
	G	72 Mos		28,787.20		1,107.20		13.84		20.76
	H	84 Mos		29,515.20		1,135.20		14.19		21.29

Cook

NF10	A	Base	Annual	28,766.40	Bi-Weekly	1,106.40	Hourly	13.83	1 1/2	20.75
	B	12 Mos		29,660.80		1,140.80		14.26		21.39
	C	24 Mos		30,513.60		1,173.60		14.67		22.01
	D	36 Mos		31,366.40		1,206.40		15.08		22.62
	E	48 Mos		32,198.40		1,238.40		15.48		23.22
	F	60 Mos		33,051.20		1,271.20		15.89		23.84
	G	72 Mos		33,904.00		1,304.00		16.30		24.45
	H	84 Mos		34,756.80		1,336.80		16.71		25.07

Airport Security Deputy

NF12	A	Base	Annual	29,099.20	Bi-Weekly	1,119.20	Hourly	13.99	1 1/2	20.99
	B	12 Mos		29,868.80		1,148.80		14.36		21.54
	C	24 Mos		30,680.00		1,180.00		14.75		22.13
	D	36 Mos		31,449.60		1,209.60		15.12		22.68
	E	48 Mos		32,260.80		1,240.80		15.51		23.27
	F	60 Mos		33,051.20		1,271.20		15.89		23.84
	G	72 Mos		33,800.00		1,300.00		16.25		24.38
	H	84 Mos		34,632.00		1,332.00		16.65		24.98

Clerk Typist II / Booking Clerk

NF13	A	Base	Annual	30,097.60	Bi-Weekly	1,157.60	Hourly	14.47	1 1/2	21.71
	B	12 Mos		31,012.80		1,192.80		14.91		22.37
	C	24 Mos		31,969.60		1,229.60		15.37		23.06
	D	36 Mos		32,926.40		1,266.40		15.83		23.75
	E	48 Mos		33,862.40		1,302.40		16.28		24.42
	F	60 Mos		34,819.20		1,339.20		16.74		25.11
	G	72 Mos		35,734.40		1,374.40		17.18		25.77
	H	84 Mos		36,712.00		1,412.00		17.65		26.48



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Electronics Technician

NF14	A	Base	Annual	33,134.40	Bi-Weekly	1,274.40	Hourly	15.93	1 1/2	23.90
	B	12 Mos		34,070.40		1,310.40		16.38		24.57
	C	24 Mos		35,068.80		1,348.80		16.86		25.29
	D	36 Mos		36,046.40		1,386.40		17.33		26.00
	E	48 Mos		37,044.80		1,424.80		17.81		26.72
	F	60 Mos		38,022.40		1,462.40		18.28		27.42
	G	72 Mos		39,020.80		1,500.80		18.76		28.14
	H	84 Mos		39,977.60		1,537.60		19.22		28.83

Account Clerk II / Clerk Stenographer II

NF16A	A	Base	Annual	34,299.20	Bi-Weekly	1,319.20	Hourly	16.49	1 1/2	24.74
	B	12 Mos		35,339.20		1,359.20		16.99		25.49
	C	24 Mos		36,420.80		1,400.80		17.51		26.27
	D	36 Mos		37,460.80		1,440.80		18.01		27.02
	E	48 Mos		38,542.40		1,482.40		18.53		27.80
	F	60 Mos		39,603.20		1,523.20		19.04		28.56
	G	72 Mos		40,684.80		1,564.80		19.56		29.34
	H	84 Mos		41,724.80		1,604.80		20.06		30.09

Dispatcher

NF16B	A	Base	Annual	35,672.00	Bi-Weekly	1,372.00	Hourly	17.15	1 1/2	25.73
	B	12 Mos		36,774.40		1,414.40		17.68		26.52
	C	24 Mos		37,814.40		1,454.40		18.18		27.27
	D	36 Mos		38,896.00		1,496.00		18.70		28.05
	E	48 Mos		39,956.80		1,536.80		19.21		28.82
	F	60 Mos		41,017.60		1,577.60		19.72		29.58
	G	72 Mos		42,078.40		1,618.40		20.23		30.35
	H	84 Mos		43,160.00		1,660.00		20.75		31.13

Chief Cook / Corrections Deputy

NF17	A	Base	Annual	40,393.60	Bi-Weekly	1,553.60	Hourly	19.42	1 1/2	29.13
	B	12 Mos		42,452.80		1,632.80		20.41		30.62
	C	24 Mos		44,512.00		1,712.00		21.40		32.10
	D	36 Mos		46,592.00		1,792.00		22.40		33.60
	E	48 Mos		48,651.20		1,871.20		23.39		35.09
	F	60 Mos		50,731.20		1,951.20		24.39		36.59
	G	72 Mos		52,790.40		2,030.40		25.38		38.07
	H	84 Mos		54,849.60		2,109.60		26.37		39.56



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Bailiff

NF18	A	Base	Annual	41,932.80	Bi-Weekly	1,612.80	Hourly	20.16	1 1/2	30.24
	B	12 Mos		43,201.60		1,661.60		20.77		31.16
	C	24 Mos		44,470.40		1,710.40		21.38		32.07
	D	36 Mos		45,697.60		1,757.60		21.97		32.96
	E	48 Mos		46,924.80		1,804.80		22.56		33.84
	F	60 Mos		48,193.60		1,853.60		23.17		34.76
	G	72 Mos		49,420.80		1,900.80		23.76		35.64
	H	84 Mos		50,668.80		1,948.80		24.36		36.54

Deputy Sheriff / Crime Lab Specialist

NF19	A	Base	Annual	42,244.80	Bi-Weekly	1,624.80	Hourly	20.31	1 1/2	30.47
	B	12 Mos		44,782.40		1,722.40		21.53		32.30
	C	24 Mos		47,278.40		1,818.40		22.73		34.10
	D	36 Mos		49,857.60		1,917.60		23.97		35.96
	E	48 Mos		52,395.20		2,015.20		25.19		37.79
	F	60 Mos		54,932.80		2,112.80		26.41		39.62
	G	72 Mos		57,470.40		2,210.40		27.63		41.45
	H	84 Mos		60,008.00		2,308.00		28.85		43.28

Nurse

NF20	A	Base	Annual	41,662.40	Bi-Weekly	1,602.40	Hourly	20.03	1 1/2	30.05
	B	12 Mos		44,116.80		1,696.80		21.21		31.82
	C	24 Mos		46,633.60		1,793.60		22.42		33.63
	D	36 Mos		49,129.60		1,889.60		23.62		35.43
	E	48 Mos		51,625.60		1,985.60		24.82		37.23
	F	60 Mos		54,142.40		2,082.40		26.03		39.05
	G	72 Mos		56,638.40		2,178.40		27.23		40.85
	H	84 Mos		59,155.20		2,275.20		28.44		42.66



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Clerk Typist I / Control Center Operator

F 09	A	Base	Annual	27,497.60	Bi-Weekly	1,057.60	Hourly	13.22	1 1/2	19.83
	B	12 Mos		28,371.20		1,091.20		13.64		20.46
	C	24 Mos		29,203.20		1,123.20		14.04		21.06
	D	36 Mos		30,056.00		1,156.00		14.45		21.68
	E	48 Mos		30,908.80		1,188.80		14.86		22.29
	F	60 Mos		31,740.80		1,220.80		15.26		22.89
	G	72 Mos		32,635.20		1,255.20		15.69		23.54
	H	84 Mos		33,467.20		1,287.20		16.09		24.14

Cook

F 10	A	Base	Annual	32,614.40	Bi-Weekly	1,254.40	Hourly	15.68	1 1/2	23.52
	B	12 Mos		33,612.80		1,292.80		16.16		24.24
	C	24 Mos		34,590.40		1,330.40		16.63		24.95
	D	36 Mos		35,547.20		1,367.20		17.09		25.64
	E	48 Mos		36,483.20		1,403.20		17.54		26.31
	F	60 Mos		37,460.80		1,440.80		18.01		27.02
	G	72 Mos		38,417.60		1,477.60		18.47		27.71
	H	84 Mos		39,395.20		1,515.20		18.94		28.41

Airport Security Deputy

F 12	A	Base	Annual	32,968.00	Bi-Weekly	1,268.00	Hourly	15.85	1 1/2	23.78
	B	12 Mos		33,841.60		1,301.60		16.27		24.41
	C	24 Mos		34,777.60		1,337.60		16.72		25.08
	D	36 Mos		35,651.20		1,371.20		17.14		25.71
	E	48 Mos		36,545.60		1,405.60		17.57		26.36
	F	60 Mos		37,440.00		1,440.00		18.00		27.00
	G	72 Mos		38,313.60		1,473.60		18.42		27.63
	H	84 Mos		39,249.60		1,509.60		18.87		28.31

Clerk Typist II / Booking Clerk

F 13	A	Base	Annual	34,112.00	Bi-Weekly	1,312.00	Hourly	16.40	1 1/2	24.60
	B	12 Mos		35,152.00		1,352.00		16.90		25.35
	C	24 Mos		36,233.60		1,393.60		17.42		26.13
	D	36 Mos		37,315.20		1,435.20		17.94		26.91
	E	48 Mos		38,376.00		1,476.00		18.45		27.68
	F	60 Mos		39,457.60		1,517.60		18.97		28.46
	G	72 Mos		40,497.60		1,557.60		19.47		29.21
	H	84 Mos		41,600.00		1,600.00		20.00		30.00



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Electronics Technician

F 14	A	Base	Annual	37,544.00	Bi-Weekly	1,444.00	Hourly	18.05	1 1/2	27.08
	B	12 Mos		38,604.80		1,484.80		18.56		27.84
	C	24 Mos		39,728.00		1,528.00		19.10		28.65
	D	36 Mos		40,851.20		1,571.20		19.64		29.46
	E	48 Mos		41,995.20		1,615.20		20.19		30.29
	F	60 Mos		43,097.60		1,657.60		20.72		31.08
	G	72 Mos		44,220.80		1,700.80		21.26		31.89
	H	84 Mos		45,323.20		1,743.20		21.79		32.69

Account Clerk II / Clerk Stenographer II

F 16a	A	Base	Annual	38,875.20	Bi-Weekly	1,495.20	Hourly	18.69	1 1/2	28.04
	B	12 Mos		40,060.80		1,540.80		19.26		28.89
	C	24 Mos		41,267.20		1,587.20		19.84		29.76
	D	36 Mos		42,452.80		1,632.80		20.41		30.62
	E	48 Mos		43,680.00		1,680.00		21.00		31.50
	F	60 Mos		44,865.60		1,725.60		21.57		32.36
	G	72 Mos		46,092.80		1,772.80		22.16		33.24
	H	84 Mos		47,299.20		1,819.20		22.74		34.11

Dispatcher

F 16b	A	Base	Annual	40,435.20	Bi-Weekly	1,555.20	Hourly	19.44	1 1/2	29.16
	B	12 Mos		41,662.40		1,602.40		20.03		30.05
	C	24 Mos		42,848.00		1,648.00		20.60		30.90
	D	36 Mos		44,096.00		1,696.00		21.20		31.80
	E	48 Mos		45,281.60		1,741.60		21.77		32.66
	F	60 Mos		46,488.00		1,788.00		22.35		33.53
	G	72 Mos		47,694.40		1,834.40		22.93		34.40
	H	84 Mos		48,900.80		1,880.80		23.51		35.27

Chief Cook / Corrections Deputy

F 17	A	Base	Annual	45,780.80	Bi-Weekly	1,760.80	Hourly	22.01	1 1/2	33.02
	B	12 Mos		48,110.40		1,850.40		23.13		34.70
	C	24 Mos		50,460.80		1,940.80		24.26		36.39
	D	36 Mos		52,811.20		2,031.20		25.39		38.09
	E	48 Mos		55,140.80		2,120.80		26.51		39.77
	F	60 Mos		57,491.20		2,211.20		27.64		41.46
	G	72 Mos		59,820.80		2,300.80		28.76		43.14
	H	84 Mos		62,171.20		2,391.20		29.89		44.84



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2.0

Bailiff

F 18	A	Base	Annual	47,528.00	Bi-Weekly	1,828.00	Hourly	22.85	1 1/2	34.28
	B	12 Mos		48,963.20		1,883.20		23.54		35.31
	C	24 Mos		50,398.40		1,938.40		24.23		36.35
	D	36 Mos		51,792.00		1,992.00		24.90		37.35
	E	48 Mos		53,185.60		2,045.60		25.57		38.36
	F	60 Mos		54,600.00		2,100.00		26.25		39.38
	G	72 Mos		56,014.40		2,154.40		26.93		40.40
	H	84 Mos		57,428.80		2,208.80		27.61		41.42

Deputy Sheriff / Crime Lab Specialist

F 19	A	Base	Annual	47,881.60	Bi-Weekly	1,841.60	Hourly	23.02	1 1/2	34.53
	B	12 Mos		50,752.00		1,952.00		24.40		36.60
	C	24 Mos		53,601.60		2,061.60		25.77		38.66
	D	36 Mos		56,492.80		2,172.80		27.16		40.74
	E	48 Mos		59,384.00		2,284.00		28.55		42.83
	F	60 Mos		62,254.40		2,394.40		29.93		44.90
	G	72 Mos		65,124.80		2,504.80		31.31		46.97
	H	84 Mos		68,016.00		2,616.00		32.70		49.05

Nurse

F 20	A	Base	Annual	47,236.80	Bi-Weekly	1,816.80	Hourly	22.71	1 1/2	34.07
	B	12 Mos		50,003.20		1,923.20		24.04		36.06
	C	24 Mos		52,852.80		2,032.80		25.41		38.12
	D	36 Mos		55,660.80		2,140.80		26.76		40.14
	E	48 Mos		58,510.40		2,250.40		28.13		42.20
	F	60 Mos		61,360.00		2,360.00		29.50		44.25
	G	72 Mos		64,209.60		2,469.60		30.87		46.31
	H	84 Mos		67,038.40		2,578.40		32.23		48.35



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2.0

Clerk Typist I / Control Center Operator

NF09	A	Base	Annual	24,752.00	Bi-Weekly	952.00	Hourly	11.90	1 1/2	17.85
	B	12 Mos		25,542.40		982.40		12.28		18.42
	C	24 Mos		26,291.20		1,011.20		12.64		18.96
	D	36 Mos		27,060.80		1,040.80		13.01		19.52
	E	48 Mos		27,809.60		1,069.60		13.37		20.06
	F	60 Mos		28,558.40		1,098.40		13.73		20.60
	G	72 Mos		29,369.60		1,129.60		14.12		21.18
	H	84 Mos		30,118.40		1,158.40		14.48		21.72

Cook

NF10	A	Base	Annual	29,348.80	Bi-Weekly	1,128.80	Hourly	14.11	1 1/2	21.17
	B	12 Mos		30,243.20		1,163.20		14.54		21.81
	C	24 Mos		31,137.60		1,197.60		14.97		22.46
	D	36 Mos		31,990.40		1,230.40		15.38		23.07
	E	48 Mos		32,843.20		1,263.20		15.79		23.69
	F	60 Mos		33,716.80		1,296.80		16.21		24.32
	G	72 Mos		34,569.60		1,329.60		16.62		24.93
	H	84 Mos		35,464.00		1,364.00		17.05		25.58

Airport Security Deputy

NF12	A	Base	Annual	29,681.60	Bi-Weekly	1,141.60	Hourly	14.27	1 1/2	21.41
	B	12 Mos		30,451.20		1,171.20		14.64		21.96
	C	24 Mos		31,304.00		1,204.00		15.05		22.58
	D	36 Mos		32,094.40		1,234.40		15.43		23.15
	E	48 Mos		32,884.80		1,264.80		15.81		23.72
	F	60 Mos		33,696.00		1,296.00		16.20		24.30
	G	72 Mos		34,486.40		1,326.40		16.58		24.87
	H	84 Mos		35,318.40		1,358.40		16.98		25.47

Clerk Typist II / Booking Clerk

NF13	A	Base	Annual	30,700.80	Bi-Weekly	1,180.80	Hourly	14.76	1 1/2	22.14
	B	12 Mos		31,636.80		1,216.80		15.21		22.82
	C	24 Mos		32,614.40		1,254.40		15.68		23.52
	D	36 Mos		33,592.00		1,292.00		16.15		24.23
	E	48 Mos		34,548.80		1,328.80		16.61		24.92
	F	60 Mos		35,505.60		1,365.60		17.07		25.61
	G	72 Mos		36,441.60		1,401.60		17.52		26.28
	H	84 Mos		37,440.00		1,440.00		18.00		27.00



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2.0

Electronics Technician

NF14	A	Base	Annual	33,800.00	Bi-Weekly	1,300.00	Hourly	16.25	1 1/2	24.38
	B	12 Mos		34,736.00		1,336.00		16.70		25.05
	C	24 Mos		35,755.20		1,375.20		17.19		25.79
	D	36 Mos		36,774.40		1,414.40		17.68		26.52
	E	48 Mos		37,793.60		1,453.60		18.17		27.26
	F	60 Mos		38,792.00		1,492.00		18.65		27.98
	G	72 Mos		39,790.40		1,530.40		19.13		28.70
	H	84 Mos		40,788.80		1,568.80		19.61		29.42

Account Clerk II / Clerk Stenographer II

NF16A	A	Base	Annual	34,985.60	Bi-Weekly	1,345.60	Hourly	16.82	1 1/2	25.23
	B	12 Mos		36,046.40		1,386.40		17.33		26.00
	C	24 Mos		37,148.80		1,428.80		17.86		26.79
	D	36 Mos		38,209.60		1,469.60		18.37		27.56
	E	48 Mos		39,312.00		1,512.00		18.90		28.35
	F	60 Mos		40,372.80		1,552.80		19.41		29.12
	G	72 Mos		41,475.20		1,595.20		19.94		29.91
	H	84 Mos		42,577.60		1,637.60		20.47		30.71

Dispatcher

NF16B	A	Base	Annual	36,400.00	Bi-Weekly	1,400.00	Hourly	17.50	1 1/2	26.25
	B	12 Mos		37,502.40		1,442.40		18.03		27.05
	C	24 Mos		38,563.20		1,483.20		18.54		27.81
	D	36 Mos		39,686.40		1,526.40		19.08		28.62
	E	48 Mos		40,747.20		1,567.20		19.59		29.39
	F	60 Mos		41,849.60		1,609.60		20.12		30.18
	G	72 Mos		42,931.20		1,651.20		20.64		30.96
	H	84 Mos		44,012.80		1,692.80		21.16		31.74

Chief Cook / Corrections Deputy

NF17	A	Base	Annual	41,204.80	Bi-Weekly	1,584.80	Hourly	19.81	1 1/2	29.72
	B	12 Mos		43,305.60		1,665.60		20.82		31.23
	C	24 Mos		45,406.40		1,746.40		21.83		32.75
	D	36 Mos		47,528.00		1,828.00		22.85		34.28
	E	48 Mos		49,628.80		1,908.80		23.86		35.79
	F	60 Mos		51,750.40		1,990.40		24.88		37.32
	G	72 Mos		53,830.40		2,070.40		25.88		38.82
	H	84 Mos		55,952.00		2,152.00		26.90		40.35



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2.0

Bailiff

NF18	Grade	Step	Annual	Bi-Weekly	Hourly	Change %	
						1 1/2	30.86
	A	Base	42,785.60	1,645.60	20.57	1 1/2	30.86
	B	12 Mos	44,075.20	1,695.20	21.19		31.79
	C	24 Mos	45,364.80	1,744.80	21.81		32.72
	D	36 Mos	46,612.80	1,792.80	22.41		33.62
	E	48 Mos	47,860.80	1,840.80	23.01		34.52
	F	60 Mos	49,150.40	1,890.40	23.63		35.45
	G	72 Mos	50,419.20	1,939.20	24.24		36.36
	H	84 Mos	51,688.00	1,988.00	24.85		37.28

Deputy Sheriff / Crime Lab Specialist

NF19	Grade	Step	Annual	Bi-Weekly	Hourly	Change %	
						1 1/2	31.08
	A	Base	43,097.60	1,657.60	20.72	1 1/2	31.08
	B	12 Mos	45,676.80	1,756.80	21.96		32.94
	C	24 Mos	48,235.20	1,855.20	23.19		34.79
	D	36 Mos	50,835.20	1,955.20	24.44		36.66
	E	48 Mos	53,456.00	2,056.00	25.70		38.55
	F	60 Mos	56,035.20	2,155.20	26.94		40.41
	G	72 Mos	58,614.40	2,254.40	28.18		42.27
	H	84 Mos	61,214.40	2,354.40	29.43		44.15

Nurse

NF20	Grade	Step	Annual	Bi-Weekly	Hourly	Change %	
						1 1/2	30.66
	A	Base	42,515.20	1,635.20	20.44	1 1/2	30.66
	B	12 Mos	45,011.20	1,731.20	21.64		32.46
	C	24 Mos	47,569.60	1,829.60	22.87		34.31
	D	36 Mos	50,086.40	1,926.40	24.08		36.12
	E	48 Mos	52,665.60	2,025.60	25.32		37.98
	F	60 Mos	55,224.00	2,124.00	26.55		39.83
	G	72 Mos	57,782.40	2,222.40	27.78		41.67
	H	84 Mos	60,340.80	2,320.80	29.01		43.52



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1.75

Clerk Typist I / Control Center Operator

F 09	A	Base	Annual	27,976.00	Bi-Weekly	1,076.00	Hourly	13.45	1 1/2	20.18
	B	12 Mos		28,870.40		1,110.40		13.88		20.82
	C	24 Mos		29,723.20		1,143.20		14.29		21.44
	D	36 Mos		30,576.00		1,176.00		14.70		22.05
	E	48 Mos		31,449.60		1,209.60		15.12		22.68
	F	60 Mos		32,302.40		1,242.40		15.53		23.30
	G	72 Mos		33,196.80		1,276.80		15.96		23.94
	H	84 Mos		34,049.60		1,309.60		16.37		24.56

Cook

F 10	A	Base	Annual	33,176.00	Bi-Weekly	1,276.00	Hourly	15.95	1 1/2	23.93
	B	12 Mos		34,195.20		1,315.20		16.44		24.66
	C	24 Mos		35,193.60		1,353.60		16.92		25.38
	D	36 Mos		36,171.20		1,391.20		17.39		26.09
	E	48 Mos		37,128.00		1,428.00		17.85		26.78
	F	60 Mos		38,126.40		1,466.40		18.33		27.50
	G	72 Mos		39,083.20		1,503.20		18.79		28.19
	H	84 Mos		40,081.60		1,541.60		19.27		28.91

Airport Security Deputy

F 12	A	Base	Annual	33,550.40	Bi-Weekly	1,290.40	Hourly	16.13	1 1/2	24.20
	B	12 Mos		34,424.00		1,324.00		16.55		24.83
	C	24 Mos		35,380.80		1,360.80		17.01		25.52
	D	36 Mos		36,275.20		1,395.20		17.44		26.16
	E	48 Mos		37,190.40		1,430.40		17.88		26.82
	F	60 Mos		38,105.60		1,465.60		18.32		27.48
	G	72 Mos		38,979.20		1,499.20		18.74		28.11
	H	84 Mos		39,936.00		1,536.00		19.20		28.80

Clerk Typist II / Booking Clerk

F 13	A	Base	Annual	34,715.20	Bi-Weekly	1,335.20	Hourly	16.69	1 1/2	25.04
	B	12 Mos		35,776.00		1,376.00		17.20		25.80
	C	24 Mos		36,857.60		1,417.60		17.72		26.58
	D	36 Mos		37,960.00		1,460.00		18.25		27.38
	E	48 Mos		39,041.60		1,501.60		18.77		28.16
	F	60 Mos		40,144.00		1,544.00		19.30		28.95
	G	72 Mos		41,204.80		1,584.80		19.81		29.72
	H	84 Mos		42,328.00		1,628.00		20.35		30.53



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Electronics Technician

F 14	A	Base	Annual	38,209.60	Bi-Weekly	1,469.60	Hourly	18.37	1 1/2	27.56
	B	12 Mos		39,270.40		1,510.40		18.88		28.32
	C	24 Mos		40,414.40		1,554.40		19.43		29.15
	D	36 Mos		41,558.40		1,598.40		19.98		29.97
	E	48 Mos		42,723.20		1,643.20		20.54		30.81
	F	60 Mos		43,846.40		1,686.40		21.08		31.62
	G	72 Mos		44,990.40		1,730.40		21.63		32.45
	H	84 Mos		46,113.60		1,773.60		22.17		33.26

Account Clerk II / Clerk Stenographer II

F 16a	A	Base	Annual	39,561.60	Bi-Weekly	1,521.60	Hourly	19.02	1 1/2	28.53
	B	12 Mos		40,768.00		1,568.00		19.60		29.40
	C	24 Mos		41,995.20		1,615.20		20.19		30.29
	D	36 Mos		43,201.60		1,661.60		20.77		31.16
	E	48 Mos		44,449.60		1,709.60		21.37		32.06
	F	60 Mos		45,656.00		1,756.00		21.95		32.93
	G	72 Mos		46,904.00		1,804.00		22.55		33.83
	H	84 Mos		48,131.20		1,851.20		23.14		34.71

Dispatcher

F 16b	A	Base	Annual	41,142.40	Bi-Weekly	1,582.40	Hourly	19.78	1 1/2	29.67
	B	12 Mos		42,390.40		1,630.40		20.38		30.57
	C	24 Mos		43,596.80		1,676.80		20.96		31.44
	D	36 Mos		44,865.60		1,725.60		21.57		32.36
	E	48 Mos		46,072.00		1,772.00		22.15		33.23
	F	60 Mos		47,299.20		1,819.20		22.74		34.11
	G	72 Mos		48,526.40		1,866.40		23.33		35.00
	H	84 Mos		49,753.60		1,913.60		23.92		35.88

Chief Cook / Corrections Deputy

F 17	A	Base	Annual	46,592.00	Bi-Weekly	1,792.00	Hourly	22.40	1 1/2	33.60
	B	12 Mos		48,942.40		1,882.40		23.53		35.30
	C	24 Mos		51,334.40		1,974.40		24.68		37.02
	D	36 Mos		53,726.40		2,066.40		25.83		38.75
	E	48 Mos		56,097.60		2,157.60		26.97		40.46
	F	60 Mos		58,489.60		2,249.60		28.12		42.18
	G	72 Mos		60,860.80		2,340.80		29.26		43.89
	H	84 Mos		63,252.80		2,432.80		30.41		45.62



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1.75

Bailiff

F 18	A	Base	Annual	48,360.00	Bi-Weekly	1,860.00	Hourly	23.25	1 1/2	
									34.88	
	B	12 Mos	49,816.00		1,916.00		23.95		35.93	
	C	24 Mos	51,272.00		1,972.00		24.65		36.98	
	D	36 Mos	52,707.20		2,027.20		25.34		38.01	
	E	48 Mos	54,121.60		2,081.60		26.02		39.03	
	F	60 Mos	55,556.80		2,136.80		26.71		40.07	
	G	72 Mos	56,992.00		2,192.00		27.40		41.10	
	H	84 Mos	58,427.20		2,247.20		28.09		42.14	

Deputy Sheriff / Crime Lab Specialist

F 19	A	Base	Annual	48,713.60	Bi-Weekly	1,873.60	Hourly	23.42	1 1/2	
									35.13	
	B	12 Mos	51,646.40		1,986.40		24.83		37.25	
	C	24 Mos	54,537.60		2,097.60		26.22		39.33	
	D	36 Mos	57,491.20		2,211.20		27.64		41.46	
	E	48 Mos	60,424.00		2,324.00		29.05		43.58	
	F	60 Mos	63,336.00		2,436.00		30.45		45.68	
	G	72 Mos	66,268.80		2,548.80		31.86		47.79	
	H	84 Mos	69,201.60		2,661.60		33.27		49.91	

Nurse

F 20	A	Base	Annual	48,068.80	Bi-Weekly	1,848.80	Hourly	23.11	1 1/2	
									34.67	
	B	12 Mos	50,876.80		1,956.80		24.46		36.69	
	C	24 Mos	53,768.00		2,068.00		25.85		38.78	
	D	36 Mos	56,638.40		2,178.40		27.23		40.85	
	E	48 Mos	59,529.60		2,289.60		28.62		42.93	
	F	60 Mos	62,441.60		2,401.60		30.02		45.03	
	G	72 Mos	65,332.80		2,512.80		31.41		47.12	
	H	84 Mos	68,203.20		2,623.20		32.79		49.19	



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1.75

Clerk Typist I / Control Center Operator

NF09	A	Base	Annual	25,188.80	Bi-Weekly	968.80	Hourly	12.11	1 1/2	18.17
	B	12 Mos		25,979.20		999.20		12.49		18.74
	C	24 Mos		26,748.80		1,028.80		12.86		19.29
	D	36 Mos		27,518.40		1,058.40		13.23		19.85
	E	48 Mos		28,308.80		1,088.80		13.61		20.42
	F	60 Mos		29,078.40		1,118.40		13.98		20.97
	G	72 Mos		29,868.80		1,148.80		14.36		21.54
	H	84 Mos		30,638.40		1,178.40		14.73		22.10

Cook

NF10	A	Base	Annual	29,868.80	Bi-Weekly	1,148.80	Hourly	14.36	1 1/2	21.54
	B	12 Mos		30,784.00		1,184.00		14.80		22.20
	C	24 Mos		31,678.40		1,218.40		15.23		22.85
	D	36 Mos		32,552.00		1,252.00		15.65		23.48
	E	48 Mos		33,425.60		1,285.60		16.07		24.11
	F	60 Mos		34,320.00		1,320.00		16.50		24.75
	G	72 Mos		35,172.80		1,352.80		16.91		25.37
	H	84 Mos		36,067.20		1,387.20		17.34		26.01

Airport Security Deputy

NF12	A	Base	Annual	30,201.60	Bi-Weekly	1,161.60	Hourly	14.52	1 1/2	21.78
	B	12 Mos		30,992.00		1,192.00		14.90		22.35
	C	24 Mos		31,844.80		1,224.80		15.31		22.97
	D	36 Mos		32,656.00		1,256.00		15.70		23.55
	E	48 Mos		33,467.20		1,287.20		16.09		24.14
	F	60 Mos		34,299.20		1,319.20		16.49		24.74
	G	72 Mos		35,089.60		1,349.60		16.87		25.31
	H	84 Mos		35,942.40		1,382.40		17.28		25.92

Clerk Typist II / Booking Clerk

NF13	A	Base	Annual	31,241.60	Bi-Weekly	1,201.60	Hourly	15.02	1 1/2	22.53
	B	12 Mos		32,198.40		1,238.40		15.48		23.22
	C	24 Mos		33,176.00		1,276.00		15.95		23.93
	D	36 Mos		34,174.40		1,314.40		16.43		24.65
	E	48 Mos		35,131.20		1,351.20		16.89		25.34
	F	60 Mos		36,129.60		1,389.60		17.37		26.06
	G	72 Mos		37,086.40		1,426.40		17.83		26.75
	H	84 Mos		38,105.60		1,465.60		18.32		27.48



KALAMAZOO COUNTY GOVERNMENT

Salary Schedules

FRATERNAL ORDER OF POLICE

Effective date: 01/01/2018

Change %
1.75

Electronics Technician

NF14	A	Base	Annual	34,382.40	Bi-Weekly	1,322.40	Hourly	16.53	1 1/2	24.80
	B	12 Mos		35,339.20		1,359.20		16.99		25.49
	C	24 Mos		36,379.20		1,399.20		17.49		26.24
	D	36 Mos		37,398.40		1,438.40		17.98		26.97
	E	48 Mos		38,459.20		1,479.20		18.49		27.74
	F	60 Mos		39,457.60		1,517.60		18.97		28.46
	G	72 Mos		40,497.60		1,557.60		19.47		29.21
	H	84 Mos		41,496.00		1,596.00		19.95		29.93

Account Clerk II / Clerk Stenographer II

NF16A	A	Base	Annual	35,609.60	Bi-Weekly	1,369.60	Hourly	17.12	1 1/2	25.68
	B	12 Mos		36,691.20		1,411.20		17.64		26.46
	C	24 Mos		37,793.60		1,453.60		18.17		27.26
	D	36 Mos		38,875.20		1,495.20		18.69		28.04
	E	48 Mos		39,998.40		1,538.40		19.23		28.85
	F	60 Mos		41,100.80		1,580.80		19.76		29.64
	G	72 Mos		42,224.00		1,624.00		20.30		30.45
	H	84 Mos		43,326.40		1,666.40		20.83		31.25

Dispatcher

NF16B	A	Base	Annual	37,024.00	Bi-Weekly	1,424.00	Hourly	17.80	1 1/2	26.70
	B	12 Mos		38,147.20		1,467.20		18.34		27.51
	C	24 Mos		39,228.80		1,508.80		18.86		28.29
	D	36 Mos		40,372.80		1,552.80		19.41		29.12
	E	48 Mos		41,475.20		1,595.20		19.94		29.91
	F	60 Mos		42,577.60		1,637.60		20.47		30.71
	G	72 Mos		43,680.00		1,680.00		21.00		31.50
	H	84 Mos		44,782.40		1,722.40		21.53		32.30

Chief Cook / Corrections Deputy

NF17	A	Base	Annual	41,932.80	Bi-Weekly	1,612.80	Hourly	20.16	1 1/2	30.24
	B	12 Mos		44,054.40		1,694.40		21.18		31.77
	C	24 Mos		46,196.80		1,776.80		22.21		33.32
	D	36 Mos		48,360.00		1,860.00		23.25		34.88
	E	48 Mos		50,481.60		1,941.60		24.27		36.41
	F	60 Mos		52,644.80		2,024.80		25.31		37.97
	G	72 Mos		54,766.40		2,106.40		26.33		39.50
	H	84 Mos		56,929.60		2,189.60		27.37		41.06



KALAMAZOO COUNTY GOVERNMENT

Salary Schedules

FRATERNAL ORDER OF POLICE

Effective date: 01/01/2018

Change %
1.75

Bailiff

NF18	A	Base	Annual	43,534.40	Bi-Weekly	1,674.40	Hourly	20.93	1 1/2	31.40
	B	12 Mos		44,844.80		1,724.80		21.56		32.34
	C	24 Mos		46,155.20		1,775.20		22.19		33.29
	D	36 Mos		47,444.80		1,824.80		22.81		34.22
	E	48 Mos		48,713.60		1,873.60		23.42		35.13
	F	60 Mos		50,003.20		1,923.20		24.04		36.06
	G	72 Mos		51,292.80		1,972.80		24.66		36.99
	H	84 Mos		52,582.40		2,022.40		25.28		37.92

Deputy Sheriff / Crime Lab Specialist

NF19	A	Base	Annual	43,846.40	Bi-Weekly	1,686.40	Hourly	21.08	1 1/2	31.62
	B	12 Mos		46,488.00		1,788.00		22.35		33.53
	C	24 Mos		49,088.00		1,888.00		23.60		35.40
	D	36 Mos		51,750.40		1,990.40		24.88		37.32
	E	48 Mos		54,392.00		2,092.00		26.15		39.23
	F	60 Mos		57,012.80		2,192.80		27.41		41.12
	G	72 Mos		59,633.60		2,293.60		28.67		43.01
	H	84 Mos		62,275.20		2,395.20		29.94		44.91

Nurse

NF20	A	Base	Annual	43,264.00	Bi-Weekly	1,664.00	Hourly	20.80	1 1/2	31.20
	B	12 Mos		45,780.80		1,760.80		22.01		33.02
	C	24 Mos		48,401.60		1,861.60		23.27		34.91
	D	36 Mos		50,980.80		1,960.80		24.51		36.77
	E	48 Mos		53,580.80		2,060.80		25.76		38.64
	F	60 Mos		56,201.60		2,161.60		27.02		40.53
	G	72 Mos		58,801.60		2,261.60		28.27		42.41
	H	84 Mos		61,380.80		2,360.80		29.51		44.27

APPENDIX B

SICK BANK

It has been agreed by the parties that a "Sick Bank" shall be established to provide available sick leave to employees. All new employees hired after January 1, 1990 shall be required to contribute the first two (2) days of their sick leave accumulation to the Sick Bank and they shall be required, as a condition of employment, to remain a part of the Sick Bank program. Employees hired before January 1, 1990 and who are not members of the Sick Bank program will be given until December 31, 1991 to join the Sick Leave Bank program by making the required contribution to said program. If said employees do not join by March 1, 1990, they shall not be allowed to join at a future date. Employees hired prior to January 1, 1990 who are members as of said date must, as a condition of employment, remain members of the Sick Bank program.

Only members of the Kalamazoo Sheriff's Deputies Association and employees holding the rank of Lieutenant or Captain shall be allowed to participate in the Sick Bank program. The Sick Leave Bank may be used by participating eligible employees, subject to the rules and regulations established by the Sick Bank Committee, once said employee has exhausted all his/her accumulated sick leave, vacation, and personal leave days for any reason which sick leave may be granted according to the terms of this agreement and as a supplement to Workers' Compensation for duty related injuries.

The Sick Leave Bank shall be administered by a Sick Leave Bank Committee composed of three (3) members selected by the Kalamazoo Sheriff's Deputies Association and two (2) members selected by the Sheriff. The rules of Sick Bank participation and usage shall be established by the committee and shall not be in conflict with this contract. If, after the initial two (2) day contribution, the committee deems it necessary to obtain additional contributions from members, it may so require and the members shall contribute the required days from their accumulated sick leave or vacation.

The Sick Bank Committee shall have the right to require any member of the Sick Bank to provide such medical records as the Committee deems necessary to substantiate the usage of Sick Bank. In addition, if a given Sick Bank usage is determined to be work related by the County or the Workers' Compensation Bureau, the County shall return the appropriate sick hours to the Sick Bank program. In addition, the committee shall have the right to reduce Sick Bank usage for an employee who is receiving income from other employment while on sick leave.

The use of Sick Bank time shall be subject to a preliminary disqualification period as follows:

- (a) For non on-the-job injury or illness, a member shall not be able to use Sick Bank time until such time as they have missed eighty (80) working hours. This means that they use their own accumulated sick, vacation and personal leave time for the

first eighty (80) hours, or if they do not have accumulated sick, vacation or personal leave time, they will be granted leave without pay. Before a Sick Bank member can utilize the Sick Bank, the member must use all of his/her sick time, vacation time and personal leave time.

- (b) If a member incurs an on-the-job injury as determined by the County or the Workers' Compensation Bureau, then the member shall not be eligible to participate in the Sick Bank until he/she exhausts the 52 week employer supplement and exhausts the vacation time, personal leave time and sick leave time.
- (c) Sick Bank members using the Sick Bank upon return to work shall repay the Sick Bank back at the rate of two (2) hours vacation and one (1) hour sick time per pay period until fifty (50%) percent of utilized Sick Bank time has been repaid. All sick time, vacation time, and personal leave time earned while on Sick Bank shall be credited to the Sick Bank program.

A member of the Sick Bank program desiring to use Sick Bank time shall submit a request in writing to the Sick Bank Program Advisory Committee. Said request shall be accompanied by a statement from the member's doctor outlining the following:

- (a) The nature of the condition affecting the member.
- (b) The possibility of assignment to light duty.
- (c) A specific recommendation as to the member's ability to work.
- (d) An approximate duration of the time off required by the member's condition.
- (e) This information will only be used for verification of Sick Leave Bank utilization.

The request for the use of Sick Bank time and the doctor's statement shall be submitted prior to the actual use of Sick Bank time.

It has been specifically agreed by the parties that the Sick Leave Bank will only be available for illness, injury or disability for a total period of six (6) months for any one illness, accident or disability even if the employee returns to work and later resumes leave for the same illness, accident or disability or complications or re-occurrence thereof. The total Sick Bank usage cannot exceed six (6) months following utilization of the employee's personal sick leave accumulation, vacation and personal leave time. Following utilization of total accumulation and use of Sick Leave Bank for a total of six (6) months, as controlled by the rules of this program, the disabled employee will be eligible for participation in the Long Term Disability Plan as set forth in this Agreement.

Any illness or injury involving the use of approved Sick Bank time which exceeds thirty (30) days shall require a second statement from the member's doctor indicating the four (4) items

listed above. Each thirty (30) day interval, or fraction thereof, thereafter the member shall submit a request for Sick Bank usage with a doctor's statement indicating the four (4) items listed above.

Information regarding individual and collective sick bank contributions, withdrawals and balances will be maintained and regularly shared by the parties and will also be shared upon request of either party. The parties will also share with each other information about who is using the sick bank and the reason for such usage.

Active KCSO Employees Health Plan Design, with Prescription & Hearing Benefits-at-a-Glance Kalamazoo County Government

In-Network

Out-of-Network

Deductible, Copays, Coinsurance and Dollar Maximums

Deductible - per calendar year	\$250- individual \$500- two person \$750 - family	\$750 – individual \$1,500- two person \$2,250- family
Copays •Fixed Dollar Copays	No Copay	No Copay
Coinsurance • Percent Coinsurance	20% up to a maximum of : \$500- individual \$1,000- two person \$1,500- family	40% Note: Services without a network are covered at the in-network level.
Lifetime Maximum	Unlimited	

Preventive Services

Health Maintenance Exam - one per calendar year	Covered - 100%	Covered - 60% after deductible
Routine Physical Related Test - X-Rays, EKG and lab procedures performed as part of the health maintenance exam	Covered - 100%	Covered - 60% after deductible
Annual Gynecological Exam – two per calendar year, in addition to health maintenance exam	Covered - 100%	Covered - 60% after deductible
Pap Smear Screening - one per calendar year	Covered - 100%	Covered - 60% after deductible
Mammography Screening - one per calendar year, no age restrictions	Covered - 100%	Covered - 60% after deductible
Contraceptives Methods and Counseling	Covered - 100%	Covered - 60% after deductible
Prostate Specific Antigen (PSA) Screening - one per calendar year	Covered - 100%	Covered - 60% after deductible
Endoscopic Exams - one per calendar year	Covered - 100%	Covered - 60% after deductible
Well Child Care • 8 visits, birth through 12 months • 6 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.	Covered - 100%	Covered - 60% after deductible
Immunizations -	Covered - 100%	Covered - 60% after deductible

Physician Office Services

Office Visits	Covered - 80% after deductible	Covered - 60% after deductible
Office Consultation	Covered - 80% after deductible	Covered - 60% after deductible
Pre-Surgical Consultation	Covered - 80% after deductible	Covered - 60% after deductible

Emergency Medical Care

Hospital Emergency Room Qualified medical emergency	Covered - 80% after deductible	Covered - 80% after deductible
Non-Emergency use of the Emergency Room	Not Covered	Not Covered
Urgent Care Services	Covered - 80% after deductible	Covered - 60% after deductible
Ambulance Services - Medically Necessary Transport	Covered - 80% after deductible	Covered - 80% after deductible

Diagnostic and Therapeutic Services

MRI,MRA, PET and CAT Scans and Nuclear Medicine	Covered - 80% after deductible	Covered - 60% after deductible
Diagnostic Tests, X-rays, Laboratory & Pathology	Covered - 80% after deductible	Covered - 60% after deductible
Radiation Therapy and Chemotherapy	Covered - 80% after deductible	Covered - 60% after deductible

Maternity Services Provided by a Physician

Prenatal and Postnatal Care Visits	Covered - 100%	Covered - 60% after deductible
Delivery and Nursery Care	Covered - 80% after deductible	Covered - 60% after deductible

Hospital Care

Semi-Private Room, Inpatient Physician Care, General Nursing Care, Hospital Services and Supplies	Covered - 80% after deductible	Covered - 60% after deductible
Inpatient Medical Care	Covered - 80% after deductible	Covered - 60% after deductible

Alternatives to Hospital Care

Hospice Care Unlimited	Covered - 80% after deductible	Covered - 60% after deductible
Home Health Care Limited to 120 visits per calendar year	Covered - 80% after deductible	Covered - 60% after deductible
Skilled Nursing Limited to a maximum of 120 days per calendar year	Covered - 80% after deductible	Covered - 60% after deductible

Surgical Services

Surgery (includes related surgical services)	Covered - 80% after deductible	Covered - 60% after deductible
Sterilization – males only excludes reversal sterilization	Covered - 80% after deductible	Covered - 60% after deductible
Sterilization – females only excludes reversal sterilization	Covered - 100%	Covered - 60% after deductible

Human Organ Transplants

Specified Organ Transplants in designated facilities only, when coordinated through BCBSM Human Organ Transplant Program (800-242-3504)	Covered - 100%	Not covered except in designated facilities
Kidney, Cornea, Bone Marrow and Skin	Covered - 80% after deductible	Covered - 60% after deductible

Behavioral Health and Substance Abuse Services

Inpatient Behavioral Health and Substance Abuse Care	Covered - 80% after deductible	Covered - 60% after deductible
Outpatient Behavioral Health and Substance Abuse Care	Covered - 80% after deductible	Covered - 60% after deductible

Other Services

Cardiac Rehabilitation	Covered - 80% after deductible	Covered - 60% after deductible
Chiropractic Services 12 visit maximum per benefit period	Covered - 80% after deductible	Covered - 60% after deductible
Durable Medical Equipment	Covered - 80% after deductible	Covered - 60% after deductible
Prosthetic and Orthotic Devices	Covered - 80% after deductible	Covered - 60% after deductible
Private Duty Nursing	Covered - 80% after deductible	Covered - 60% after deductible
Allergy Therapy and Testing	Covered - 80% after deductible	Covered - 60% after deductible

Therapy Services

Physical, Occupational and Speech Therapy Limited to 60 visits combined	Covered - 80% after deductible	Covered - 60% after deductible
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Note: The following services require preapproval: Inpatient Care, select Radiology and Diagnostic Services, Inpatient Behavioral Health Care and Substance Abuse Treatment, and Skilled Nursing.

Hearing

To be payable, hearing care benefits must be received from a participating provider and in the order listed.

Frequency Limitation	Once every 36 months
Audiometric Exam	Covered -100%
Hearing Aid Evaluation	Covered -100%
Hearing Aid	Covered -100%
Hearing Aid Conformity Test	Covered -100%

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Prescription Drugs

Your prescription drug copays, including mail order copays, may be subject to the same annual out-of-pocket maximum required under your medical coverage.

Retail- 30 day supply	<p>\$10 copay for generic drugs \$40 copay for brand name drugs</p> <p>Prescriptions and refills obtained from a non-network pharmacy are reimbursed at 75% of the approved amount, less the member’s copay.</p>
90 day supply- (Mail Order and Retail)	<p>\$20 copay for generic drugs \$80 copay for brand name drugs</p>
Specialty Drugs – 30 day supply Retail and Mail Order:	<p>\$10 copay - Generic drugs \$40 copay - Brand name drugs</p> <p>Members are restricted to a 30 day supply at both retail and mail order and certain specialty drugs are limited to only a 15 day supply for each fill.</p>
Adult and childhood select preventive immunizations as recommended by the USPSTF, ACIP, HRSA or other sources as recognized by BCBSM that are in compliance with the provisions of the PPACA	Covered - 100%
Oral and Injectable Contraceptive	Covered 100% for generic drugs/ brand name drugs subject to applicable copay.
Additional Services Smoking Cessation Drugs Weight Loss Drugs Impotency Drugs Infertility Drugs	<p>Covered Covered Covered Covered</p>
Diabetic Supplies	<p>Includes: Needles/Syringes - Covered at 100% if an injectable prescription drug was filled within the last 120 days under the BCBSM Rx benefit Test Strips - \$10 copay at retail; \$20 copay mail order Lancets - \$10 copay at retail; \$20 copay mail order</p>

Features of your prescription drug plan

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/pharmacy.</p>
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Active KCSO Employees Dental Plan Design Kalamazoo County Government

Class I Services

Periodic Oral Exams	Covered – 100%, twice per calendar year
Prophylaxis (Teeth Cleaning)	Covered – 100%, twice per calendar year
Bitewing X-rays	Covered – 100%, twice per calendar year
Full-mouth and Panoramic X-rays	Covered – 100%, once every 60 months
Fluoride Treatment	Covered – 100%, twice per calendar year
Space Maintainers	Covered – 100%, once per quadrant per lifetime, up to and including age 19
Palliative Emergency Treatment	Covered – 100%
Pit and fissure sealants	Covered – 100%, once per tooth every 36 months when applied to the first and second permanent molars, up to and including age 19
Adjunctive pre-diagnostic test	Covered – 100%, once per calendar year

Class II Services

Fillings - permanent teeth	Covered – 75%, once every 24 months
Fillings - primary teeth	Covered – 75%, once every 12 months
Inlays, Onlays and Crowns – permanent teeth	Covered – 75%, once every 60 months, payable for members age 12 and older
Recementing of Inlays, Onlays, Crowns and Bridges	Covered – 75%, three per calendar year
Root Canal Therapy	Covered – 75%, once per tooth per lifetime
Periodontal Scaling and Planing	Covered – 75%, once per quadrant every 24 months
Occlusal Adjustment	Covered – 75%, up to five times a 60-month period
Occlusal Guard/Biteguards	Covered – 75%, once every 12 months
General Anesthesia or IV Sedation	Covered – 75%, when medically necessary & performed with oral or dental surgery
Oral Surgery including extractions	Covered – 75%
Relining or Rebasing of Partial or Dentures	Covered – 75%, once every 36 months per arch
Tissue Conditioning	Covered – 75%, once every 36 months per arch
Repairs to Existing Partial or Dentures	Covered – 75%, up to one-half the approved amount for a new denture in any 12-month period

Class III Services

Removable Dentures – Complete and Partial	Covered – 50%, once every 60 months
Fixed Bridges	Covered – 50%, once every 60 months, payable for members age 16 and older
Implants	Not Covered

Class IV Services –Orthodontic services for dependents under age 19

Habit Breaking Appliances	Covered – 50%
Minor Tooth Guidance Appliances	Covered – 50%
Full-Banding Treatment	Covered – 50%
Monthly, Active Treatment Visits	Covered – 50%

Benefit Period, Copays and Dollar Maximums

Benefit Period	Calendar Year
Deductible	None
Member Coinsurance	0% for Class I; 25% for Class II, 50% III and IV services
Dollar Maximums	
• Annual Maximum	\$1,000 per member for covered Class I, II, & III services
• Lifetime Orthodontic Maximum	\$1,000 per member

Active KCSO Employees Vision Plan Design Kalamazoo County Government

Note: Members may choose between prescription glasses (lenses and frame) **or** contact lenses, but not both.

	In-network doctor	Non-network provider
Member's responsibility (copays)		
Eye exam	\$5 copay	\$5 copay applies to charge
Prescription glasses (lenses and/or frames)	A combined \$10 copay	Member responsible for difference between approved amount and provider's charge, less a \$10 copay
Medically necessary contact lenses	\$10 copay	Member responsible for difference between approved amount and provider's charge, less a \$10 copay
Eye exam		
Complete eye exam by an ophthalmologist or optometrist. The exam includes refraction, glaucoma testing and other tests necessary to determine the overall visual health of the patient.	Covered – \$5 copay	Reimbursement up to \$35, less a \$5 copay (member responsible for any difference)
	One eye exam in any period of 12 months	
Lenses and frames		
Standard lenses (must not exceed 60 mm in diameter) prescribed and dispensed by an ophthalmologist or optometrist. Lenses may be molded or ground, glass or plastic. Also covers prism, slab-off prism and special base curve lenses when medically necessary. Note: Discounts on additional prescription glasses and savings on lens extras when obtained from a VSP doctor.	Covered – \$10 copay (one copay applies to both lenses and frames)	Reimbursement up to predetermined amount based on lens type after copay (member responsible for any difference)
	One pair of lenses, with or without frames, in any period of 12 months	
Standard frames Note: All VSP network doctor locations are required to stock at least 100 different frames within the frame allowance.	Covered – \$10 copay (one copay applies to both frames and lenses)	Reimbursement up to predetermined amount based on lens type after copay (member responsible for any difference)
	One frame in any period of 12 months	
Contact lenses		
Medically necessary contact lenses (requires prior authorization approval from VSP and must meet criteria of medically necessary)	Covered – \$10 copay	Reimbursement up to predetermined amount based on lens type after copay (member responsible for any difference)
	One pair of contact lenses in any period of 12 months	
Elective contact lenses that improve vision (prescribed, but do not meet criteria of medically necessary)	Covered – \$130 allowance that is applied toward contact lens exam (fitting and materials) and the contact lenses (member responsible for any cost exceeding the allowance)	Covered – \$105 allowance that is applied toward contact lens exam (fitting and materials) and the contact lenses (member responsible for any cost exceeding the allowance)
	One pair of contact lenses in any period of 12 months	

APPENDIX D - RETIREE HEALTH PLAN

1. Eligibility for Retiree Health Plan

- a. **Age and Service.** A bargaining unit member who retires at fifty-five (55) years of age or older with a minimum of eight (8) years of County service, is eligible for employer paid health plan coverage for the employee and spouse, as set forth in all provisions of this appendix. Dependent children are eligible for Plan participation at the employee's full cost.

(1) When the employee, spouse, and/or dependent children attain Medicare eligibility, the County's obligation is to provide an insurance supplement that will result in insuring the retiree, spouse and/or dependent children the same level of benefits received prior to Medicare eligibility.

- b. **Disability Eligibility.** For those bargaining unit members retiring as a result of disability before attaining the age and service requirements in paragraph 1a, the County shall continue the retired employee's spouse and dependent children health plan until Medicare eligibility, provided the employee continues to be both retired and disabled. If the employee is still retired and disabled when they reach Medicare eligibility, the County shall provide an insurance supplement that will insure the retiree to the same level of benefits.
- c. **Employees Hired on or after September 17, 2013.** A bargaining unit member will only be eligible for Employer paid retiree health plan benefits based upon the cost share formula set out in paragraph 3c for the employee-retiree. The retiree will pay 100% of the cost of the health plan premium for spouse and dependent children.

2. Retiree Health Care Plan Coverage

- a. Employees who, on or after January 1, 2008, retire from employment after meeting the eligibility requirements specified in paragraph 1 (and eligible spouse and/or dependent children), shall receive a retiree health care plan prior to Medicare eligibility which shall provide the same level of benefits as provided to the employee at the time of the employee's retirement (including co-pays and deductibles contained in the health plan).
- b. The retiree health care plan after Medicare eligibility will be supplemental insurance coverage which shall result in plan coverage at the same level of benefits as the time of retirement including prescription drug coverage with the retiree required to obtain Medicare Part A and B, and will be the same Medicare Supplemental Plan available to bargaining unit employees. Spouses and/or dependent children covered on the County Plan are required to shift to this coverage when Medicare eligible.

3. Premium Share Calculation

- a. **Pre-Medicare Retiree.** Retirees are required to pay a portion or share of the premium based upon their completed years of service with the Sheriff’s Office based upon the chart in Section 3c. Retirees will contribute the premium share for themselves and their spouse. The chart in Section 3c includes a payment by the retiree of the same premium contribution as required of active employees. As the premium contribution for active employees may change from time to time through the collective bargaining process, retirees will not be required to pay more than 150% of the dollar amount they were paying at the time they retired. Retirees will be required to pay the entire cost for dependent children coverage.

- b. **Post-Medicare Retiree.** County provides Medicare supplemental coverage for the retiree and spouse. Retirees are required to pay a portion or share of the premium based upon their completed years of service with the Sheriff’s Office based upon the chart in section 3c. Retirees will contribute their premium share for themselves and their spouse. The chart in Section 3c includes a payment by the retiree of the same premium contribution as required of active employees. As the premium contribution for active employees may change from time to time through the collective bargaining process, retirees will not be required to pay more than 150% of the dollar amount they were paying at the time they retired. Retirees will be required to pay the entire cost for dependent children coverage.

- c. **County Contribution to the Retiree’s Health Plan.** The County shall pay a share of the retiree’s health premium for the retiree (and spouse where applicable) based on their completed years of service with the County. The table below outlines the retiree’s share and the County shall pay the balance.

Years of Service:	The retiree share of the premium based on completed years of service is:
At least 8 years	Same % as active employees (not to exceed 150% of the dollar amount they were paying at the time of retirement) + 60% of the cost of the premium
At least 9 years	Same % as active employees (not to exceed 150% of the dollar amount they were paying at the time of retirement) + 55% of the cost of the premium
At least 10 years	Same % as active employees (not to exceed 150% of the dollar amount they were paying at the time of retirement) + 50% of the cost of the premium
At least 11 years	Same % as active employees (not to exceed 150% of the dollar amount they were paying at the time of retirement) + 45% of the cost of the premium
At least 12 years	Same % as active employees (not to exceed 150% of the

	dollar amount they were paying at the time of retirement) + 40% of the cost of the premium
At least 13 years	Same % as active employees (not to exceed 150% of the dollar amount they were paying at the time of retirement) + 35% of the cost of the premium
At least 14 years	Same % as active employees (not to exceed 150% of the dollar amount they were paying at the time of retirement) + 30% of the cost of the premium
At least 15 years	Same % as active employees (not to exceed 150% of the dollar amount they were paying at the time of retirement) + 25% of the cost of the premium
At least 16 years	Same % as active employees (not to exceed 150% of the dollar amount they were paying at the time of retirement) + 20% of the cost of the premium
At least 17 years	Same % as active employees (not to exceed 150% of the dollar amount they were paying at the time of retirement) + 15% of the cost of the premium
At least 18 years	Same % as active employees (not to exceed 150% of the dollar amount they were paying at the time of retirement) + 10% of the cost of the premium
At least 19 years	Same % as active employees (not to exceed 150% of the dollar amount they were paying at the time of retirement) + 5% of the cost of the premium
At least 20 years	Same % as active employees (not to exceed 150% of the dollar amount they were paying at the time of retirement) + 0% of the cost of the premium

For Example purposes only, please see the scenarios below:

SCENARIO #1

JOHN DOE

Age: 57

Years of Service: 12

Active employee premium share percentage is 20%.

Total Insurance premium is \$1,000/month.

If John retired, he would pay:

20% (active employee premium share percentage) + 40% (from chart above) = 60%

60% of \$1,000/month premium share is \$600/month.

SUMMARY: Employee pays \$600/month and County pays \$400/month.

SCENARIO #2

JANE DOE

Age: 55

Years of Service: 20

Active employee premium share percentage is 20%.

Total Insurance premium is \$1,000/month.

If Jane retired, she would pay:

20% (active employee premium share percentage) + 0% (from chart above) = 20%

20% of \$1,000/month premium share is \$200/month.

SUMMARY: Employee pays \$200/month and County pays \$800/month.

4. Retiree Dental/Vision Insurance

A unit member who retires from County service under any of the eligibility standards as set forth in the first paragraph of this Appendix will have the option of continued dental and vision insurance coverage through the group plan available to Kalamazoo County retirees. In order to participate in such coverage, the retired unit member must pay to the County of Kalamazoo one hundred percent (100%) of the cost of the premiums for said dental and vision insurance programs on the same schedule of payments which applies to other County retirees.

Pre & Post-Medicare KCSO Retirees Health Plan Design, with Prescription & Hearing Benefits-at-a-Glance Kalamazoo County Government

In-Network

Out-of-Network

Deductible, Copays, Coinsurance and Dollar Maximums

Deductible - per calendar year	\$250- individual \$500- two person \$750 – family	\$750 – individual \$1,500- two person \$2,250- family
Copays •Fixed Dollar Copays	No Copay	No Copay
Coinsurance • Percent Coinsurance	20% up to a maximum of : \$500 per member \$1,000- two person \$1,500- family	40% Note: Services without a network are covered at the in-network level.
Lifetime Maximum	Unlimited	

Preventive Services

Health Maintenance Exam - one per calendar year	Covered - 100%	Covered - 60% after deductible
Routine Physical Related Test - X-Rays, EKG and lab procedures performed as part of the health maintenance exam	Covered - 100%	Covered - 60% after deductible
Annual Gynecological Exam – two per calendar year, in addition to health maintenance exam	Covered - 100%	Covered - 60% after deductible
Pap Smear Screening - one per calendar year	Covered - 100%	Covered - 60% after deductible
Mammography Screening - one per calendar year, no age restrictions	Covered - 100%	Covered - 60% after deductible
Contraceptives Methods and Counseling	Covered - 100%	Covered - 60% after deductible
Prostate Specific Antigen (PSA) Screening - one per calendar year	Covered - 100%	Covered - 60% after deductible
Endoscopic Exams - one per calendar year	Covered - 100%	Covered - 60% after deductible
Well Child Care • 8 visits, birth through 12 months • 6 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.	Covered - 100%	Covered - 60% after deductible
Immunizations -	Covered - 100%	Covered - 60% after deductible

Physician Office Services

Office Visits	Covered - 80% after deductible	Covered - 60% after deductible
Office Consultation	Covered - 80% after deductible	Covered - 60% after deductible
Pre-Surgical Consultation	Covered - 80% after deductible	Covered - 60% after deductible

In-Network**Out-of-Network****Emergency Medical Care**

Hospital Emergency Room Qualified medical emergency	Covered - 80% after deductible	Covered - 80% after deductible
Non-Emergency use of the Emergency Room	Not Covered	Not Covered
Urgent Care Services	Covered - 80% after deductible	Covered - 60% after deductible
Ambulance Services - Medically Necessary Transport	Covered - 80% after deductible	Covered - 80% after deductible

Diagnostic and Therapeutic Services

MRI,MRA, PET and CAT Scans and Nuclear Medicine	Covered - 80% after deductible	Covered - 60% after deductible
Diagnostic Tests, X-rays, Laboratory & Pathology	Covered - 80% after deductible	Covered - 60% after deductible
Radiation Therapy and Chemotherapy	Covered - 80% after deductible	Covered - 60% after deductible

Maternity Services Provided by a Physician

Prenatal and Postnatal Care Visits	Covered – 100%	Covered - 60% after deductible
Delivery and Nursery Care	Covered - 80% after deductible	Covered - 60% after deductible

Hospital Care

Semi-Private Room, Inpatient Physician Care, General Nursing Care, Hospital Services and Supplies	Covered - 80% after deductible	Covered - 60% after deductible
Inpatient Medical Care	Covered - 80% after deductible	Covered - 60% after deductible

Alternatives to Hospital Care

Hospice Care Unlimited	Covered - 80% after deductible	Covered - 60% after deductible
Home Health Care Limited to 120 visits per calendar year	Covered - 80% after deductible	Covered - 60% after deductible
Skilled Nursing Limited to a maximum of 120 days per calendar year	Covered - 80% after deductible	Covered - 60% after deductible

Surgical Services

Surgery (includes related surgical services)	Covered - 80% after deductible	Covered - 60% after deductible
Sterilization – males only excludes reversal sterilization	Covered - 80% after deductible	Covered - 60% after deductible
Sterilization – females only excludes reversal sterilization	Covered - 100%	Covered - 60% after deductible

Human Organ Transplants

Specified Organ Transplants in designated facilities only, when coordinated through BCBSM Human Organ Transplant Program (800-242-3504)	Covered - 100%	Not covered except in designated facilities
Kidney, Cornea, Bone Marrow and Skin	Covered - 80% after deductible	Covered - 60% after deductible

Behavioral Health and Substance Abuse Services

Inpatient Behavioral Health and Substance Abuse Care	Covered - 80% after deductible	Covered - 60% after deductible
Outpatient Behavioral Health and Substance Abuse Care	Covered - 80% after deductible	Covered - 60% after deductible

Other Services

Cardiac Rehabilitation	Covered - 80% after deductible	Covered - 60% after deductible
Chiropractic Services 12 visit maximum per benefit period	Covered - 80% after deductible	Covered - 60% after deductible
Durable Medical Equipment	Covered - 80% after deductible	Covered - 60% after deductible
Prosthetic and Orthotic Devices	Covered - 80% after deductible	Covered - 60% after deductible
Private Duty Nursing	Covered - 80% after deductible	Covered - 60% after deductible
Allergy Therapy and Testing	Covered - 80% after deductible	Covered - 60% after deductible

Therapy Services

Physical, Occupational and Speech Therapy Limited to 60 visits combined	Covered - 80% after deductible	Covered - 60% after deductible
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Note: The following services require preapproval: Inpatient Care, select Radiology and Diagnostic Services, Inpatient Behavioral Health Care and Substance Abuse Treatment, and Skilled Nursing.

Hearing

To be payable, hearing care benefits must be received from a participating provider and in the order listed.

Frequency Limitation	Once every 36 months
Audiometric Exam	Covered -100%
Hearing Aid Evaluation	Covered -100%
Hearing Aid	Covered -100%
Hearing Aid Conformity Test	Covered -100%

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. If there is a discrepancy between this Benefits-at-a-Glance and any applicable plan document, the plan document will control. BCBSM provides administrative claims services only. Your employer is financially responsible for claims.

Prescription Drugs

Your prescription drug copays, including mail order copays, may be subject to the same annual out-of-pocket maximum required under your medical coverage.

Retail- 30 day supply	<p>\$10 copay for generic drugs \$40 copay for brand name drugs</p> <p>Prescriptions and refills obtained from a non-network pharmacy are reimbursed at 75% of the approved amount, less the member's copay.</p>
90 day supply- (Mail Order and Retail)	<p>\$20 copay for generic drugs \$80 copay for brand name drugs</p>
Specialty Drugs – 30 day supply Retail and Mail Order	<p>\$10 copay - Generic drugs \$40 copay - Brand name drugs</p> <p>Members are restricted to a 30 day supply at both retail and mail order and certain specialty drugs are limited to only a 15 day supply for each fill.</p>
Adult and childhood select preventive immunizations as recommended by the USPSTF, ACIP, HRSA or other sources as recognized by BCBSM that are in compliance with the provisions of the PPACA	Covered - 100%
Oral and Injectable Contraceptive	Covered 100% for generic drugs/ brand name drugs subject to applicable copay.
Additional Services Smoking Cessation Drugs Weight Loss Drugs Impotency Drugs Infertility Drugs	<p>Covered Covered Covered Covered</p>
Diabetic Supplies	<p>Includes: Needles/Syringes - Covered at 100% if an injectable prescription drug was filled within the last 120 days under the BCBSM Rx benefit Test Strips - \$10 copay at retail; \$20 copay mail order Lancets - \$10 copay at retail; \$20 copay mail order</p>

Features of your prescription drug plan

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/pharmacy.</p>
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KCSO Retiree Dental Plan Design

Class I Services

Periodic Oral Exams	Covered - 50%, twice per calendar year
Prophylaxis (Teeth Cleaning)	Covered - 50%, twice per calendar year
Bitewing X-Rays	Covered - 50%, twice per calendar year
Full-mouth and Panoramic X-Rays	Covered - 50%, once every 36 months
Fluoride Treatment	Covered - 50%, twice per calendar year, no age restrictions
Space Maintainers	Covered - 50%, once per quadrant per lifetime, through age 19
Palliative Emergency Treatment	Covered - 50%
Sealants	Not Covered
Adjunctive pre-diagnostic test	Covered - 50%, once per calendar year

Class II Services

Fillings - permanent teeth	Covered - 50%, once every 24 months
Fillings - primary teeth	Covered - 50%, once every 12 months
Inlays, Onlays and Crowns - permanent teeth	Covered - 50%, once every 60 months, payable for members age 12 and older
Recementing of Crowns, Inlays, Onlays and Bridges	Covered - 50%, three per calendar year
Root Canal Therapy	Covered - 50%, once per tooth per lifetime
Periodontal Scaling and Planing	Covered - 50%, once every 24 months, per quadrant
Occlusal Adjustment	Covered - 50%, up to five times in a 60-month period
Occlusal Guards/Biteguards	Covered - 50%, once every 12 months
General Anesthesia or IV Sedation	Covered - 50%, when medically necessary and with oral or dental surgery
Oral Surgery including extractions	Covered - 50%
Relining or Rebasement of Partial or Dentures	Covered - 50%, once every 36 months per arch
Tissue Conditioning	Covered - 50%, once every 36 months per arch
Repair to Existing Partial or Dentures	Covered - 50%

Class III Services

Removal Dentures - Complete and Partial	Covered - 50%, once every 60 months
Fixed Bridges	Covered - 50%, once every 60 months for members age 16 and older
Implants	Covered - 50%

Class IV Services – Orthodontic services for dependents

Habit Breaking Appliances	Not Covered
Minor Tooth Guidance Appliances	Not Covered
Full Banding Treatment	Not Covered

Benefit Period, Copays and Dollar Maximums

Benefit Period	Calendar Year
Deductible	No Deductible
Member Coinsurance	Covered 50% for Class I services, Covered 50% for Class II services, Covered 50% for Class III services
Dollar Maximums - Annual Maximum	\$1000 per member for covered Class I, II, & III services
• Lifetime Orthodontic Maximum	Not Applicable

KCSO Retiree Vision Plan Design

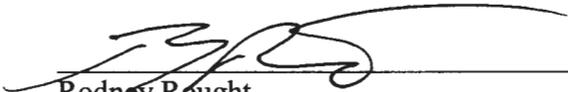
	Network Provider	Out-of-Network Provider
Eye exams		
Covers a complete eye exam by an ophthalmologist or optometrists. The exam includes refraction, glaucoma testing and other tests necessary to determine the overall visual health of the patient.	Covered - \$5 copayment	Covered - reimbursement up to \$35 reimbursement up to \$35, less a \$5 copay (member responsible for any difference)
	once every 24 consecutive months	
Eyeglass Frames		
Covers standard eyeglass frames. A wide selection of quality frames is fully covered by VSP up to the frame allowance. Members should ask their doctor which frames are covered in full. Members may select a more expensive frame and pay a cost controlled price difference.	Covered - \$10 copayment one copay applies to both lenses and frames	Covered - reimbursement up to predetermined amount based on lens type after copay based on lens type after \$10 copay (member responsible for any difference)
	once every 24 consecutive months lenses - one pair of lenses, with or without frames in any period of 24 months. frames - one frame every 24 months	
Eyeglass Lenses		
Single vision, bifocal, trifocal or lenticular lenses in glass or plastic. Note: Additional pairs of prescription glasses and non-covered lens options are discounted when purchased from a VSP provider.	Covered - \$10 copayment one copay applies to both lenses and frames (one copay applies to both lenses and frames)	Covered - reimbursement up to predetermined amount based on lens type after copay based on lens type after \$10 copay (member responsible for any difference)
	lenses - one pair of lenses, with or without frames in any period of 24 months. frames - one frame every 24 months	
Contact Lenses: Members may obtain either eyeglasses or contact lenses, but not both.		
Elective contact lenses (prescribed, but not medically necessary) may be chosen instead of spectacle lenses and a frame.	Covered - \$120 allowance that is applied toward contact lens exam (fitting and materials) and the contact lenses (member responsible for any cost exceeding the allowance) applied toward contact lens exam (fitting and materials) and the contact lenses (member responsible for any cost exceeding the allowance).	Covered - \$105 allowance that is applied toward contact lens exam (fitting and materials) and the contact lenses (member responsible for any cost exceeding the allowance) applied toward contact lens exam (fitting and materials) and the contact lenses (member responsible for any cost exceeding allowance)
	once every 24 consecutive months	
Therapeutic contact lenses (medically necessary)	Covered - \$10 copayment	Covered - Reimbursement up to predetermined amount based on lens type after copay (member responsible for any difference)
	once every 24 consecutive months	
Copays/Coinsurance		
• Eye exam	\$5 copayment	reimbursement up to \$35, less a \$5 copay (member responsible for any difference) applies to charge
• Frames and/or lenses or medically necessary contact lenses	A combined \$10 copayment	Member responsible for difference between approved amount and provider's charge, less a reimbursement up to predetermined amount based on lens type after copay based on lens type after \$10 copay (member responsible for any difference)

**Kalamazoo County
Kalamazoo County Sheriff
-and-
Kalamazoo County Sheriff's Deputies Association**

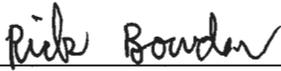
Letter of Understanding regarding Miscellaneous Matters

1. **Other Agreements.** A copy of a Summary of Memorandum and LOU is attached to this Letter of Understanding. The parties will review these documents and determine which are no longer applicable and which have continuing validity. Those to be continued will be incorporated into the new Agreement and those not to be continued will be omitted.

**KALAMAZOO COUNTY SHERIFF
DEPUTIES ASSOCIATION**



Rodney Rought
President

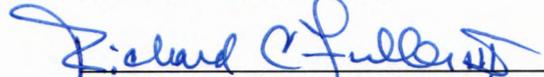


Rick Bowden
Vice President

COUNTY OF KALAMAZOO



Dale Shugars, Chair 6.20.17
Board of Commissioners



Richard Fuller, Sheriff



Timothy A. Snow, Clerk/Register 6.20.17