

**LETTER OF UNDERSTANDING**

This Letter of Understanding is made on the date and year written below, by and between the 9<sup>TH</sup> JUDICIAL CIRCUIT COURT and COUNTY OF KALAMAZOO (hereafter the "Employer"), and the KALAMAZOO COUNTY JUVENILE HOME EMPLOYEES affiliated with THE POLICE OFFICERS ASSOICATION OF MICHIGAN (POAM) (hereafter the "Union"). The Employers and the Union are parties to a collective bargaining agreement with an effective date of October 2, 2018 (hereafter the "Contract"); and

**NOW, THEREFORE, IT IS HEREBY AGREED** as follows:

1. The Salary Schedule effective April 2, 2019, shall be changed as follows:
  - a. 2.5% wage increase to all steps of each classification, replacing the prior Salary Schedule in its entirety is attached hereto.
  
2. Effective April 2, 2019, the CBA shall be changed as follows:
  - a. Article 20 change Section 8 to read as follows: "On January 1st of each year, all regular bargaining unit employees will receive 45 hours of annual leave."
  
3. The remainder of the CBA shall remain unchanged.

**IT IS FURTHER AGREED THAT** after ratification of the Union membership, this Letter of Understanding will become effective on the date it is fully executed by all of the parties below and it shall be unique to this case. The Employer does not waive any rights as to other future cases and it is expressly understood that this agreement will be without precedent or prejudice for any future circumstance.

KALAMAZOO COUNTY  
JUVENILE HOME  
POAM

  
Dave LaMontaine  
Staff Representative

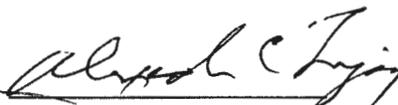
Date: 3/25/19

\_\_\_\_\_

\_\_\_\_\_

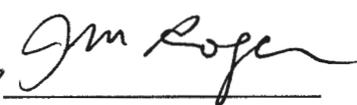
\_\_\_\_\_

KALAMAZOO COUNTY  
CIRCUIT COURT

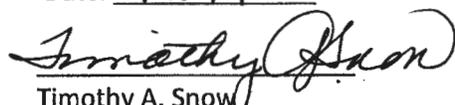
  
Hon. Alexander Lipsey  
Chief Judge

Date: 4/23/19

KALAMAZOO COUNTY

  
Julie M. Rogers  
Chair, Board of  
Commissioners

Date: 4.2.19

  
Timothy A. Snow  
County Clerk/Register

Date: 4.2.19