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Kalamazoo County
Human Resources



Kalamazoo County Sheriff's Office

1500 Lamont Street
Kalamazoo, Michigan 49048

To: Fuller III, Richard C. Sheriff
From: Beers, Stephen Sergeant
Date: December 18th 2017
Subject: LOU Temporary Sergeants Pay Upon Promotion

The Kalamazoo County Sheriff's Sergeants Association is requesting the following to apply to the recent Sergeant promotions who held a Temporary Sergeant's position prior to their recent promotion dates. Only those listed are to be included in this LOU until language can be agreed upon and entered into the CBA.

Sergeant Emil Zimmer's pay anniversary date will be May 18th, 2015.
Sergeant Chris Hoffman's pay anniversary date will be April 18th 2015.
Sergeant Debra Herrick's pay anniversary date will be April 4th 2016.
Sergeant Joseph Coleman's pay anniversary date will be April 2nd 2017.
Sergeant Michael Hiemstra's pay anniversary date will be January 16th 2016.

These dates reflect when each employee was placed into a Sergeants role, although only on a temporary basis. Each employee remained in that role until they were permanently promoted and the anniversary dates for pay raises should be the month and day listed above for each.

**KALAMAZOO COUNTY SHERIFF'S
SERGEANTS' ASSOCIATION**

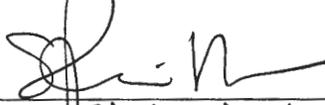


Stephen Beers
President

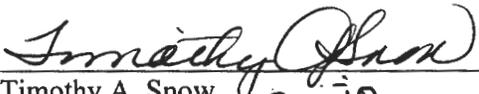


James VanZile
Vice President

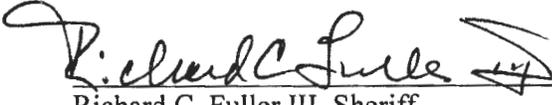
COUNTY OF KALAMAZOO



Chair Stephanie Moore
Board of Commissioners 2.6.18



Timothy A. Snow 2.6.18
Clerk/Register



Richard C. Fuller III, Sheriff