

AGREEMENT

Between

ISABELLA COUNTY BOARD OF COMMISSIONERS

and the

SHERIFF OF ISABELLA COUNTY

and

COMMAND OFFICERS ASSOCIATION OF MICHIGAN

Effective: January 01, 2024 – December 31, 2024

COUNTY OF ISABELLA – COAM

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AGREEMENT

THIS AGREEMENT, entered into this 7th day of May, 2024 (Isabella County Board of Commissioners' Ratification Date), effective the 1st day of January, 2024, by and between the ISABELLA COUNTY BOARD OF COMMISSIONERS and the ISABELLA COUNTY SHERIFF, together hereinafter referred to as the "Employer", and the COMMAND OFFICERS ASSOCIATION OF MICHIGAN (COAM), hereinafter referred to as the "Union".

PURPOSE AND INTENT

The general purpose of this Agreement is to set forth the terms and conditions of employment and to promote orderly and peaceful labor relations for the mutual interest of the County, the Sheriff, and employees in the bargaining unit covered by this Agreement.

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

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

ARTICLE 1 RECOGNITION

1.1: Collective Bargaining Unit. Pursuant to the provisions of Act 379 of the Public Acts of 1965, as amended, the Employer hereby recognizes the COAM as the exclusive agent for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment for the term of this Agreement for all employees employed in the Isabella County Sheriff's Office in the following-described unit:

All full-time detective sergeants and sergeants.

But excluding: All deputies, the chief matron, jail administrator, assistant jail administrator, cook, part-time deputies, corrections officers, dispatchers, police clerks and employees, captain, undersheriff and all other employees.

1.2: Other Agreements. In view of the recognition herein granted to the Union, the Employer hereby agrees not to enter into any Agreement with any other labor organization with respect to employees included in the collective bargaining unit described herein.

ARTICLE 2 REPRESENTATION

2.1: Steward. The Employer agrees to recognize one (1) non-probationary Steward who shall be elected or selected by the Local Union from employees in the Collective

Bargaining Unit. It shall be the function of the Steward to process grievances and to assist in the administration of this Agreement as provided herein. An Alternate Steward may be selected who shall serve only in the absence of the Steward. If it becomes necessary for the Steward to leave his/her work in order to process a grievance, he shall first obtain permission from the Sheriff or his/her designee. The Union shall notify the Employer in writing of the names of its Steward and Alternate Steward before they shall be recognized.

2.2: Lost Time. The Employer agrees to compensate the Steward for any reasonable time lost from his/her regular work schedule at his/her straight time regular rate of pay, as the result of his/her duties.

2.3: Special Conferences. Special conferences for important matters of mutual concern may be arranged by mutual agreement of the parties. Arrangements for such conferences shall be made in advance and shall be limited to the agenda presented when such arrangements are made.

2.4: Bulletin Board. The Employer shall provide bulletin board space for the posting of Union notices, provided, however, the Employer shall have the right to police the bulletin board for offensive materials.

ARTICLE 3 UNION SECURITY AND CHECKOFF

3.1: Agency Shop. All employees included in the collective bargaining unit, within thirty (30) days from the date of their employment within the Isabella County Sheriff's Office or the execution date of this Agreement, whichever is later, may become members of the Union or pay a service fee equal to but not to exceed the periodic monthly dues of a Union member to the Union for labor services as uniformly required by the Union, for the duration of this Agreement. Employees shall be deemed to be in compliance with this Section if they are not more than thirty (30) days in arrears in payment of membership dues or service fees, whichever is appropriate.

3.2: Union Membership. Membership in the Union is not compulsory and is a matter separate, distinct, and apart from an employee's obligation to share in the costs of administering and negotiating this Agreement. All employees have the right to join, not join, maintain, or drop their membership in the Union as they see fit. The Union recognizes, however, that it is required under this Agreement to represent all employees included in the collective bargaining unit without regard to whether or not the employee is a member of the Union.

ARTICLE 4 SENIORITY

4.1: Seniority Definition. Seniority shall be defined as the length of the employee's full time continuous service with the Isabella County Sheriff's Office commencing from his/her last date of hire. Classification seniority shall mean the length of continuous service

commencing from the date of the employee's service in his/her particular classification. The application of seniority shall be limited to the preferences specifically recited in this Agreement. An employee's "last date of hire" shall be the most recent date upon which he first commenced work. Employees who commence work on the same date shall be placed on the seniority list in alphabetical order of surnames.

4.2: Seniority List. The Employer shall maintain a roster of employees, arranged according to seniority, showing name, rank, and seniority date. An up-to-date copy of the seniority list shall be furnished to the Local Union every six (6) months.

4.3: Seniority and Benefit Accumulation. An employee shall retain and continue to accumulate seniority while on all approved leaves of absence unless otherwise specifically provided in one of the leave of absence Sections in this Agreement. Benefits such as insurance, vacation, and sick leave shall not accrue, continue, or be paid during any leave of absence in excess of thirty (30) calendar days unless otherwise specifically provided for in this Agreement. There shall be no duplication or pyramiding of leave benefits or types of absence.

4.4: Transfers to Non-Bargaining Unit Position. Any employee covered by this Agreement who is transferred from a classification covered by this Agreement to a supervisory or other position within the Sheriff's Office which is not included within this Agreement shall retain his/her seniority as of the date of such transfer. The Sheriff retains the right to determine all working conditions for employees outside the collective bargaining unit and an employee so transferred upon the election or appointment of a new Sheriff. Upon return to the collective bargaining unit, the employee shall be returned to the classification and seniority he held prior to his/her promotion or transfer and, seniority permitting, shall have the right to displace a less senior employee in the bargaining unit.

4.5: Voluntary Return to Deputies Unit. Within six (6) months of promotion, any employee covered by this agreement may return to a deputy's position with the seniority they had at the time of promotion. Employees may voluntarily return if it is not in violation of that collective bargaining agreement. Any employee voluntarily returning to a deputy's position after serving as sergeant may not apply for another promotion for six (6) months.

4.6: Loss of Seniority. An employee's seniority with the County in the Sheriff's Office and his/her employment relationship with the Employer shall terminate for the following reasons:

- A. He/She resigns or quits;
- B. He/She is discharged or terminated, and such are not reversed;
- C. He/She retires;

- D. He/She has been on layoff or sick leave of absence status for a period of time equal to his/her seniority at the time of his/her layoff or sick leave or twenty-four (24) months, whichever is less;
- E. He/She is absent from work, including the failure to return at the expiration of a leave of absence, vacation, layoff, or disciplinary layoff, for three (3) consecutive working days unless otherwise excused;
- F. He/She is convicted of a felony or a second traffic offense involving OUIL, Impaired or Reckless Driving;
- G. He/She is declared mentally incompetent by a Probate Court of competent jurisdiction;
- H. If he makes an intentionally false statement on his/her employment application, on an application for leave of absence, or on any other official police report;
- I. He fails to notify the Employer within three (3) consecutive working days that he will not be reporting for work, unless otherwise excused;
- J. County insurance carriers refuse to insure the employee's performance of his/her duties on behalf of the Sheriff for reason of an OUIL, Impaired or Reckless Driving Conviction.

ARTICLE 5 DISCIPLINE

5.1: Just Cause. The Sheriff shall not discipline any employee except for just cause.

5.2: Rules. The Employer reserves the right to establish reasonable rules and regulations governing the conduct of its employees.

5.3: Record. An employee who maintains an offense-free record for a period of twenty-four (24) months shall have all prior offenses removed from his/her record for purposes of subsequent disciplinary action. The parties agreed during bargaining that under this Article everything relating to an employee's disciplinary record would remain in his/her personnel file but minor offenses would be "removed" in the sense of not boosting the level of the next penalty assessed if the employee had an offense-free record for a period of twenty-four (24) months.

5.4: Suspension Pending Investigation. The Sheriff or his/her designated representative may suspend an employee pending investigation for up to thirty (30) calendar days without pay. In matters that involve a criminal investigation, an employee may be suspended for up to ninety (90) calendar days without pay. If the investigation discloses that the employee did not commit the alleged offense, he shall not suffer any loss of pay or benefits while on

suspension. The time limits provided for in the Grievance Procedure set forth in this Agreement shall not begin to run, nor shall any grievance be processed or filed, until the employee receives notification of what disciplinary action, if any, will be imposed as a result of the suspension pending investigation.

ARTICLE 6 GRIEVANCE PROCEDURE

6.1: Grievance Definition. For purposes of this Agreement, a "grievance" shall mean a complaint filed by an employee or the Union concerning the application or interpretation of this Agreement as written. Grievances involving more than one (1) employee which allege a violation of the same provision or provisions of this Agreement and which seek the same remedy may be filed by the Union. All such grievances shall be designated as a "group grievance". The Union shall identify in writing, not later than Step 3 of this Procedure, the names of all individuals affected by a "group grievance" and consideration of the "group grievance" shall, thereafter, be limited to the individuals so named.

6.2: Grievance Procedure. All grievances shall be handled in the following manner:

- A. Step 1. Verbal Procedure. An employee with a grievance shall, either within seven (7) working days of the occurrence of the incident which gave rise to the grievance or within seven (7) working days following the date the employee first reasonably should have known of the events giving rise to the grievance, first discuss it with the Sheriff or his/her designee, with the object of resolving the matter informally. If requested, the Steward may be present. The Sheriff or his/her designee shall give his/her answer within seven (7) working days.
- B. Step 2. Written Procedure. If the grievance is not satisfactorily resolved at Step 1, the grievance shall be reduced to writing, signed by the aggrieved employee, and, within seven (7) working days presented to the Sheriff or his/her designee who shall place his/her written disposition and explanation thereupon and return it to the Steward within seven (7) working days.
- C. Step 3.
 - (1) If the grievance is not satisfactorily settled at Step 2, the Steward may appeal the Sheriff's decision by delivery to the County Administrator/Controller and the Sheriff, within seven (7) working days after receipt of the Sheriff's disposition, a written request for a meeting concerning the grievance. Within ten (10) working days after the grievance has been appealed, a meeting shall be held between the representatives of the Employer and the Union. The Employer's representatives shall be the Sheriff and the County Administrator/Controller or their respective designees. The Union's representative shall be the Steward. Either party may have non-employee representatives present, if desired. If the meeting cannot be held within the ten (10) working day period, it shall be scheduled for a date

mutually convenient to the parties. The Employer shall place its written answer on the grievance and return it to the Steward within ten (10) working days following the meeting.

(2) All Parties recognize and accept that decisions made by the Sheriff or his Designee regarding discipline or other internal operations such as but not limited to, promotions, job assignment, transfer and deputization, may not be altered or changed by the Board of Commissioners or County Administrator/Controller.

6.3: Time Limitations. The time limits established in the Grievance Procedure shall be followed by the parties hereto. Saturday, Sunday and Holidays shall be excluded from the grievance procedure time limits. If the time procedure is not followed by the Union, the grievance shall be considered settled. If the time procedure is not followed by the Employer, the grievance may be advanced to the next step by the Union. The time limits established herein may be extended by mutual agreement in writing.

6.4: Grievance Resolution. All grievances which are satisfactorily resolved at Steps 1 or 2 of the Grievance Procedure, if the grievance has economic implications, must be approved by the Board of Commissioners before they shall be final. Any Step 1 or 2 settlements submitted to the Board of Commissioners must be submitted, accepted or rejected within twenty-one (21) days of settlement or settlement becomes final. The time limits set forth in Step 1 or Step 2 of the Grievance Procedure shall be stayed during the period which such grievance resolutions are referred to the County Board of Commissioners. If the resolution of a grievance is disallowed by the County Board of Commissioners, the Union shall have ten (10) working days following receipt by the Steward of notice of the County Board of Commissioners' action to resubmit the grievance at the next higher step in the Grievance Procedure than the grievance held prior to such disallowance. If the grievance is not resubmitted in a timely fashion, it shall be deemed to have been withdrawn.

6.5: Grievance Settlements. With respect to the processing, disposition, or settlement of any grievance initiated under this Agreement and with respect to any court action claiming or alleging a violation of this Agreement, the Union shall be the sole and exclusive representative of the employee or employees covered by this Agreement. The disposition or settlement, by and between the Employer and the Union, of any grievance or other matter shall constitute a full and complete settlement thereof and shall be final and binding upon the Union and its members, the employee, or employees involved, and the Employer. The satisfactory settlement of all grievances shall be reduced to writing and shall be written on or attached to each copy of the written grievance and signed by the representatives involved. Unless otherwise expressly stated, all such settlements shall be without precedence for any future grievance.

6.6: Expedited Grievance. Should a non-probationary employee who has been discharged or given a disciplinary suspension consider such discipline to be improper, a written grievance shall, within seven (7) working days following the date such discipline is imposed, be filed at Step 3 of the Grievance Procedure. The Union may file the grievance on behalf

of the employee so disciplined by delivering a copy of the grievance to the Sheriff or his/her designee. At the Step 3 meeting, the disciplined employee shall be present if desired by either party. All grievances relating to the discharge or the disciplinary suspension of a non-probationary employee must be presented within the time limits contained in this Section or they shall be considered abandoned and no appeal allowed.

6.7: Election of Remedy. When remedies are available for any complaint and/or grievance of an employee through any administrative or statutory scheme or procedure, in addition to the grievance procedure provided under this contract, and the employee elects to utilize the statutory or administrative remedy, the Union and the affected employee shall not process the complaint through any grievance procedure provided for in this contract. If an employee elects to use the grievance procedure provided for in this contract and, subsequently, elects to utilize the statutory or administrative remedies, then the grievance shall be deemed to have been withdrawn and the grievance procedure provided for hereunder shall not be applicable and any relief granted shall be forfeited. The above does not apply if there are two (2) separate issues arising from the same incident. Employees still must adhere to the contract grievance procedure time limits.

ARTICLE 7 VETERANS' PREFERENCE CLAIMS

7.1: Veterans' Preference Claims. It is the intent of the parties to this Agreement that its terms and provisions shall be applicable to all employees included within the bargaining unit. Accordingly, the parties hereby agree that any employee who may come within the provisions of any legislative enactment entitling a military veteran to a preference in employment or which establishes a procedure whereby the military veteran may challenge the Employer's determinations regarding the veteran's employment status by the Steward of the Employer's answer in Step 3 of the Grievance Procedure, elect in writing either the Grievance Procedure or his/her statutory remedy as his/her single means of challenging the Employer's determination. If the employee elects to pursue his/her statutory remedy or fails to make an election, any grievance concerning the Employer's employment determination shall be considered withdrawn by the Union and, further, shall not thereafter be a subject to any arbitration proceeding. Any veteran whose grievance claim is withdrawn by the Union prior to selection of an arbitrator shall have the right to reinstate his/her veteran's preference claim within five (5) work days after receipt of notice of the Union's determination to withdraw the grievance.

ARTICLE 8 ARBITRATION

8.1: Notice of Arbitration. If the grievance is not satisfactorily resolved at Step 3 of the Grievance Procedure, the Union may request arbitration by notifying the Employer in writing within thirty (30) days after receipt of the Employer's answer in Step 3. If the Employer fails to answer the grievance within the time limits set forth in Step 3, the Union, if it desires to seek arbitration, must notify the County Administrator in writing no later than thirty (30) calendar days following the date the Employer's Step 3 answer was due. If

arbitration is not so requested within these time limits, the matter shall be considered withdrawn by the Union.

8.2: Selection of Arbitrator. If, pursuant to the Grievance Procedure established in this Agreement, a timely request for arbitration is filed by the Union on a grievance, the parties shall promptly select by mutual agreement one (1) arbitrator who shall be selected from a panel of seven (7) arbitrators submitted by the Federal Mediation and Conciliation Service by each party alternately striking a name. The remaining name shall serve as the arbitrator. The arbitrator's decision shall be final and binding on the Employer, the Union, and employees. The fees and expenses of the arbitrator shall be shared equally by the Union and the employer. Each party shall pay the fees, expenses, wages, and other compensation of its own witnesses, representatives, and legal counsel.

8.3: Arbitrator's Powers. The arbitrator's powers shall be limited to the application and interpretation of this Agreement as written, and he shall at all times be governed wholly by the terms of this Agreement. The arbitrator shall have no power or authority to amend, alter, or modify this Agreement either directly or indirectly. Further, the arbitrator shall not be empowered to rule upon or consider the propriety of oral or written warnings given to employees by the Employer. If the issue of arbitrability is raised, the arbitrator shall only decide the merits of the grievance if arbitrability is affirmatively decided. It is the intent of the parties that arbitration shall be used during the life of this Agreement to resolve disputes which arise concerning the express provisions of this Agreement which reflect the only concessions which the Employer has yielded. The award of the arbitrator shall be retroactive no earlier than the date when the grievance could have been timely filed under Section 5.1. Further, no claim for back wages under this Agreement shall exceed the amount of straight time earnings the employee would have otherwise earned by working for the Employer, less any and all compensation received, including unemployment compensation, the employee has received from any other sources.

ARTICLE 9 LAYOFF AND RECALL

9.1: Notification of Layoff. The Employer agrees to give two (2) weeks' advance notification of layoff and, if possible, to state in the notification the anticipated duration of the layoff.

9.2: Layoffs. In the event that a reduction in the work force becomes necessary, the first employees to be reduced from the Department within each classification affected shall be in the order stated: probationary employees. Thereafter, further reductions in the work force shall be on the basis of inverse seniority in the classifications affected, provided, however, that the senior employees retained have the necessary training, ability, and experience to perform the remaining available work.

9.3: Layoff Procedure. The first employee to be laid off in the Sergeant, Detective-Sergeant classifications shall be:

- A. The employee with the least classification seniority in the classification affected, provided, however, that the remaining senior employees have the

experience, necessary training, and ability to perform the required work. Where the affected employees have the same classification seniority, the employee with the least Departmental seniority shall be laid off first. Further layoffs from the affected classification shall be accomplished by the inverse order of classification seniority, provided, however, that the remaining senior employees have the experience, necessary training, and ability to perform the required work.

- B. Upon being laid off from his/her classification, an employee who so requests shall, in lieu of layoff, be demoted to the next lower classification in the deputies bargaining unit in which he has greater Departmental seniority than the employee who he is to replace and for which he has the necessary training, experience, and ability to perform the required work.
- C. Employees who are demoted in lieu of layoff shall initially be paid the same salary step in the range for the lower position to which he has been demoted.
- D. Employees who are laid off or who are demoted in lieu of layoff shall be recalled to their former classification in order of their classification seniority when the work force is to be increased, provided, however, that the employee has not lost his/her seniority.

9.4: Recall. In the event the work force is increased, recall to work shall be in the inverse order of layoff from work.

9.5: Notification of Recall. Notification of recall from layoff shall be sent to employees by first class mail or may be hand-delivered. The notice shall set forth the date the recalled employee is expected to return to work. Employees who decline recall or who, in the absence of extenuating circumstances acceptable to the Sheriff, fail to respond within three (3) working days of the time set for return to work shall be presumed to have resigned and their names shall be removed from seniority and preferred eligibility lists.

ARTICLE 10 PROMOTIONS

10.1: Advancement Opportunities. Promotion means to advance from a given classification to a higher paid classification. Specifically, this program involves the upward movement of selected personnel from the classification of Sergeant or Detective-Sergeant. Each promoted employee must be a current member of the Sheriff's Office and must meet all of the eligibility rules of the Promotional Procedure.

10.2: Sergeant and Detective-Sergeant - Lieutenant Probationary Period. All employees promoted to the Sergeant or Detective-Sergeant classifications shall be on probation for a period of six (6) months immediately following promotion. During such probationary period, the Sheriff may demote the employee to his/her former classification or the employee may, on his/her own volition, request in writing to be relieved of his/her new classification and to be returned to his/her former classification. If an employee returns to his/her former

classification at his/her own request, he may not apply for another promotion for six (6) months.

ARTICLE 11
RIGHTS OF THE EMPLOYER

11.1: Rights

- A. Except as this Agreement otherwise specifically and expressly provides, the Employer retains the sole and exclusive right to manage and operate the County in all of its operations and activities. Among the rights of management, included only by way of illustration and not by way of limitation, is the right to hire; determine all matters pertaining to the services to be furnished and the methods, procedures, means, equipment, and machines required to provide such service; to establish classifications of work and the number of personnel required; to determine the nature and the number of facilities and departments to be operated and their locations; to adopt, modify, change, or alter its budget; to combine or reorganize any or all parts of its operations; to determine the number of supervisors; to direct and control operations; to maintain order and efficiency; to continue and maintain its operations as in the past; to study and use improved methods and equipment and in all respects to carry out the lawful, ordinary, and customary functions of County Government, provided, however, that these rights shall not be exercised in violation of any specific provision of this Agreement. Disputes over any of the rights of management illustrated above shall be subject to the grievance procedure, including arbitration. All other rights vested exclusively in the Employer.
- B. Except as this Agreement otherwise specifically and expressly provides, the Employer shall also have the right to promote, assign, transfer, suspend, discipline, discharge for just cause, lay off and recall personnel; to establish reasonable penalties for violations of such rules; to make judgments as to ability and skill; to determine work loads; to establish work schedules; to provide and assign relief personnel, provided, however, that these rights shall not be exercised in violation of any specific provision of this Agreement and, as such, they shall be subject to the Grievance and Arbitration Procedures established herein.
- C. The Union hereby agrees that the Employer retains the sole and exclusive right to establish and administer without limitation, implied or otherwise, matters not specifically and expressly limited by this Agreement.
- D. Union Activities. There shall be no unauthorized Union activities during working hours. The passing around of petitions, paperwork, or other matters not authorized by the County or the Sheriff by individuals or groups during working hours or upon the County premises at any time is strictly prohibited. Likewise, there shall be no unauthorized meetings with officials from other bargaining units during working hours. No Union buttons or other designations

shall be worn upon the uniform of the employees at any time, unless approved by the Sheriff. Violation of the provisions of this Section shall constitute just cause for discipline up to dismissal and loss of all seniority rights and benefits provided by this Agreement.

ARTICLE 12 WORK STOPPAGES

12.1: No Strike Pledge. The parties to this Agreement mutually recognize that the services performed by employees covered by this Agreement are essential to the public health, safety, and welfare. The Union therefore agrees that there shall be no interruption of these services, for any reason whatsoever, and neither it, nor its officers, representatives, members, or the employees it represents shall, directly or indirectly, call, sanction, counsel, or encourage any concerted failure by them to report for duty, absent themselves from their work, stop work, sit-down, stay-in, strike, abstain in whole or in part from the full, faithful, and proper performance of the duties of their employment, picket the Employer's premises, or refuse to cross any picket line.

12.2: Violation of No Strike Pledge. Any employee who engages in any activity prohibited by Section 12.1 shall be subject to such disciplinary action by the Sheriff as is appropriate, up to and including discharge. The Union acknowledges that discharge is an appropriate penalty for striking in violation of Section 12.1. A strike is defined as the withholding of services by one or more of the bargaining unit, in whole or in part, which is designed to effect a change in wages or other terms and conditions of employment. Any appeal to the grievance procedure shall be limited to the question of whether the Employer or employee did, in fact, engage in an activity prohibited by Section 12.1.

ARTICLE 13 PROBATIONARY PERIOD

13.1: Probationary Period. All new hire employees shall serve an initial probationary period of twelve (12) months, without regard to the number of hours worked within the twelve (12) month period, after which time their seniority shall be as of their last date of hire. Service in a part-time position shall not count toward completion of an employee's probationary period. Until an employee has completed the probationary period, he may be disciplined, laid off, recalled, terminated, or discharged at the Employer's discretion without regard to the provisions of this Agreement and without recourse to the Grievance and Arbitration Procedures set forth in this Agreement. There shall be no seniority among new hire probationary employees.

ARTICLE 14 RESIDENCY

14.1: Residency: All members of the bargaining unit shall maintain their residence within twenty (20) miles of a border of the County of Isabella.

ARTICLE 15
FITNESS FOR DUTY

15.1: Physical Examinations. Physical examinations may be performed as necessary based on performance issues/concerns. Reasonable suspicion shall serve as the basis for an Employer paid physical examination requirement. The cost of the physical examination shall be borne by the Employer. The employee shall be provided with the results of the physical examination by a medical doctor.

15.2: Mandatory Leave. Where an employee's physical or mental condition reasonably raises a question as to an employee's capability to adequately perform his/her job, the Sheriff may require the employee involved to take a sick leave of absence up to three (3) working days. If the employee's condition is such that a leave of absence of more than three (3) working days is deemed necessary by the Sheriff, the employee may be required to take a physical examination and, if cause is found, the employee may be placed on extended medical leave.

15.3: Medical Arbitration.

- A. In the event of a dispute regarding an alleged medical condition of an employee, that employee may be required to provide the Employer with a certificate from a qualified physician (medical doctor) of the necessity for such absence and/or the continuation of such absence when the same is requested by the Employer.
- B. The Employer may obtain a second opinion at the Employer's expense if not covered by insurance and in the event that there is a dispute between the Employer's doctor and the employee's doctor both of these doctors shall select a third doctor whose decision shall be final and binding on the parties.
 1. The expense shall be borne equally between the Employer and the union to the extent it is not covered by the employee's insurance.

ARTICLE 16
OUTSIDE EMPLOYMENT

16.1: Outside Employment. No employee shall work at other employment which will be a conflict of interest or impair his/her performance as a law enforcement officer. Written permission from the Sheriff must be obtained before any employment or work is undertaken if such work or employment is to be on other than an irregular or occasional basis. Employees shall not wear the Sheriff's Office uniform unless they are working for or under the direction of the Employer. Violation of the provisions of this Section shall constitute just cause for dismissal and loss of all seniority rights and benefits provided by this Agreement.

ARTICLE 17
HOURS OF WORK AND OVERTIME

17.1: Workweek. The normal workweek shall consist of forty (40) hours per week or eighty-four (84) hours per 14 consecutive day payroll period.

- A. Road Patrol Sergeants shall work 84 hours every two weeks/14 consecutive days at straight time consistent with the work hours and work schedules of the Road Patrol Officers supervised.
- B. Detective Sergeants shall work 84 hours every 14 consecutive day payroll period. The additional hours (4 hours) per two week payroll period will be scheduled at the Sheriff's sole discretion based on operational needs of the Office. The 84 hour payroll period will be paid at straight time. The Employer will provide 48 hours advance notice of any schedule change regarding the additional four (4) hours.

17.2: Workday. An employee's normal work day shall consist of either (8) consecutive hours no more than (5 consecutive days/40 hours) or ten (10) consecutive hours no more than (4 days/10 hours) or (12) consecutive hours. Determination of shift schedules and hours worked per day shall be the exclusive decision of the Sheriff. A work day shall be defined as a twenty-four (24) hour period commencing with the start of an employee's regularly scheduled shift. For purposes of overtime premium pay, this definition shall not apply where:

- A. An employee's regular shift is changed at his/her request.
- B. The employee's regular shift has variable starting times or is scheduled on a rotation basis, provided, however, at least eight (8) hours of off-duty time is scheduled between the end of shift and the start of another.

17.3: Work Schedule. The work schedule shall be established by the Sheriff and posted thirty (30) days in advance. The Sheriff reserves the right to change the work schedule and the starting and quitting times for any and all shifts with three (3) weeks' notice. Whenever the work schedule and starting and quitting times are so changed, the Steward and the affected employee(s) shall be notified in writing at least three (3) weeks in advance, or less than one (1) week notice in the event of an emergency or a staff shortage.

17.4: Overtime.

- A. All employees shall be expected to work reasonable amounts of overtime upon request.
- B. Overtime other than of an emergency nature must have the prior approval of the Sheriff or his/her designated representative.

- C. Insofar as practicable, scheduled overtime opportunities will be rotated as equitably as possible among employees within the same classification. Overtime rotation shall begin with the employee having the most classification seniority on a particular shift, provided the employee scheduled for overtime rotation has the necessary skill, ability, experience, and knowledge, at the time the overtime work is assigned, to perform the required work. The rotation of overtime shall be started over again upon completion of each twelve (12) month period under this Agreement.
- D. When an employee is offered overtime but does not work or when an employee is absent, he shall be charged as if he had worked for purposes of rotation. If an employee accepts an overtime assignment and fails to report, unless otherwise excused, he shall forfeit his/her next two (2) opportunities in the rotation of overtime hours.

ARTICLE 18 SHIFT SELECTION

18.1: Shift Selection. Employees who have completed their probationary period shall be permitted to select their shifts three times per calendar year by seniority. The shift periods shall be triannual, starting approximately on or about January 1st and May 1st and September 1st and ending on or about April 30th and August 31st and December 31st of each year.

18.2: Shift Transfer. The Employer retains the right to transfer an employee to a shift other than the employee's preference for vacancies. An employee may also be transferred to another shift if the Employer has cause. When an employee is transferred to another shift for the convenience of the Employer, the most senior employee(s) on the shift shall be offered the transfer first. If the senior employee(s) refuse the transfer the least senior shall then be transferred.

18.3: Probationary Employee Shift Assignment. Probationary employees shall work any shift to which they are assigned.

18.4: This Article shall be inapplicable to special assignments which shall include traffic, detectives, community policing, school liaison, undercover, DARE.

ARTICLE 19 COMPENSATION

19.1: Wage Rates and Classifications.

**ISABELLA COUNTY
COAM COMMAND OFFICERS EMPLOYEE WAGE SCALE**

RANGE	Pay Grade	STEP					
		Start	1 Year	2 Years	3 Years	4 Years	5 Years
	Sergeant	34.41	34.69	34.97	35.25	35.52	35.80
	Detective Sergeant	34.41	34.69	34.97	35.25	35.52	35.80
	Annual	71,580.33	72,157.63	72,734.92	73,312.21	73,889.51	74,466.81

The step at which an employee is compensated shall correspond to the employee's date of hire into the Isabella County Sheriff's Office as opposed to the employee's date of promotion into the COAM Bargaining Unit. The employee shall maintain their original date of hire as their anniversary date for purposes of placement and progress on the above step scale.

19.2: Shift Differential. Effective January 1, 2001, employees scheduled to work an afternoon shift will be paid a shift premium of five (5) cents per hour and employees scheduled to work the midnight shift will be paid a shift premium of ten (10) cents per hour. Employees who work hours which overlap the afternoon and midnight shifts shall be paid the shift premium for which the major portion of hours are worked. Similarly, employees who work hours which overlap the midnight and day shift or day shift and afternoon shift shall be paid the midnight or afternoon shift premium, as applicable, where the major portion of hours worked are either on the midnight shift or the afternoon shift.

19.3: Premium Pay.

- A. Time and one-half (1-1/2) the employee's straight time regular rate of pay shall be paid for all hours worked in excess of eighty (80) hours in any fourteen (14) day period for employees working a 40 hour workweek or eighty-four (84) hours in any fourteen (14) day period for employees working 12 hour workdays.
- B. 1. Time and one-half (1-1/2) the employee's straight time regular rate of pay shall be paid for all hours worked in excess of eight (8), ten (10) or twelve (12) hours in any one (1) workday subject to the definitions stated in Sections 17.1 and/or 17.2 above.

2. Provided, however, that if the Sheriff institutes a four-day 40-hour work week, time and one-half (1-1/2) the employee's straight time regular rate of pay shall not be paid for hours worked in excess of eight (8) hours in any one (1) work day, but for hours in excess of ten (10) hours in any one (1) work day.
- C. To be eligible for premium pay under subsection B of this Section, an employee must have worked all of his/her scheduled hours in the normal workweek, unless excused for one of the following reasons:
 1. Illness or injury supported by a physician's statement, if required by the Employer.
 2. Death in the employee's immediate family.
 3. Permission granted by the Employer.
 4. Holiday recognized under this Agreement occurring during the workweek.
- D. There shall be no pyramiding or duplication of premium, stand-by, or call-back pay.
- E. Premium Pay. An employee's second leave day shall be considered an employee's Sunday. All employees who works a second leave day shall be entitled to double-time, twice his/her normal rate of pay for all hours worked.

19.4: Stand-By Pay.

- A. Employees designated and assigned to the Scuba Diving Unit who are on call twenty-four (24) hours a day with pagers are required to attend training dives shall receive one hundred dollars (\$100.00) yearly in addition to their regular wages, payable in a separate check in the first (1st) payroll period of December of each year. In order to be eligible for the stand-by pay set forth in this subsection, employees must be on the employer's payroll as of December 1, and must be assigned to the Scuba Diving Unit at some time during the calendar year preceding December 1.

With regard to subsection B of this Section, the parties agreed an employee must actually be on the Employer's payroll as of December 1st to be entitled to receive any extra payment for assignment to the Scuba Diving Unit. If an individual is still employed by the Employer on December 1st of any calendar year, he shall be entitled to the extra payment called for by this Section if he was assigned to this particular unit at any time during the calendar year preceding December 1st.

- B. The number of employees placed on stand-by duty under this Section, their selection, and the nature of their duties shall be determined by the Sheriff in his/her sole discretion.
- C. Court Stand-By. Notwithstanding the provisions of Section 17.4, an off-duty employee who is required to remain on standby on any day to attend Court as a witness in a case which is adjourned or otherwise disposed of without the necessity of the employee appearing for Court shall receive one (1) hour pay at time and one-half (1-1/2) his/her straight time rate of pay. No standby pay shall be required if the employee is notified at any time on the day or evening prior to his/her scheduled appearance that his/her presence shall not be required.

19.5: Call-Back Pay. Employees called back to work for emergency work after completing their regular shift shall receive a minimum of two (2) hours' pay or work at time and one-half (1-1/2) their straight time regular rate of pay. This Section shall not apply to employees who are called in to begin work prior to the start of their regular shift and who work continuously into their shift. The provisions of this Section shall not apply to court-related time.

19.6: Court Time. An employee who appears for Court as a witness shall receive a minimum of two (2) hours pay at time and one-half (1-1/2) for having reported as a witness.

19.7: Fitness Program. Employer shall reimburse the employee up to \$100.00 dollars every six months for use of a fitness program or facility providing they attend a fitness facility at least 26 times in 6 months.

19.8: Bonds. Whenever a bond is required of an employee in the bargaining unit for the performance of his/her duties, the bond premium shall be paid by the County.

19.9: Severe Inclement Weather: In the event the County Administrator Controller closes County facilities due to severe inclement weather the Employer agrees to compensate those members of the Unit that are required by the Sheriff or his designee, to report for duty, 1.5 times their regular rate of pay for the hours worked. The Sheriff, or his designee, has the sole authority to determine who in the Unit is required to report. Those not required to report for duty, but scheduled to work, will receive their regular straight time pay.

19.10: Meal Allowance:

- A. Employees of the Sheriff's Office are eligible for meal reimbursement in the following situations:
 1. When an employee is required to transport a prisoner an excess of 140 miles.
 2. When an employee is required to transport a prisoner less than 140 miles, but the transport lasts an extended period of time which would necessitate the employee to miss a normal mealtime.

- (a). The Sheriff will determine if the length of time spent on the transport will be eligible for the meal reimbursement.
- 3. Training or other commitments that require the employee to be outside of the county for a period of time that would necessitate the employee to miss a normal mealtime.

B. The parties shall agree to utilize the US General Services Administration Meal Rates Schedule for both Transport and Training.

ARTICLE 20
UNIFORMS AND EQUIPMENT

20.1: Uniforms and Equipment. The County shall provide such uniforms and equipment, including shoes, as the Sheriff and the County shall determine is necessary, subject to reasonable rules for the preservation, use, and care of such uniforms and equipment. The County shall assume the cost of the necessary cleaning such uniforms under such rules as the Sheriff may determine.

20.2: Each command officer shall be issued the following items. In the first year of employment, such employee shall not receive a uniform purchase credit amount.

1	rechargeable flashlight
2	long sleeve shirts
2	short sleeve shirts
2	pair pants
1	bullet-proof vest replaced every ten years
1	winter coat
1	winter hat
1	Lancaster hat
1	gun belt
1	pant belt
1	holster
1	cuff case
1	tie bar
2	ties
1	set other brass
1	badge
1	hat badge
1	name bar
1	double magazine pouch
4	belt keepers
1	pair shoes
1	raincoat
1	gun
1	riot helmet with face protection

20.3: Uniforms and Equipment. The County shall provide a uniform and equipment purchase system for employees.

20.4: Employees shall adhere to reasonable rules for the preservation, use and care of such uniforms and equipment.

20.5: The County shall assume the cost of the necessary cleaning of such uniforms under such rules as the Sheriff may determine.

20.6: The County shall replace uniforms and equipment as needed as determined by the Sheriff or his/her designee.

20.7: Footwear. Employees shall be provided up to a maximum of \$200.00 annually for the replacement of footwear if needed starting in 2013.

20.8: Clothing Allowance. Detective-Sergeants will receive an annual clothing allowance, of up to four hundred dollars (\$400.00) each calendar year for the purchase of clothing to be used in conjunction with and necessary for the performance of official assigned duties. Clothing allowance funds shall be available on a reimbursement basis or through payment of invoices submitted directly to the Employer. The Employer reserves the exclusive right to reject any purchase for items deemed inconsistent with and/or unnecessary for the employee's job function. Amounts unused during the year may not be carried over into subsequent years. Detective-Sergeants may obtain dry cleaning of civilian clothes used in the performance of duties at the Employer's expense, in addition to the clothing allowance provided for by this Section.

20.9: Ammunition Annual Allotment. All employees required to carry and qualify with a firearm shall receive an annual allotment of 500 rounds to qualify and an additional 250 rounds for practice purposes. Ammunition shall be made available on January 1 annually.

20.10: Isabella County Sheriff Office Take Home Patrol Units Policy #3.050 effective 1/25/23 shall be applicable on work days subject to Sheriff's Policy regulations.

ARTICLE 21 INSURANCE

21.1: Health Insurance:

A. Full-time bargaining unit members and their dependents shall participate in the same Health Plan under the same terms and conditions as uniformly provided to non-union employees, including the same deductibles, co-pays and coverages which may change from time to time. Upon expiration of this contract, either party may demand to negotiate a different healthcare insurance benefit.

1. In situations where a bargaining unit member's spouse is a full-time employee of Isabella County within this bargaining unit, said employees shall decide which employee receives "primary" coverage and which employee receives "dependent" coverage.
2. In situations where a bargaining unit member's spouse is a full-time employee of Isabella County outside of this bargaining unit, the bargaining unit member and his/her spouse shall decide who shall be assigned coverage as a "dependent." If they do not make a decision within the required time, then the bargaining unit member shall be assigned coverage as a "dependent."
3. A bargaining unit member who receives either "primary" or "dependent" coverage from Isabella County shall not be eligible for any payment in lieu of coverage.

B. In addition to any other costs for which the employee may be responsible as herein provided, all employees who elect, enroll and participate in coverage under this Agreement shall pay the difference between the Employer's maximum contribution under Section 3 of the Publicly Funded Health Insurance Contribution Act, Act 152 of the Michigan Public Acts of 2011 as annually determined by resolution of the Board of Commissioners and the illustrated premium cost of the plan selected. Employee contributions shall be with-held through automatic payroll with-holding. The employees in this Unit will pay the same rates and premium contributions as all other employees of the County consistent with Section 21.1A above.

C. The terms, conditions, exclusions and limitations specified in the Employer's Policy with its insurance carrier shall govern all conditions of eligibility for and payment for benefits.

D. To qualify for the medical benefits as above described, each employee must individually enroll and make proper application for such benefits at the Employer's designated Human Resources Office within thirty (30) calendar days of the commencement of his/her regular employment with the Employer. An employee who fails to complete, sign and return the required application forms is specifically and expressly excluded from such benefits plan until such time as he enrolls and makes proper application during an open enrollment period, unless the employee presents verifiable proof of having lost alternate coverage through another source. Subject to carrier approval, employees who have lost medical coverage through another source shall be permitted to immediately enroll in the Employer's medical plan.

E. Except as otherwise expressly provided for in this Agreement, when on an authorized unpaid leave of absence the employee will be responsible for his benefit costs for the period he is not on the active payroll. Employees electing

to continue such benefits shall pay the full cost of such continued benefits. Proper application and arrangements for the payment of such continued benefits must be made at the Employer's designated Human Resources Office prior to the commencement of the leave. If such application and arrangements are not made as herein described, an employee's group medical benefits shall automatically terminate on the last day of the current month after the effective date of the unpaid leave of absence.

- F. Except as otherwise provided under COBRA or this Agreement, an employee's group medical benefits coverage shall terminate on the last day of the month in which the employee goes on leave of absence, terminates, retires, the group medical benefits plan terminates, or the employee is laid off. Upon return from a leave of absence or layoff, an employee's group medical benefits coverage shall be reinstated commencing with the first day of the month following the employee's return.
- G. An employee who is on layoff or leave of absence or who terminates may elect under COBRA to continue at his own expense the coverage herein provided.
- H. To be eligible for health insurance coverage as provided above, an employee must document all coverage available to him/her under his spouse's medical plan and cooperate in the coordination of coverage to limit the Employer's expense.

21.1: Optical Insurance. Members of the bargaining unit shall be covered under the County's optical insurance program as provided to other County employees.

21.2: Dental Insurance. The Employer agrees to pay the required premiums for each full time employee, including dependent coverage, covered by this Agreement who has completed sixty (60) calendar days with the Isabella County Sheriff's Office. The Dental Plan shall be the same Dental Plan as the Isabella County Dental Plan including the same carrier, deductibles and co-pays.

21.3: Term Life Insurance. The Employer will pay the required premiums for a term life insurance policy in the amount of twenty-five thousand dollars (\$25,000.00) and twenty-five thousand dollars (\$25,000.00) Accidental Death and Dismemberment for each insurable, full time employee occupying a job classification covered by this Agreement who has completed sixty (60) days of employment with the Sheriff's Office.

21.4: False Arrest Insurance. The Employer shall continue in effect its present program of false arrest insurance on the same terms and conditions that existed prior to the execution of this Agreement.

21.5: Provisions of Insurance Carriers. No matter respecting the provisions of any of the insurance programs set forth in this Agreement shall be subject to the Grievance Procedure established under this Agreement except that, where the County exercises its

right to select or change insurance carriers under Section 21.7, the Union shall reserve the right to process through the grievance procedure, including arbitration if necessary, the issue of whether or not the level of such benefits remains substantially the same.

21.6: Selection of Insurance Carriers. The Employer reserves the right to select or change the insurance carriers, to be a self-insurer, either wholly or partially, with respect to such benefits, and to choose the administrator of such insurance programs, provided the level of benefits stated in Section 21.1 through Section 21.5 remain substantially the same without decreases.

21.7: Continuation of Insurance Premium Payments.

- A. There shall be no liability whatsoever on the part of the Employer for any insurance premium payment for an employee or employees who are on layoff or leave of absence status, other than sick or extended medical leave, beyond the month in which such leave of absence or layoff commences. Federal laws (such as) "COBRA," "TEFRA," or "DEFRA" may, however, apply.
- B. If an employee is granted an extended medical leave, other than for an injury compensable under the Workers' Compensation Law of the State of Michigan, the Employer agrees to continue its applicable insurance contribution for a period of no more than two (2) months, not counting the month in which such extended medical leave commenced.
- C. If an employee is granted a sick or extended medical leave because of an injury compensable under the Workers' Compensation Law of the State of Michigan, the Employer shall continue its applicable insurance contribution for a period of no more than eight (8) months, not counting the month in which such sick or extended medical leave commenced.
- D. Health insurance coverage provided to bargaining unit members and their families under the terms of the Collective Bargaining Agreement shall be continued for the widowed spouse and dependent children of any bargaining unit member killed in the line of duty until the children reach the age of eighteen (18), or as otherwise required by law, or the remarriage of the spouse.

21.8: Workers' Compensation. Provisions of the workers' compensation laws of the State of Michigan shall apply to all occupational injuries and illnesses as defined by state laws.

- A. Commencing on the ninth full week after an occupational injury or illness is sustained, a full-time employee who is disabled as a result of an occupational injury or illness arising from the performance of his/her or her duty shall receive a workers' compensation supplement.

1. The supplement shall consist of payment to the employee of his/her or her regular rate of pay (minus regular payroll deductions).
2. During the period the supplement is paid, the employee shall endorse his/her workers' compensation check to the County.

B. Where necessary, said supplement shall be paid through the twenty- sixth (26th) week of disablement at which time the supplement to workers' compensation shall end.

ARTICLE 22 PENSION

22.1: Defined Benefit Plan. The Employer shall provide at its cost the Michigan Municipal Employees Retirement System (MERS) to all bargaining unit members hired before January 1, 2011, with the following level of benefits:

- A. F-55/20 Age and Service, FAC-3 (final average compensation), B-3 Multiplier (2.25%).
- B. In lieu of a salary increase for 1997, the Employer provided the MERS B-3 benefit, at a cost not to exceed three percent (3%). Employees, by payroll deduction, shall pay the difference between three (3%) percent and the actuarially determined costs, should such cost exceed the three (3%) percent cap. The Employer shall continue to assume the rest of the employees' contributions.
- C. In addition to the above, the Employer will provide the MERS B-4 benefit. Employees will continue to pay any cost above three percent (3%) for the MERS B-3 benefit and will also pay the difference between the B-3 and B-4 benefit by payroll deduction.
- D. E-2 Benefit. Effective August 18, 1999, the County shall provide all future retirees with the MERS E-2 cost of living benefit. The County shall assume the full cost of this benefit.

22.2: Defined Contribution Plan. Employees hired on or after January 1, 2011, shall participate in a MERS Defined Contribution Plan established by the Employer:

- A. Employees shall contribute 2% of base wages to the Defined Contribution Plan through payroll deduction.
- B. The Employer shall contribute 7% of an employee's base wages to the Defined Contribution Plan.

C. Employees hired on or after January 1, 2011, shall be 100% vested in the Defined Contribution Plan at five (5) years.

The above excludes employees who are promoted from the Deputy bargaining unit who have the Defined Benefit Plan at the time of promotion.

22.3: Retiree Health Care Benefits.

- A. During the term of this Agreement, the Employer agrees to pay the first \$1,000 towards healthcare benefits, with a vendor of the employee's choice, for employees who retire during the term of this Agreement who have not had a break in service.
- B. Individual Employees shall be responsible for payment of any additional premium amounts due during the year.
- C. Retirees may participate in the available benefit program only if they are not being provided with a health benefit insurance paid, in whole or in part, by another entity or if not available from another source (spouse, etc.).
- D. Application for continued health insurance must be made at the County Administration Office no less than thirty (30) days prior to the effective date of retirement.
- E. Availability of health insurance benefits to retirees and their spouses is subject to the concurrence of the benefit carriers.
- F. All retiree health insurances must be coordinated with any state and/or federal insurances that are available.
- G. The Employer reserves the right to:
 - 1. Change at any time the benefit plan or plans offered to retirees, to be the same as active employees contingent upon compliance with all insurance carrier requirements and integration with any/all state and federal insurance plans such as Medicaid.
 - 2. Change benefit plan carriers at its discretion, without consultation with the retirees, singularly or as a group, or with any other group acting on behalf of the retirees, to be the same as active employees contingent upon compliance with all insurance carrier requirements and integration with any/all state and federal insurance plans such as Medicaid.
 - 3. Set, change or adjust prescription rates and payment schedules, at its discretion, to be the same as active employees contingent upon

compliance with all insurance carrier requirements and integration with any/all state and federal insurance plans such as Medicaid.

ARTICLE 23
HOLIDAYS

23.1: Holiday Pay.

- A. All full time employees occupying a job classification covered by this Agreement who have completed sixty (60) calendar days of employment with the Sheriff's Office shall begin to accumulate holiday hours at the rate of 3.6923 hrs per pay period to be increased to 4.0438 hrs effective 6/1/22.
 1. The accumulated hours are to be added bi-weekly to an employee's accumulated vacation hours.
- B. The holiday hours accumulate in lieu of any holiday pay for employees of the Sheriff Office.

23.2: Worked Holidays. Employees who are regularly scheduled to work on the day that the holiday falls on shall be given the option of working that day for 1.5 times their regular rate of pay. If an employee chooses not to work on this day they must take vacation time in lieu of work. The following days are recognized as holidays:

New Year's Day	Independence Day
Martin Luther King, Jr.	Labor Day
Presidents' Day	Veterans Day
Good Friday (1/2 day; or 4 hours' pay; 5 hours if on 10 hour shift)	Thanksgiving Day
Memorial Day	December 24
Juneteenth (effective 6/1/2022)	Christmas Day

23.3: Holiday Assignment. In the event that all scheduled employees choose not to work on the designated holiday, the scheduled employee on that shift with the least seniority will be required to work.

ARTICLE 24
VACATIONS

24.1: Vacations. A permanent full time employee shall be entitled to vacation leave with pay for each 80 hours of paid service.

- A. Paid service in excess of 80 hours in a biweekly work period shall not be counted.

- B. When paid service does not total 80 hours in a biweekly work period, the balance shall carry forward to subsequent biweekly work periods.
- C. The increase in the rate of accrual will commence on the first full pay period after the applicable anniversary date.

24.2: Crediting. Vacation leave shall be credited at the end of the biweekly work period in which 80 hours of paid service is completed.

24.3: New Hires. Vacation leave shall not be credited for use until the full time employee has completed 1040 hours of paid service in the initial appointment. Paid service in excess of 80 hours in a biweekly work period shall not be counted.

24.4: Vacation leave shall be available for use only in biweekly work periods subsequent to the biweekly work period in which it is earned.

- A. Vacation leave shall not be credited or used in anticipation of future leave credits.
- B. In the absence of available leave credits, payroll deductions for the time lost shall be made for the work period which the absence occurred.
- C. An employee must accumulate sufficient vacation leave credits to cover his/her planned vacation period.

24.5: Accumulation. The maximum accumulation of vacation leave is 270 hours.

- A. No accumulation of vacation leave shall be authorized or credited in excess of 270 hours.
- B. Any time earned over 270 hours must be dissipated during the pay period received or the time will be forfeited.
- C. It is the employee's responsibility to plan his/her vacation to avoid a forfeiture situation.
- D. Requests for special leave for the purpose of reducing accumulated vacation leave to avoid forfeiture will require prior approval.

24.6: Vacation leave may be used only with the prior approval of the employee's immediate supervisor.

- A. Supervisors shall not approve use of vacation leave when an employee has insufficient vacation leave hours to his/her credit.

<u>YEARS OF SERVICE</u>	<u>VACATION LEAVE</u>
0-2 years (0 - 4,159 hours) =	3.0769 hrs/80 hrs of service
2-5 years (4,160 - 10,399 hours) =	4.6153 hrs/80 hrs of service
5-8 years (10,400 - 16,639 hours) =	4.9230 hrs/80 hrs of service
8-10 years (16,640 - 20,799 hours) =	5.5384 hrs/80 hrs of service
10+years (20,800- ? hours) =	6.1538 hrs/80 hrs of service

24.7: Vacation Selection. Vacation requests must be submitted in writing by the employee thirty (30) days in advance of the period requested. Any other request may be granted at the Sheriff or Undersheriff's discretion. Vacations shall be determined as follows:

1. First by class level. If employees are of the same class level, seniority in class level will be used.
2. If both class level and seniority in class level are equal, seniority in length of service in lower classes (considered successively when necessary) shall be used.
3. In the event of a tie between employees having identical class levels, seniority in class levels, and seniority in length of service, priority shall be determined by the supervisor in a manner of his/her own choosing.

*Any changes in vacations, such as changes in number of vacation days, or starting a vacation a day later because of court appearances and/or for emergency reasons, shall be determined by the Sheriff.

24.8: Cash Out of Vacation:

- A. Employees who have accrued 234 hours of vacation time may choose to sell back up to one-half of that outstanding balance to the Employer at their straight-time rate of pay on the day of the request.
- B. The employee must give 20 days advance notice of the request and may make such a request no more than twice per calendar year.
- C. For example, if the employee has 250 hours of accrued vacation time when the request is submitted, the employee will receive compensation equivalent to 125 hours times their rate of pay on the day of the request and their bank would then be reduced to 125 hours of vacation time. If that same person was to make a request for 25% of their outstanding balance, the person would receive compensation equivalent to 62.5 hours at their rate of pay on the day of the request. The employee's vacation bank would then be reduced to 187.5 hours.
- D. After the payoff of accrued vacation as noted above, this section shall be strictly enforced.

ARTICLE 25
PERSONAL DAYS

25.1: Personal Days:

- A. Full time non-probationary employees shall be credited with thirty-six (36) hours of personal leave with pay on January 1, for use during that calendar year.
- B. There shall be no accumulation or carryover of such leave from one calendar year to another. Effective January 1, 2021, if personal days are not used by December 31st of each year, employees shall be paid for the same at their straight-time hourly rate.

25.2: Requests for a personal day leave of absence must be made to the Sheriff or his/her designee twenty-four (24) hours in advance of the date requested, provided, however, that the Sheriff in his/her discretion may, if possible, shorten the notification period if necessary arrangements can be made in the Office.

25.3: Written verification of the number of personal leave days taken and the date or dates involved must be submitted to the Sheriff by all employees within the pay period following the employee's return from such leave. Failure to submit such verification may result in a loss of pay equivalent to the amount of personal leave time taken by the Employee.

25.4: The number of leave days to be taken at any one time shall be determined by the Sheriff in his/her sole discretion.

- A. A request for a personal leave day may be denied if the absence of the employee would unreasonably interfere with the services required to be performed due to the existence of emergency conditions within the Sheriff's Office or the County.

ARTICLE 26
LEAVES OF ABSENCE

26.1: Procedure for Requesting Leaves. Requests for a leave of absence must be submitted in writing by the employee to his/her immediate supervisor at least thirty (30) days in advance of the date the leave is to commence, except in emergency situations. The request for the leave of absence shall state the reason for the leave and the exact dates on which the leave is to begin and end. Authorization or denial of a leave of absence shall be furnished to the employee in writing by the Employer. Any request for an extension of a leave of absence must be submitted in writing to the Employer at least ten (10) days in advance, if possible, of the expiration date of the original leave, stating the reasons for the extension request and the exact revised date the employee is expected to return to work. Authorization or denial of the extension request shall be furnished in writing to the employee by the Employer.

26.2: Purpose of Leaves. It is understood by the parties that leaves of absence are to be used for the purpose intended, and employees shall make their intent known when applying for such leaves. There shall be no duplication or pyramiding of leave benefits or types of absence. All leaves of absence shall be without any additional accrual of seniority unless specifically provided to the contrary by the provisions of the Leave Section involved.

26.3: Early Returns from Leave. There shall be no obligation on the part of the Employer to provide work prior to the expiration of any leave of absence granted under this Agreement, unless the employee gives written notice to the Employer of his/her desire to return to work prior to the expiration of his/her leave. If such notice is given, the employee will be assigned to work no later than one (1) week following receipt by the Employer of such notice, seniority permitting.

26.4: Funeral Leave. Upon approval of the Sheriff or his/her designee, a full time employee will be granted a leave of absence with pay for a period not to exceed three (3) normally scheduled working days to attend the funeral or attend to personal family matters when death occurs in the employee's "immediate family", provided he attends the funeral. "Immediate family" shall be defined as the employee's spouse, children, parents, grandparents, grandchildren, brothers, sisters, mother-in-law, father-in-law, and any other persons for whom financial or physical care is the employee's principal responsibility. Full time employees shall be entitled to one (1) funeral leave day with pay for the death of the employee's brother-in-law or sister-in-law. Employees shall receive up to two (2) additional days' travel time with pay if the funeral is out of state, subject to the approval of the Sheriff or his/her designee.

26.5: In-Service Training Leave. The Employer recognizes the advantages of training for the employees of the Sheriff's Office. Employees who are assigned for schooling and training by the Sheriff shall be paid at the applicable rate pursuant to Article XII. The County Board of Commissioners and the Sheriff shall determine in their discretion the number of employees to be granted in-service training leave. As a general rule, no more than one (1) employee will be permitted such training leave at any time and the timing of such will be the sole prerogative of the Sheriff. An itemized statement of the expenses shall be furnished by the employee before any reimbursement of the costs and expenses of such training leave will be allowed by the County Board of Commissioners.

26.6: Extended Educational Leave. In the discretion of the Sheriff, an unpaid extended educational leave of up to six (6) months may be granted to full time, non-probationary employees for the purpose of taking accredited courses directly related to law enforcement. No more than one (1) employee will be permitted such leave at any time. During the leave provided by this Section, an employee may elect to pay at his/her own cost the required premiums for the hospitalization and other insurance coverages set forth in this Agreement. An employee's seniority shall be retained during such leave of absence, but he shall not accrue any additional seniority. An employee granted an extended educational leave may, if the Sheriff in his/her discretion so elects, be employed on a part-time basis as a Special Deputy on the same terms and conditions of any other Special Deputy.

26.7: Union Leave. If an employee covered by this Agreement is selected to attend the annual State POAM/COAM convention, a leave of absence with pay for not more than one (1) employee will be granted. Such paid leave shall be limited to a maximum of four (4) regularly scheduled working days or the duration of the convention, whichever is shorter. One (1) employee covered by this Agreement shall be granted a one (1) day leave of absence with pay to attend any COAM labor conference. Leave may be denied if the absence of the employee would unreasonably interfere with the services required to be performed due to the existence of emergency conditions within the Sheriff's Office or County. Requests for such leave shall be given to the Sheriff in writing ten (10) days in advance of the time such leave is to commence.

26.8: Paid Sick Leave. Employees covered by this Agreement shall earn and be granted sick leave with pay under the following conditions and qualifications:

- A. Upon completion of six (6) months' employment, any new hire full time employee shall be credited with six (6) days of sick leave and will thereafter accumulate additional sick leave at the rate of 5.54 hours per pay period of employment exclusive of leaves of absence unless otherwise specifically provided to the contrary. Unused paid sick leave credits may accumulate up to a total of one thousand five hundred forty (1,540) hours.
- B. One (1) day of sick leave credits shall equal eight (8) hours at the employee's regular hourly rate of pay when he takes his/her sick leave.
- C. Paid sick leave will continue to accrue during an allowed sick leave of absence or extended medical leave.
- D. An employee may utilize sick leave allowance when he/she reasonably believes that he is incapacitated for the safe performance of his/her duty due to illness or injury or illness of a family member. An employee who uses sick leave for other than illness or injury may be denied the use of sick leave for the day and may also be subject to discipline.
- E. The Sheriff may require as a condition of any sick leave a medical certificate setting forth reasons for the sick leave when there is reason to believe that the health or safety of personnel may be affected or that an employee is abusing sick leave benefits. Falsification of the medical certificate or falsely setting forth the reasons for the absence shall constitute just cause for discipline, up to and including dismissal.
- F. Sick leave is a benefit for employees to be used in cases of illness. It is not a benefit to be converted to wages. Subject to subsection (J) below, employees whose employment status is severed forfeit all accrued sick leave benefits.

- G. In case of work-incapacitating injury or illness for which an employee is eligible for wage loss payments under the Workers' Compensation Law of the State of Michigan, accrued sick leave may be utilized to maintain the difference between the wage loss WC compensation payment and the employee's net regular salary or wage. If accrued sick leave is utilized for this purpose, the provisions of subsection (F) shall not apply. Upon exhaustion of his/her sick leave bank, the employee shall draw only those benefits as are allowable under the Workers' Compensation Law of the State of Michigan, if any.
- H. After an employee has exhausted his/her paid sick leave benefits, then such leave, including an extended medical leave, shall be without accumulation of any fringe benefit predicated on length of service with the County or the Sheriff's Office.
- I. Sick leave benefits may be taken in units of less than one-half (1/2) day.
- J. Upon an employee's death or retirement after completion of ten (10) years consecutive service with the County, an employee shall receive a lump sum payment representing fifty (50%) of such employee's accumulated and unused sick leave. The maximum payment under this subsection shall be limited to seven hundred and seventy (770) hours of pay. Buy back of sick time shall be at the employee's current rate of pay.
- K. Employees who provide 90 days' advance written notice prior to retirement shall be allowed to convert one-hundred forty-four (144) hours of sick time to paid time off which may be either used as paid time off or cashed out with other unused vacation pay and calculated into the FAC. Employees will be paid fifty (50%) of remaining sick leave time to a maximum of six-hundred ninety-eight (698) hours.
- L. Maternity Leave. Leaves of absence for pregnancy shall be treated the same as any other sick leave.

26.9: Extended Medical Leave. Extended medical leave shall be granted automatically upon application from the employee for illness or injury, subject to the Employer's right to require medical proof of disability. Such medical leave shall be without pay if an employee has exhausted his/her accumulated paid sick leave benefits. An employee may be on extended medical leave for a period of not more than twenty-four (24) months or the length of his/her seniority, whichever is less, and seniority shall not continue beyond that time.

ARTICLE 27 MISCELLANEOUS

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

27.4: Gender. The masculine pronoun, wherever used in this Agreement, shall include the feminine pronoun, and the singular pronoun the plural, unless the context clearly requires otherwise.

27.5: Separability. Any part of this Agreement which is held by a Court of competent jurisdiction to conflict with applicable State or Federal law now or in the future shall be null and void, but only to the extent of the conflict; all other parts shall continue in full force and effect for the duration of this Agreement. Should any part of this Agreement become null and void due to a conflict with applicable State or Federal law now or in the future, the parties shall, upon notice, meet at a mutually acceptable time and renegotiate the part or parts so affected.

ARTICLE 28 WAIVER

28.1: Waiver Clause. It is the intent of the parties hereto that the provisions of this Agreement, which supersedes all prior agreements and understandings, oral or written, express or implied, between such parties, shall govern their entire relationship and shall be the sole source of any and all claims which may be asserted in arbitration hereunder, or otherwise. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Lodge, for the life of this Agreement, each voluntarily and unqualifiedly waive the right and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter referred to or covered in this Agreement or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

ARTICLE 29 EMERGENCY MANAGER

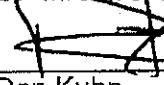
29.1: To the extent required by MCL 423.215(7), an Emergency Manager appointed under the Local Government and School District Fiscal Accountability Act (being MCL 141.1501 *et seq*) may reject, modify, or terminate provisions of this collective bargaining agreement as provided in the Local Government and School District Fiscal Accountability Act. Inclusion of the language under Section 15(7) of the PERA does not constitute an agreement by the Union to the substantive or procedural content of the language. In addition, inclusion of the language does not constitute a waiver of the Union's right to raise constitutional and/or other legal challenges (including contractual or administrative challenges) to the validating or (1) appointment of the emergency financial manager; (2) PA 4 of 2011 (Local Governmental and School District Fiscal Accountability Act); or (3) any

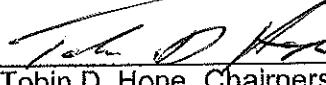
action of an emergency financial manager which acts to reject, modify or termination the contract.

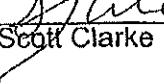
ARTICLE 30
DURATION

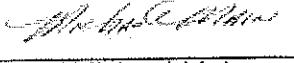
30.1: Termination.

- A. This Agreement shall remain in full force and effect from January 1, 2024, to 11:59 p.m., December 31, 2024.
- B. One hundred and twenty (120) days prior to expiration either party may serve written notice on the other party of a desire to terminate, modify, alter, negotiate, change, or amend this Agreement.
- C. A notice of desire to modify, alter, amend, negotiate, or change, or any combination thereof, shall have the effect of terminating the entire Agreement on the expiration date in the same manner as a notice to terminate unless before that date all subjects of amendment proposed by either party have been disposed of by the party proposing amendment, modification, alteration, negotiation, change, or any combination thereof.
- D. If either the Union or the Employer gives the notice specified in this Section, negotiations with respect to such modifications shall commence, if possible, ninety (90) days prior to the Agreement's expiration, but in any event not later than sixty (60) days prior to expiration.

COMMAND OFFICERS ASSOCIATION
OF MICHIGAN
 *POAM 9-4-24*
Dan Kuhn, Business Representative

ISABELLA COUNTY BOARD OF
COMMISSIONERS
 *9-17-24*
Tobin D. Hope, Chairperson

ISABELLA COUNTY COMMAND
OFFICERS ASSOCIATION
 *9-10-24*
Scott Clarke

ISABELLA COUNTY SHERIFF
 *9/11/24*
Sheriff Michael Main

APPENDIX A

DRUG TESTING POLICY

- A. Description. This directive outlines the procedures relating to administration of the County's drug testing policy.
- B. Policy. The County intends to give the same consideration to persons with chemical (alcohol and other drugs) dependencies as it does to employees having other diseases. However, the County cannot condone the use of illicit drugs or the abuse of legal drugs or alcohol. With the abuse of legal drugs or alcohol, constructive disciplinary measures may be utilized to provide motivation to seek assistance. Normal County benefits, such as sick leave and the group medical plan, are available to give help in the rehabilitation process. However, the sale, purchase, transfer, use, or possession of illegal drugs or drugs which have not been legally obtained by employees is prohibited. Arriving for work under the influence of drugs or alcohol to the extent that job performance is adversely affected is also prohibited. In such cases, disciplinary action, up to and including termination, will be imposed.

It is the intent of the County, however, to encourage and assist such employees in treatment or rehabilitation whenever appropriate.

Urine testing of employees can be an effective means by which to identify those in need of counseling, treatment or disciplinary action. The urine testing program is intended to supplement, not replace, other means by which the use of drugs and alcohol can be detected.

- C. Procedure.
- 1. Testing of employees shall be conducted only under the following circumstances:
 - A. When an employee's supervisor has a "reasonable suspicion" that an employee is intoxicated or under the influence of drugs or alcohol. "Reasonable suspicion" is a belief based on objective and articulable facts sufficient to lead a prudent supervisor to suspect that the employee is on drugs or alcohol (e.g., slurred speech, alcohol on breath, inability to walk a straight line, etc.).
 - B. When an employee is found in possession of suspected illicit drugs or alcohol or when suspected illicit drugs or alcohol are found to have been brought by the employee in an area controlled or used exclusively by the employee (e.g., employee's locker, etc.).
 - C. Following a serious accident or incident on the job where, in either case, safety precautions were violated or unusually careless acts on the job were performed.
 - D. As a part of a routine twelve (12) months testing program instituted as a result of prior drugs or alcohol related disciplinary penalties against the employee.

2. An employee ordered to submit for testing shall be informed of the underlying reasons why he is being ordered to submit the specimen. In situations covered by collective bargaining agreements, individuals shall have the right of steward representation consistent with the applicable collective bargaining agreement. The reasons shall be documented in writing prior to the test results being known with a copy furnished to the employee within forty-eight (48) hours. If the employee refuses or fails after a three hour period to submit to testing, he shall be informed that this refusal constitutes failure to obey a direct order and that this is grounds for termination.
3. The supervisor requesting the test shall fill out the designated Form A.
4.
 - A. For urine testing, the Employer shall utilize a licensed medical provider with whom Isabella County contracts.
 - B. For all tests, the lab shall be instructed:
 1. To freeze all specimens yielding positive results.
 2. To return the Form A, the lab report and any printouts showing positive results.
 - C. The Gas Chromatography/Mass Spectrometry (GC/MS) test shall be performed.
5. Reporting of results: all printouts of positive results and any lab reports shall be forwarded to the Human Resources Administrator who will be responsible for interviewing the employee regarding the results.
 - A. Confidentiality. The Human Resources Department will be designated to receive any positive reports. It will notify medical and other members of the County strictly on a need-to-know basis.
 - B. No laboratory reports or test results shall appear in a personnel folder. Information of this nature will be included in the medical file with a marker to appear on the inside cover of the personnel folder to show that this information is contained elsewhere.
6. Use of Results
 - A. Any action to be taken on receipt of a positive report which has been confirmed will be taken by the Sheriff only after receiving a report from the Human Resources Department.

- B. The detection of the use of any illegal drug may be grounds for immediate dismissal. The employee, however, should have every opportunity to explain the presence of any drug in his/her system, and if need be, substantiate his/her explanation with medical evidence.
- C. Obviously, the presence of a drug such as phencyclidine (PCP) is self-explanatory. However, the use of prescribed drugs could be an indication of a possible health problem and close look will be given to the employee's job responsibilities and whether the use of these drugs poses a potential hazard to himself, his/her fellow employees or the general public.
- D. In keeping with County policy, every effort should be made to assist the employee to deal with his/her is problem. However, if this fails or if it is obviously inappropriate given the nature of the drug usage and the employee's position, then appropriate disciplinary action shall be instituted.