

**AGENDA**

- I. CALL TO ORDER
- II. ROLL CALL BY CLERK
- III. PLEDGE OF ALLEGIANCE
- IV. MEDITATION
- V. LIMITED PUBLIC COMMENT
- VI. PETITIONS AND COMMUNICATIONS
  1. A MEMO FROM TRAVIS PARSONS, HUMAN RESOURCES DIRECTOR, REGARDING THE INGHAM COUNTY EMPLOYEE'S ASSOCIATION, [PARK RANGERS](#), COLLECTIVE BARGAINING AGREEMENT
  2. A MEMO FROM TRAVIS PARSONS, HUMAN RESOURCES DIRECTOR, REGARDING THE COMMAND OFFICERS ASSOCIATION OF MICHIGAN, [911 SUPERVISORS](#), COLLECTIVE BARGAINING AGREEMENT
  3. A MEMO FROM TRAVIS PARSONS, HUMAN RESOURCES DIRECTOR, REGARDING THE TEAMSTERS LOCAL 243, [POTTER PARK ZOO SUPERVISORY UNIT](#), COLLECTIVE BARGAINING AGREEMENT
  4. A MEMO FROM TRAVIS PARSONS, HUMAN RESOURCES DIRECTOR, REGARDING THE LOCAL 512 OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, [SUPERVISORS UNIT](#), COLLECTIVE BARGAINING AGREEMENT
  5. A MEMO FROM TRAVIS PARSONS, HUMAN RESOURCES DIRECTOR, REGARDING THE LOCAL 512 OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, [TECHNICAL CLERICAL UNIT](#), COLLECTIVE BARGAINING AGREEMENT
  6. A MEMO FROM TRAVIS PARSONS, HUMAN RESOURCES DIRECTOR, REGARDING THE INGHAM COUNTY EMPLOYEE'S ASSOCIATION, [PROFESSIONAL COURT EMPLOYEES](#), COLLECTIVE BARGAINING AGREEMENT
- VII. ELECTION OF OFFICERS
  7. CHAIRPERSON

8. VICE CHAIRPERSON
9. VICE CHAIRPERSON PRO-TEM

VIII. COMMITTEE REPORTS AND RESOLUTIONS

10. RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH INGHAM COUNTY EMPLOYEE'S ASSOCIATION – [PARK RANGERS](#)
11. RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH THE COMMAND OFFICERS ASSOCIATION OF MICHIGAN – [911 SUPERVISORS](#)
12. RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH TEAMSTERS LOCAL 243 – [POTTER PARK ZOO SUPERVISORY UNIT](#)
13. RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH LOCAL 512 OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION - [SUPERVISORS UNIT](#)
14. RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH LOCAL 512 OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION - [TECHNICAL CLERICAL UNIT](#)
15. RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH INGHAM COUNTY EMPLOYEE'S ASSOCIATION – [PROFESSIONAL COURT EMPLOYEES](#)
16. RESOLUTION APPROVING A LETTER OF UNDERSTANDING FOR PERSONAL LEAVE WITH CAPITAL CITY LODGE NO. 141, FRATERNAL ORDER OF POLICE, LABOR PROGRAM INC. – [CORRECTIONS NON-SUPERVISORY UNIT](#)

IX. SPECIAL ORDERS OF THE DAY

17. STANDING COMMITTEE APPOINTMENTS
18. OTHER APPOINTMENTS

X. PUBLIC COMMENT

XI. COMMISSIONER ANNOUNCEMENTS

XII. ADJOURNMENT

**THE 2016 MEETING SCHEDULE IS INCLUDED ON THE REVERSE SIDE**

THE COUNTY OF INGHAM WILL PROVIDE NECESSARY AND REASONABLE AUXILIARY AIDS AND SERVICES, SUCH AS INTERPRETERS FOR THE HEARING IMPAIRED AND AUDIO TAPES OF PRINTED MATERIALS BEING CONSIDERED AT THE MEETINGS FOR THE VISUALLY IMPAIRED, FOR INDIVIDUALS WITH DISABILITIES AT THE MEETING UPON FIVE (5) WORKING DAYS NOTICE TO THE COUNTY OF INGHAM. INDIVIDUALS WITH DISABILITIES REQUIRING AUXILIARY AIDS OR SERVICES SHOULD CONTACT THE COUNTY OF INGHAM IN WRITING OR BY CALLING THE FOLLOWING: INGHAM COUNTY BOARD OF COMMISSIONERS, P.O. BOX 319, MASON, MI 48854, 517-676-7200.

***PLEASE TURN OFF CELL PHONES AND OTHER ELECTRONIC DEVICES OR SET TO MUTE OR VIBRATE TO AVOID DISRUPTION OF THE MEETING***

**FULL BOARD PACKETS ARE AVAILABLE AT: [www.ingham.org](http://www.ingham.org)**

**INGHAM COUNTY BOARD OF COMMISSIONERS  
2016 MEETING DATES**

Monday, January 4, 2016	6:00 p.m.	<b>Organizational Meeting</b>
Tuesday, January 26, 2016	6:30 p.m.	Regular Meeting
Tuesday, February 9, 2016	6:30 p.m.	Regular Meeting
Tuesday, February 23, 2016	6:30 p.m.	Regular Meeting
Tuesday, March 8, 2016	6:30 p.m.	Regular Meeting
Tuesday, March 22, 2016	6:30 p.m.	Regular Meeting
Tuesday, April 12, 2016	6:30 p.m.	<b>Statutory Equalization Meeting</b>
Tuesday, April 26, 2016	6:30 p.m.	Regular Meeting
Tuesday, May 10, 2016	6:30 p.m.	Regular Meeting
Tuesday, May 24, 2016	6:30 p.m.	Regular Meeting
Tuesday, June 14, 2016	6:30 p.m.	Regular Meeting
Tuesday, June 28, 2016	6:30 p.m.	Regular Meeting
Tuesday, July 26, 2016	6:30 p.m.	Regular Meeting
Tuesday, August 23, 2016	6:30 p.m.	Regular Meeting
Tuesday, September 27, 2016	6:30 p.m.	Regular Meeting
Tuesday, October 11, 2016	6:30 p.m.	<b>Statutory Annual Meeting</b>
Tuesday, October 25, 2016	6:30 p.m.	Regular Meeting
Tuesday, November 8, 2016	6:30 p.m.	Regular Meeting
Tuesday, November 22, 2016	6:30 p.m.	Regular Meeting
Tuesday, December 13, 2016	6:30 p.m.	Regular Meeting

**All meetings are held in the Board of Commissioners Room,  
Third floor of the Ingham County Courthouse  
345 S. Jefferson, Mason, Michigan 48854**



**JANUARY 4, 2016  
AGENDA ITEM NO. 1**

December 20, 2015

To: Board of Commissioners

From: Travis Parsons, Human Resources Director

Subject: Ingham County Employee's Association (ICEA) – Park Rangers, Collective Bargaining Agreement

On Friday, December 18, 2015, ICEA – Park Rangers voted to ratify the tentative agreement achieved in bargaining on Tuesday, December 15, 2015. Highlights of the agreement include the following:

- Contract Duration: January 1, 2016 through December 31, 2017 (2 years)
- Salary Schedule (Appendix A):
  - 2016 – 1% wage increase to the current 2015 wage scales.
  - 2017 – 1% wage increase to the 2016 wage scale. In addition, on or after August 1, 2016, either party may choose one issue for a re-opener, to take effect on or after January 1, 2017, by giving notice to the other party no later than December 1, 2016. If the issue for a re-opener is not presented in time the opportunity for a re-opener shall be waived and the contract will continue in full force and effect until December 31, 2017.
  - A one-time lump sum payment of \$250.00 (not on the wage scale and less applicable payroll withholdings) paid by separate run in January 2016 to those employees who are employed at the time this agreement is ratified by both parties and remain employed on the date payment is processed.
- Hospitalization – Medical Coverage (Article 22)  
Incorporate the changes from the Health Care Cost Containment Committee for 2016 into this article, as approved by County Board.
- Vacation (Article 28): Vacation Bonus
  - Twenty-eight (28) hours of vacation bonus hours to be used during that calendar year.
  - Vacation Bonus hours not taken will be lost effective December 31 of that year.
  - Vacation Bonus hours may be used during the probationary period of employment.
  - Vacation bonus shall be earned on a pro-rata basis.
- Travel Allowance (Article 38):  
For any employee requests to attend out of State a conference, training or workshop, etc., and is voluntarily resigns within six (6) months of attending such conference, training or workshop, etc., the employee shall repay the County the costs attributed to the conference, training or workshop, etc., by payroll deduction. The employee will be provided with a listing of all costs and sign an acknowledgement prior to attendance.

December 20, 2015

To: Board of Commissioners

From: Travis Parsons, Human Resources Director

Subject: Command Officers Association of Michigan (COAM) – 911 Supervisors –  
Collective Bargaining Agreement

On Saturday, December 19, 2015, COAM – 911 Supervisors voted to ratify the tentative agreement achieved in bargaining on Wednesday, December 9, 2015. Highlights of the agreement include the following:

- Contract Duration: January 1, 2016 through December 31, 2017 (2 years)
- Wages (Article 27):
  - 2016 – 1% wage increase to the current 2015 step wage scales. Six steps reduced to four steps
  - 2017 – 1% wage increase to the 2016 wage scale. In addition, on or after August 1, 2016, either party may choose one issue for a re-opener, to take effect on or after January 1, 2017, by giving notice to the other party no later than December 1, 2016. If the issue for a re-opener is not presented in time the opportunity for a re-opener shall be waived and the contract will continue in full force and effect until December 31, 2017.
  - A one-time lump sum payment of \$250.00 (not on the wage scale and less applicable payroll withholdings) paid by separate run in January 2016 to those employees who are employed at the time this agreement is ratified by both parties and remain employed on the date payment is processed.
- Hospitalization – Medical Coverage (Article 17)  
Incorporate the changes from the Health Care Cost Containment Committee for 2016 into this article, as approved by County Board.
- Personal Leave (Article 25):  
Personal Leave shall be earned on a pro-rata basis. Employees who do not remain employed for 12 months for of any year shall have any personal leave paid, deducted from their last paycheck pro-rata, based upon the total number of months worked; excluding retirees who retire and are immediately eligible for benefits.
- Employee Development (Article 32):  
For any employee requests to attend out of State a conference, training or workshop, etc., and ~~is~~ voluntarily resigns within six (6) months of attending such conference, training or workshop, etc., the employee shall repay the County the costs attributed to the conference, training or workshop, etc., by payroll deduction. The employee will be provided with a listing of all costs and sign an acknowledgement prior to attendance.

December 20, 2015

To: Board of Commissioners

From: Travis Parsons, Human Resources Director

Subject: Teamsters Local 243 – Potter Park Zoo Supervisory Unit, Collective Bargaining Agreement

On Tuesday, December 15, 2015, Teamsters Local 243 – Potter Park Zoo Supervisory Unit voted to ratify the tentative agreement achieved in bargaining on Wednesday, December 9, 2015. Highlights of the agreement include the following:

- Contract Duration: January 1, 2016 through December 31, 2017 (2 years)
- Salary Schedule (Appendix A):
  - 2016 – 1% wage increase to the current 2015 wage scales.
  - 2017 – 1% wage increase to the 2016 wage scale. In addition, on or after August 1, 2016, either party may choose one issue for a re-opener, to take effect on or after January 1, 2017, by giving notice to the other party no later than December 1, 2016. If the issue for a re-opener is not presented in time the opportunity for a re-opener shall be waived and the contract will continue in full force and effect until December 31, 2017.
  - A one-time lump sum payment of \$250.00 (not on the wage scale and less applicable payroll withholdings) paid by separate run in January 2016 to those employees who are employed at the time this agreement is ratified by both parties and remain employed on the date payment is processed.
- Hospitalization – Medical Coverage (Article 8, Section 3):  
Incorporate the changes from the Health Care Cost Containment Committee for 2016 into this article, as approved by County Board.
- Vacation (Article 8, Section 9):  
Vacation Bonus. Effective the first full pay period in January of each calendar year, each full-time employee will be credited with twenty-eight (28) hours of vacation bonus to be used during the calendar year. Any portion of the vacation bonus hours not taken during the calendar year will be lost. This vacation bonus will not accumulate nor will it be paid upon termination. Vacation bonus shall be earned on a pro-rata basis. Employees who do not remain 12 months for of any year shall have any vacation bonus paid, deducted from their last paycheck pro-rata, based upon the total number of months worked; excluding retirees who immediately retire and are immediately eligible for benefits.
- Education and Training (Article 18) New Section 2 – Conference Attendance  
For any employee requests to attend out of State a conference, training or workshop, etc., and is voluntarily resigns within six (6) months of attending such conference, training or workshop, etc., the employee shall repay the County the costs attributed to the conference,

training or workshop, etc., by payroll deduction. The employee will be provided with a listing of all costs and sign an acknowledgement prior to attendance.



**JANUARY 4, 2016  
AGENDA ITEM NO. 4**

December 23, 2015

To: Board of Commissioners

From: Travis Parsons, Human Resources Director

Subject: Local 512 Office and Professional Employees International Union - Supervisors Unit,  
Collective Bargaining Agreement

On Thursday, December 17, 2015, OPEIU put before their members for vote a tentative agreement reached on December 3, 2015. The OPEIU members ratified the agreement. Highlights of the agreement include the following:

- Contract Duration (Article 31): January 1, 2016 through December 31, 2017
- Salary Schedule (Article 21):
  - 2016 – 1% wage increase added to the 2015 wage scales.
  - 2017 – 1% wage increase added to the 2016 wage scales. In addition, on or after August 1, 2016, either party may choose one issue for a re-opener, to take effect on or after January 1, 2017, by giving notice to the other party no later than December 1, 2016. If the issue for a re-opener is not presented in time the opportunity for a re-opener shall be waived and the contract will continue in full force and effect until December 31, 2017.
  - A one-time lump sum payment of \$250.00 (not on the wage scale and less applicable payroll withholdings) paid by separate run in January 2016 to those employees who are employed at the time this agreement is ratified by both parties and remain employed on the date payment is processed.
- Work Schedule and Hours of Work (Article 11) – revise Section 5:
  - On-call rate to increase to \$20 per day.
- Leave Time (Article 14) – revise Section 1 and Section 3:
  - Increase PTO accrual rate to 11 hours per pay period after 13 years.
  - Vacation bonus shall be earned on a pro-rata basis. Employees who do not remain 12 months for of any year shall have any vacation bonus paid, deducted from their last paycheck pro-rata, based upon the total number of months worked, excluding retirees who immediately retire and are eligible for retirement benefit.
- General (Article 23) - Add new Section 5 and Section 6:
  - Employer to reimburse an annual clothing/boot allowance not to exceed \$200.00 per year.
  - For any employee who requests to attend an out of State conference, training or workshop, etc., and voluntarily resigns within six (6) months of attending such conference, training or workshop, etc., the employee shall repay the County the costs attributed to the conference, training or workshop, etc., by payroll deduction.
- Health Insurance (Article 16):

Incorporate the changes from the Health Care Cost Containment Committee for 2016 into an annual Letter of Understanding, as approved by County Board and the Union.
- Life Insurance (Article 25):

- Employer to provide \$40,000 term life policy with \$80,000 AD&D.

December 21, 2015

To: Board of Commissioners

From: Travis Parsons, Human Resources Director

Subject: Local 512 Office and Professional Employees International Union - Technical Clerical Unit, Collective Bargaining Agreement

On Thursday, December 17, 2015, OPEIU put before their members for vote a tentative agreement reached on December 3, 2015. The OPEIU members ratified the agreement. Highlights of the agreement include the following:

- Contract Duration (Article 31): January 1, 2016 through December 31, 2017
- Salary Schedule (Appendix A):
  - 2016 – 1% wage increase added to the 2015 wage scales.
  - 2017 – 1% wage increase added to the 2016 wage scales. In addition, on or after August 1, 2016, either party may choose one issue for a re-opener, to take effect on or after January 1, 2017, by giving notice to the other party no later than December 1, 2016. If the issue for a re-opener is not presented in time the opportunity for a re-opener shall be waived and the contract will continue in full force and effect until December 31, 2017.
  - A one-time lump sum payment of \$250.00 (not on the wage scale and less applicable payroll withholdings) paid by separate run in January 2016 to those employees who are employed at the time this agreement is ratified by both parties and remain employed on the date payment is processed.
- Leave Time (Article 17) – revise Section 3:

Vacation bonus shall be earned on a pro-rata basis. Employees who do not remain 12 months for of any year shall have any vacation bonus paid, deducted from their last paycheck pro-rata, based upon the total number of months worked, excluding retirees who immediately retire and are eligible for retirement benefit.
- Travel (Article 21) - Add new Section 2:

For any employee who requests to attend an out of State conference, training or workshop, etc., and voluntarily resigns within six (6) months of attending such conference, training or workshop, etc., the employee shall repay the County the costs attributed to the conference, training or workshop, etc., by payroll deduction.
- Health Insurance (Article 24):

Incorporate the changes from the Health Care Cost Containment Committee for 2016 into an annual Letter of Understanding, as approved by County Board and the Union.
- Life Insurance (Article 25):
  - Employer to provide \$40,000 term life policy with \$80,000 AD&D.
- Uniform and Safety Shoe Reimbursement (Article 28):

- Employer to reimburse an annual clothing/boot allowance not to exceed \$200.00 per year.

December 28, 2015

To: Board of Commissioners

From: Travis Parsons, Human Resources Director

Subject: Ingham County Employee's Association (ICEA) – Professional Court Employees, Collective Bargaining Agreement

On Tuesday, December 22, 2015, ICEA – Professional Court Employees voted to ratify the tentative agreement achieved in bargaining on Tuesday, December 8, 2015. Highlights of the agreement include the following:

- Contract Duration: January 1, 2016 through December 31, 2017 (2 years)
- Salary Schedule (Article 30):
  - 2016 – 2.5% wage increase to the current 2015 wage schedule. In addition, either or both parties may each request a contract opener for one (1) issue.
  - 2017 – 1% wage increase to the 2016 wage schedule. In addition, either or both parties may each request a contract opener for one (1) issue.
  - A one-time lump sum payment of \$250.00 (not on the wage scale and less applicable payroll withholdings) paid by separate run in January 2016 to those employees who are employed at the time this agreement is ratified by both parties and remain employed on the date payment is processed.
- Hospitalization – Medical Coverage (Article 19)  
Incorporate the changes from the Health Care Cost Containment Committee for 2016 into this article, as approved by County Board.
- Vacation (Article 22): Section 8, Vacation Bonus:  
Vacation bonus shall be given on a pro-rata basis. Employees who do not remain for 12 months of any year shall have any vacation bonus paid, deducted from their last paycheck pro-rata, based upon the total number of months worked. However, the proration will not apply when an employee retires and immediately received pension benefits.
- Travel Allowance (Article 27):  
For any employee who is paid by the County to attend a conference, training, or workshop, etc. by voluntary request, not County-required and is voluntarily no longer employed by the County within six (6) months of attending such conference, training or workshop, etc., the employee shall repay the County the costs attributed to the conference, training or workshop, etc., by payroll deduction. The employee will be provided with a listing of all costs and sign an acknowledgement form prior to attendance.

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Introduced by the:

**INGHAM COUNTY BOARD OF COMMISSIONERS**

**RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT  
WITH INGHAM COUNTY EMPLOYEE'S ASSOCIATION – PARK RANGERS**

**RESOLUTION #16 -**

WHEREAS, an agreement has been reached between representatives of Ingham County and the Ingham County Employee's Association (ICEA) – Park Rangers for the period January 1, 2016 through December 31, 2017; and

WHEREAS, the agreement has been ratified by the employees within the bargaining unit.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the contract between Ingham County and the Ingham County Employee's Association (ICEA) – Park Rangers for the period January 1, 2016 through December 31, 2017.

BE IT FURTHER RESOLVED, that the Chairperson of the Board of Commissioners is authorized to sign the contract on behalf of the County, subject to the approval as to form by the County Attorney.

Introduced by the:

**INGHAM COUNTY BOARD OF COMMISSIONERS**

**RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH  
THE COMMAND OFFICERS ASSOCIATION OF MICHIGAN – 911 SUPERVISORS**

**RESOLUTION #16 –**

WHEREAS, an agreement has been reached between representatives of Ingham County and the Command Officers Association of Michigan (COAM) – 911 Supervisors for the period January 1, 2016 through December 31, 2017; and

WHEREAS, the agreement has been ratified by the employees within the bargaining unit.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the contract between Ingham County and the Command Officers Association of Michigan (COAM) – 911 Supervisors unit for the period January 1, 2016 through December 31, 2017.

BE IT FURTHER RESOLVED, that the Chairperson of the Board of Commissioners is authorized to sign the contract on behalf of the County, subject to the approval as to form by the County Attorney.



Introduced by the:

**INGHAM COUNTY BOARD OF COMMISSIONERS**

**RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT  
WITH TEAMSTERS LOCAL 243 – POTTER PARK ZOO SUPERVISORY UNIT**

**RESOLUTION #16 -**

WHEREAS, an agreement has been reached between representatives of Ingham County and the Teamsters Local 243 – Potter Park Zoo Supervisory Unit for the period January 1, 2016 through December 31, 2017; and

WHEREAS, the agreement has been ratified by the employees within the bargaining unit.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the contract between Ingham County and the Teamsters Local 243 – Potter Park Zoo Supervisory Unit for the period January 1, 2016 through December 31, 2017.

BE IT FURTHER RESOLVED, that the Chairperson of the Board of Commissioners is authorized to sign the contract on behalf of the County, subject to the approval as to form by the County Attorney.

Introduced by the:

**INGHAM COUNTY BOARD OF COMMISSIONERS**

**RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT  
WITH LOCAL 512 OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL  
UNION - SUPERVISORS UNIT**

**RESOLUTION #16 -**

WHEREAS, an agreement has been reached between representatives of Ingham County and Local 512 Office and Professional Employees International Union – Supervisors Unit for the period January 1, 2016 through December 31, 2017; and

WHEREAS, the agreement has been ratified by the employees within the bargaining unit.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the contract between Ingham County and Local 512 Office and Professional Employees International Union for the period January 1, 2016 through December 31, 2017.

BE IT FURTHER RESOLVED, that the Chairperson of the Board of Commissioners is authorized to sign the contract on behalf of the County, subject to the approval as to form by the County Attorney.

Introduced by the:

**INGHAM COUNTY BOARD OF COMMISSIONERS**

**RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT  
WITH LOCAL 512 OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL  
UNION - TECHNICAL CLERICAL UNIT**

**RESOLUTION #16 -**

WHEREAS, an agreement has been reached between representatives of Ingham County and Local 512 Office and Professional Employees International Union for the period January 1, 2016 through December 31, 2017; and

WHEREAS, the agreement has been ratified by the employees within the bargaining unit.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the contract between Ingham County and Local 512 Office and Professional Employees International Union for the period January 1, 2016 through December 31, 2017.

BE IT FURTHER RESOLVED, that the Chairperson of the Board of Commissioners is authorized to sign the contract on behalf of the County, subject to the approval as to form by the County Attorney.

Introduced by the:

**INGHAM COUNTY BOARD OF COMMISSIONERS**

**RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT  
WITH INGHAM COUNTY EMPLOYEE'S ASSOCIATION –  
PROFESSIONAL COURT EMPLOYEES**

**RESOLUTION #16 -**

WHEREAS, an agreement has been reached between representatives of Ingham County and the Ingham County Employee's Association (ICEA) – Professional Court Employees for the period January 1, 2016 through December 31, 2017; and

WHEREAS, the agreement has been ratified by the employees within the bargaining unit.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the contract between Ingham County and the Ingham County Employee's Association (ICEA) – Professional Court Employees for the period January 1, 2016 through December 31, 2017.

BE IT FURTHER RESOLVED, that the Chairperson of the Board of Commissioners is authorized to sign the contract on behalf of the County, subject to the approval as to form by the County Attorney.

Introduced by the:

**INGHAM COUNTY BOARD OF COMMISSIONERS**

**RESOLUTION APPROVING A LETTER OF UNDERSTANDING FOR PERSONAL  
LEAVE WITH CAPITAL CITY LODGE NO. 141, FRATERNAL ORDER OF POLICE,  
LABOR PROGRAM INC. – CORRECTIONS NON-SUPERVISORY UNIT**

**RESOLUTION #16 -**

WHEREAS, a collective bargaining agreement had been reached between representatives of Ingham County and the Ingham County Sheriff and the Capitol City Lodge No. 141, Fraternal order of Police, Labor Program Inc. for the period January 1, 2015 through December 31, 2017; and

WHEREAS, the parties have identified an issue regarding the approval of benefit leave due to a staffing shortage; and

WHEREAS, the parties wish to supplement the contract regarding unused Personal Leave; and

WHEREAS, a Letter of Understanding addressing the dispensation of unused Personal Leave as of December 31, 2015 has been prepared between representatives of Ingham County and the Ingham County Sheriff and the Capitol City Lodge No. 141, Fraternal Order of Police, Labor Program Inc.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the Letter of Understanding between Ingham County and the Ingham County Sheriff and the Capitol City Lodge No. 141, Fraternal Order of Police, Labor Program, Inc.

BE IT FURTHER RESOLVED, that the Chairperson of the Board of Commissioners is authorized to sign the Letter of Understanding on behalf of the County, subject to the approval as to form by the County Attorney.

BE IT FURTHER RESOLVED, that said Letter of Understanding between Ingham County, the Ingham Sheriff, and Capitol City Lodge #141 Fraternal Order of Police Labor Program Inc., Corrections Non-Supervisory Unit is incorporated by reference and attached to this resolution.

LETTER OF UNDERSTANDING  
BETWEEN  
COUNTY OF INGHAM  
INGHAM COUNTY SHERIFF  
AND  
CAPITOL CITY LODGE #141  
FRATERNAL ORDER OF POLICE, LABOR PROGRAM INC.  
CORRECTIONS NON-SUPERVISORY UNIT

**PERSONAL LEAVE**

**WHEREAS**, the current collective bargaining agreement between the parties provides in Article 36, PERSONAL LEAVE, Section 2c that personal leave must be used during each calendar year in which the time is credited and any unused time will not carry over to the next calendar year; and

**WHEREAS**, due to the current staffing shortages presently existing in the Sheriff's Office, employees are unable to schedule the use of this benefit leave prior to December 31, 2015; and

**WHEREAS**, the parties wish to resolve the issue and avoid the loss of Personal Leave due to unforeseen circumstances beyond their control; and

**WHEREAS**, the parties have come to agreement on the dispensation of unused Personal Leave as of December 31, 2015.

**NOW, THEREFORE, IT IS HEREBY AGREED** between the parties as follows:

1. The unused Personal Leave hours as of December 31, 2015 will be transferred to the employee's vacation balance.
2. The current Letter of Understanding regarding Maximum Vacation Accumulation will be applicable to the resolution of this issue.

**IT IS FURTHER AGREED THAT** this Letter of Understanding shall be unique to this case. It is expressly understood this agreement shall be without precedent or prejudice for any future circumstances.

**IN WITNESS WHEREOF**, the parties have executed this Agreement by their authorized representative this \_\_\_\_\_ day of \_\_\_\_\_, 2016.

**COUNTY OF INGHAM**

**CAPITOL CITY LODGE #141,  
FRATERNAL ORDER OF POLICE,  
LABOR PROGRAM INC.**

\_\_\_\_\_  
Kara Hope, Chairperson                      Date

\_\_\_\_\_  
Tom Krug, Executive Director              Date

**SHERIFF OF INGHAM COUNTY**

\_\_\_\_\_  
Sheriff Gene Wriggelsworth              Date

\_\_\_\_\_  
Steven T. Lett, Attorney                      Date

\_\_\_\_\_  
Jack Bonner                                      Date

APPROVED AS TO FORM FOR INGHAM COUNTY  
COHL, STOKER & TOSKEY, PC.

By \_\_\_\_\_  
Bonnie G. Toskey

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