

**INGHAM COUNTY BOARD OF COMMISSIONERS**  
ORGANIZATIONAL MEETING  
COMMISSIONERS' ROOM, COURTHOUSE  
MASON, MICHIGAN

**JANUARY 2, 2018**  
**6:00 P.M.**

**AGENDA**

- I. CALL TO ORDER
- II. ROLL CALL BY CLERK
- III. PLEDGE OF ALLEGIANCE
- IV. MEDITATION
- V. LIMITED PUBLIC COMMENT
- VI. ADDITIONS TO THE AGENDA
- VII. PETITIONS AND COMMUNICATIONS
- VIII. ELECTION OF OFFICERS
  1. CHAIRPERSON
  2. VICE CHAIRPERSON
  3. VICE CHAIRPERSON PRO-TEM
- IX. CONSIDERATION OF CONSENT AGENDA
- X. COMMITTEE REPORTS AND RESOLUTIONS
  4. RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH LOCAL #1499 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES AFL-CIO, COUNCIL 25
  5. RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH LOCAL 512 OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION – TECHNICAL CLERICAL UNIT
  6. RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH THE INGHAM COUNTY EMPLOYEES' ASSOCIATION – ASSISTANT PROSECUTING ATTORNEY'S DIVISION
  7. RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH THE OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL – CIRCUIT COURT/FAMILY DIVISION PROFESSIONAL EMPLOYEES
  8. RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH TEAMSTERS LOCAL 243 – POTTER PARK ZOO SUPERVISORY UNIT

9. RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH INGHAM COUNTY EMPLOYEE'S ASSOCIATION – PROFESSIONAL COURT EMPLOYEES
  10. RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH LOCAL 512 OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION – SUPERVISORY UNIT
  11. RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH THE INGHAM COUNTY EMPLOYEES' ASSOCIATION – PROFESSIONAL EMPLOYEES
- XI. SPECIAL ORDERS OF THE DAY
12. STANDING COMMITTEE APPOINTMENTS
  13. OTHER APPOINTMENTS
- XII. PUBLIC COMMENT
- XIII. COMMISSIONER ANNOUNCEMENTS
- XIV. ADJOURNMENT

**THE 2018 MEETING SCHEDULE IS INCLUDED ON THE NEXT PAGE**

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  
2018 MEETING DATES**

Tuesday, January 2	6:00 pm	Organizational Meeting
Tuesday, January 23	6:30 pm	Regular Meeting
Tuesday, February 13	6:30 pm	Regular Meeting
Tuesday, February 27	6:30 pm	Regular Meeting
Tuesday, March 13	6:30 pm	Regular Meeting
Tuesday, March 27	6:30 pm	Regular Meeting
Tuesday, April 10	6:30 pm	Statutory Meeting
Tuesday, April 24	6:30 pm	Regular Meeting
Tuesday, May 8	6:30 pm	Regular Meeting
Tuesday, May 22	6:30 pm	Regular Meeting
Tuesday, June 12	6:30 pm	Regular Meeting
Tuesday, June 26	6:30 pm	Regular Meeting
Tuesday, July 24	6:30 pm	Regular Meeting
Tuesday, August 28	6:30 pm	Regular Meeting
Tuesday, September 25	6:30 pm	Regular Meeting
Tuesday, October 9	6:30 pm	Statutory Meeting
Tuesday, October 23	6:30 pm	Regular Meeting
Tuesday, November 13	6:30 pm	Regular Meeting
Tuesday, November 27	6:30 pm	Regular Meeting
Tuesday, December 11	6:30 pm	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**



Introduced by the:

INGHAM COUNTY BOARD OF COMMISSIONERS

**RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT  
WITH LOCAL #1499 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND  
MUNICIPAL EMPLOYEES AFL-CIO, COUNCIL 25**

**RESOLUTION # 18 -**

WHEREAS, a collective bargaining agreement has been reached between representatives of Ingham County and Local #1499 of the American Federation of State, County and Municipal Employees AFL-CIO, Council 25 for the period January 1, 2018 through December 31, 2020; 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 #1499 of the American Federation of State, County and Municipal Employees AFL-CIO, Council 25 for the period January 1, 2018 through December 31, 2020.

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.

Highlights of the agreement include the following:

- Contract Duration (Article 19): January 1, 2018 thru December 31, 2020
- Salary Schedule (Appendix A):
  - 2018 – Effective the first pay period, add a 1% wage increase to the 2017 wage schedule.
  - 2019 – Effective the first pay period, add a 0% wage increase to the 2018 wage schedule and a one issue reopener for each party.
  - 2020 - Effective the first pay period, add a 0% wage increase to the 2019 wage schedule and a one issue reopener for each party.
- Wages and Benefits (Article 13)
  - Section 11: Insurance For Retirees – Retirees under the age of 65 (hired prior to September 19, 2011) shall receive the same health coverage options as active employees, if available, with a benchmark as set forth by the Health Coalition and approved by the Board of Commissioners. Retirees age 65 and older shall be supplemental to, coordinate benefits with, and be secondary payor to Medicare. These retirees will be charged the prescription portion of the premiums for the secondary plan.  
Retirees under the age of 65 (hired on or after September 19, 2011 and prior to January 1, 2014) shall only be entitled to single subscriber health insurance and have the option of paying the difference in premium and upgrading to the two-person or full family plan. Retirees shall receive the same health coverage options as active employees, if available, with a benchmark as set forth by the Health Coalition and approved by the Board of Commissioners.  
Retiree under the age of 65 (hired after January 1, 2014) shall have the Employer contribution capped at the percentages identified in the existing collective bargaining agreement, however, the retiree the retiree shall have the option of paying the difference in premium and upgrading to a two-person plan.
- Leave Time (Article 15, Section 1):
  - All employees shall be credited with 16 hours of leave time in January of each year, in lieu of floating holidays and paid time off (PTO) shall be earned in accordance with the following schedule:

<u>Years of Continuous Service</u>	<u>Number of Leave Time Hours</u>
Hire date to 5 <sup>th</sup> anniversary date	6.5 hours per pay period
Fifth to the thirteenth anniversary	8.0 hours per pay period
Thirteenth anniversary date +	11.0 hours per pay period

- General (Article 16):  
New Section 13 – The Employer will provide employees up to \$100.00, once every 3 years, to be applied toward the employee's purchase of a hands free (e.g. Bluetooth) cell phone device.

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 # 18 –**

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, 2018 through December 31, 2020; 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, 2018 through December 31, 2020.

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.

Highlights of the agreement include the following:

- Contract Duration (Article 31): January 1, 2018 thru December 31, 2020
- Salary Schedule (Appendix A):
  - 2018 – Effective the first pay period, add a 1% wage increase to the 2017 wage schedule.
  - 2019 – Effective the first pay period, add a 0% wage increase to the 2018 wage schedule and a two issue reopener for each party.
  - 2020 - Effective the first pay period, add a 0% wage increase to the 2019 wage schedule and a two issue reopener for each party.
- Hours of Work (Article 14): Clarify Section 3, (D) – Monday, Tuesday, Wednesday or Thursday – payment of 1 hour/ day on call status and Friday, Saturday, Sunday shall receive payment of 2 hours/day on call status.

- Leave Time (Article 17, Section 1):  
All employees shall be credited with 16 hours of leave time in January of each year, in lieu of floating holidays and paid time off (PTO) shall be earned in accordance with the following schedule:

<u>Years of Continuous Service</u>	<u>Number of Leave Time Hours</u>
Hire date to 5 <sup>th</sup> anniversary date	6.5 hours per pay period
Fifth to the thirteenth anniversary	8.0 hours per pay period
Thirteenth anniversary date +	11.0 hours per pay period

- Health Insurance (Article 24):  
Incorporate the updated language from the Health Coalition for 2018 into the collective bargaining agreement, as approved by Ingham County Board of Commissioners.
- Uniform and Safety Shoe Reimbursement (Article 28):  
New Section 3 – The Employer will provide employees up to \$100.00, once every 3 years, to be applied toward the employee’s purchase of a hands free (e.g. Bluetooth) cell phone device.



Introduced by the:

INGHAM COUNTY BOARD OF COMMISSIONERS

**RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH  
THE INGHAM COUNTY EMPLOYEES' ASSOCIATION –  
ASSISTANT PROSECUTING ATTORNEY'S DIVISION**

**RESOLUTION # 18 –**

WHEREAS, an agreement has been reached between representatives of Ingham County and the ICEA – Assistant prosecuting Attorney's Division for the period January 1, 2018 through December 31, 2020; and

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

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the contract between Ingham County and Ingham County Employees' Association for the period January 1, 2018 through December 31, 2020.

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.

Highlights of the agreement include the following:

- Contract Duration: January 1, 2018 thru December 31, 2020
- Salaries Schedule (Article 31):
  - 2018 – Effective the first pay period, add a 1% wage increase to the 2017 salary schedule.
  - 2019 – Effective the first pay period, add a 0% wage increase to the 2018 wage schedule and a two issue reopener for each party.
  - 2020 - Effective the first pay period, add a 0% wage increase to the 2019 wage schedule and a one issue reopener for each party.
- Hours of Work (Article 13):  
Section 5. On Call Pay – increase “on-call” by \$35/week.
- Medical Plan (Article 24):  
Incorporate changes as provided by the Health Coalition and as approved by the Ingham County Board of Commissioners.
- Leaves of Absence (Article 16): Amend Section 1. (E.)  
Each year the employee may request to be paid for one-half (1/2) of the sick leave credit earned during the prior 12 month period. Effective in 2018, the payment period is changed from December 15<sup>th</sup> to June 15<sup>th</sup>.
- Benefits Upon Termination (Article 20): Amend Section 3 for clarification.  
Assistant Prosecuting Attorney that has completed four (4) or more years of continuous service and is not re-appointed, the employee will be eligible for salary and health insurance continuation for ninety (90) days, and life insurance continuation for sixty (60) days.

Introduced by the:

INGHAM COUNTY BOARD OF COMMISSIONERS

**RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH  
THE OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL –  
CIRCUIT COURT/FAMILY DIVISION PROFESSIONAL EMPLOYEES**

**RESOLUTION # 18 –**

WHEREAS, an agreement has been reached between representatives of Ingham County and the OPEIU – Circuit Court/Family Division Professional Employees for the period January 1, 2018 through December 31, 2020; and

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

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the contract between Ingham County, 30<sup>th</sup> Judicial Circuit Court/Family Division and OPEIU for the period January 1, 2018 through December 31, 2020.

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

Highlights of the tentative agreement include the following:

- Contract Duration: January 1, 2018 thru December 31, 2020
- Salaries (Article XXIX):
  - 2018 – Effective the first pay period, add a 1% wage increase to the 2017 wage schedule.
  - 2019 – Each party may choose wages and one additional issue for re-opener.
  - 2020 - Each party may choose wages and one additional issue for re-opener.
- Hospitalization – Medical Coverage (Article XIX):  
Incorporate changes as provided by the Health Care Coalition, as approved by the Ingham County Board of Commissioners.
- Leaves of Absence (Article XXII):

Each year the employee may request to be paid for one-half (1/2) of the sick leave credit earned during the prior 12 month period. Effective in 2018, the payment period is changed from December 15<sup>th</sup> to June 15<sup>th</sup>.

Introduced by the:

**INGHAM COUNTY BOARD OF COMMISSIONERS**

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

**RESOLUTION # 18 –**

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, 2018 through December 31, 2020; 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, 2018 through December 31, 2020.

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.

Highlights of the agreement include the following:

- Contract Duration: January 1, 2018 thru December 31, 2020
- Compensation Levels (Article 20):
  - 2018 – Effective the first pay period, add a 1% wage increase to the 2017 wage schedule.
  - 2019 – Effective the first pay period, add a 0% wage increase to the 2018 wage schedule and a one issue reopener for each party.
  - 2020 - Effective the first pay period, add a 0% wage increase to the 2019 wage schedule and a one issue reopener for each party.
- Hours of Work (Article 6):  
New Section 6 – Employees assigned to be on-call for weekends shall receive a flat fee of \$20 per day.
- Wage Supplements (Article 8):  
Hospitalization – Medical Coverage (Section 3)- Incorporate the changes from the Health Care Coalition for 2018 into this article, as approved by Ingham County Board of Commissioners.
- Wage Supplements (Article 8):  
Annual Cash-Out Option (Section 8, E.) - Each year the employee may request to be paid for one-half (1/2) of the sick leave credit earned during the prior 12 month period. Effective in 2018, the payment period is changed from December 15<sup>th</sup> to June 15<sup>th</sup>.
- Wage Supplements (Article 8):  
Sick Time Donation (Section 8, H) - Increase the maximum sick time an employee may donate to forty (40) hours to no more than three (3) persons in one (1) calendar year.
- Wage Supplements (Article 8)  
Vacation Leave (Section 9, E.)  
Increase maximum accumulation from 240 hours to 300 hours.

Introduced by the:

INGHAM COUNTY BOARD OF COMMISSIONERS

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

**RESOLUTION # 18 –**

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, 2018 through December 31, 2020; 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, 2018 through December 31, 2020.

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.

Highlights of the agreement include the following:

- Contract Duration: January 1, 2018 thru December 31, 2020
- Salary Schedule (Article 30):
  - 2018 – Effective the first pay period, add a 1% wage increase to the 2017 wage schedule.
  - 2019 – Each party may choose wages and one additional issue for re-opener.
  - 2020 - Each party may choose wages and one additional issue for re-opener.
- Hospitalization – Medical Coverage (Article 19)  
Incorporate the changes from the Health Care Cost Containment Committee for 2018 into this article, as approved by Ingham County Board of Commissioners.
- Leaves of Absence (Article 23):
  - Section 11. Annual Cash-Out Option - Each year the employee may request to be paid for one-half (1/2) of the sick leave credit earned during the prior 12 month period. Effective in 2018, the payment period is changed from December 15<sup>th</sup> to June 15<sup>th</sup>.
  - Section 13 – modify the definition of immediate family to include step parent and step child.
  - Section 16. Sick Time Donation - Increase the maximum sick time an employee may donate to forty (40) hours to no more than three (3) persons in one (1) calendar year.



**JANUARY 2, 2018  
AGENDA ITEM NO. 10**

Introduced by the:

INGHAM COUNTY BOARD OF COMMISSIONERS

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

**RESOLUTION # 18 –**

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, 2018 through December 31, 2020; 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, 2018 through December 31, 2020.

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.

Highlights of the agreement include the following:

- Contract Duration (Article 31): January 1, 2018 thru December 31, 2020
- Salary Schedule (Appendix A):
  - 2018 – Effective the first pay period, add a 1% wage increase to the 2017 wage schedule.
  - 2019 – Effective the first pay period, add a 0% wage increase to the 2018 wage schedule and a two issue reopener for each party.
  - 2020 - Effective the first pay period, add a 0% wage increase to the 2019 wage schedule and a two issue reopener for each party.
- Leave Time (Article 14, Section 1 and Section 3):
  - All employees shall be credited with 16 hours of leave time in January of each year, in lieu of floating holidays and paid time off (PTO) shall be earned in accordance with the following schedule:

<u>Years of Continuous Service</u>	<u>Number of Leave Time Hours</u>
Hire date to 5 <sup>th</sup> anniversary date	6.5 hours per pay period
Fifth to the thirteenth anniversary	8.0 hours per pay period
Thirteenth anniversary date +	11.0 hours per pay period
  - Vacation Bonus - Add proration language based on hire date into the unit.
- Health Insurance (Article 16 and 20):

Incorporate the updated language from the Health Coalition for 2018 into the collective bargaining agreement, as approved by Ingham County Board of Commissioners.
- General Provisions (Article 23):

New Section 7 – The Employer will provide employees up to \$100.00, once every 3 years, to be applied toward the employee’s purchase of a hands free (e.g. Bluetooth) cell phone device.

Introduced by the:

**INGHAM COUNTY BOARD OF COMMISSIONERS**

**RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH  
THE INGHAM COUNTY EMPLOYEES' ASSOCIATION –  
PROFESSIONAL EMPLOYEES**

**RESOLUTION # 18 –**

WHEREAS, an agreement has been reached between representatives of Ingham County and the Ingham County Employees' Association (ICEA) – Professional Employees for the period January 1, 2018 through December 31, 2020; and

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

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the contract between Ingham County and Ingham County Employees' Association for the period January 1, 2018 through December 31, 2020.

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.

Highlights of the agreement include the following:

- Contract Duration: January 1, 2018 thru December 31, 2020
- Salaries (Article 28):
  - 2018 – Effective the first pay period, add a 1% wage increase to the 2017 wage schedule.
  - 2019 – Each party may choose wages and one additional issue for re-opener.
  - 2020 - Each party may choose wages and one additional issue for re-opener.
- Classification Plan (Article 6): Section 2 – Future reclassifications for current professional positions shall be through the negotiation process for a successor agreement, unless the parties jointly agree otherwise. (Note: 2 reclassification requests were submitted and the **parties agreed** to allow the two requests to be reviewed and processed in early 2018)
- Hospitalization – Medical Coverage (Article 17):
  - Incorporate changes for 2018, as provided by the Health Cost Containment Committee and approved by the Ingham County Board of Commissioners.
- Leaves of Absence (Article 21):
  - Section 11 Annual Cash-Out Option - Each year the employee may request to be paid for one-half (1/2) of the sick leave credit earned during the prior 12 month period. Effective in 2018, the payment period is changed from December 15<sup>th</sup> to June 15<sup>th</sup>.
  - Section 16 Sick Time Donation - Increase the maximum sick time an employee may donate to forty (40) hours to no more than three (3) persons in one (1) calendar year.