

**INGHAM COUNTY BOARD OF COMMISSIONERS**  
ORGANIZATIONAL MEETING  
VIRTUAL MEETING HELD VIA ZOOM AT: [HTTPS://INGHAM.ZOOM.US/J/86095671906](https://ingham.zoom.us/j/86095671906)  
MASON, MICHIGAN

**JANUARY 4, 2021**  
**6:00 P.M.**

**AGENDA**

- I. CALL TO ORDER
- II. ROLL CALL BY CLERK
- III. TIME FOR MEDITATION
- IV. CEREMONIAL OATHS OF OFFICE
- V. LIMITED PUBLIC COMMENT
- VI. [ADDITIONS](#) TO THE AGENDA
- VII. PETITIONS AND COMMUNICATIONS
  1. AN EMAIL FROM [CHRISTOPHER JACKSON](#) RESIGNING FROM THE EQUAL OPPORTUNITY COMMITTEE
  2. A LETTER FROM [TOM MUTH](#) RESIGNING FROM THE INGHAM COUNTY ECONOMIC DEVELOPMENT CORPORATION AND BROWNFIELD REDEVELOPMENT AUTHORITY
  3. A NOTICE OF PUBLIC HEARING FROM [DELHI CHARTER TOWNSHIP](#) REGARDING THE APPLICATION FOR INDUSTRIAL FACILITIES EXEMPTION CERTIFICATE BY MOLDED PLASTICS INDUSTRIES
- VIII. ELECTION OF OFFICERS
  4. CHAIRPERSON
  5. VICE CHAIRPERSON
  6. VICE CHAIRPERSON PRO-TEM
- IX. CONSIDERATION OF CONSENT AGENDA
- X. COMMITTEE REPORTS AND RESOLUTIONS
  7. RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT WITH THE INGHAM COUNTY EMPLOYEES' ASSOCIATION (ICEA) [PROFESSIONAL COUNTY UNIT](#)
  8. RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT WITH THE INGHAM COUNTY EMPLOYEES' ASSOCIATION (ICEA) [PROFESSIONAL COURT UNIT](#)

9. RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT WITH THE COMMAND OFFICERS ASSOCIATION OF MICHIGAN (COAM) [911 SUPERVISORY UNIT](#)
  10. RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT WITH THE INGHAM COUNTY EMPLOYEES' ASSOCIATION (ICEA) [ASSISTANT PROSECUTING ATTORNEYS' UNIT](#)
  11. RESOLUTION APPROVING THE COLLECTIVE BARGAINING AGREEMENT WAGE REOPENER WITH THE TECHNICAL, PROFESSIONAL AND OFFICEWORKERS ASSOCIATION OF MICHIGAN ([TPOAM](#))
  12. RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT WITH THE TECHNICAL, PROFESSIONAL AND OFFICEWORKERS ASSOCIATION OF MICHIGAN ([TPOAM](#))
  13. RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT WITH THE INGHAM COUNTY EMPLOYEES' ASSOCIATION (ICEA) [PARK RANGERS' UNIT](#)
  14. RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT WITH THE INGHAM COUNTY EMPLOYEES' ASSOCIATION (ICEA) [PUBLIC HEALTH NURSES UNIT](#)
- XI. SPECIAL ORDERS OF THE DAY
15. STANDING COMMITTEE APPOINTMENTS
  16. OTHER APPOINTMENTS
- XII. PUBLIC COMMENT
- XIII. COMMISSIONER ANNOUNCEMENTS
- XIV. ADJOURNMENT

**THE 2021 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  
2021 MEETING DATES**

Monday, January 4	6:00 pm	Organizational Meeting
Tuesday, January 26	6:30 pm	Regular Meeting
Tuesday, February 9	6:30 pm	Regular Meeting
Tuesday, February 23	6:30 pm	Regular Meeting
Tuesday, March 9	6:30 pm	Regular Meeting
Tuesday, March 23	6:30 pm	Regular Meeting
Tuesday, April 13	6:30 pm	Statutory Meeting
Tuesday, April 27	6:30 pm	Regular Meeting
Tuesday, May 11	6:30 pm	Regular Meeting
Tuesday, May 25	6:30 pm	Regular Meeting
Tuesday, June 8	6:00 pm	Regular Meeting
Tuesday, June 22	6:30 pm	Regular Meeting
Tuesday, July 27	6:30 pm	Regular Meeting
Tuesday, August 24	6:30 pm	Regular Meeting
Tuesday, September 28	6:30 pm	Regular Meeting
Tuesday, October 12	6:30 pm	Statutory Meeting
Tuesday, October 26	6:30 pm	Regular Meeting
Tuesday, November 9	6:30 pm	Regular Meeting
Tuesday, November 23	6:30 pm	Regular Meeting
Tuesday, December 14	6:30 pm	Regular Meeting

**Unless otherwise noted, meetings are held in the  
Board of Commissioners Room,  
Third floor of the Ingham County Courthouse  
341 S. Jefferson, Mason, Michigan 48854**



**From:** Christopher Jackson **Sent:** Friday, November 6, 2020 12:04 PM

**To:** Jordan Evans

**Subject:** Re: EOC Meeting - Monday, November 9, 2020 (Zoom Conference)

Hi all,

Sorry for the late response. I'll be in attendance. This will also be my last meeting as I am going to be stepping down to focus on family matters.

Thanks,  
Chris

December 15, 2020

Hello Fellow Board members,

I was just appointed to the city of Lansing EDC\BRA. As such, I will be resigning my position on the county EDC/BRA. It has been a pleasure working with all of you these last couple years and I look forward to working in any collaborations we may have in the future. Please feel free to reach out to me for any reason.

Sincerely,  
Tom Muth

DELHI CHARTER TOWNSHIP

NOTICE OF HEARING

APPLICATION FOR INDUSTRIAL FACILITIES EXEMPTION CERTIFICATE BY  
MOLDED PLASTICS INDUSTRIES

TO THE DELHI TOWNSHIP ASSESSOR AND THE LEGISLATIVE BODY OF EACH  
TAXING UNIT THAT LEVIES AD VALOREM PROPERTY TAXES WITHIN THE  
TOWNSHIP:

MOLDED PLASTICS INDUSTRIES  
DELHI TOWNSHIP ASSESSOR  
CATA  
CAPITAL AREA DISTRICT LIBRARY  
CAPITAL CITY AIRPORT AUTHORITY  
HOLT BOARD OF EDUCATION  
INGHAM COUNTY BOARD OF COMMISSIONERS  
INGHAM INTERMEDIATE SCHOOL BOARD  
LANSING COMMUNITY COLLEGE BOARD OF TRUSTEES  
STATE TAX COMMISSION

PLEASE TAKE NOTICE, that Delhi Charter Township received an Application for Industrial Facilities Exemption Certificate from MOLDED PLASTICS INDUSTRIES. A complete copy of the Application and attachments may be obtained upon request from the Delhi Township Community Development Department by calling 517-694-8281 or by e-mail at: [tracy.miller@delhitownship.com](mailto:tracy.miller@delhitownship.com).

PLEASE TAKE FURTHER NOTICE, that the Township Board of Delhi Charter Township shall afford an opportunity for hearing on the referenced Application on the 19th day of January, 2021, at 7:15 p.m. At this time, the meeting is anticipated to be held in person at the Community Services Center, 2074 Aurelius Road, Holt, Michigan, in the Charter Township of Delhi, Ingham County. However, should this change as a result of COVID-19, it may be held remotely using Zoom. Should this occur, the participation link and details will be publicly accessible at [delhitownship.com](http://delhitownship.com), as soon as they become available, but no later than the Friday before the hearing.

Evan Hope, Township Clerk

Introduced by the:

**INGHAM COUNTY BOARD OF COMMISSIONERS**

**RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT  
WITH THE INGHAM COUNTY EMPLOYEES' ASSOCIATION (ICEA)  
PROFESSIONAL COUNTY UNIT**

**RESOLUTION #21 –**

WHEREAS, a tentative agreement regarding the 2021 collective bargaining agreement has been reached between representatives of Ingham County and the Ingham County Employees' Association (ICEA) Professional County Unit; and

WHEREAS, the terms of the tentative agreement providing for 1) effective January 1, 2021, a 0% wage increase to all steps of each classification; 2) all employees shall advance in steps, longevity, accruals, seniority and other similar matters in accordance with collective bargaining agreement language; 3) the duration of the agreement as January 1, 2021 (or the effective date of ratification by the parties if later than January 1, 2021) until December 31, 2021; 4) the County will continue the Health Advisory Leave (HAL) Policy through June 30, 2021 (no increase in available leave balance which is capped at 120 hours from the start of HAL) and additional extensions of the HAL Policy may be considered by the Board of Commissioners on an as-needed basis; 5) during 2021, any employee or group of employees in the unit may request reclassification of their classifications within their bargaining unit; 6) the parties agree to commence negotiations for a successor agreement (to begin January 1, 2022) in July 2021 and the parties will endeavor to hold two (2) sessions (with the bargaining unit, or jointly with other ICEA bargaining units) for the period covering July, August and September 2021 with more sessions and subsequent sessions after September scheduled by agreement; and 7) that all other terms and conditions in the collective bargaining agreement remain status quo has been ratified by the employees within the bargaining unit.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the 2021 collective bargaining agreement between Ingham County and the Ingham County Employees' Association (ICEA) Professional County Unit; and

BE IT FURTHER RESOLVED, that the Human Resources Director is authorized to modify the current collective bargaining agreement to include the modifications of the agreement, subject to approval as to form by the County Attorney.

Introduced by the:

**INGHAM COUNTY BOARD OF COMMISSIONERS**

**RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT  
WITH THE INGHAM COUNTY EMPLOYEES' ASSOCIATION (ICEA)  
PROFESSIONAL COURT UNIT**

**RESOLUTION #21 –**

WHEREAS, a tentative agreement regarding the 2021 collective bargaining agreement has been reached between representatives of Ingham County, the 30<sup>th</sup> Circuit Court, the 55<sup>th</sup> District Court and the Ingham County Employees' Association (ICEA) Professional Court Unit; and

WHEREAS, the terms of the tentative agreement providing for 1) effective January 1, 2021, a 0% wage increase to all steps of each classification; 2) all employees shall advance in steps, longevity, accruals, seniority and other similar matters in accordance with collective bargaining agreement language; 3) the duration of the agreement as January 1, 2021 (or the effective date of ratification by the parties if later than January 1, 2021) until December 31, 2021; 4) the County will continue the Health Advisory Leave (HAL) Policy through June 30, 2021 (no increase in available leave balance which is capped at 120 hours from the start of HAL) and additional extensions of the HAL Policy may be considered by the Board of Commissioners on an as-needed basis; 5) during 2021, any employee or group of employees in the unit may request reclassification of their classifications within their bargaining unit; 6) the parties agree to commence negotiations for a successor agreement (to begin January 1, 2022) in July 2021 and the parties will endeavor to hold two (2) sessions (with the bargaining unit, or jointly with other ICEA bargaining units) for the period covering July, August and September 2021 with more sessions and subsequent sessions after September scheduled by agreement; and 7) that all other terms and conditions in the collective bargaining agreement remain status quo has been ratified by the employees within the bargaining unit.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the 2021 collective bargaining agreement between Ingham County and the Ingham County Employees' Association (ICEA) Professional Court Unit.

BE IT FURTHER RESOLVED, that the Human Resources Director is authorized to modify the current collective bargaining agreement to include the modifications of the agreement, subject to approval as to form by the County Attorney.



Introduced by the:

INGHAM COUNTY BOARD OF COMMISSIONERS

**RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT  
WITH THE COMMAND OFFICERS ASSOCIATION OF MICHIGAN (COAM) 911  
SUPERVISORY UNIT**

**RESOLUTION #21 –**

WHEREAS, a tentative agreement regarding the 2021 collective bargaining agreement has been reached between representatives of Ingham County and the Command Officers Association of Michigan (COAM) 911 Supervisory Unit; and

WHEREAS, the terms of the tentative agreement providing for 1) a 0% wage increase to all steps of each classification; 2) the duration of the agreement as January 1, 2021 until December 31, 2021; 3) amend Article 5, Security and Dues Checkoff, Sections 5.2 through 5.5 to agreed upon COAM language; 4) amend Article 15, Holidays, Section 15.5 to include sick days excused with a doctor's excuse as eligible for holiday pay and 5) that all other terms and conditions in the collective bargaining agreement remain status quo has been ratified by the employees within the bargaining unit.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the 2021 collective bargaining agreement between Ingham County and the Command Officers Association of Michigan (COAM) 911 Supervisory Unit.

BE IT FURTHER RESOLVED, that the Human Resources Director is authorized to modify the current collective bargaining agreement to include the modifications of the agreement, subject to approval as to form by the County Attorney.

Introduced by the:

**INGHAM COUNTY BOARD OF COMMISSIONERS**

**RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT  
WITH THE INGHAM COUNTY EMPLOYEES' ASSOCIATION (ICEA) ASSISTANT  
PROSECUTING ATTORNEYS' UNIT**

**RESOLUTION #21 –**

WHEREAS, a tentative agreement regarding the 2021 collective bargaining agreement has been reached between representatives of Ingham County, the Prosecuting Attorney of the County of Ingham and the Ingham County Employees' Association (ICEA) Assistant Prosecuting Attorneys' Unit; and

WHEREAS, the terms of the tentative agreement providing for 1) effective January 1, 2021, a 0% wage increase to all steps of each classification; 2) all employees shall advance in steps, longevity, accruals, seniority and other similar matters in accordance with collective bargaining agreement language; 3) the duration of the agreement as January 1, 2021 (or the effective date of ratification by the parties if later than January 1, 2021) until December 31, 2021; 4) the County will continue the Health Advisory Leave (HAL) Policy through June 30, 2021 (no increase in available leave balance which is capped at 120 hours from the start of HAL) and additional extensions of the HAL Policy may be considered by the Board of Commissioners on an as-needed basis; 5) during 2021, any employee or group of employees in the unit may request reclassification of their classifications within their bargaining unit; 6) the parties agree to commence negotiations for a successor agreement (to begin January 1, 2022) in July 2021 and the parties will endeavor to hold two (2) sessions (with the bargaining unit, or jointly with other ICEA bargaining units) for the period covering July, August and September 2021 with more sessions and subsequent sessions after September scheduled by agreement; and 7) that all other terms and conditions in the collective bargaining agreement remain status quo has been ratified by the employees within the bargaining unit.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the 2021 collective bargaining agreement between Ingham County and the Ingham County Employees' Association (ICEA) Assistant Prosecuting Attorneys' Unit.

BE IT FURTHER RESOLVED, that the Human Resources Director is authorized to modify the current collective bargaining agreement to include the modifications of the agreement, subject to approval as to form by the County Attorney.

Introduced by the:

**INGHAM COUNTY BOARD OF COMMISSIONERS**

**RESOLUTION APPROVING THE COLLECTIVE BARGAINING AGREEMENT  
WAGE REOPENER WITH THE TECHNICAL, PROFESSIONAL AND  
OFFICEWORKERS ASSOCIATION OF MICHIGAN (TPOAM)**

**RESOLUTION #21 –**

WHEREAS, a collective bargaining agreement had been reached between representatives of Ingham County and the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO, Supervisory Unit for the period January 1, 2018 through December 31, 2020; and

WHEREAS, the agreement included a wage reopener for 2020; and

WHEREAS, AFSCME has been replaced as the representative union via a consent election by the members of the Ingham County Road Department bargaining unit with the Technical, Professional and Officeworkers Association of Michigan (TPOAM); and

WHEREAS, AFSCME has absolved itself of all responsibility toward the members of the bargaining unit including negotiation of a wage re-opener for the 2020 calendar year pursuant to November 10, 2020 correspondence from the AFSCME Council 25 President and TPOAM is willing to represent the unit regarding the wage re-opener; and

WHEREAS, an agreement regarding the 2020 wage reopener has been reached between representatives of Ingham County and the TPOAM, AFL-CIO; and

WHEREAS, the wage reopener agreement provides for a 2% wage increase effective the first full pay period on or after January 1, 2020..

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the 2020 wage reopener agreement between Ingham County and the TPOAM, AFL-CIO.

BE IT FURTHER RESOLVED, that the Human Resources Director is authorized to modify the current collective bargaining agreement to include the modifications of the 2020 wage reopener, subject to approval as to form by the County Attorney.

Introduced by the:

**INGHAM COUNTY BOARD OF COMMISSIONERS**

**RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT  
WITH THE TECHNICAL, PROFESSIONAL AND OFFICEWORKERS ASSOCIATION  
OF MICHIGAN (TPOAM)**

**RESOLUTION #21 –**

WHEREAS, a tentative agreement regarding the 2021 collective bargaining agreement has been reached between representatives of Ingham County and the Technical, Professional and Officeworkers Association Of Michigan (TPOAM); and

WHEREAS, the terms of the tentative agreement providing for 1) effective January 1, 2021, a 0% wage increase to all steps of each classification; 2) the duration of the agreement as January 1, 2021 until December 31, 2021; and 3) that all other terms and conditions in the collective bargaining agreement remain status quo except all references to AFSCME will convert to TPOAM and amending Article 2, Union Membership Dues Withholding, to mutually agreed upon TPOAM language has been ratified by the employees within the bargaining unit.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the 2021 collective bargaining agreement between Ingham County and the Technical, Professional and Officeworkers Association Of Michigan (TPOAM).

BE IT FURTHER RESOLVED, that the Human Resources Director is authorized to modify the current collective bargaining agreement to include the modifications of the agreement, subject to approval as to form by the County Attorney.

Introduced by the:

**INGHAM COUNTY BOARD OF COMMISSIONERS**

**RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT  
WITH THE INGHAM COUNTY EMPLOYEES' ASSOCIATION (ICEA) PARK  
RANGERS' UNIT**

**RESOLUTION #21 –**

WHEREAS, a tentative agreement regarding the 2021 collective bargaining agreement has been reached between representatives of Ingham County and the Ingham County Employees' Association (ICEA) Park Rangers' Unit; and

WHEREAS, the terms of the tentative agreement providing for 1) effective January 1, 2021, a 0% wage increase to all steps of each classification; 2) all employees shall advance in steps, longevity, accruals, seniority and other similar matters in accordance with collective bargaining agreement language; 3) the duration of the agreement as January 1, 2021 (or the effective date of ratification by the parties if later than January 1, 2021) until December 31, 2021; 4) the County will continue the Health Advisory Leave (HAL) Policy through June 30, 2021 (no increase in available leave balance which is capped at 120 hours from the start of HAL) and additional extensions of the HAL Policy may be considered by the Board of Commissioners on an as-needed basis; 5) during 2021, any employee or group of employees in the unit may request reclassification of their classifications within their bargaining unit; 6) the parties agree to commence negotiations for a successor agreement (to begin January 1, 2022) in July 2021 and the parties will endeavor to hold two (2) sessions (with the bargaining unit, or jointly with other ICEA bargaining units) for the period covering July, August and September 2021 with more sessions and subsequent sessions after September scheduled by agreement; and 7) that all other terms and conditions in the collective bargaining agreement remain status quo has been ratified by the employees within the bargaining unit.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the 2021 collective bargaining agreement between Ingham County and the Ingham County Employees' Association (ICEA) Park Rangers' Unit.

BE IT FURTHER RESOLVED, that the Human Resources Director is authorized to modify the current collective bargaining agreement to include the modifications of the agreement, subject to approval as to form by the County Attorney.

Introduced by the:

**INGHAM COUNTY BOARD OF COMMISSIONERS**

**RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT  
WITH THE INGHAM COUNTY EMPLOYEES' ASSOCIATION (ICEA) PUBLIC  
HEALTH NURSES UNIT**

**RESOLUTION #21 –**

WHEREAS, a tentative agreement regarding the 2021 collective bargaining agreement has been reached between representatives of Ingham County and the Ingham County Employees' Association (ICEA) Public Health Nurses Unit; and

WHEREAS, the terms of the tentative agreement providing for 1) effective January 1, 2021, a 0% wage increase to all steps of each classification; 2) all employees shall advance in steps, longevity, accruals, seniority and other similar matters in accordance with collective bargaining agreement language; 3) the duration of the agreement as January 1, 2021 (or the effective date of ratification by the parties if later than January 1, 2021) until December 31, 2021; 4) the County will continue the Health Advisory Leave (HAL) Policy through June 30, 2021 (no increase in available leave balance which is capped at 120 hours from the start of HAL) and additional extensions of the HAL Policy may be considered by the Board of Commissioners on an as-needed basis; 5) during 2021, any employee or group of employees in the unit may request reclassification of their classifications within their bargaining unit; 6) the parties agree to commence negotiations for a successor agreement (to begin January 1, 2022) in July 2021 and the parties will endeavor to hold two (2) sessions (with the bargaining unit, or jointly with other ICEA bargaining units) for the period covering July, August and September 2021 with more sessions and subsequent sessions after September scheduled by agreement; and 7) that all other terms and conditions in the collective bargaining agreement remain status quo has been ratified by the employees within the bargaining unit.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the 2021 collective bargaining agreement between Ingham County and the Ingham County Employees' Association (ICEA) Public Health Nurses Unit.

BE IT FURTHER RESOLVED, that the Human Resources Director is authorized to modify the current collective bargaining agreement to include the modifications of the agreement, subject to approval as to form by the County Attorney.

**SUBSTITUTE RESOLUTIONS**

RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT WITH THE INGHAM COUNTY EMPLOYEES' ASSOCIATION (ICEA) PROFESSIONAL COUNTY UNIT

RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT WITH THE INGHAM COUNTY EMPLOYEES' ASSOCIATION (ICEA) PROFESSIONAL COURT UNIT

RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT WITH THE COMMAND OFFICERS ASSOCIATION OF MICHIGAN (COAM) 911 SUPERVISORY UNIT

RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT WITH THE INGHAM COUNTY EMPLOYEES' ASSOCIATION (ICEA) ASSISTANT PROSECUTING ATTORNEYS' UNIT

RESOLUTION APPROVING THE COLLECTIVE BARGAINING AGREEMENT WAGE REOPENER WITH THE TECHNICAL, PROFESSIONAL AND OFFICEWORKERS ASSOCIATION OF MICHIGAN (TPOAM)

RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT WITH THE TECHNICAL, PROFESSIONAL AND OFFICEWORKERS ASSOCIATION OF MICHIGAN (TPOAM)

RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT WITH THE INGHAM COUNTY EMPLOYEES' ASSOCIATION (ICEA) PARK RANGERS' UNIT

RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT WITH THE INGHAM COUNTY EMPLOYEES' ASSOCIATION (ICEA) PUBLIC HEALTH NURSES UNIT

**LATE RESOLUTION**

RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT WITH THE UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW), INGHAM COUNTY UNIT, LOCAL 2256, TECHNICAL, OFFICE, PARAPROFESSIONAL AND SERVICE EMPLOYEES

Introduced by the:

INGHAM COUNTY BOARD OF COMMISSIONERS

**RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT WITH THE  
INGHAM COUNTY EMPLOYEES' ASSOCIATION (ICEA) PROFESSIONAL COUNTY UNIT**

**RESOLUTION #21 –**

WHEREAS, a tentative agreement regarding the 2021 collective bargaining agreement has been reached between representatives of Ingham County and the Ingham County Employees' Association (ICEA) Professional County Unit; and

WHEREAS, the terms of the tentative agreement providing for 1) effective January 1, 2021, a 0% wage increase to all steps of each classification; 2) all employees shall advance in steps, longevity, accruals, seniority and other similar matters in accordance with collective bargaining agreement language; 3) the duration of the agreement as January 1, 2021 (or the effective date of ratification by the parties if later than January 1, 2021) until December 31, 2021; 4) the County will continue the Health Advisory Leave (HAL) Policy through June 30, 2021 (no increase in available leave balance which is capped at 120 hours from the start of HAL) and additional extensions of the HAL Policy may be considered by the Board of Commissioners on an as-needed basis; 5) during 2021, any employee or group of employees in the unit may request reclassification of their classifications within their bargaining unit; 6) the parties agree to commence negotiations for a successor agreement (to begin January 1, 2022) in July 2021 and the parties will endeavor to hold two (2) sessions (with the bargaining unit, or jointly with other ICEA bargaining units) for the period covering July, August and September 2021 with more sessions and subsequent sessions after September scheduled by agreement; and 7) that all other terms and conditions in the collective bargaining agreement remain status quo has been ratified by the employees within the bargaining unit.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the 2021 collective bargaining agreement between Ingham County and the Ingham County Employees' Association (ICEA) Professional County Unit; **and authorizes the Board Chairperson to sign the agreement upon approval as to form by the County Attorney.**

BE IT FURTHER RESOLVED, that the Human Resources Director is authorized to modify the current collective bargaining agreement to include the modifications of the agreement, subject to approval as to form by the County Attorney.



Introduced by the:

INGHAM COUNTY BOARD OF COMMISSIONERS

**RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT WITH THE  
INGHAM COUNTY EMPLOYEES' ASSOCIATION (ICEA) PROFESSIONAL COURT UNIT**

**RESOLUTION #21 –**

WHEREAS, a tentative agreement regarding the 2021 collective bargaining agreement has been reached between representatives of Ingham County, the 30<sup>th</sup> Circuit Court, the 55<sup>th</sup> District Court and the Ingham County Employees' Association (ICEA) Professional Court Unit; and

WHEREAS, the terms of the tentative agreement providing for 1) effective January 1, 2021, a 0% wage increase to all steps of each classification; 2) all employees shall advance in steps, longevity, accruals, seniority and other similar matters in accordance with collective bargaining agreement language; 3) the duration of the agreement as January 1, 2021 (or the effective date of ratification by the parties if later than January 1, 2021) until December 31, 2021; 4) the County will continue the Health Advisory Leave (HAL) Policy through June 30, 2021 (no increase in available leave balance which is capped at 120 hours from the start of HAL) and additional extensions of the HAL Policy may be considered by the Board of Commissioners on an as-needed basis; 5) during 2021, any employee or group of employees in the unit may request reclassification of their classifications within their bargaining unit; 6) the parties agree to commence negotiations for a successor agreement (to begin January 1, 2022) in July 2021 and the parties will endeavor to hold two (2) sessions (with the bargaining unit, or jointly with other ICEA bargaining units) for the period covering July, August and September 2021 with more sessions and subsequent sessions after September scheduled by agreement; and 7) that all other terms and conditions in the collective bargaining agreement remain status quo has been ratified by the employees within the bargaining unit.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the 2021 collective bargaining agreement between Ingham County and the Ingham County Employees' Association (ICEA) Professional Court Unit **and authorizes the Board Chairperson to sign the agreement upon approval as to form by the County Attorney.**

BE IT FURTHER RESOLVED, that the Human Resources Director is authorized to modify the current collective bargaining agreement to include the modifications of the agreement, subject to approval as to form by the County Attorney.

**SUBSTITUTE – JANUARY 4, 2021  
AGENDA ITEM NO. 9**

Introduced by the:

INGHAM COUNTY BOARD OF COMMISSIONERS

**RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT WITH THE  
COMMAND OFFICERS ASSOCIATION OF MICHIGAN (COAM) 911 SUPERVISORY UNIT**

**RESOLUTION #21 –**

WHEREAS, a tentative agreement regarding the 2021 collective bargaining agreement has been reached between representatives of Ingham County and the Command Officers Association of Michigan (COAM) 911 Supervisory Unit; and

WHEREAS, the terms of the tentative agreement providing for 1) a 0% wage increase to all steps of each classification; 2) the duration of the agreement as January 1, 2021 until December 31, 2021; 3) amend Article 5, Security and Dues Checkoff, Sections 5.2 through 5.5 to agreed upon COAM language; 4) amend Article 15, Holidays, Section 15.5 to include sick days excused with a doctor's excuse as eligible for holiday pay and 5) that all other terms and conditions in the collective bargaining agreement remain status quo has been ratified by the employees within the bargaining unit.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the 2021 collective bargaining agreement between Ingham County and the Command Officers Association of Michigan (COAM) 911 Supervisory Unit **and authorizes the Board Chairperson to sign the agreement upon approval as to form by the County Attorney.**

BE IT FURTHER RESOLVED, that the Human Resources Director is authorized to modify the current collective bargaining agreement to include the modifications of the agreement, subject to approval as to form by the County Attorney.

Introduced by the:

INGHAM COUNTY BOARD OF COMMISSIONERS

**RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT WITH THE  
INGHAM COUNTY EMPLOYEES' ASSOCIATION (ICEA) ASSISTANT PROSECUTING  
ATTORNEYS' UNIT**

**RESOLUTION #21 –**

WHEREAS, a tentative agreement regarding the 2021 collective bargaining agreement has been reached between representatives of Ingham County, the Prosecuting Attorney of the County of Ingham and the Ingham County Employees' Association (ICEA) Assistant Prosecuting Attorneys' Unit; and

WHEREAS, the terms of the tentative agreement providing for 1) effective January 1, 2021, a 0% wage increase to all steps of each classification; 2) all employees shall advance in steps, longevity, accruals, seniority and other similar matters in accordance with collective bargaining agreement language; 3) the duration of the agreement as January 1, 2021 (or the effective date of ratification by the parties if later than January 1, 2021) until December 31, 2021; 4) the County will continue the Health Advisory Leave (HAL) Policy through June 30, 2021 (no increase in available leave balance which is capped at 120 hours from the start of HAL) and additional extensions of the HAL Policy may be considered by the Board of Commissioners on an as-needed basis; 5) during 2021, any employee or group of employees in the unit may request reclassification of their classifications within their bargaining unit; 6) the parties agree to commence negotiations for a successor agreement (to begin January 1, 2022) in July 2021 and the parties will endeavor to hold two (2) sessions (with the bargaining unit, or jointly with other ICEA bargaining units) for the period covering July, August and September 2021 with more sessions and subsequent sessions after September scheduled by agreement; and 7) that all other terms and conditions in the collective bargaining agreement remain status quo has been ratified by the employees within the bargaining unit.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the 2021 collective bargaining agreement between Ingham County and the Ingham County Employees' Association (ICEA) Assistant Prosecuting Attorneys' Unit **and authorizes the Board Chairperson to sign the agreement upon approval as to form by the County Attorney.**

BE IT FURTHER RESOLVED, that the Human Resources Director is authorized to modify the current collective bargaining agreement to include the modifications of the agreement, subject to approval as to form by the County Attorney.

Introduced by the:

INGHAM COUNTY BOARD OF COMMISSIONERS

**RESOLUTION APPROVING THE COLLECTIVE BARGAINING AGREEMENT  
WAGE REOPENER WITH THE TECHNICAL, PROFESSIONAL AND OFFICEWORKERS  
ASSOCIATION OF MICHIGAN (TPOAM)**

**RESOLUTION #21 –**

WHEREAS, a collective bargaining agreement had been reached between representatives of Ingham County and the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO, Supervisory Unit for the period January 1, 2018 through December 31, 2020; and

WHEREAS, the agreement included a wage reopener for 2020; and

WHEREAS, AFSCME has been replaced as the representative union via a consent election by the members of the Ingham County Road Department bargaining unit with the Technical, Professional and Officeworkers Association of Michigan (TPOAM); and

WHEREAS, AFSCME has absolved itself of all responsibility toward the members of the bargaining unit including negotiation of a wage re-opener for the 2020 calendar year pursuant to November 10, 2020 correspondence from the AFSCME Council 25 President and TPOAM is willing to represent the unit regarding the wage re-opener; and

WHEREAS, an agreement regarding the 2020 wage reopener has been reached between representatives of Ingham County and the TPOAM, AFL-CIO; and

WHEREAS, the wage reopener agreement provides for a 2% wage increase effective the first full pay period on or after January 1, 2020.

**THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the 2020 wage reopener agreement between Ingham County and the TPOAM ~~AFL-CIO~~ and authorizes the Board Chairperson to sign the agreement upon approval as to form by the County Attorney.**

BE IT FURTHER RESOLVED, that the Human Resources Director is authorized to modify the current collective bargaining agreement to include the modifications of the 2020 wage reopener, subject to approval as to form by the County Attorney.

**SUBSTITUTE – JANUARY 4, 2021  
AGENDA ITEM NO. 12**

Introduced by the:

INGHAM COUNTY BOARD OF COMMISSIONERS

**RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT WITH THE  
TECHNICAL, PROFESSIONAL AND OFFICEWORKERS ASSOCIATION OF MICHIGAN  
(TPOAM)**

**RESOLUTION #21 –**

WHEREAS, a tentative agreement regarding the 2021 collective bargaining agreement has been reached between representatives of Ingham County and the Technical, Professional and Officeworkers Association Of Michigan (TPOAM); and

WHEREAS, the terms of the tentative agreement providing for 1) effective January 1, 2021, a 0% wage increase to all steps of each classification; 2) the duration of the agreement as January 1, 2021 until December 31, 2021; and 3) that all other terms and conditions in the collective bargaining agreement remain status quo except all references to AFSCME will convert to TPOAM and amending Article 2, Union Membership Dues Withholding, to mutually agreed upon TPOAM language has been ratified by the employees within the bargaining unit.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the 2021 collective bargaining agreement between Ingham County and the Technical, Professional and Officeworkers Association Of Michigan (TPOAM) **and authorizes the Board Chairperson to sign the agreement upon approval as to form by the County Attorney.**

BE IT FURTHER RESOLVED, that the Human Resources Director is authorized to modify the current collective bargaining agreement to include the modifications of the agreement, subject to approval as to form by the County Attorney.

Introduced by the:

INGHAM COUNTY BOARD OF COMMISSIONERS

**RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT WITH THE  
INGHAM COUNTY EMPLOYEES' ASSOCIATION (ICEA) PARK RANGERS' UNIT**

**RESOLUTION #21 –**

WHEREAS, a tentative agreement regarding the 2021 collective bargaining agreement has been reached between representatives of Ingham County and the Ingham County Employees' Association (ICEA) Park Rangers' Unit; and

WHEREAS, the terms of the tentative agreement providing for 1) effective January 1, 2021, a 0% wage increase to all steps of each classification; 2) all employees shall advance in steps, longevity, accruals, seniority and other similar matters in accordance with collective bargaining agreement language; 3) the duration of the agreement as January 1, 2021 (or the effective date of ratification by the parties if later than January 1, 2021) until December 31, 2021; 4) the County will continue the Health Advisory Leave (HAL) Policy through June 30, 2021 (no increase in available leave balance which is capped at 120 hours from the start of HAL) and additional extensions of the HAL Policy may be considered by the Board of Commissioners on an as-needed basis; 5) during 2021, any employee or group of employees in the unit may request reclassification of their classifications within their bargaining unit; 6) the parties agree to commence negotiations for a successor agreement (to begin January 1, 2022) in July 2021 and the parties will endeavor to hold two (2) sessions (with the bargaining unit, or jointly with other ICEA bargaining units) for the period covering July, August and September 2021 with more sessions and subsequent sessions after September scheduled by agreement; and 7) that all other terms and conditions in the collective bargaining agreement remain status quo has been ratified by the employees within the bargaining unit.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the 2021 collective bargaining agreement between Ingham County and the Ingham County Employees' Association (ICEA) Park Rangers' Unit **and authorizes the Board Chairperson to sign the agreement upon approval as to form by the County Attorney.**

BE IT FURTHER RESOLVED, that the Human Resources Director is authorized to modify the current collective bargaining agreement to include the modifications of the agreement, subject to approval as to form by the County Attorney.

Introduced by the:

INGHAM COUNTY BOARD OF COMMISSIONERS

**RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT WITH THE  
INGHAM COUNTY EMPLOYEES' ASSOCIATION (ICEA) PUBLIC HEALTH NURSES UNIT**

**RESOLUTION #21 –**

WHEREAS, a tentative agreement regarding the 2021 collective bargaining agreement has been reached between representatives of Ingham County and the Ingham County Employees' Association (ICEA) Public Health Nurses Unit; and

WHEREAS, the terms of the tentative agreement providing for 1) effective January 1, 2021, a 0% wage increase to all steps of each classification; 2) all employees shall advance in steps, longevity, accruals, seniority and other similar matters in accordance with collective bargaining agreement language; 3) the duration of the agreement as January 1, 2021 (or the effective date of ratification by the parties if later than January 1, 2021) until December 31, 2021; 4) the County will continue the Health Advisory Leave (HAL) Policy through June 30, 2021 (no increase in available leave balance which is capped at 120 hours from the start of HAL) and additional extensions of the HAL Policy may be considered by the Board of Commissioners on an as-needed basis; 5) during 2021, any employee or group of employees in the unit may request reclassification of their classifications within their bargaining unit; 6) the parties agree to commence negotiations for a successor agreement (to begin January 1, 2022) in July 2021 and the parties will endeavor to hold two (2) sessions (with the bargaining unit, or jointly with other ICEA bargaining units) for the period covering July, August and September 2021 with more sessions and subsequent sessions after September scheduled by agreement; and 7) that all other terms and conditions in the collective bargaining agreement remain status quo has been ratified by the employees within the bargaining unit.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the 2021 collective bargaining agreement between Ingham County and the Ingham County Employees' Association (ICEA) Public Health Nurses Unit **and authorizes the Board Chairperson to sign the agreement upon approval as to form by the County Attorney.**

BE IT FURTHER RESOLVED, that the Human Resources Director is authorized to modify the current collective bargaining agreement to include the modifications of the agreement, subject to approval as to form by the County Attorney.

**LATE – JANUARY 4, 2021**

Introduced by the:

**INGHAM COUNTY BOARD OF COMMISSIONERS**

**RESOLUTION APPROVING THE 2021 COLLECTIVE BARGAINING AGREEMENT WITH THE UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW), INGHAM COUNTY UNIT, LOCAL 2256, TECHNICAL, OFFICE, PARAPROFESSIONAL AND SERVICE EMPLOYEES**

**RESOLUTION #21 –**

WHEREAS, a tentative agreement regarding the 2021 collective bargaining agreement has been reached between representatives of Ingham County and the United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), Ingham County Unit, Local 2256, Technical, Office, Paraprofessional and Service Employees; and

WHEREAS, the terms of the tentative agreement providing for 1) effective January 1, 2021, a 0% wage increase to all steps of each classification; 2) all employees shall advance in steps, longevity, accruals, seniority and other similar matters in accordance with collective bargaining agreement language; 3) the duration of the agreement as January 1, 2021 (or the effective date of ratification by the parties if later than January 1, 2021) until December 31, 2021; 4) the County will continue the Health Advisory Leave (HAL) Policy through June 30, 2021 (no increase in available leave balance which is capped at 120 hours from the start of HAL) and additional extensions of the HAL Policy may be considered by the Board of Commissioners on an as-needed basis; 5) during 2021, the UAW may submit requests for reclassification on behalf of any employee or group of employees in the bargaining unit; 6) the parties agree to commence negotiations for a successor agreement (to begin January 1, 2022) in July 2021 and the parties will endeavor to hold two (2) sessions for the period covering July, August and September 2021 with more sessions and subsequent sessions after September scheduled by agreement; and 7) that all other terms and conditions in the collective bargaining agreement remain status quo has been ratified by the employees within the bargaining unit.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the 2021 collective bargaining agreement between Ingham County and the UAW.

BE IT FURTHER RESOLVED, that the Human Resources Director is authorized to modify the current collective bargaining agreement to include the modifications of the agreement, subject to approval as to form by the County Attorney.

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.