

## Emmet County Contract Negotiations – Corrections Summary

Corrections	2023 – 2025 Contract	4.28.2022														
Article	Request	Response														
13.1 Holidays	<p>Add Good Friday, Day after Thanksgiving, and full day New Year’s Eve.</p> <p>Holidays not worked Employees who do not work during any of the above-specified holidays shall receive <b>eight twelve</b> hours of pay at their straight time regular hourly rate of pay, exclusive of premiums.</p> <p>Holidays Worked – Employees who work on any of the specified holidays shall be paid at 2 X their regular rate of pay for the holiday hours worked</p>	<p>✓ Add full day on New Year’s Eve, all other adds – no.</p> <p>No</p> <p>✓ Yes - Employees who work on any of the specified holidays shall be paid at 2 ¾ times their regular rate of pay. No pyramiding of holiday hours.</p>														
14.1 Vacations	<p>Request shall be submitted to the Sheriff in writing at least <del>twenty one (21)</del> fourteen (14) days prior to the vacation leave.</p> <p>Employees may carry up to 40 hours of vacation time into the following year. No more than 40 hours of vacation carryover will be allowed. All other unused vacation time will be forfeited.</p> <table><tr><td>Years of Service</td><td>Hours awarded</td></tr><tr><td>0</td><td>40</td></tr><tr><td>1</td><td>80</td></tr><tr><td>2-4</td><td>120</td></tr><tr><td>5-9</td><td>160</td></tr><tr><td>10-19</td><td>200</td></tr><tr><td>20 or more</td><td>240</td></tr></table>	Years of Service	Hours awarded	0	40	1	80	2-4	120	5-9	160	10-19	200	20 or more	240	<p>✓ Yes</p> <p>Yes</p> <p>No - Schedule stays as is</p>
Years of Service	Hours awarded															
0	40															
1	80															
2-4	120															
5-9	160															
10-19	200															
20 or more	240															
16.1 Health Insurance	Add language regarding employer covered AFLAC Benextend program	Yes														
15.1 G Leaves of Absence	An additional 8 hours of leave shall be credited annually to all full time employees.	Change the 8 hours to 16														
17.3 Retirement	<p>Add language changing the vesting to the schedule the employer adopted 1/1/2022</p> <p>Employer shall contribute 1% of employee’s total Compensation into the Employee shall contribute 1% of their total wages into their 457 account in the 2023.</p>	<p>Yes</p> <table><tr><td>Less than one of vesting service</td><td>0%</td></tr><tr><td>One full year of vesting service</td><td>100%</td></tr></table> <p>No</p>	Less than one of vesting service	0%	One full year of vesting service	100%										
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	<p>The Employer shall contribute 1.5% of the employee's total wages into the Employee's 457-retirement account, and each employee shall contribute 1.5% of their total wages into their 457 account in the year 2024.</p> <p>The Employer shall contribute 2% of the employee's total wages into the Employee's 457 retirement account, and each employee shall contribute 2% of their total wages into their 457 account in the year 2024.</p>	<p>No</p> <p>No</p>
<b>Compensation</b>	<b>Request</b>	<b>Response</b>
	2023 15% 2024 3% 2025 3%	2023 10% 2024 3% 2025 3%
<b>Retention Items</b>	<b>Issue</b>	<b>Response</b>
MERS Health Savings Plan:	<p>Add language to include the Mers Health Savings Plan Offering.</p> <p>For each year of service after 20 years, the Employer will place one hundred dollars (\$100.00) in the employee's Health Savings Plan Example:            21 years of service \$100            22 years of service \$200            23 years of service \$300</p>	<p>✓ Yes</p> <p>✓ Yes</p>
Tuition Reimbursement:	Add the tuition reimbursement language from the Emmet County Personnel Handbook	✓ Yes
Group AFLAC Program – Benextend	Add program language to the contract	✓ Yes
40 hour vacation carryover	Allow the same 40-hour carryover of vacation time as provided in the County Personnel handbook. No more than 40 hours in an individual bank can be carry over hours. No compounding	<p>✓ Yes</p> <p>Affects section 14.2 &amp; 14.3</p>
<b>County</b>	<b>Issues</b>	<b>Remedy</b>
<b>Article</b>		
7.2 A Probationary Period	All employees new to this bargaining unit shall be considered probationary employees for a period of 18 months.	✓ Change the probationary period to 12 months.
9.2 Wages	Age is a consideration for establishing initial hiring rate.	✓ Remove the word age.
9.4 Acting Supervisor	The rate of \$2.39 is specified as the rate for an acting supervisor	✓ Remove the amount \$2.39 replace with "prevailing supervisor wage"

15.1 A & E	The 96 hour leave grant that is coded elsewhere in the county as General Leave is labeled as Personal Leave	✓ Change references of personal leave to general leave
17.2 Retirement Plan B	Verbiage should be removed No longer relevant	✓ Remove verbiage
17.11 Gender	Male gender shall also include the female gender	✓ Contract language should be gender neutral using they, them, their