

Emmet County Contract Negotiations – Road Patrol Summary

Road Patrol	2023 – 2025 Contract	4.28.2022														
Article	Request	Response														
Multiple Sections	Verbiage is gender specific to male using he, him etc.	✓ Change the contract language to neutral														
13.1 Holidays	<p>Add Good Friday, Day after Thanksgiving, and full day New Year’s Eve.</p> <p>Employees will be granted 8 hours 12 hours of Personal Leave (Birthday Day) to be used at any time per calendar year</p>	<p>✓ Add full day on New Year’s Eve, all other adds – no.</p> <p>No</p>														
14.1 Vacations	<p>Request shall be submitted to the Sheriff in writing at least twenty one (21) 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> <p>At the discretion of the Sheriff, new Hires with more than 5 years of relevant experience may be granted 40 hours of vacation on their DOH. After their first year of service they will receive 40 hours of vacation. Subsequent service years completed will follow the currently established schedule.</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>✓ Yes</p> <p>No</p>
Years of Service	Hours awarded															
0	40															
1	80															
2-4	120															
5-9	160															
10-19	200															
20 or more	240															
14.2 Vacation accrual new employees	This vacation time must be used by the end of the calendar year after the accrual date or will be forfeited	✓ 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.														

14.3 Vacation Accrual	All vacation accrued in the preceding year must be used by the end of the following year or will be forfeited	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.
15.1 B 15.1 G	Employees shall give 12 hours advance notice of their intent to use personal or float time Current provision is for 8 hours of Personal leave granted to all full time employees. Change to 16 hours	✓ Yes ✓ Yes
16.1 Health Insurance	Add language regarding employer covered AFLAC Benextend program	✓ Yes
17.3 Retirement Plan	<p>The employer shall contribute 1% of Employees total wages into the Employees 457 retirement account for the year 2023. Employees shall contribute 1 % of their total wages into their 457 account in the year 2023. If an employee is already contributing at least 1% into their 457 account this will satisfy the match requirement.</p> <p>The employer shall contribute 1.5% of Employees total wages into the Employees 457 retirement account for the year 2024. Employees shall contribute 1.5 % of their total wages into their 457 account in the year 2024. If an employee is already contributing at least 1.5% into their 457 account this will satisfy the match requirement.</p> <p>The employer shall contribute 2% of Employees total wages into the Employees 457 retirement account for the year 2025. Employees shall contribute 2 % of their total wages into their 457 account in the year 2025. If an employee is already contributing at least 2% into their 457 account this will satisfy the match requirement.</p>	<p>No</p> <p>No</p> <p>No</p>
17.3 B	Vesting schedule reflects 4 year vest for employer contribution	✓ Change the vesting schedule to mirror the amendment to the plan. This is currently in effect for all County employees
Compensation	Request	Response
	Appendix A 2023 17% 2024 5% 2025 5% Appendix B 2023 10%	<p>No</p> <p>✓ Yes 2023 10%</p>

	2024 3% 2025 3%	2024 3% 2025 3%
Retention Items	Issue	Response
MERS HSP	Add language to include the program	✓ Yes
Group AFLAC program – BENEXTED	Add program language to the contract	✓ Yes
Tuition Reimbursement	Add the policy language as outlined in the County Personnel Handbook	✓ 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	✓ Yes Affects section 14.2 & 14.3
County Article	Issues	Remedy
Multiple Sections	Verbiage is gender specific to male using he, him etc.	✓ Change contract language to gender neutral
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 Initial Hire Rate	Reserves the right to evaluate prior experience, age, education and training of any applicants.	✓ Remove the word age. If there is a minimum hiring age into the position, refer to “qualified applicant” instead.
11.2 Business Expense	In case two officers are traveling together, they will make every effort to share the same room.	✓ Problematic, should mixed genders be traveling, address or remove.
15.1 A & E	Personal Leave for Sheriff Department staff is administered the same as General leave for non-Sheriff staff. The pay code does not match the verbiage in the leave policy	✓ Change the name of the leave type from personal leave to general leave.
17.3 A Retirement Plan	Verbiage should be removed – no longer relevant	✓ Remove Section A from section 17.3. Change the vesting schedule to mirror the amendment to the County plan. This is currently in affect for all County employees eligible for the 401a retirement plan.