

Emmet County Contract Negotiations – Command Summary

Command	2023 – 2025 Contract	4.28.2022
Article	Request	Response
1.1 Collective Bargaining Unit	All full-time employees of the Sheriff's Department of Emmet County Classified as Corporal , Probationary Sergeants, Sergeants, and Lieutenants, Excluding the Sheriff, Undersheriff, Jail Administrator, Road Patrol Deputy Sheriffs, Clerks, Dispatchers, Animal Control Officers, and Corrections Officers.	<ul style="list-style-type: none"> ✓ Yes ✓ Change to Sergeant I & Sergeant II. ✓ Positions within the Command Unit shall consist of Sergeant I, Sergeant II and Lieutenant.
13.1 Holidays for the purposes of this Section are defined as:	1.) New Year's Day, President Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day, Day preceding New Year's Day	<ul style="list-style-type: none"> ✓ Make New Year's Eve a full day of holiday. The balance of the request is no.
14.1 Vacations	<p>Request for vacation leave will be honored in the order in which the Employer receives the requests during the calendar year. All requests 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>Yes</p> <p>Yes - Referred to in Retention items</p>
15.1 G	Current provision is for 8 hours of Personal leave granted to all full time employees. Change to 16 hours	yes
16.1 Health Insurance	Add Language regarding the employer covered AFLAC Benextend program	Yes
17.3 Retirement	<p>2023, The employer shall contribute an additional 3% of the Employees total wages into their 457 retirement account. Total of 4%</p> <p>2024, the Employer shall contribute an additional 2% of the Employees total wages into their 457 retirement account. Total of 6%</p> <p>2025, The employer shall contribute an additional 2% of the Employees total wages into their 457 retirement account. Total of 8%</p>	<p>No</p> <p>No</p> <p>No</p>

	Less than one year of vesting service 0% One full year of vesting service 100%	Yes
MERS HSP	Health Saving Plan – MERS: The County offers its employees a post-employment savings investment account for qualified medical expenses.	Yes - Referred to in Retention items
Tuition Reimbursement	Tuition Reimbursement: Add the program language outlined in the County Personnel Handbook.	Yes - Referred to in Retention items
Compensation	Requested	Response
	2023 8% 2024 6% 2025 6%	2023 10% 2024 3% 2025 3% ✓
Retention Items	Issues	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
County	Issue	Response
Article		
9.2 Initial Hire Rate	Reserves the right to evaluate prior experience, age, education and training of any applicants.	✓ Remove the word age.
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
17.12 Gender	The male gender shall include the female gender and vice versa	✓ Make the contract gender neutral.