

# **BOARD OF COMMISSIONERS**

6/30/2011

304 E. Grand River Avenue, Howell, MI 48843

5:30 PM

## **AGENDA**

- 1. CALL MEETING TO ORDER**
- 2. PLEDGE OF ALLEGIANCE**
- 3. ROLL CALL**
- 4. CORRESPONDENCE**
- 5. CALL TO THE PUBLIC**
- 6. APPROVAL OF AGENDA**
- 7. RESOLUTIONS FOR CONSIDERATION:**

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### **Human Resources**

RESOLUTION APPROVING THE TENTATIVE AGREEMENT BETWEEN THE LIVINGSTON COUNTY BOARD OF COMMISSIONERS, AND THE MICHIGAN ASSOCIATION OF POLICE REPRESENTING LIEUTENANTS – HUMAN RESOURCES

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- 8. CALL TO THE PUBLIC**
- 9. ADJOURNMENT**

**NOTE:** The Call to the Public appears twice on the Agenda: once at the beginning and once at the end. Anyone wishing to address the Board may do so at these times.

**RESOLUTION**

**NO: 2011-06-179**

**LIVINGSTON COUNTY**

**DATE: June 30, 2011**

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**RESOLUTION APPROVING THE TENTATIVE AGREEMENT BETWEEN THE LIVINGSTON COUNTY BOARD OF COMMISSIONERS, AND THE MICHIGAN ASSOCIATION OF POLICE REPRESENTING LIEUTENANTS – HUMAN RESOURCES**

**WHEREAS**, negotiations have resulted in a tentative agreement between the Livingston County Board of Commissioners and the Michigan Association of Police (hereinafter referred to as “MAP”), for the period of 1/1/10 through 12/31/13; and

**WHEREAS**, the Lieutenants have ratified the tentative agreement; and

**WHEREAS**, the modifications to the agreement are consistent with Board policy concerning wages and benefits; and

**WHEREAS**, the approval of the tentative agreement by the Board of Commissioners is the final action needed to execute this agreement.

**THEREFORE BE IT RESOLVED** that the Livingston County Board of Commissioners hereby approves the agreement reached with the MAP and the Livingston County Board of Commissioners for the period of 1/1/10 through 12/31/13.

**BE IT FURTHER RESOLVED** that the Chairman of the Board of Commissioners be authorized to sign all contracts necessary to effectuate this agreement.

**BE IT FURTHER RESOLVED** that the Board of Commissioners authorizes the transfer from the general fund contingency to the Sheriff budget for payment of the one-time expense.

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**MOVED:**

**SECONDED:**

**CARRIED:**



**LIVINGSTON COUNTY, MICHIGAN**  
**LIVINGSTON COUNTY ADMINISTRATION**  
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JENNIFER J. PALMBOS  
HUMAN RESOURCES/LABOR RELATIONS DIRECTOR

## **MEMORANDUM**

**TO: BOARD OF COMMISSIONERS**

**FROM: JENNIFER PALMBOS – Human Resources/Labor Relations Director**

**RE: TENTATIVE AGREEMENT REACHED REGARDING SHERIFF LIEUTENANTS**

**DATE: JUNE 30, 2011**

I am pleased to announce that a tentative agreement has been reached between the County and the Michigan Association of Police, the union representing Sheriff Lieutenants (hereinafter referred to as “Lieutenants”). The Lieutenants voted to approve this agreement. If approved by the Board of Commissioners, the agreement will be effective January 1, 2010 through December 31, 2013. The agreement largely mirrors with agreement recently reached with Deputies.

Highlights of the agreement are as follows:

1. Beginning the first pay in July, 2011, all employees contribute 5% of MERS eligible payroll on a pre-tax basis for their MERS benefit.

Employees hired after ratification or June 30, 2011 whichever is sooner contribute 5% of MERS eligible payroll on a pre-tax basis for the MERS benefit, except they receive a B-2 benefit (2.0% multiplier).

2. Beginning June 1, 2011, or as soon as is practical thereafter, all employees go to the PPO 4 benefit equivalent to the nonunion employees and begin contributing 5% effective January 1, 2012 and 10% effective January 1, 2013 toward the cost of these benefits. The mail order Rx benefit is slightly different from the Deputies inasmuch as Lieutenants will pay one co-pay to receive three months prescription supply whereas the Deputies will pay two co-pays to receive three months prescriptions supply.

Employees hired after ratification or June 30, 2011 whichever is sooner contribute 20% of the cost of their selected health and dental benefit (plus buy-up costs), with the base benefit being PPO 4.

Beginning June 1, 2011 or as soon as is practical thereafter there shall be a spousal surcharge of \$10/pay. Employees with County-employed spouses receive either insurance coverage from the County or the opt-out amount, not both.

3. 0% increase to pay scales – 2010  
0% increase to pay scales – 2011  
Me too for any across the board increase for non-union employees or other units - 2012  
Me too for any across the board increase for non-union employees or other units - 2013

1.5% wage reductions for employees hired after ratification or June 30, 2011 whichever is sooner.

4. Retiree Health Care – All employees hired after ratification or June 30, 2011 whichever is sooner receive the Retiree Health Savings Program. Employer pre-tax contributions are 4% of base salary in the individual's Retiree Health Savings Program account. Employer contribution increases/decreases with annual wage scale increases.

Employees hired on or before ratification or June 30, 2011 whichever is sooner get the choice of staying in the defined benefit retiree health care plan as described in 35.4 or may make a one-time irrevocable election to go to the Retiree Health Savings Program and receive \$20,000 as either cash or as a pre-tax contribution to a retiree health savings account in the employee's name. Future Employer pre-tax contributions are 4% of base salary in the individual's Retiree Health Savings Program account. Employer contribution increases/decreases with annual wage scale increases.

Those transferred or promoted into the bargaining unit who already participate in the Retiree Health Savings Program retain that benefit.

5. Includes all prior initialed and dated TA's.
6. \$1,500 signing bonus if all bargaining unit goes to direct deposit/debit card (paperless) for payroll. Deputies will receive \$1,250 signing bonus.
7. Contract through 12/31/2013.
8. Tuition Reimbursement consistent with Resolution 2010-03-100 which is the non-union benefit.

County Administration is pleased with this agreement as it secures necessary concessions in wages, active health care, retiree health care, and pension. Therefore, we strongly recommend Board approval of this agreement. Should you have any questions, please feel free to contact me.