

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

GRATIOT COUNTY CENTRAL DISPATCH AUTHORITY

-AND-

CAPITOL CITY LABOR PROGRAM (“CCLP”)

9-1-1 TELECOMMUNICATORS

January 1, 2024 to September 30, 2026

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AGREEMENT

THIS AGREEMENT entered into this 1st day of October 2023, between the Gratiot County Central Dispatch Authority (“GCCDA”), hereinafter referred to as the “Authority” or the “Employer” and the Capitol City Labor Program (“CCLP”), hereinafter referred to as the “Union.”

ARTICLE 1 PURPOSE AND INTENT

Section 1. The general purpose of this Agreement is to set forth the terms and conditions of employment, and promote orderly and peaceful employment relations for the mutual interest of the County by and through its Central Dispatch Authority, and the Employees by and through the Union.

Section 2. The parties recognize the responsibility of the Gratiot County Central Dispatch Authority to operate and manage a Public Safety Answering Point (PSAP) for and on behalf of the County, and to carry into effect the provisions of this Agreement. The parties further recognize that the interests of the community and job security of employees depend upon the Authority’s success in establishing proper and efficient service to the community.

Section 3. To these ends, the Authority, as hereinafter provided, and the Union, encourage the fullest degree of friendly and cooperative relations between respective representatives at all levels and among all employees.

Section 4. The parties prescribe to the principle of equal opportunity and agree to apply the provisions of this Agreement without discrimination as to age, sex, gender, sexual orientation, marital status, race, creed, national origin, religion, and/or political affiliation.

ARTICLE 2 RECOGNITION

Pursuant to and in accordance with all applicable provisions of Act 379 of the Public Acts of 1965, as amended, the County recognizes the Capitol City Labor Program as the exclusive bargaining representative for the bargaining unit for the purpose of collective bargaining and respective rates of pay, wages, hours of employment, and other conditions of employment for the term of this Agreement, for all Full-Time Employees of the Gratiot Central Dispatch Authority, with the following exceptions:

- A. 9-1-1 Director;

ARTICLE 3 AID TO OTHER UNIONS

The Authority will not aid, promote, or finance any labor group or organization which purports to

engage in collective bargaining or make any agreement with any such group or organization for the purpose of undermining the Union.

ARTICLE 4 MANAGEMENT RIGHTS

Section 1. Unless specifically limited by provisions elsewhere in this Agreement, nothing in this Agreement shall restrict the Employer in the exercise of its function of management under which it shall have, among others, the right to hire new employees and to direct the workforce; to discipline, suspend, and discharge for just cause; transfer or lay off employees; require employees to observe reasonable rules and regulations; to decide the services to be provided the public, schedules of work, work standards, and the procedures by which such work is to be performed. The exercise of the foregoing rights and responsibilities shall be limited by other provisions of this Agreement, as well as by the Constitution and the laws of the State of Michigan.

Section 2. Reserved Rights. The Union and the bargaining unit recognize and agree that the Authority is charged with certain powers, rights, authority, and responsibilities by the laws of the State of Michigan.

Section 3. Subject to the terms of this Agreement, the Employer retains the sole and exclusive right to manage and operate the Gratiot County Central Dispatch Authority in all of its operations and activities. Among the rights of the Authority, included only by way of illustration and not by way of limitation, is the right to determine all matters pertaining to the services to be required; to determine the nature and number of the facilities to be operated and their location; to direct and control operations; to study and use improved methods and equipment; to determine the quantity and quality of service to be rendered; the control of materials; tools and equipment to be used, materials or methods of operation; to introduce new equipment; methods and machinery, change or eliminate existing equipment and institute changes in the supplies to be used and purchased; the construction of any new facilities or the improvement of the existing facilities, to determine the size of the workforce and increase or decrease its size; to determine the number of hours worked; to establish work schedules; and in all respects to carry out the ordinary and customary functions of management.

Section 4. Other than Bargaining Unit Staffing. Supervisors, administrators, or employees outside the bargaining unit shall not be used to perform bargaining unit work if such results in the layoff or reduction in the normally scheduled hours of bargaining unit employees. Employees outside the bargaining unit may be permitted to perform bargaining unit work under the following circumstances:

- (a) During an emergency; (For the purposes of this provision, “emergency” shall be defined as an unforeseen circumstance or combination of circumstances that pose an imminent threat to property or to the safety, health, and/or welfare of the general public or first responders insofar as it creates, or may reasonably create, a situation that exceeds the capacity of necessary and available bargaining unit staffing.)
- (b) To take or dispatch calls in any situation in which the call volume drastically exceeds the capability of the immediately available or currently assigned bargaining unit

members;

- (c) To provide temporary relief to employees during their shift;
- (d) To provide coverage for employees arriving late at the beginning of a shift or for the release of employees prior to the end of their scheduled shift if bargaining unit employees are not immediately available;
- (e) For the purpose of training employees.

ARTICLE 5 UNION DUES AND SECURITY

Section 1. All employees of the bargaining unit may become and remain members in good standing of the Union. The Union, pursuant to its constitution and by-laws, will set the dues amount and schedule of payment. Neither the County or the Union will discriminate against any employee because of his or her membership or non-membership in the Union. Furthermore, the Employer shall not discriminate against, retaliate against, or take adverse employment action against any employee because of lawful membership activity or for their seeking Union assistance with regard to employment matters.

Section 2. Employees shall authorize the withholding of membership dues by signing an Authorization for Check-Off Dues form. Dues shall be deducted as provided in Section 4 of this Article 5.

Section 3. During the duration of this Agreement and in accordance with the terms of the form of authorization for check off of dues, hereafter set forth, the County agrees to deduct Union membership dues levied in accordance with the Constitution and By-Laws of the Capitol City Labor Program from the pay of each Employee who executes or has executed the "Authorization for Check-Off Dues" form.

Section 4. Check-Off Deductions under all properly executed Authorization for Check-Off Dues forms shall become effective at the time the application is signed by the Employee and shall be deducted commencing one month from date of hire, and the first pay of each month thereafter.

Section 5. Deductions for any calendar month shall be remitted to the Union with the list of those from whom dues have been deducted as soon as possible after the 15th day of each month.

Section 6. The Union agrees to defend, indemnify, and save the Employer harmless against any and all claims, lawsuits, or other forms of liability arising out of its deduction from an employee's pay of Union dues or representation fees, or reliance on any list, notice, certification, or authorization furnished under this Article. The Union assumes full responsibility for the disposition of deductions so made once they have been sent to the Union.

ARTICLE 6 PUBLIC SECURITY

Section 1. The parties to this Agreement mutually recognize that the services performed by employees covered by this Agreement are essential to public health, safety, and welfare. The Union, therefore, agrees that there shall be no interruption of these services for any cause whatsoever by the employees it represents, nor shall there be any concerted failure by them to report for duty, nor shall they absent themselves from their work, stop work, abstain in whole or in part from their full, faithful, and proper performance of the duties of their employment. The Union further agrees that there shall be no strike, sit-downs, stay-ins, stoppages of work, or acts that interfere in any manner or to any degree with the services of the County.

Section 2. An employee involved in any of the above-stated activities may be subject to discipline by the Employer.

ARTICLE 7 BARGAINING COMMITTEE

Section 1. The bargaining committee will include not more than three (3) members of the bargaining unit and may include not more than two (2) non-employee representatives. The Union will furnish the Employer, upon request, with a written list of the Union's bargaining committee prior to the first bargaining session.

Section 2. In order to facilitate negotiations, up to two (2) bargaining unit employees shall be paid if a negotiation session with the Employer occurs on the Employee's scheduled day off or during non-work hours. However, such time shall not be considered at hours worked for purposes of, among other things, overtime or compensatory time.

ARTICLE 8 UNION REPRESENTATION

Section 1. Representation. The Union shall be represented by, and the Employer shall recognize, a Union President and Vice President who shall be regular full-time employees. It will be the duty of the Union President or Vice President to present grievances of the employees to the Employer without loss of pay or overtime.

Section 2. Release Time. The Union President shall be allowed reasonable release time to carry out his/her duties, provided it does not unreasonably interfere with the operations of the Dispatch Center.

Section 3. Access to Premises. The Union shall be permitted to schedule meetings on the Employer's property so long as such meetings are not disruptive of the duties of working employees or the efficient operations of the Authority. The Union shall obtain prior approval for such meetings from Management. Approval shall not be unreasonably withheld or denied. The

Employer further agrees that representatives of the Union shall be permitted reasonable and necessary access to the premises of the Employer with advance or concurrent notice to the appropriate Employer representative for the purposes of administration of this Agreement.

ARTICLE 9

DISCIPLINE AND INTERNAL INVESTIGATIONS

Section 1. Just Cause. Discharge, demotion, suspension, and discipline shall be for just cause.

Section 2. Progressive Discipline. The Employer agrees that it will generally follow the principles of corrective and progressive discipline. Disciplinary action shall take into account the circumstances surrounding the incident, the nature of the violation(s), the employee's record of discipline, and the employee's record of performance and conduct provided, however, progressive discipline may not be appropriate for major infractions.

Section 3. Notice. Employees shall be notified in writing by the 9-1-1 Director, Human Resources Department, or their designee within ten (10) days of any occurrence which the Employer becomes aware which may result in discipline. Notification to employees shall cite the specific offense and/or appropriate policy and procedure, law, or ordinance which the Employee is alleged to have violated. A copy of the notice shall be furnished to the Employee against whom any complaint is brought, and to the Union President.

Section 4. Internal Investigations. All discipline shall be concluded within forty-five (45) calendar days of the date on which the incident first became known to the Employer unless the Employer sends, in writing, a notice of extension for an additional period not to exceed thirty (30) days from the date of the notice. This time period will be extended for the duration of any ongoing criminal investigation into the subject matter of discipline. All recommendations and/or conclusions regarding internal investigations and discipline of bargaining unit employees shall be approved by the 9-1-1 Director.

Section 5. Pre-Investigatory Interview Disclosure. Employees covered hereunder shall be fairly and accurately apprised of the allegations and known basic facts of any incident prior to questioning as part of any internal investigation. Employees shall be informed, to the extent known at the time, whether the investigation is focused on the employee for potential charges (either disciplinary or criminal) or if the Employee is to be interviewed as a witness.

Section 6. Union Representation. Any employee questioned during or part of any type of hearing, investigation, interview, and/or questioning where the employee reasonably believes disciplinary action may result shall, upon request, be permitted Union representation. If a representative is not immediately available, the County shall grant the employee a reasonable amount of time to obtain Union representation prior to questioning.

Section 7. Prior Discipline. In imposing any discipline, the Employer shall not consider any occurrence which occurred more than two (2) years previously that did not result in suspension without pay or termination.

Section 8. Suspension. Suspension may take the form of suspension from all duties with pay or suspension from all duties without pay. In the event an Employee is exonerated of criminal charges causing suspension, or in the event that he/she is exonerated through the grievance procedure, he/she shall be reinstated and compensated for all back wages and benefits lost due to the suspension. The Employer shall make available to any employee notified of a suspension, space on County premises to permit the Employee to consult with Union representation or legal counsel.

Section 9. Inactivation. The Employer shall have the right to inactivate any Employee for a period not to exceed forty-five (45) days while conducting an investigation on any matter pertaining to alleged Employee misconduct. During such inactivation, the Employee shall remain on the payroll. Inactivation shall not be deemed to be punishment.

Section 10. Quality Assurance / Quality Insurance. Employees may not be subject to discipline for any incident which the Employer becomes aware of through any quality assurance or quality improvement (QA/QI) program except for in circumstances of negligence or gross misconduct on the part of the Employee.

Section 11. Use of AI. The Employer shall not use any artificial intelligence tool, software, model, algorithm, or system for any purpose in connection with any terms or conditions of employment, including but not limited to, discipline and/or performance evaluations. Employees shall not use any artificial intelligence tool, software, model, algorithm, or system for any purpose in connection with his/her official job duties.

Section 12. Release of Confidential Information. The Employer or its employees may not release, publish, disclose, or divulge, except where expressly compelled by law, the details of, or record(s) related to, any complaint determined to be unfounded or unsustainable. Should the Employer, either in its discretion or by law, release information related to discipline issued to an employee, photographs or videos containing the employee's image or likeness, or issue any public statement or press release regarding an employee's on-duty conduct, shall first notify the affected employee(s) prior to the release of the information.

ARTICLE 10 GRIEVANCE PROCEDURE

Section 1. Procedure. It is mutually agreed that a grievance is any dispute, controversy, or difference between the parties to this Agreement or any issue with respect to or concerning the interpretation or application of this Agreement or any terms or provisions thereof. No matter respecting the provisions of any of the insurance or pension retirement programs set forth in this Agreement shall be subject to the Grievance and Arbitration Procedures established under this Agreement.

Any Employee having a complaint in connection with his/her employment shall present it to the Employer within ten (10) calendar days of the incident or the Employee having knowledge of the incident.

- A. Before initiating a written grievance, an Employee may first discuss the matter orally

with his/her immediate supervisor.

- B. If the complaint is not resolved in Step A, it shall be reduced to writing, signed by the Employee, and presented to the 9-1-1 Director within ten (10) calendar days. The 9-1-1 Director shall have ten (10) calendar days after receiving the grievance to answer said grievance in writing.
- C. If the grievance is not resolved in Step B, the Union, within ten (10) calendar days after receiving the 9-1-1 Director's answer, may appeal to the Gratiot County Central Dispatch Authority Board. A meeting shall be set at a mutually agreeable time and place between the Union and the Authority Board. Said meeting shall be held within thirty (30) days of the date of the Union's written appeal. The Chair of the 9-1-1 Advisory Board shall provide the Union the Authority's answer in writing within ten (10) calendar days of the date of the meeting.

Section 2. Arbitration. If the grievance is not settled by the step(s) above, the Union may submit such grievance to arbitration. The submission is to be made within thirty (30) days after receipt of the last step answer. Each grievance submitted to arbitration shall be submitted to the American Arbitration Association (AAA) in accordance with its voluntary rules and regulations then existing, within the time specified above. Such rules should govern the arbitration hearing.

The arbitrator shall have no power or authority to alter, amend, add to or subtract from the terms of this Agreement nor, to make any recommendations with respect thereto. Both parties agree to be bound by the award of the arbitrator and that the cost of any arbitration proceeding under this provision shall be borne equally between the parties, but the fees and wages of the representatives, other than bargaining Employees, shall be borne with parties incurring them.

Section 3. Time Limit. The time limits established in the grievance procedure shall be followed by the parties hereto. If the time procedure is not followed by the Union, the grievance shall be considered resolved. If the time procedure is not followed by the Employer, the grievance may be advanced to the next step by the Union. The Employer and Union may, by mutual written agreement, extend the time limits of the grievance procedure.

ARTICLE 11 COMPUTATION OF BACK WAGES

Section 1. No claim for back wages awarded through the grievance procedure shall exceed the amount of wages the Employee would otherwise have earned at his/her regular straight-time rate, less any and all compensation, including unemployment compensation, the employee received from any other source.

Section 2. Overpayment of Wages. The Employer may recover overpayment of compensation discovered no later than six (6) months from the date of overpayment. In any repayment arrangement, the Employer may make payroll withholdings of no more than fifteen percent (15%) of an employee's gross bi-weekly pay. This provision may be waived upon mutual agreement of

the Employer and affected employee.

ARTICLE 12 PROBATION

Section 1. New Employees hired in the unit on a full-time basis shall be considered as probationary Employees for one year of their employment. An Employee finishes a probationary period by accumulating twelve (12) months of continuous employment.

Section 2. The Union shall represent probationary Employees for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment and other specified conditions of employment as set forth in Article 1 of this Agreement, however, probationary Employees who are being discharged and/or disciplined for other than union activity shall not have access to the grievance procedure, however, the Union shall be notified prior to said discipline or discharge.

ARTICLE 13 SENIORITY

Section 1. Bargaining Unit seniority is defined as the length of service with Gratiot County Central Dispatch from the last date of hire.

ARTICLE 14 SENIORITY LIST

Section 1. Seniority shall not be affected by race, sex, religious belief, marital status or dependents of the Employee.

Section 2. The Employer will keep the seniority list up to date at all times and will provide the local Union membership with up-to-date copies at least every six (6) months, and will post the same on the bulletin board.

ARTICLE 15 LOSS OF SENIORITY

Section 1. An Employee shall lose his/her seniority for the following reasons:

- A. The employee resigns or quits;
- B. The employee is discharged or terminated;
- C. The employee retires;
- D. The employee has been on layoff status for a period of time equal to his/her seniority

at the time of his/her layoff or twenty-four (24) months, whichever is less;

E. The employee fails to return to work at the specified time upon expiration of vacation, recall from layoff, or disciplinary suspension, unless otherwise excused by the Employer;

F. The employee is absent from work for three (3) consecutive days without prior notice to the Employer, unless a satisfactory reason for such absence is given;

G. The employee is convicted of or pleads guilty or nolo contendere to a felony;

H. The employee makes an intentional and materially false statement on his/her employment application.

ARTICLE 16 POLICIES, PROCEDURES, & WORK RULES

Section 1. Modification of Policies and Procedures. Subject to the terms of this Agreement, departmental rules, regulations, policies and procedures, directives, and/or official orders affecting employees of the bargaining unit may be updated, modified, amended, edited, or repealed by the Employer; provided, however, that, except in cases of declared emergencies, the Employer shall provide the Union a copy of any proposed amendment, modification, edit, or repeal at least fourteen (14) calendar days prior to the publishing of said rule or effective date thereof.

Section 2. Publishing Policies. All rules, regulations, policies and procedures, directives, or official orders shall be published in an official order or procedure manual. Said manual shall be comprehensive and timely updated by the Employer as is necessary to be current. Published policies and procedures shall be made available for reference by all employees.

ARTICLE 17 PHYSICAL EXAMINATIONS

Section 1. Pre-Employment Physical. Applicants for employment may be required to submit to an initial physical examination to determine their physical ability to perform their rated job. The physical examination shall be conducted by a local physician appointed by the Employer.

Section 2. Drug & Alcohol Testing. An employee on-duty or reporting for duty may only be required to submit to a test for the presence of drugs or alcohol (blood, urine, or breath) at the order of a supervisor where there exists reasonable suspicion the employee has been using, or is under the influence of, intoxicating liquors, drugs, or other controlled substances where use is prohibited by law or policy. Reasonable suspicion as used herein means a belief, drawn from specific, objective and observable facts, and/or reasonable inferences drawn from those facts, that an employee has been using, or is under the influence of, drugs or alcohol in violation of Department policy.

A. In the event it is requested an employee submit to a reasonable suspicion

test for the presence of drugs or alcohol, the employee shall be permitted to confer with union representation (by telephone if such representation is not present) prior to testing, provided it does not unreasonably delay the test.

- B. An employee may refuse to submit to a reasonable suspicion test but the employee shall be appraised, and hereby agrees, that such refusal constitutes grounds for discipline equivalent to that which would be imposed for a positive test result.
- C. Reasonable suspicion tests for alcohol in the form of a preliminary breathalyzer test (PBT) shall be given by personnel trained and/or certified to administer the test with the specific device used.
- D. Upon completion of any test, the supervisor asserting reasonable suspicion as defined by this Section shall immediately write a detailed written report of the circumstances, his/her observations, justifications, and/or all other relevant facts relied upon in establishing reasonable suspicion. In the event a supervisor performs the test, the report shall also include the test results.
- F. In unusual circumstances, the requirement of reasonable suspicion justification may be waived specific to individual employees where there exist circumstances necessitating such a suspension (*e.g.*, as part of a treatment program, a condition of discipline, *etc.*).

Section 3. Medical Disputes. The Employer reserves the right to require an employee, at the Employer's expense, if not covered by the Employee's insurance, to take a physical or mental examination if it should appear that said employee is having difficulty in performing his/her duties. The physical or mental examination shall be given by a doctor selected by the Employer. If the Employee is not satisfied with the determination of the designated physician of the Employer, he/she may submit a report from a doctor of his/her own choosing. If the dispute still exists, at the request of the Employer or employee, the designated physician of the Employer and the Employee's doctor shall agree upon a third doctor to submit a report to the Employer and the Employee, and the decision of such third party shall be binding on all the parties. The expense of the third party shall be paid by the Employer if not covered by the Employee's insurance.

ARTICLE 18 LAYOFF AND RECALL

Section 1. Definition. The word "lay-off" shall be defined to mean a reduction in the work force.

Section 2. Layoff. When the number of employees in the work force is reduced, employees shall be laid off in reverse bargaining seniority order.

Section 3. Notice of Layoff. The County shall give written notice to the Employee(s) and the Union of any proposed layoff. Such notice shall be provided at least fourteen (14) calendar days prior to the effective date of layoff. In the event the County deems it necessary to layoff bargaining unit Employees, the Employer and Union agree to meet one (1) week prior to the effective date of layoff to discuss alternatives to the layoff.

Section 4. Recall. Employees laid off shall be recalled in reverse order of layoff of the affected classification. Notice of recall shall be sent to the Union and to the affected Employee(s) at their last known address by certified mail.

Section 5. Voluntary Layoff. The Employer may, prior to the enactment of layoffs, solicit voluntary layoffs by seniority, from Employees in the bargaining unit. In requesting such volunteers for layoff, the Employer shall state with certainty, at the time of solicitation, the length of the layoff.

Section 6. Failure to Recall. Employees who have been laid off and who, within five (5) days after notice of recall failed to respond as directed, or who decline recall, shall be presumed to have resigned and their names shall be removed from the seniority list, if all reasonable efforts have been made to contact said employee.

ARTICLE 19 JOB POSTINGS AND PROMOTIONAL PROCEDURE

Section 1. All job openings for newly created positions or classifications within the 9-1-1 Center shall be posted within seven (7) days of the date of their occurrence for a period of fourteen (14) days, setting forth the minimum requirements for the position in a conspicuous place within the 9-1-1 Center.

Section 2. An Employee accepted for any new position within the 9-1-1 Center shall be granted up to a six (6) month trial period to determine his/her ability to perform the work.

Section 3. Promotions. Notice of examination for promotion to the position of 9-1-1 Supervisor shall be posted a minimum of seven (7) calendar days prior to the beginning of the selection process. Notification shall be provided to all employees and posted in a conspicuous place within the Center. The notification shall contain the date, time, and location of any applicable testing.

Section 3.1. Eligibility. Eligible applicants shall submit their request to be considered for promotion to the 9-1-1 Center Director by the deadline as established in the initial posting. Requests shall be accepted by the Authority from employees for no less than seven (7) days from the date of the notice of examination as required above. Only full-time employees with at least three (3) years' experience as a 9-1-1 Dispatcher with Gratiot County Central Dispatch as of the date of the notice of examination shall be eligible for promotion.

Section 3.2. Written Examination. The Authority shall proctor a written examination appropriate to the level of knowledge (organizational, operational, policies and procedures, *etc.*) necessary to hold the position of Supervisory. The Authority shall make study material available to all applicants. The written examination shall account for fifty (50%) of the

entire testing procedure. An applicant must achieve a minimum score of seventy percent (70%) on the written examination in order to proceed to the oral board. Employees shall have the right to examine the results of their own examination. If there are less than four (4) applicants or, by written mutual agreement of the parties, the Authority shall not be required to include written examination as part of the promotional process.

Section 3.3. Oral Board Examination. The oral board panel shall consist of two separate interviews. The first interview panel shall be comprised of three (3) members selected by the GCCDA Personnel Committee, one (1) of which shall be a member of the Gratiot County Central Dispatch Authority Board, and one (1) of which shall be a 9-1-1 Professional from a center/agency outside of Gratiot County.

A second interview may be conducted by the GCCDA Personnel Committee.

Section 3.4. Scoring Weight. Promotional procedure scores shall be based upon a written examination (if given) and the oral board examination. The weight/point values assigned to each shall be as follows:

- (a) Job Performance – No Needs Improvement on last Annual Performance Review – 35%
- (b) Industry-Based Standardized Test (Approved by GCCDA Personnel Committee) – 15%
- (c) Written Examination – 25%.
- (d) Oral Board – 25%.

An employee's final score shall be the cumulative total of the points earned in each component of the promotional process.

Section 3.5. Promotional Roster. For each promotional vacancy, the Authority shall promote the highest-scoring employee to Supervisor.

Section 3.6. Probation. Employees promoted shall be on probation for a period of one (1) year immediately following promotion. During such probationary period, the employee may return to the employee's former dispatcher classification.

Section 3.7. Outside Candidates. Subject to the procedure in this Article, the Authority may fill a 9-1-1 Supervisor vacancy with an individual from outside the bargaining unit in the event that internal applicants score below the satisfactory threshold of 74% on weighted scoring metrics as noted in 3.4 (a) – (d).

ARTICLE 20 LEAVES OF ABSENCE

Section 1. Leaves of absence are for employees who, in addition to their personal and vacation time, require time off from their employment. Any request for a leave of absence shall be submitted in writing by the Employee to the Gratiot County Human Resources Department.

Section 2. Authorization or denial for a leave of absence shall be granted solely at the decision of the GCCDA Personnel Committee, except as required by law and shall be furnished to the employee by the Employer in writing. Such decision shall not be arbitrarily and capriciously made.

Section 3. Family Medical Leave. An employee who has worked at least 1,250 hours in the preceding twelve (12) month period shall be eligible for a leave of absence pursuant to the Family and Medical Leave Act (FMLA). Such leave shall be granted for:

- (a) the care for a newborn son or daughter;
- (b) placement of a son or daughter with the employee for adoption or foster care;
- (c) the care of a spouse, son, daughter, parent, or eligible dependent of the employee who has a serious health condition;
- (d) a serious health condition that makes the employee unable to perform the functions of his or her job;
- (e) Any “qualifying exigency” out of the fact that the spouse, son, daughter, or parent of an employee is on active-duty status in the Armed Forces in support of a contingency operation.

An eligible employee will be granted up to twelve (12) unpaid workweeks of leave during a rolling twelve (12) month period for leaves granted under FMLA. For any FMLA qualifying purpose, paid time off (“PTO”) be used until exhausted. When an Employee has used accrued PTO for a portion of the FMLA leave, the Employee may request an additional period of unpaid leave to be granted so the total of paid and unpaid leave provided equals twelve (12) weeks.

In addition to the above, qualified unit employees may request a single leave of up to a total of twenty-six (26) weeks of Family Medical Leave if the employee is the spouse, son, daughter, parent, or next of kin of an eligible service member and requires leave to care for the service member who is (a) undergoing medical treatment, (b) recuperation or therapy, (c) is in outpatient status, (d) is on the temporary disability retired list, or (e) for a serious injury or illness. An employee applying for such leave may be required to provide certification from the service member’s health care provider.

Section 4. Union Leave. One member elected by the bargaining unit shall be permitted to attend Union functions such as conventions or education conferences. To facilitate their attendance, the elected member shall be allowed time off not to exceed thirty-two (32) hours in even years, and not to exceed eighty (80) hours in odd years.

Section 5. Military Leave. The Authority will comply with all applicable laws regarding active-duty military and National Guard/Reserve leaves of absence.

Section 6. Funeral Leave. An Employee will be allowed an absence of three (3) shifts with pay as funeral leave not to be deducted from PTO for the death of:

- A. the employee's mother;
- B. the employee's father;
- C. the employee's sibling;

- D. the employee's current spouse;
- E. the employee's child;
- F. the employee's aunt or uncle;
- G. the employee's niece or nephew;
- H. the employee's grandparents or grandchildren;
- I. the employee's current spouse's mother or father.

The employee will not be entitled to funeral leave except for relatives listed in a – i as listed above. Two (2) additional shifts shall be allowed in cases in which the decedent has resided within the employee's household for a period of not less than six (6) months immediately prior.

Section 7. Educational Leave. An employee may be granted up to one (1) year leave without pay, for educational purposes. Educational leave will be granted solely at the discretion of the 9-1-1 Director.

Section 8. Jury Duty Leave. Employees summoned and subsequently assigned by applicable law to jury duty shall be granted the necessary time to serve as required. Jury duty leave shall be with full pay, with reimbursement to the Employer for any compensation received. Employees who are summoned for jury duty and are scheduled to work the midnight shift shall have their shift changed to a day shift. Employees will be required to give the 9-1-1 Director as much advanced notice as possible if scheduled for jury duty.

ARTICLE 21 SICK LEAVE

Section 1. Workers' Compensation. The Employer, in accordance with State law, shall provide workers' compensation insurance to all employees covered hereunder.

Section 2. Unpaid Leave. If any Employee becomes ill (unrelated to his/her work) to a point that he/she cannot perform their job duties and responsibilities, he/she may, after using all paid time off, request up to a one (1) year leave of absence without pay; provided, however, the leave is substantiated by physician's certification. Such leaves may be extended beyond one (1) year at the discretion of the Employer.

In the event of the severe illness of a member of an employee's immediate family, an unpaid leave of absence for a period of up to one (1) year may be granted at the Employer's discretion; provided, however, the leave is substantiated by physician's certification.

ARTICLE 22 HOURS OF WORK AND PREMIUM PAY

Section 1. Hours. The Employer has the right to assign hours of work, schedules and/or teams, including but not limited to either eight (8), ten (10), or twelve (12) hour shifts.

Section 2. Shifts. The employee's normal working day shall typically consist of twelve (12) hours. The work day shall be defined as twelve (12) hours in a twenty-four (24) hour period commencing from the beginning of an Employee's regularly scheduled shift. Twelve (12) hour shifts shall

remain in effect until bargained away by the parties hereto unless, event of an emergency or lack of personnel, it becomes necessary for the 9-1-1 Director to temporarily depart from a twelve (12) hour schedule. The Employer shall schedule a meeting with the Union prior to the implementation of any temporary schedule to discuss the change, its implementation, and/or effect(s).

Section 3. Call Back. Call back time shall be paid at the rate of one and one-half times the Employee's regular rate of pay, with a two (2) hour guarantee. Call back time shall be deemed to include Court time whenever the Employee must appear in Court and deposition time whenever the Employee is required to appear for testimony at the taking of depositions.

Section 4. Overtime. Overtime will be paid at one and one-half (1 ½) times the employee's straight hourly rate for all hours worked over the employee's regularly scheduled hours.

Section 4.1. Procedure. The Employer shall offer and assign overtime opportunities to bargaining unit employees consistent with the Authority policy in place at the time of ratification of this Agreement. The Employer agrees to collectively bargain with the Union regarding any modification(s) to the policy.

Section 4.2. Assignment of Non-Bargaining Unit Employees. The Employer may utilize or assign employees outside the bargaining unit to work an overtime assignment for which no bargaining unit employee has volunteered, provided the assignment has been offered to all eligible bargaining unit employees.

Section 5. Shift Differential. The Employer shall pay a premium in the amount of thirty-five cents (\$0.35) per hour for all hours worked by employees covered by this Agreement between 6:00 p.m. and 6:00 a.m. This provision shall not apply to overtime hours.

Section 6. Shift Preference. The 9-1-1 Director shall cause to be posted on or before March 1st (for the period of April 1st through September 30th) and September 1st (for the period of October 1st through March 31st) of each year, a notice directing employees to select the shift on which they would prefer to work. Employees shall be provided no less than fourteen (14) calendar days during which they may set forth their individual shift preference. Upon completion of the bid process, the 9-1-1 Director shall cause a shift schedule to be posted by which employee's shift preferences shall be honored in accordance with bargaining unit seniority. Thereafter, no changes shall be made except by mutual agreement between the employees involved. The 9-1-1 Director may make adjustments to an employee's shift selection in the event of an emergency or in the event lack of personnel jeopardizes the efficient operations of the Center. In the event the 9-1-1 Director elects to adjust shift selections, after providing written reasoning to employees for the adjustment, reassignment shall occur first by volunteer. Of the volunteers, the employee with the most seniority shall be reassigned. If there are no volunteers, the employee with the least seniority shall be reassigned.

Section 6.1. Probationary Employees. Probationary employees may be placed on any shift for the purpose of training. Training is a multi-step process and differs depending on the employee. In order to accomplish training, it may be necessary to move probationary employees to various shifts with different trainers. Once training is completed, the

employee will be permitted to bid for his/her shift during the next shift bid. Non-probationary employees shall not be displaced from their current shift or any shift bid to accommodate training without the consent of the employee.

Section 7. Meal Break and Rest Periods. Employees shall be entitled to one paid thirty (30) minute meal break during their shift. Employees shall be permitted to take meal breaks at their assigned consoles or workstations. The Employer shall also make reasonable efforts to provide members of the bargaining unit with two (2) additional paid fifteen (15) minute breaks during each shift. The Union and Employer acknowledge and agree that, given the nature of the Authority's operation, meal breaks or rest periods may not be duty-free.

Section 8. Communications Training Officer (CTO) Compensation. Employees who are certified Communications Training Officers and assigned by the Employer to train other employees shall be paid a premium in the amount of Two Dollars (\$2.00) per hour in addition to their regular wage for each hour assigned as a CTO. Employees who are not certified Communications Training Officers but assigned by the Employer to train other employees shall be paid a premium in the amount of One Dollar (\$1.00) per hour in addition to their regular wage for each hour assigned to train.

ARTICLE 23 PAID TIME OFF (PTO) & VACATIONS

Section 1. Purpose. The purpose of Paid Time Off ("PTO") is to provide employees with the opportunity to take time away from work without loss of compensation. PTO is an inclusive time off program intended for use in connection with vacations, illness, personal business, family care, and other needs which may require time off work.

Section 2. Eligibility. All regular full-time employees are eligible for PTO.

Section 3. Accrual. PTO for regular full-time employees will accrue at the rate of Sixteen (16) hours per month. Additional PTO will be awarded on the first pay date following an employee's employment anniversary date in accordance with the following schedule:

<u>Year from Date of Hire</u>	<u># of Additional Hours Per Year</u>
Six (6) through Ten (10)	Sixteen (16) hours
Eleven (11) through Fifteen (15)	Thirty-Two (32) hours
Sixteen (16) through Twenty (20)	Forty-Eight (48) hours
Twenty (21) and over	Sixty-Four (64) hours

Employees will earn PTO for scheduled hours when absent from work in connection with: PTO, holidays, furlough days, paid leaves of absence, bereavement leave, and jury duty. Employees will not earn PTO for scheduled hours when absent from work in connection with: excused or unexcused leaves of absence without pay, including unpaid leaves of absence, salary continuation for short-term disability, workers' compensation, or long-term disability leave.

Section 4. Accumulation. Employees may accrue and carry over from one calendar year to the next no more than three hundred (300) hours of PTO. Employees whose PTO accumulated PTO balance exceeds three hundred (300) hours shall not be eligible for additional accrual and shall forfeit any excess hours.

Section 5. Cash Out Upon Separation. In the event an employee separates employment due to either retirement (for the purposes of this Article defined as twenty (20) or more years of service to the Employer) or death, the Employer shall pay to the Employee or his/her estate, a sum of money equal to the total of the employee's accumulated PTO up to three hundred (300) hours. In the event an employee separates employment for any reason other than retirement or death the Employer shall pay the Employee a sum of money equal to one-half of his/her accumulated but unused PTO.

Section 6. Scheduling. To the extent possible, PTO is to be requested of and approved by the 9-1-1 Director. In the event of illness or emergency preventing an employee from requesting PTO in advance, the employee must notify the 9-1-1 Director or designee no later than the start of the shift and obtain approval for unscheduled time off. Except as provided for by the Family Medical Leave Act (FMLA) provisions of this Agreement (See Article 20, Section 3), employees may not elect to take excused absences or leave without pay for the purposes of saving accrued PTO.

The Employer's Human Resources Department will properly notify the 9-1-1 Director and the employee when the employee's accumulated PTO has been depleted. It shall be the obligation of the employee to request a leave of absence, if so desired. Failure to request such leave after proper notification may result in the termination of the employee's employment.

Section 7. Illness. When PTO is requested for illness or injury, the 9-1-1 Director or designee, as a condition of approval of the requested leave, may require a note from a physician setting forth the reason(s) for the requested leave where there exists a reasonable belief that the health and/or safety of personnel may be affected or there is reasonable and articulable suspicion that the employee is misusing or abusing PTO for the purposes of illness or injury.

Section 8. Sick Leave Incentive. Beginning January 1, 2024, and every year thereafter, employees who have completed one (1) full year of service and have two (2) or less sick leave occurrences between January 1st and June 30th of any calendar year shall be awarded an additional twelve (12) hours of PTO effective the first pay period after July 1st. Employees who have two (2) or less sick leave occurrences between July 1st and December 31st of any calendar year shall be awarded an additional twelve (12) hours of PTO effective the first full pay period after January 1st.

Section 9. Transfer of PTO. Upon written authorization from the Bargaining Unit President to the Human Resources Department, employees may voluntarily transfer or donate PTO to another employee. Transfers of PTO shall only be permitted where:

- A. The employee receiving donated PTO is experiencing one of the following situations:
 - a. Exposure to contagious disease that would endanger the health of others by attendance at work (presentation by the employee of a physician's note recommending absence from work is required);

- b. Illness or injury (presentation by the employee of a physician's note recommending absence from work is required);
 - c. Medical appointments or treatment (supporting documentation may be requested).
 - d. Life-altering event.
- B. The employee receiving donated PTO has exhausted all of their accumulated PTO.

Written authorization for transfer of PTO from one employee to another must have the signatures of the employees agreeing to transfer PTO hours and the specific number of hours being transferred. PTO hours transferred to any employee during a rolling two (2) year period shall not exceed one hundred and sixty (160) hours. The parties agree that the transfer program shall be managed by the bargaining unit and that the Human Resources Department's only activity is to perform the transfer as directed by the bargaining unit.

Section 10. Vacation Period. The 9-1-1 Director on March 15th or before if the corresponding shift selection process has been completed (for the period of April 1st through September 30th) and September 15th or before if the corresponding shift selection has been completed (for the period of October 1st through March 31st) of each year, shall cause to be posted a notice directing employees to select vacation. Employees shall be provided no less than fourteen (14) calendar days during which they may set forth their individual vacation preferences. Upon completion of the bid process, the 9-1-1 Director shall cause a vacation schedule to be posted by which employee's shift preferences shall be honored in accordance with bargaining unit seniority. Thereafter, vacations may be requested by employees on a first come, first serve basis by submitting a request at least fourteen (14) days in advance to the 9-1-1 Director.

ARTICLE 24

LIFE, HOSPITALIZATION, AND DISABILITY INSURANCE

Section 1. Life Insurance. The Employer shall provide and pay the premium for a group term life insurance policy for each employee in the bargaining unit in an amount no less than twenty thousand dollars (\$20,000). Upon being notified of the death of any bargaining unit employee, the Authority shall make a reasonable effort to notice the deceased employee's estate or next of kin of the existence of the policy.

Section 2. Health Insurance. The Employer shall provide employees with hospitalization, surgical and medical insurance. Employees shall be subject to the statutory hard caps for health insurance premiums as set forth by the Michigan Department of Treasury pursuant to Public Act 152 of 2011. The Employer shall pay the group premiums, subject to the statutory hard caps, for hospitalization, surgical and medical insurance. The parties hereto agree that members of the bargaining unit shall be represented on the Gratiot County Healthcare Committee for the purpose of collectively bargaining coverage and plan specifics as well as investigating cost containment issues. Notwithstanding the above, the Employer reserves the right during the duration of this Agreement to change insurance carriers provided the change does not result in a diminishment in benefits unless otherwise agreed upon by the parties. The Employer shall give the Union reasonable prior written notice of the intention to change carriers.

Section 3. Opt Out. Bargaining unit employees who are entitled to health insurance benefits under the terms of this Agreement shall have the option of receiving compensation in lieu of health insurance benefits. Employees of the bargaining unit who elect not to participate in the Employer's health insurance plan shall be provided an annual incentive payment in the amount of two thousand dollars (\$2,000) for family coverage, fifteen hundred (\$1,500) for 2-person, and/or nine hundred (\$900) for single. In order to qualify for any opt-out incentive, an employee must (a) have qualifying health insurance coverage through another source and (b) sign a waiver declining health insurance coverage from the Employer.

An employee who elects compensation in lieu of health insurance benefits shall have the right to enroll and participate in the Employer's provided health insurance plan upon the occurrence of a "qualifying life event" as defined by the Affordable Care Act.

Section 3. Optical and Dental Insurance. Employees of the bargaining unit shall be afforded dental coverage as a benefit consistent with the Employer's current plan. The Employer shall provide employees of the bargaining unit the ability to purchase, at the employee's cost, optical/vision insurance.

Section 4. Short-Term Disability. Full-time employees covered hereunder shall be provided short-term disability insurance. All payable benefits must meet insurance carrier requirements for eligibility and reporting. Payable benefits begin on the eighth (8th) day for accident and illness and are payable to the Social Security normal retirement age. Employees shall receive sixty percent (60%) of gross income (excluding overtime) to a maximum benefit of six hundred dollars (\$600) per week up to thirteen (13) weeks. Employees may use accumulated PTO to supplement short-term disability benefits up to a maximum of their current rate of pay.

Section 5. Long-Term Disability. Each full-time employee shall be provided with long-term disability insurance. All payable benefits must meet insurance carrier requirements for eligibility and reporting. Payable benefits begin on the 91st day for accident and illness and are payable to the Social Security Normal Retirement Age. Employees will receive 60% of income to a maximum benefit not to exceed \$5,000.00 per month, excluding bonuses, overtime and other compensation not considered to be basic wages. The County reserves the right to change carriers for reasons of cost or service by providing benefits equal or better in their totality.

ARTICLE 25 RETIREMENT

Section 1. Retirement Benefit. All bargaining unit employees actively employed prior to the date of ratification of this Agreement shall maintain their current retirement benefit until such time as they separate employment or a change to their benefit is collectively bargained by the parties hereto.

All regular full-time bargaining unit employees hired on or after the date of ratification of this Agreement shall participate in the Michigan Municipal Employees Retirement System (MERS) defined contribution (DC) plan. Upon hire, employees shall be required to make a one-time,

irrevocable benefit election. The employee may elect to: (a) contribute four percent (4%) of gross wages to the plan with the Employer contributing five percent (5%) for a total of nine percent (9%) or (b) contribute nothing to the plan and the Employer will contribute three percent (3%) of the employee's gross wages to the plan for a total of three (3%). Employees may make additional voluntary, unmatched contributions to the plan subject to IRS regulations.

Section 2. Vesting. Subject to continuous employment with the Authority, employees shall vest for the purposes of the Employer's contributions in accordance with the following schedule:

<u>Years of Service</u>	<u>Retained by Employee</u>
0-2 Years	0%
2 Complete Years	25%
4 Complete Years	50%
4 Complete Years	75%
5 Complete Years or more	100%

Employees shall vest immediately for the purposes of their contributions (and its earned interest) to the plan.

Section 3. Plan Management. Participating employees may select from eligible investment options provided by MERS for their portion of any retirement contributions. Upon one hundred percent (100%) vesting for the purpose of the Employer's contributions, employees may select the option for the Employer's contributed funds. The Employer shall be responsible for establishing and coordinating the Defined Contribution Plan with MERS as well as deducting by payroll deduction and contributing all employee contributions to the plan.

ARTICLE 26 MISCELLANEOUS

Section 1. Bulletin Boards. The Employer shall furnish a bulletin board in the Dispatch Center which may be used for notices approved by the County and the bargaining unit.

Section 2. Safety. The Employer shall make reasonable provisions for the safety of its employees during the hours of their employment and shall provide all safety devices and equipment which the Employer may require Employees to use during such working hours.

Section 3. Legal Defense. The Employer will provide to the Employee such legal defense as is necessary when any civil action is brought against an Employee as a result of acts occurring when and while said Employee is in the performance of his/her duties and responsibilities; provided that notification is immediately given to the Employer that service or process was made upon the Employee.

ARTICLE 27 COMPENSATION

Section 1. Wages. Effective October 1, 2024, wages for all employees shall be increased by an additional 5%.

Effective October 1, 2025, wages for all employees shall be increased by an additional 3%.

A salary schedule is attached to this Agreement as APPENDIX A

Section 2. Direct Deposit. It is agreed that the Employer may require direct deposit of wages in a manner consistent with the applicable provisions of the amended Payment of Wages and Fringe Benefits Act, being MCL 408.476

ARTICLE 28 HOLIDAYS

Section 1. Holidays. All full-time employees in job classifications covered by this Agreement shall receive twelve (12) hours at their straight-time rate of pay, exclusive of any applicable premium(s), for each of the following Employer recognized holidays:

Recognized Holidays
New Year's Day
Martin Luther King Jr. Day
President's Day
Good Friday (Half Day)
Memorial Day
Juneteenth
Independence Day
Labor Day
Veteran's Day
Thanksgiving Day
Day After Thanksgiving
Christmas Eve
Christmas Day
New Year's Eve

Section 2. Payment. Payment for holidays shall be made to employees in one (1) lump sum prior to September 15th of each year. If an Employee terminates employment mid-year, pay will be pro-rated on a completed payroll basis.

Section 3. Additional Holidays. Any additional day(s) designated as holidays by the Gratiot County Central Dispatch Authority or the Gratiot County Board of Commissioners during the term of this Agreement shall be considered recognized holidays consistent with this Article.

ARTICLE 29 PERSONNEL FILES

Section 1. Employee Access. Employees shall, during normal business hours of the Human Resources Department, have the right to access his/her personnel file. The contents of an employee's personnel file shall be made available to the employee for inspection and/or review. At the employee's request, he/she shall be provided copies of any document contained within his/her personnel file.

Section 2. Rebuttal Statement. Consistent with the "Bullard-Plawecki Employee Right to Know Act," an employee who disagrees with any personnel record contained within his/her personnel file shall be entitled to submit a written statement of response explaining the employee's position. The Employer shall attach the employee's statement to the personnel record placed in the employee's personnel file. The employee's statement shall also be included when the personnel record is divulged or disclosed upon the request of any third party. For the purposes of this Article, "personnel record" shall mean a record kept by the employer that identifies the employee, to the extent that the record is used or has been used, or may affect or be used relative to that employee's qualifications for employment, promotion, transfer, compensation, or disciplinary action.

Section 3. Notice. Employees shall be simultaneously notified in writing when the Employer places any personnel record into the employee's personnel file. Additionally, the Employer shall notify any Employee in writing prior to divulging, disclosing, or releasing any disciplinary report, letter of reprimand, or other disciplinary action contained within the Employee's personnel file to any third party.

ARTICLE 30 SAVINGS CLAUSE

If any article or section of the Agreement or any addendum thereto should be held invalid by operation of law or by any tribunal of competent jurisdiction or if compliance with or enforcement of an article or section should be reinstated by such tribunal, remainder of the Agreement and addendum should not be affected thereby, and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such article or section.

ARTICLE 31 SUCCESSORS CLAUSE

This Agreement shall be binding upon the Employer's successor, assignees, purchasers, lessee or transferees, whether such succession, assignment or transfer be affected voluntarily, or by the operation of law; and in the event of the Employer's merger or consolidation with another Employer, this Agreement shall be binding upon the merger or consolidated Employer.

ARTICLE 32

SPECIAL CONFERENCES

Section 1. The Parties hereto agree to meet and confer upon any term(s) of this Agreement requiring clarification upon the written request of either Party. The written request shall be made in advance and include notice of the nature of the matter(s) to be discussed and the reasons for requesting the conference. Discussion shall be limited to matters set forth in the agenda, but it is understood that said special conferences shall not be for the purpose of conducting continuing collective bargaining nor to in any way modify, add to, or detract from the provisions of this Agreement. Special meetings shall be held within ten (10) calendar days of the receipt of the written request during normal business hours and place mutually agreeable to the Parties.

Section 2. Employee representatives of the Union attending special conferences will be paid by the County for time spent meeting, but only for the straight time hours they would otherwise have worked on their regular work schedule.

ARTICLE 33
TERMINATION AND MODIFICATION

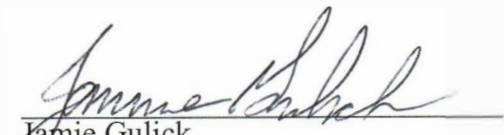
This Agreement shall continue in full force and effect until 11:59 p.m. on September 30, 2026.

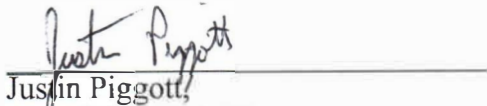
Section 1. Either party wishing to negotiate a new agreement beyond September 30, 2026 shall give notice to the other party no less than thirty (30) days prior to the expiration of this Agreement. If no such notice is given, this Agreement shall continue in effect from year to year thereafter subject to notice of termination by either party at least one hundred (150) days prior to December 31 of any year after the years herein above-set forth.

Section 2. Such notice of termination in any case shall be in writing and shall be sufficient if sent by certified mail, addressed, if to the Union, to the Capitol City Labor Program, and if to the Employer, to such address as the Union or the Employer may make available to each other. During any negotiations of any future collective bargaining agreement, all benefits herein contained shall remain in effect.

Executed this ____ day of December, 2023 by the undersigned on behalf of their authorized representatives.

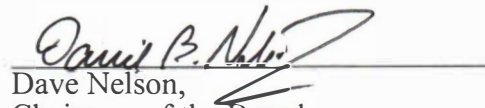
**CAPITOL CITY
LABOR PROGRAM:**

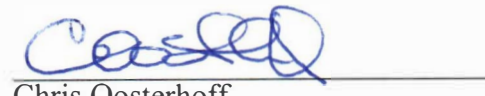

Jamie Gulick,
Bargaining Unit President


Justin Piggott,
Bargaining Unit Vice President


Brad Richman
Director, CCLP

**GRATIOT COUNTY CENTRAL
DISPATCH AUTHORITY:**


Dave Nelson,
Chairman of the Board


Chris Oosterhoff,
Gratiot County Administrator


David Rapacz
9-1-1 Director

APPENDIX A

Dispatcher			+5%	+3%
Step	Current	Effective 01-01-2024	Effective 10-01-2024	Effective 10-01-2025
Start	\$17.00	\$18.35	\$19.27	\$19.85
Year 1	\$18.39	\$19.19	\$20.15	\$20.75
Year 2	\$19.34	\$20.08	\$21.08	\$21.71
Year 3	\$19.88	\$21.00	\$22.05	\$22.71
Year 4	\$20.73	\$21.97	\$23.07	\$23.76
Year 5	\$21.54	\$22.98	\$24.13	\$24.85