

AGREEMENT

BETWEEN

THE COUNTY OF KENT
AND THE CHIEF JUDGE OF THE 17TH JUDICIAL CIRCUIT COURT

AND

CIRCUIT COURT REFEREE ASSOCIATION

January 1, 2023 through December 31, 2027

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AGREEMENT

An AGREEMENT entered into December 15, 2022, to take effect January 1, 2023, by and between THE COUNTY OF KENT and CHIEF JUDGE OF THE 17TH JUDICIAL CIRCUIT COURT, hereinafter referred to as "Employer" and the CIRCUIT COURT REFEREE ASSOCIATION, hereinafter referred to as the "Union", as follows:

PREAMBLE

The purpose of this Agreement is to set forth the terms and conditions of employment and to promote orderly and peaceful labor relations for the mutual benefit of the Employer, its employees, and the Union. The parties recognize that the interests of the community and the job security of the employees depend on the Employer's success in establishing and the employees' success in rendering services to the public.

Therefore, the Employer and the Union encourage to the fullest degree friendly and cooperative relations between their respective representatives at all levels and among all employees.

RECOGNITION

Section 1.1. Collective Bargaining Unit. Pursuant to and in accordance with the provisions of Act 379 of the Public Acts of 1965, as amended, the Employer does hereby recognize the Union as the exclusive representative for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment for all employees employed by the Employer in the following collective bargaining unit:

All full-time Attorney Referees and Friend of the Court Staff Attorneys employed by and under the Chief Judge of the 17th Judicial Circuit.

Section 1.2. Definition of Employer. Employer shall mean separately and jointly the following: The County of Kent and the Chief Judge of the 17th Judicial Circuit Court.

REPRESENTATION

Section 2.1. Collective Bargaining Committee. The Employer hereby recognizes a bargaining committee composed of two (2) Union members who have been regular full-time employees for at least one year. One of the bargaining committee members shall be designated as the Chairperson. The function of the committee shall be to negotiate successor collective bargaining agreements and to act in a representational capacity for the purpose of processing grievances for employees covered by this Agreement.

Section 2.2. Lost Time. The representatives shall be permitted to leave their work station, to investigate and present grievances to the Employer, without loss of pay, after specifying to their supervisor the purpose of their activity. Permission shall be granted unless it would unduly disrupt or interfere with the normal operations of the Court. Representatives will be permitted to answer contractually-related questions, without loss of pay, during working hours. The representative's time during such release time will be devoted to the proper processing of grievances and/or performing other representational duties and will not be abused.

Section 2.3. Identification of Bargaining Committee Members. The Union shall furnish the Employer in writing the names of its bargaining committee members responsible for administering this Agreement, and whatever changes may occur from time to time so that the Employer may at all times be advised as to the authority of individual representatives of the Union with whom it may be dealing. This notification shall be made in advance of the Employer's recognition of the authority of such individuals to act under this Agreement.

Section 2.4. Non-Employee Representatives. Either party may have non-bargaining unit employee representatives present at any meetings between the parties.

UNION SECURITY AND DUES CHECKOFF

Section 3.1. Union Membership. Membership in the Union is not compulsory. All employees have the right to join, not join, maintain, or drop their membership in the Union as they see fit. The Union recognizes, however, that it is required under this Agreement to represent all employees included within the collective bargaining agreement without regard to whether the employee is a member of the Union.

Section 3.2. Checkoff.

- (a) During the life of this Agreement, the Employer agrees to deduct Union membership dues or a service fee from each employee covered by this Agreement who executes and files with the Employer a checkoff authorization form, subject to revocation by written notice from the employee to the Union and Employer.
- (b) The Union shall notify the Human Resources Department in writing of the proper amount of Union membership dues and service fees and any subsequent changes in such amounts.

Section 3.3. Hold Harmless. The Union agrees to indemnify and save the Employer harmless against any and all claims, suits, or other forms of liability arising out of the deduction of dues or service fees.

RIGHTS OF THE EMPLOYER

Section 4.1. Rights. The Employer, on its own behalf and on behalf of the public it serves, hereby retains and reserves to itself, and its designated representatives, all powers, rights, duties, and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan and the United States. Among the rights of the Employer is the right to determine all matters pertaining to the services to be furnished and the methods, procedures, means, equipment, and machines to provide such service; to hire new employees, to determine the nature and number of the facilities and departments and their locations; to adopt, modify, change or alter its budget; to establish or abolish classifications of work; to combine or recognize any part or all of its operations; to maintain order and efficiency; to study and use improved methods and equipment; to direct the work force; to assign work and determine the location of work assignments and related work to be performed; to determine the number of employees to be assigned to operations; to select employees for promotion or transfer to supervisory or other positions; to determine the number of supervisors; to make judgments regarding skill and ability and the qualifications and competency of employees; to establish training requirements for purposes of maintaining or improving the professional skills of employees and for advancement. The Employer shall also have the right to suspend, discipline, or discharge employees for just cause. "Just cause" shall be defined as those grounds for discipline or removal as contained in the Michigan Code of Judicial Conduct and the Michigan Rules of Professional Conduct for attorneys; incompetence or misconduct; and the failure to abide by those administrative orders, policies or procedures as officially promulgated by the Chief Judge. The Employer shall also have the right to establish and follow an orderly procedure to transfer, lay off and recall personnel; to establish reasonable work rules; to establish and change work schedules and hours, to provide and assign relief personnel; and to continue and maintain its operations as in the past, provided, however, that these rights shall not be exercised in violation of any specific provision of this Agreement and, as such, it shall be subject to the grievance and arbitration procedure established herein.

NO STRIKE - NO LOCKOUT

Section 5.1. No-Strike Pledge. During the term of this Agreement, the Union agrees that neither it nor its officers, representatives, members, or employee it represents shall, for any reason whatsoever, directly or indirectly, call, sanction, counsel, encourage, or engage in any strike, walk-out, slow-down, sit-in, sympathy strike, or stay-in, nor shall there be any concerted failure by them to report for duty; nor shall they absent themselves from work, abstain in whole or in part from the full, faithful, and proper performance of their duties, including a labor dispute between the Employer and any other labor organization.

Section 5.2. No Lockout. During the life of this Agreement, the Employer agrees not to lock out any employees covered by this Agreement.

GRIEVANCE PROCEDURE

Section 6.1. Definition of Grievance. A grievance, for the purposes of this Agreement, shall be defined as a complaint by an employee covered by the Agreement or the Union concerning the application or interpretation of a specific provision or provisions of this Agreement.

Section 6.2. Grievance Procedure. All grievances shall be handled in the following manner:

- (a) **Verbal Step.** An employee who believes they have a grievance shall discuss the matter with their immediate supervisor within fifteen (15) days following the events which caused the grievance. The employee or steward will advise the supervisor or appropriate management personnel in writing that the discussion is a Step 1 Grievance. If requested by the employee, a collective bargaining committee member may be present. The employee's immediate supervisor shall inform the employee of the supervisor's decision in the matter within ten (10) days following the date of discussion.

- (b) **Written Procedure.** If the grievance is not settled in Step 1, it shall be reduced to writing and submitted to the Chief Judge within fifteen (15) days following the occurrence or knowledge of the occurrence of the events giving rise to the complaint. The written grievance shall name the employee(s) involved, state the facts giving rise to the grievance, identify all provisions of this Agreement alleged to have been violated by appropriate reference and state the contention of the employee(s) or the Union with respect to these provisions, indicate the relief requested, and be signed by the collective bargaining committee member and the affected employee(s). The Chief Judge or designee, a representative of the Human Resources Department, and the collective bargaining committee shall meet to discuss the grievance within fourteen (14) days following receipt of the grievance by the Chief Judge. The Employer shall place their written answer on the grievance and return it to the collective bargaining committee member within fourteen (14) days following the meeting.

Section 6.3. Time Limitations. The time limits established in the grievance procedure shall be followed by the parties. If the Union fails to present a grievance in time or to advance to the next step in a timely manner, it shall be considered withdrawn. If the time limits are not followed by the Employer, the grievance shall automatically advance to the next step, but excluding arbitration. The time limits established in the Grievance Procedure may be extended by mutual agreement, provided the extension is reduced to writing and the period of extension is specified.

Section 6.4. Time Computation. In computing days under the Grievance Procedure, Saturdays, Sundays, and Holidays recognized under this Agreement shall be excluded.

Section 6.5. Grievance Form. The grievance form shall be mutually agreed upon by the Employer and the Union.

Section 6.6. Grievance Resolution. All resolutions of grievances must be approved by the Chief Judge and the Human Resources Director before they are binding on the Employer. If the Chief Judge or the Human Resources Director disagrees with the settlement of the grievance, the Chief Judge shall notify a collective bargaining committee member within ten (10) days and the grievance may be resubmitted to arbitration in accordance with Section 7.1.

ARBITRATION

Section 7.1. Arbitration Request. In the event that a grievance involving the application, interpretation, or enforcement of the provisions of this Agreement shall not have been satisfactorily adjusted during the two steps of the Grievance Procedure, the Union may submit the grievance to arbitration by giving written notice to the Human Resources Director within twenty (20) days of the Employer's Step 2 answer. If arbitration is not sought within the twenty (20) day period specified in this Section, the matter shall be considered settled on the basis of the Employer's last disposition.

Section 7.2. Pre-Arbitration Meeting. Nothing in this Agreement shall prohibit the parties from having pre-arbitration meetings to discuss an attempt to resolve pending cases at the arbitration step of the grievance procedure.

Section 7.3. Selection of Arbitrator. If a timely request for arbitration is filed by the Union, the parties to this Agreement shall promptly select by mutual agreement one (1) arbitrator who shall decide the matter. If the parties are unable to agree upon an arbitrator, the arbitrator shall be selected by each party alternately striking a name from a panel of seven (7) arbitrators submitted by the Federal Mediation and Conciliation Service. Either party to this Agreement may reject the first list submitted by the Federal Mediation and Conciliation Service provided the party that does so must immediately request a new list. The remaining name shall serve as the arbitrator, whose fees and expenses shall be shared equally by the Employer and the Union. Each party shall pay the fees, expenses, wages, and any other compensation of its own witnesses, representatives and legal counsel.

Section 7.4. Arbitrator's Powers. The arbitrator shall have no power to add to, subtract from, or modify any of the terms of this Agreement, nor shall the arbitrator have the power to establish or change any classification wage rate. If the issue of arbitrability is raised, the arbitrator shall only decide the merits of the grievance if arbitrability is affirmatively decided. The arbitrator's decision shall be final and binding upon the Union, the Employer, and the employees in the bargaining unit, except that a claim that the arbitrator exceeded the Arbitrator's Powers is subject to court determination. Any award of the arbitrator shall not be retroactive any earlier than the time the grievance was first submitted in writing.

DISCIPLINARY PROCEDURES

Section 8.1. The Employer agrees to notify the Union, in writing, of all disciplinary suspensions and discharges.

Section 8.2. Discipline will be of a progressive corrective nature, except nothing shall prevent the Employer from taking immediate and appropriate disciplinary action should it be required by the circumstances.

Section 8.3. The standard for discipline and/or discharge shall be just cause, and penalties imposed, if any, shall be based on progressive discipline.

Section 8.4. Disciplinary action shall only be taken for just cause. In the event that disciplinary action results in loss of pay or discharge, the employee will be informed of the employee's rights to be represented by the Union and the Employer shall provide a statement in writing of the reasons why said action, other than oral reprimand, is being imposed.

SENIORITY

Section 9.1. Seniority Definition. Seniority shall be defined to be the length of the employee's continuous service with the Employer commencing with the last date of hire in the position of Referee. Continuous service is defined as that time actually spent on active payroll plus all approved leaves of absence periods, unless otherwise provided in this Agreement. The application of seniority shall be limited to the preferences and benefits specifically recited in this Agreement. Employees who are hired on the same date shall be placed on the seniority list in alphabetical order of surnames.

Section 9.2. Seniority List. The County shall prepare a seniority list and submit it to the Union on an annual basis, not later than February 1st. The list shall include the employee's name, continuous service date, anniversary date, classification, seniority date, compensation range and step level.

Section 9.3. Loss of Seniority. An employee's total seniority classification, seniority, and their employment relationship with the Employer shall terminate for any of the following reasons:

- (a) The employee resigns, retires, or receives a pension, including a disability pension, under the Kent County Retirement System.
- (b) The employee is terminated or discharged.
- (c) The employee is absent for any three (3) consecutive working days without properly notifying the Employer. After such unreported absence, the Employer will send written notification to the employee by certified mail at the employee's last known address that because of unreported absence, the employee is considered to have

resigned (voluntary quit) and is no longer in the employ of Kent County. In proper cases, exceptions shall be made upon the employee producing convincing proof of their inability to give such notice.

- (d) If the employee does not return to work on the date specified for a recall from layoff as set forth in the recall procedure. Exceptions shall be made upon the employee producing convincing proof of their inability to return as required.
- (e) The employee fails to return on a specified date following an approved leave of absence, sick leave, vacation or disciplinary suspension. In proper cases, exceptions shall be made upon the employee presenting convincing proof of their inability to return on the required date.
- (f) The employee has been on layoff status for a period of two (2) years or the length of their seniority, whichever is less.
- (g) The employee has been on sick leave for a period of two (2) years or for a period of time equal to the length of their seniority at the time of such sick leave commences, whichever is less.
- (h) The employee has been on worker's compensation leave for a period of two (2) years or for a period of time equal to the length of their seniority at the time such worker's compensation leave commences, whichever is less.

Section 9.4. Super Seniority. Notwithstanding their position on the seniority list, the chief spokesperson and respective representatives shall, in the event of a layoff of any type, be continued at work as long as there is a job in their classification with the Employer that they are capable of performing and shall be recalled to work in the event of a layoff on the first job opening within their classification in the bargaining unit with the Employer and which they are capable of performing.

Section 9.5. Probationary Employees. All employees shall be on probation until they have completed six (6) months of employment. During this probationary period an employee may be discharged or terminated without recourse and without regard to this Agreement. The parties may agree to extend the probationary period of any employee. Such extension must be in writing, specify the length of extension and be signed by both parties.

LAYOFF AND RECALL

Section 10.1. Notice of Layoff. Employees who are to be laid off shall receive fourteen (14) calendar days advance notice unless such layoff is necessitated by an emergency situation where such advance notice is not possible. An employee recalled to work shall have a minimum of five (5) work days advance notice before the employee has to report for work. Notices shall be sent by certified mail, return receipt requested. It shall be the employee's responsibility to keep the

employee's current address and telephone number on file with the Human Resources Department. If the employee fails to report for work as required, the employee shall be considered a voluntary quit.

CONTRACTING OF WORK

Section 11.1. Contracting of Work. If it is necessary to contract out bargaining unit work, the Employer will give written notification to the Union and the Employer will hold a special conference with the Union to discuss the Employer's rationale and justify its actions fifteen (15) days prior to any final decision of the Board of Commissioners. Contracting out work will not result in a layoff or demotion of employees or result in the loss of regular wages or benefits to a bargaining unit employee. The layoff or demotion of employees will not result in the immediate contracting out of bargaining unit work.

SAFETY COMMITTEE

Section 12.1. A Safety Committee comprised of two (2) Union members and two (2) representatives appointed by the Employer shall meet at least quarterly for the purpose of investigating and making recommendations to the Employer regarding existing conditions and/or circumstances hazardous to the safety and/or health of employees and the public. The committee shall follow guidelines established by OSHA and MIOSHA. The Employer shall submit, within ten (10) working days after receipt, a written response, with a copy to the Union, to all recommendations. Union members of the Safety Committee will be compensated at their regular rate of pay during the time required for meetings and/or investigations.

CONFERENCES, WORKSHOPS AND SEMINARS

Section 13.1. Employees are encouraged to attend conferences, workshops, or seminars in which the training is directly related to the employee's assigned duties or the training is required to maintain a professional license. Requests for approval to attend educational conferences, workshops, and seminars shall be made to the Employer or designee. Expenses will be reimbursed in accordance with existing County Policy.

LEAVES OF ABSENCE

Section 14.1. Procedure for Requesting Leaves. Requests for a leave of absence must be submitted in writing by the employee to the Chief Circuit Court Judge at least thirty (30) days in advance of the date the leave is to commence, except in emergency situations. The request for the leave of absence shall state the reason for the leave and the exact dates on which the leave is to begin and end. Authorization or denial of the leave of absence shall be furnished to the employee in writing by the Chief Circuit Court Judge and the Human Resources Director within ten (10) calendar days

after the request for a leave of absence is received by the Chief Circuit Court Judge. Any request for an extension of a leave of absence must be submitted in writing to the Chief Circuit Court Judge at least ten (10) days in advance of the expiration date of the original leave, stating the reasons for the extension request and the exact revised date the employee is expected to return to work. Authorization or denial of the extension request shall be furnished in writing to the employee by the Chief Circuit Court Judge and the Human Resources Director.

An employee requesting Family and Medical Leave may request to retain up to one-half (1/2) of their accrued vacation time as of the date the Family and Medical Leave begins. Such request must be made in writing prior to the commencement of the leave unless the employee is prohibited from doing so because of an emergency. Once made, the retention of vacation time cannot be revoked.

Section 14.2. Purpose of Leaves. It is understood by the parties that leaves of absence are to be used for the purpose intended, and employees shall make their intents known when applying for such leaves. There shall be no duplication or pyramiding of leave benefits or types of absence. Employees shall not accept employment while on leave of absence unless agreed to by the Chief Circuit Court Judge. Acceptance of employment or working for another employer without prior approval while on leave of absence shall result in immediate termination of employment with the Chief Circuit Court Judge. All leaves of absence shall be without pay unless specifically provided to the contrary by the provision of the leave Section involved.

Section 14.3. Worker's Compensation Leave. In case of work-incapacitating injury or illness for which the employee is, or may be, eligible for work disability benefits under Worker's Compensation Law of the State of Michigan, such employee, with the approval of the Human Resources Director, shall be allowed salary payments, which with their compensation benefit, equal their regular salary or wage. The period covered by the above shall be a once in a lifetime benefit period not to exceed six (6) consecutive weeks. Thereafter, an employee may supplement worker's compensation benefits by utilization of the Reserve Sick Leave Bank up to the employee's normal earnings. Upon exhaustion of the Reserve Sick Leave Bank, the employee shall draw only those benefits as are allowable under the Worker's Compensation Law of the State of Michigan. An employee who is receiving only Worker's Compensation benefits shall be placed on an unpaid leave of absence and benefits provided by this Agreement will be treated accordingly.

Section 14.4. Military Leave.

- (a) Any permanent employee who enters active service of the Armed Forces of the United States or in the United States National Guard or Reserve shall receive a leave of absence for the period of such duty. An employee returning from military service shall be re-employed in accordance with the applicable Federal and State statutes and shall be entitled to any other benefits set forth in this Agreement, provided the employee satisfies the eligibility requirements established under this Agreement.
- (b) Any permanent employee participating in a branch of the Armed Forces Reserve Training Program shall be granted a leave of absence not to exceed ten (10) working days upon presentation of proper documentation by the Commanding Officer. Such

employee shall be paid by the Employers the difference between the amount received for such training and the employee's regular salary or wage.

- (c) Any permanent employee who is called out on emergency duty by any of the established Armed Forces Reserve Training Units or by the Michigan National Guard in order to protect the rights of the citizens of the State of Michigan and the citizens of the United States, shall be paid by the Employer the difference between the amount the employee receives for such duty and their regular salary or wage for the period provided for in County policy.

Section 14.5. Bereavement Leave. An employee shall be granted a leave of absence to attend the funeral or memorial service when a death occurs in the employee's immediate family according to the following schedule:

- (a) Spouse, children, father, mother, sister, brother, minor stepchild, and any child the employee is legal guardian of (employee must provide documentation of legal guardianship): five (5) consecutive days.
- (b) Father-in-law, mother-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, stepparent, stepchild, grandparents, grandchildren: three (3) consecutive days.
- (c) Aunts, uncles, stepbrother, stepsister: one (1) day.

Leaves granted under this Section shall include the date of the funeral or memorial service, and the funeral or memorial service must take place within thirty (30) days after the date of death unless otherwise approved by the Chief Judge or designee. An employee who loses work from their regularly scheduled hours shall receive their regular straight time rate of pay, exclusive of all premiums, for such lost time. The Employer may require evidence of death and relationship of the deceased to the employee. Additional time for out of state travel or extenuating circumstances shall be allowed to be deducted from the employee's accrued vacation or paid time off or without pay.

Section 14.6. Paid Time Off.

- (a) All full-time employees covered by this Agreement shall be credited with eighty (80) hours of paid time off each year. Part-time employees will be credited with forty (40) hours of paid time off each year. At no time will the employee's Paid Time Off Bank exceed 80 hours. Hours over 80 hours will be placed in the employee's Reserve Sick Leave Bank as set forth in Section 14.6(g).

New paid time off will be credited each year on the same date as the wage increase for the year under Section 19.11(c). Current year paid time off may be used through the end of the pay period before the annual credit of new paid time off.

- (b) With the first paycheck after their hire date, full-time employees will be credited with a pro rata amount of paid time off at the rate of six hours forty minutes (6:40) for each month remaining in the calendar year. With the first paycheck following their hire date, part-time employees will be credited with a pro rata amount of paid time off at the rate of three hours twenty minutes (3:20) for each month remaining in the calendar year.
- (c) Paid time off shall be granted for personal reasons, emergency personal reasons, when an employee is unable to perform their duties because of illness or injury, illness or injury of a member of the immediate family including parents, illness or incapacity associated with pregnancy.
- (d) Paid time off days shall be charged against the employee's paid time off in the amount taken.
- (e) Absent an emergency situation, paid time off must be requested at least four (4) days in advance of the date requested. The reported reason for the use of the paid time off benefit is at the employee's discretion; however, if less than four day's advance notice is given because of an emergency situation the Employer may request proof of the emergency situation.
- (f) Paid time off may be taken in one (1) hour increments with permission of the employee's supervisor.
- (g) For employees hired before January 1, 2019 each calendar year at the end of the pay period before that in which new paid time off is added, the number of unused paid time off hours shall be added to the employee's Reserve Sick Leave Bank under Section 17.10(f). There shall be no limit on the number of hours the employee may have in their Reserve Sick Leave Bank, which includes their previously accumulated sick leave bank.

For employees hired on or after January 1, 2019, unused paid time off at the end of the pay period before that in which new paid time off is added under (a) above will accumulate up to a total of eighty (80) hours. Any balance in excess of eighty (80) hours will be placed in a Reserve Sick Leave Bank up to 182 hours maximum. Reserve Sick Leave Bank hours in excess of the 182 hour maximum will be added to the employee's Retirement Bonus Bank, to remain in that bank until the employee's retirement and to be converted to pension service credit at retirement as provided in Section 18.3.

- (h) This Section applies to employees hired before January 1, 2019. An employee shall not be charged paid time off leave for a doctor or dentist appointment provided the employee submits a signed verification from the doctor/dentist substantiating the appointment. Time spent at doctor and dental appointments in excess of ten (10) hours per year shall be deducted from the employee's paid time off.

- (i) Employees may use hours in the Reserve Sick Leave Bank in the following manner:
 - (i) To supplement workers' compensation or sickness and accident benefits paid to an eligible employee, provided, however, the sum of any such workers' compensation and sickness and accident benefits and supplemental payments shall not exceed one hundred percent (100%) of the employee's gross weekly wage.
 - (ii) Following the exhaustion of the sickness and accident benefits, the employee may draw from their Reserve Sick Leave Bank a weekly amount not to exceed one hundred percent (100%) of the employee's gross weekly wage.
 - (iii) If the employee has no Reserve Sick Leave Bank, the employee may also supplement their sickness and accident benefits by accessing their paid time off, or accrued vacation leave hours.

VACATIONS

Section 15.1. Vacations. All employees covered by this Agreement and hired before January 1, 2019 shall earn vacation leave with pay according to Schedule A below, and all employees covered by this Agreement and hired on or after January 1, 2019 shall earn vacation leave with pay according to Schedule B below:

Schedule A

Seniority	Vacation Hours Per Month
Start to less than 6 years	8 hours
6 years	10 hours
9 years	10. hours 40 minutes
10 years	11. hours 20 minutes
11 years	12 hours
12 years	12. hours 40 minutes
13 years	13. hours 20 minutes
14 years	14 hours
15 years	14. hours 40 minutes
16 years	15. hours 20 minutes
17 years	16 hours
18 years	16. hours 40 minutes

If an employee is not actively at work, on paid vacation or receiving benefits under Section 14.3, 14.6 or 17.10, for an entire month, a vacation benefit will not accrue for that month.

Schedule B

Seniority	Vacation Hours Per Month	12 Months Equals
Start to less than 3 years	6 hours 40 minutes	80 hours
3 years to less than 6 years	8 hours	96 hours
6 years	8 hours 40 minutes	104 hours
7 years	9 hours 20 minutes	112 hours
8 years	10 hours	120 hours
9 years	10 hours 40 minutes	128 hours
10 years to less than 16 years	11 hours 20 minutes	136 hours
16 years	12 hours	144 hours
17 years	12 hours 40 minutes	152 hours
18 years	13 hours 20 minutes	160 hours
19 years	14 hours	168 hours
20 years	14 hours 40 minutes	176 hours

If an employee is not actively at work, on paid vacation or receiving benefits under Section 14.3, 14.6 or 17.10, for an entire month, a vacation benefit will not accrue for that month.

Section 15.2. Vacation Payback. Based on most recent hire/rehire date, an employee who has 10 or more years of service at the beginning of the calendar year may request to receive forty (40) hours pay in December of the pay year by timely return of the Human Resources Department notice form. Said pay is in lieu of forty (40) hours vacation time and is subject to all applicable taxes. Employees who participate in the County's section 457 Deferred Compensation Plan may elect to contribute part or all of the payment in lieu of vacation to their deferred compensation accounts on a pre-tax basis, up to established maximums.

Section 15.3. Vacation Scheduling. An employee may utilize the employee's earned vacation credits upon proper notice as determined by the presiding judge, provided that, in the opinion of the Chief Circuit Court Judge, such time off does not interfere unreasonably with the efficient operation of the Court.

Section 15.4. Vacation Accumulation. Employees may not accumulate over three hundred (300) hours of vacation credits at any time.

Section 15.5. Vacation Payout. Upon termination of employment after six (6) months of service, an employee shall be paid for all vacation hours credited to the employee's account as of the date of termination, with a limit of two hundred (200) hours for employees hired on or after January 1, 2019.

HOLIDAYS

Section 16.1. Holidays.

- (a) Provided that the employee is actively at work during the week of the holiday, or on paid vacation, an employee shall be entitled to holiday leave with pay on the following recognized holidays:

New Year's Day	Veterans' Day
Martin Luther King's Birthday	Thanksgiving Day
Memorial Day	Day After Thanksgiving
Juneteenth	Christmas Eve
Independence Day	Christmas Day
Labor Day	

Section 16.2. Holiday Work. Employees who are required to work on any holiday recognized in Section 16.1 (a) shall receive a paid time off day in lieu of the holiday.

INSURANCE

Section 17.1. Health Insurance. All full time employees and eligible dependents shall be provided with Kent County Wellness PPO Plan hospitalization insurance.

- (a) Employees shall contribute twenty percent (20%) of the County's illustrative rates for the Kent County Wellness PPO Plan and prescription drug plan. through payroll deduction. The employee is eligible for a wellness incentive equal to two and one-half percent (2.5%) if the employee has participated in the wellness program including the completion of an annual preventive physical examination. An additional two and one-half percent (2.5%) incentive will be applied if the employee is a non-smoker or is participating in a county-approved smoking cessation program. Beginning January 1, 2024, eligibility for the wellness incentive will include both participation in the wellness program and the employee sharing their health biometric data with the County's wellness program vendor.

Elective abortions are not covered under County health insurance plans.

Generic prescription drugs and supplies used for the treatment of diabetes and/or hypertension will be provided without the generic co-pay. Additionally, insulin available under the brand name/formulary benefit schedule will be provided at the generic co-pay.

Prescription drug insurance coverage will include the step therapy program of the insurance carrier utilizing generic and preferred options prior to usage of non-preferred or specialty drug regimens.

- (b) As an alternative to the County hospitalization coverage, full-time employees are eligible to enroll in a Health Maintenance Organization (HMO) offered by the County at the same employee contribution percentages and incentives described in (a) above.

Effective January 1, 2023, co-payments, deductibles, co-insurance maximums and out-of-pocket maximums will be as summarized in Appendix B.

- (c) In addition to the Kent County Wellness PPO Plan and prescription drug plan (Appendix B), and to the HMO program, the County may offer a third program, as a voluntary option for employees otherwise eligible to participate in the PPO or HMO program: a high-deductible health plan with prescription drug plan, along with a health savings account option (“Health Savings Plan”) with prescription drug plan (Appendix B).

- 1) Employees shall contribute 15% of the County’s illustrative rates for the Health Savings Plan.
- 2) The County will make a one-time contribution to the Health Savings Account of an employee enrolling in this plan for the first time in the amount of one thousand dollars (\$1,000.00) for single coverage and two thousand dollars (\$2,000) for two-person or family coverage.
- 3) The Health Savings Plan will include a wellness incentive for employees who meet the requirements of the Health Savings Plan’s wellness program. The annual wellness incentive will be up to one thousand dollars (\$1,000) for single coverage and up to two thousand dollars (\$2,000) for two-person or family coverage. Employees are not eligible to receive any wellness incentives during the first year of their enrollment in the Health Savings Plan.
- 4) The Health Savings Plan will include a surcharge equal to 10% of the Health Savings Plan single coverage healthcare premium for employees who do not meet the CDC guideline for tobacco use and who do not complete a county-approved tobacco cessation program.

- (d) Annually during the open enrollment period, employees may choose between health coverage offered. This coverage will remain in effect for one year beginning January 1. Employees must have the same enrollment for both the health and prescription plans (e.g. an employee cannot select one but not the other, or have different employee/dependent coverage in the health and prescription plans).

- (e) All medical insurance programs shall provide for coordination of benefits among members of the same family by the Employer.
- (f) The Employer reserves the right to establish a self-insurance hospitalization program or to select another insurance carrier which will provide substantially the same or equivalent benefits insofar as is possible, except as to the administration of such hospitalization insurance.

Section 17.2. Payment in Lieu of Hospitalization Insurance. Notwithstanding the provisions of Section 17.1, effective with the execution of this Agreement, an employee may voluntarily elect to waive in writing all health insurance coverage outlined in Section 17.1 and in lieu thereof shall receive thirty-five (\$35) per pay period subject to the following.

- (a) The employee must provide proof of insurance coverage from some other source.
- (b) Notice of the intent to waive insurance must be sent to the Human Resources Director within thirty (30) days of the execution of this Agreement and annually thereafter during the open enrollment period.
- (c) All insurance waived employees who wish to return to provided insurance may do so during the open enrollment period each year.
- (d) Employees who have a change in coverage status such as death of the spouse, divorce, or the loss of coverage (not by selection) may return to provided hospitalization insurance at any time throughout the year as long as written evidence is provided which substantiates one of these special conditions.
- (e) Restoration of insurance coverage shall be reinstated as soon as possible; subject, however, to any regulations or restrictions, including waiting periods, which may be prescribed by the appropriate insurance carriers.
- (f) Waiver of coverage procedures must be acceptable to the applicable insurance carrier.
- (g) Payment in lieu of health insurance shall not be paid to an employee who is a spouse or dependent covered by a County plan.

Section 17.3. Dental Benefit Plan. All full-time employees shall be provided with a dental program, paid by the Employer, with benefits which pay one hundred percent (100%) of Class I benefits (two cleanings and one set of x-rays per year) per year. All other dental fees, including orthodontics, will be reimbursed at the rate of fifty percent (50%). The maximum dental benefit shall be \$2,500.

Only one annual family maximum will apply if both members of the household are eligible to participate in the County Dental Plan.

Section 17.4. Life Insurance. The Employer shall pay the required premiums to provide each full-time employee with Term Life Insurance of \$50,000.

Section 17.5. Supplemental Term Life Insurance. Full-time employees may purchase an additional amount of Supplemental Term Life Insurance in multiples of \$5,000 up to a maximum of \$150,000 through payroll deduction. The amount of payroll deduction for Supplemental Term Life coverage equals the actual cost of the County.

Section 17.6. Section 125 Plan. Full-time employees shall be eligible to participate in the Employer's Section 125 Plan.

Section 17.7. Optical Insurance. Full-time Employees covered by this Agreement shall be provided with optical insurance under the County's Optical Insurance Plan. Effective December 1, 2003, the Plan will be amended to provide for glasses each year if there has been a prescription change according to the carrier's rules.

Section 17.8. Premium Payments. Hospitalization and life insurance premiums shall be paid by the Employer commencing at the time of the next regular payment made in accordance with the Employer's procedures, following the month of employment. Employees who are laid off or go on a leave of absence shall assume full cost of such premiums commencing the first full month following their layoff or commencing their leave of absence.

Section 17.9. Retirees' Health Insurance. In lieu of any payout for accumulated sick leave, the Employer will provide health care insurance for employees who retire under the Employer's retirement plan on July 1, 2000, or thereafter, in accordance with the following:

- (a) Employees who retire on or after July 1, 2015, who have a minimum of twenty-five (25) years of service or employees who receive a duty disability retirement on or after July 1, 2000, shall receive, at the Employer's expense, the lowest single subscriber health insurance currently available to bargaining unit members up to a maximum of three hundred fifty dollars (\$350) per month. When the retiree is eligible for Medicare, the Employer shall provide to the retiree Medicare supplement insurance at an amount not to exceed the lowest single subscriber rate available under the Employer's insurance programs, not to exceed three hundred fifty dollars (\$350) per month. Retirees may, at their own expense, be allowed to pay the difference between the premium amount paid by the Employer and the premium amount for any other Employer provided insurance plan selected by the retiree.

Effective January 1, 2019 the maximum amount under this section will be increased from three hundred fifty dollars (\$350) to four hundred dollars (\$400) per month for employees who retire on or after that date.

- (b) Employees who retire with less than twenty-five (25) years of continuous service at the time of retirement shall have a monthly pro-rata health care credit based on years of credited service in relation to 25 years not to exceed the lowest single subscriber rate.

- (c) Such amount shall not exceed the lowest single subscriber rate for Employer provided health insurance including Medicare supplement.
- (d) Dependent health insurance coverage may be purchased by the retiree at the retiree's expense. A retiree's surviving spouse may continue to purchase health insurance provided by the Employer at the Employer's group rates, subject to the carrier's rules.
- (e) Insurance premiums shall be paid commencing the first month following retirement, including disability but excluding deferred, and ending on the death of the employee.
- (f) No payments shall be made by the Employer if:
 - (i) The employee receives a deferred pension;
 - (ii) The employee, after retirement, is employed by another employer who provides a health care program or insurance for its employees;
 - (iii) The retiree is covered by a health care program or insurance under their spouse's employment;
 - (iv) The balance of the required premiums required by the carrier in excess of those paid by the Employer, are not paid by the employee.
- (g) Employer contributions toward health care premiums for retirees is conditioned upon the retiree participating in the County's health care program that is provided to members of the bargaining unit from which they retired and such benefit are subject to negotiations between the parties and the provisions of Section 17.8. Retirees and their dependents age 65 and over who elect to participate in a County plan must elect the County Medicare supplement health and prescription plans.
- (h) Employees hired on or after July 1, 2016, upon their retirement, will be in a separate group for retiree health premium rating purposes.

Section 17.10. Sickness and Accident Benefits.

- (a) In consideration for the program of sickness and accident insurance benefits described in this Section, the parties agree that the former program of paid sick days shall no longer exist after December 31, 2003. No further use of time earned under the prior sick leave program, other than as provided in this Section, shall be permitted.
- (b) The Employer shall provide sickness and accident benefits for all full-time and regular part-time employees covered by this Agreement. Coverage becomes effective the first day of the month following the employee's most recent hire date subject to the provisions in the benefit policy document. Employees who are eligible for disability

benefits shall receive weekly indemnity payments consisting of sixty-seven percent (67%) of their normal gross straight time wages. These benefits shall be payable from the first (1st) day of disability due to accident or hospitalization and eighth (8th) day of illness, for a period not to exceed twenty-six (26) weeks for any one period of disability. No S&A benefits will be payable for more than 182 days of disability with the same cause or causes during any 12-month period, as determined by the insurer/plan administrator. Employees are not entitled to sickness and accident benefits for any disability for which they may be entitled to indemnity or compensation under the Employer's retirement plan, Social Security, Workers' Compensation or any other disability benefit program. When an employee elects to supplement S&A benefits, the order of the banks used to supplement will be in the following order: (1) Reserve Sick Leave Bank; (2) Paid Time Off Bank; (3) Vacation Bank.

- (c) The employee shall be given pension service credits for the period of time an employee is receiving sickness and accident insurance benefits under the County plan, provided the employee pays the employee pension contribution on 100% of the employee's gross weekly wage for the entire period in which S&A benefits are paid.
- (d) If an employee is otherwise eligible for Family and Medical Leave all insurance premium payments will be paid while an employee is receiving sickness and accident benefits, not to exceed twenty-six (26) weeks in a rolling twelve (12) month period, subject to the employee making the necessary premium co-payments.
- (e) An employee who is receiving sickness and accident insurance benefits shall be eligible to return to their former position at any time during the duration of the sickness and accident benefit period.
- (f) Accrued sick leave hours earned prior to January 1, 2004 shall be placed in a Reserve Sick Leave Bank. The employee may use the hours in the Reserve Sick Leave Bank in the following manner:
 - (i) To supplement workers' compensation or sickness and accident benefits paid to an eligible employee, provided, however, the sum of any such workers' compensation and sickness and accident benefits and supplemental payments shall not exceed one hundred percent (100%) of the employee's gross weekly wage.
 - (ii) Following the exhaustion of the sickness and accident benefits, the employee may draw from their Reserve Sick Leave Bank a weekly amount not to exceed one hundred percent (100%) of the employee's normal gross weekly wage.

RETIREMENT

Section 18.1. Pension Plan. Normal Retirement provides a life allowance that is determined by

the following formula: 2.5% Multiplier X Months and Years of Credited Service X Final Average Salary; as defined in the Plan. The employee's pension contribution shall be one-half (1/2) of the annual amortized actuarial valuation. The annual amortized actuarial valuation shall be based on the actuarial assumptions and amortization periods established by the Board of Trustees of the Kent County Employees' Retirement Plan and the Kent County Board of Commissioners in their sole discretion. The employee's pension contribution of one-half (1/2) the annual amortized actuarial valuation shall not exceed 9.5% of the employee's annual compensation.

Effective for employees hired on or after January 1, 2012, the establishment of minimum normal retirement age of 60 with 25 years of service, or the age of 62 with 5 years of service.

Section 18.2. Cost of Living. A cost-of-living escalator clause is included in the pension plan which annually increases a retiree's pension benefit check by 1% in January after 3 full years of retirement benefits.

Section 18.3. Retirement Bonus. Full-time employees who retire under the Kent County Retirement Plan (other than a deferred retirement) who as of the date of retirement has unused time in their Reserve Sick Leave Bank or, for employees hired on or after January 1, 2019 their Retirement Bonus Bank under Section 14.6(g), shall receive pension service credit (not service eligibility) for all the unused hours in the Reserve Sick Leave Bank and Retirement Bonus Bank.

MISCELLANEOUS

Section 19.1. Mileage. Reimbursable mileage shall be at the published IRS rate.

Section 19.2. Long-Term Disability Program. Effective January 1, 2016 the non-duty disability benefit provisions of the Pension Plan will not apply to employees in the Collective Bargaining Unit, and those employees will be covered by the Long Term Disability ("LTD") Program described in this Section. Terms of the insurance policy control except as specifically provided below, including the insurance policy preexisting condition provision for employees with less than twelve (12) months of service. Leaves under this Section are unpaid except for the benefits provided by this Section, and employees do not accrue length of service under this Agreement or the Pension Plan while on LTD leave.

When full-time or part-time employees are sick or injured, they may be eligible for benefits through the Long-Term Disability Policy which provides employees with 60% of their pay to age 65 in accordance with the following:

- (a) The Employer shall provide LTD coverage for all full-time and regular part-time employees covered by this Agreement. Coverage becomes effective the first day of the month following the employee's most recent hire date subject to the provisions in the benefit policy document. Employees who are determined to be eligible for disability benefits shall receive weekly indemnity payments consisting of sixty percent (60%) of

their normal gross straight time wages up to \$5,000 monthly.

- (b) These benefits shall be payable from the 180th day of disability due to accident, hospitalization or illness.
- (c) This benefit will be offset by any benefit entitlement under Workers' Compensation, Social Security, "no-fault" personal injury protection and personal sick and accident insurance, and any other disability benefit program or other compensation as defined by insurance carrier.
- (d) The County reserves the right to select an insurance carrier to provide this benefit at substantially the same level.
- (e) The Employee is considered disabled during the first 24 months of benefits if, solely because of injury or sickness, the employee is unable to perform the material duties of their regular occupation, and unable to earn 80% or more of their regular earnings from working in their regular occupation.
- (f) After disability benefits have been payable for 24 months, the Employee is considered disabled if, solely due to injury or sickness, the employee is (1) unable to perform the material duties of any occupation for which the employee is, or may reasonably become, qualified based on education, training or experience; and (2) unable to earn 60% or more of their earnings (as defined in the LTD program document or insurance policy).

Section 19.3. Bar Dues. The Employer agrees to provide payment or reimbursement of employee dues for membership in the following organizations: American Bar Association, Michigan Bar Association, Grand Rapids Bar Association, Referees' Association of Michigan, and National Council of Family and Juvenile Court Judges.

Section 19.4. Employee Address. All employees are required to furnish the Employer with an up-to-date address and notify the Employer of any change. The Employer shall be entitled to rely upon an employee's last name and address shown on their record for all purposes involving their employment.

Section 19.5. Captions. The captions used in this Agreement neither add to nor subtract from meaning, but are for reference purposes only.

Section 19.6. Gender. All references to persons in this Agreement include any gender. Gender neutral plural pronouns have been substituted for gender-specific singular pronouns but shall be construed in the singular person where appropriate in the context.

Section 19.7. Separability. If, during the life of this Agreement, any of the provisions contained herein are held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any provisions should be restrained by such tribunal pending

a final determination as to its validity, the remainder of this Agreement shall not be affected thereby. In the event any provision herein contained is so rendered invalid, upon written request by either party hereto, the Employer and the Union shall enter into collective bargaining for the purpose of negotiating a mutually satisfactory replacement for such provision.

Section 19.8. Veteran Preference Claims. It is the intent of the parties to this Agreement that its terms and provisions shall be applicable to all employees included within the bargaining unit. Accordingly, the parties agree that any employee(s) who may come within the provisions of any legislation enacted entitling a military veteran to a preference in employment or which establishes a procedure whereby the military veteran may challenge the Employer's determinations regarding the veteran's employment status will be required to, prior to request for arbitration, elect in writing either to agree to proceed with their complaint through the grievance procedure or elect the statutory remedy as the sole means of challenging the Employer's decision or determination. If the employee(s) elects to pursue the statutory remedy, any grievance concerning the Employer's employment determination shall be considered withdrawn by the Union and, further, shall not thereafter be subject of arbitration proceedings.

Section 19.9. Amendments to vacation or paid time off must be submitted to the Court Administrator and the County Payroll department by the end of the current fiscal year, or, for the last payroll period of the year, during the first thirty (30) days of the following year.

Section 19.10. Emergency Manager. An Emergency Manager appointed under the Local Financial Stability and Choice Act may reject, modify or terminate this collective bargaining agreement as provided within the Local Financial Stability and choice Act 2012 PA 436, MCL 141.1541 to 141.1575.

Section 19.11. Classifications and Rates.
See also Letter of Understanding

- (a) Listed in appendix A and incorporated herein are the rates of pay for the classifications covered by the Agreement. The 2023 wage rates in Appendix A include a 4% annual across the board increase over 2022 wage rates. Appendix A also sets forth the following subsequent annual across the board percentage wage adjustments: wage rates will be increased an additional 3% for 2024 and an additional 2% for 2025. In the event the County grants all Management Pay Plan (MPP) employees an annual across the board percentage wage increase greater than 3% for 2024 and/or greater than 2% for 2025, this Agreement will be amended to reflect the same annual percentage increase as granted MPP employees for 2024 and/or 2025. For 2026 and 2027, if no agreement is reached under Section 21.2 regarding any annual across the board adjustment of wages for 2026 and 2027, bargaining unit employees will receive the same annual across the board wage adjustment the County grants all MPP employees for 2026 and 2027.
- (b) The first step increase, to Step B under Appendix A, will be effective at the end of the Probationary Period under Section 9.5. Subsequent step increases will take effect on the annual anniversaries of the increase to Step B.

- (c) For annual pay increases other than Step increases, if January 1 falls in the first week of the pay period, then the pay increase will take effect on the first day of the pay period on which January 1 falls or, if January 1 falls in the second week of the pay period, then the pay increase will take effect on the first day of the following pay period.

NO DEROGATION

Section 20.1 The terms of this Agreement control over any personal manual and regulations or policies of the Employer so that the Employer cannot derogate from (detract from) any of the rights and benefits secured in this Agreement.

DURATION

Section 12.1. Termination. This Agreement and the attached Letters of Understanding shall remain in full force and effect until 11:59 p.m. on December 31, 2027, and thereafter for successive periods of one (1) year unless either party shall, on or before the sixtieth (60th) day prior to the expiration date, serve written notice on the other party of a desire to terminate, modify, amend, or renegotiate this Agreement.

Section 21.2. Reopener. The parties will reopen this Agreement during 2025, only with regard to negotiating any annual across the board percentage adjustment to wages for 2026 and/or 2027, with negotiations to take place during the period from April 15, 2025 through June 15, 2025. Any tentatively agreed annual across the board percentage adjustment to 2026 and/or 2027 wages must be ratified by the Union not later than July 15, 2025, to be submitted by the County Human Resources Department for consideration on the County Board of Commissioners agenda.

If this Agreement is reopened under this section, each party will have the same rights and obligations under applicable law as in negotiations for a renewal agreement at the end of the term of this Agreement, and the parties' rights and obligations will be limited to negotiating any annual across the board percentage adjustment to wages for 2026 and/or 2027. Reopening the Agreement for this limited purpose shall not affect nor change any other provisions of this Agreement, which shall remain in full force and effect.

Circuit Court Referee Association

Chief Judge of the 17th Judicial Circuit Court

Marie E Kessler

12/30/2022 | 12:08 PM EST

Hon. Mark A. Trusock

12/30/2022 | 12:20 PM EST

Craig Frederick

12/30/2022 | 12:19 PM EST

County of Kent

Stan Stek

1/4/2023 | 11:48 AM EST

Alan G. Vanderberg

1/4/2023 | 10:25 AM EST

Amy Rollston

1/3/2023 | 10:00 AM EST

APPENDIX A**(Also See Letter of Understanding 2022-1)**

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>
2023							
Staff Attorney		\$87,560	\$90,736	\$94,029	\$97,437	\$100,971	\$104,632
Attorney Referee	\$94,135	\$97,551	\$101,090	\$104,757	\$108,555	\$112,491	\$116,574
2024							
Staff Attorney		\$90,187	\$93,458	\$96,850	\$100,360	\$104,000	\$107,771
Attorney Referee	\$96,959	\$100,478	\$104,123	\$107,899	\$111,811	\$115,866	\$120,071
2025							
Staff Attorney		\$91,991	\$95,327	\$98,787	\$102,367	\$106,080	\$109,926
Attorney Referee	\$98,899	\$102,487	\$106,206	\$110,057	\$114,048	\$118,183	\$122,472

APPENDIX B

Plan Name	PPO plan		HMO plan	Health Savings Plan Effective 1/1/2024	
Deductible	IN-NETWORK	OUT OF NETWORK	IN-NETWORK	IN-NETWORK	OUT OF NETWORK
Individual	\$300	\$600	\$250	\$2,200	\$4,400
Family	\$600	\$1,200	\$500	\$4,400	\$8,800
Medical Out-of-Pocket Maximum					
Individual	\$3,150	\$6,300	\$3,150	N / A	N / A
Family	\$6,300	\$12,600	\$6,300		
Rx Out-of-Pocket Maximum					
Individual	\$5,550	\$5,550	\$5,550	N / A	N / A
Family	\$11,100	\$11,100	\$11,100		
Total Out-of-Pocket Maximum				<i>Combined - Medical & Rx</i>	
Individual	\$8,700	\$11,850	\$8,700	\$3,150	\$6,300
Family	\$17,400	\$23,700	\$17,400	\$6,300	\$12,600
Medical Copay					
Preventive Care	100% Covered	65% After Deductible	100% Covered	100% Covered	80% After Deductible
Primary Care Physician Visit	\$25	65% After Deductible	\$20	100% After Deductible	80% After Deductible
Specialist Visit	\$25	65% After Deductible	\$40	100% After Deductible	80% After Deductible
Virtual/Online Visits	\$25	65% After Deductible	\$20	100% After Deductible	80% After Deductible
Urgent Care	\$40	65% After Deductible	\$20	100% After Deductible	80% After Deductible
Emergency Room	\$125		\$100	100% After Deductible	
Advanced Imaging	85% After Deductible	65% After Deductible	\$150	100% After Deductible	80% After Deductible
Coinsurance (Employee Pays)	15% After Deductible	35% After Deductible	10% After Deductible	0% After Deductible	20% After Deductible
Out of Network Coverage	Yes		No	Yes	
Prescription					
Out of Pocket for Prescriptions	Not included with BCBS Medical, Separate coverage with Capital Max OOP = \$5,550		Not included with BCBS Medical, Separate coverage with Capital Max OOP = \$5,550	Not included with BCBS Medical, Separate coverage with Capital All copays after deductible	
Prescription Copay					
Preventative Rx	Generic medication/supplies for the treatment of diabetes and hypertension Covered 100%		Generic medication/supplies for the treatment of diabetes and hypertension Covered 100%	All Preventative Medications Covered 100% Before Deductible	
Generic	\$15		\$15	\$15	
Preferred Brand	\$25		\$25	\$25	
Non Preferred Brand	\$45		\$45	\$45	
Specialty Medications (effective 1/1/2024)	\$100		\$100	\$100	
Mail Order Copay(s)	2 x Copay for 90 Day Supply		2 x Copay for 90 Day Supply	2 x Copay for 90 Day Supply	
<p>***ACA Out-of-Pocket Maximums are subject to indexing annually and include employee cost towards: Deductible, Co-pays and Coinsurance. Total combined employee costs for medical and prescriptions cannot exceed Federal Annual limit.- Adjusted Annually.</p>					

Letter of Understanding No. 2022-1

On-call Pay

WHEREAS, the Family Division of the 17th Judicial Circuit Court in Kent County shall designate an official of the Court to be available after hours (nights, weekends, and/or holidays) to provide written authorization for the removal and placement of a child in out of home care in emergency situations; and

WHEREAS, the Court has assigned Attorney Referees to respond to Children's Protective Services (CPS) petitions and provide Court Orders if deemed appropriate; and

WHEREAS the parties wish to set forth additional compensation for the on-call duty;

NOW, THEREFORE, the County of Kent and the Chief Judge of the 17th Judicial Circuit Court (collectively the "Employers") and the Circuit Court Referee Association ("Union") agree as follows:

1. An employee scheduled to be on-call shall be assigned a seven (7) day weekly assignment, typically scheduled as Monday through Sunday.

If the on-call assignment falls on a holiday, no additional compensation will be awarded.

2. One Attorney Referee will be assigned to on-call duty for each 7-day period. The Attorney Referees are responsible for determining an equally shared schedule to be submitted to and subject to the approval of the Court Administrator. If the assigned employee becomes unavailable for any reason, a substitute will be appointed immediately per the approved schedule or as determined by the Court Administrator.
3. For 2023, the annual amount of \$22,394.82 will be divided equally among the Attorney Referees. For 2024, 2025, 2026 and 2027, the annual amount to be divided equally will be adjusted annually by the same percentage rate as applied across the board to the annual wage rates. Payments to each Attorney Referee will be made in equal gross installments each pay period subject to normal payroll deductions beginning on the effective date of the general salary increase for that year.
4. The Employer reserves the right to designate staff other than Attorney Referees to act as the official of the Court after hours and in that event the payments under this Letter of Understanding will end.
5. This Letter of Understanding replaces Letter of Understanding 2014-1.