

MUSKEGON COUNTY BOARD OF COMMISSIONERS  
MUSKEGON COUNTY, MICHIGAN

AGENDA

ADDENDUM

FULL BOARD

Hall of Justice

990 Terrace

September 13, 2011 - 3:30 PM

Kenneth Mahoney, Chair

I. John Snider, II, Vice-Chair

- 
- 
13. Administrator's Report
    - A. Appoint Mr. Robert Lukens as the Community Development Director Effective October 3, 2011
    - B. **Approve Contract Settlement with the Sheriff Command Unit and Authorize County Board Chair and County Clerk to Sign Labor Agreement**
    - C. **Approve Contract Settlement with the Sheriff Corrections Unit and Authorize County Board Chair and County Clerk to Sign Labor Agreement**
    - D. **Approve Contract Settlement with Sheriff Deputy Unit and Authorize County Board Chair and County Clerk to Sign Labor Agreement**
    - E. **Approve Contract Settlement with SEIU Public Works Unit and Authorize County Board Chair and County Clerk to Sign Labor Agreement**
    - F. **Approve Contract Settlement with the SEIU LPN Brookhaven Unit and Authorize County Board Chair and County Clerk to Sign Labor Agreement**
    - G. **Approve the Contract Settlement with the MNA Public Health Nurses Unit and Authorize County Board Chair and County Clerk to Sign Labor Agreement**
    - H. **Approve the Contract Settlement with the AFSCME Brookhaven Unit and Authorize County Board Chair and County Clerk to Sign Labor Agreement**
  14. Old Business
  15. New Business
  16. Public Comment (on a new topic)
  17. Adjournment

# REQUEST FOR BOARD CONSIDERATION-COUNTY OF MUSKEGON

COMMITTEE Full Board	BUDGETED    NON-BUDGETED    PARTIALLY BUDGETED <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		
REQUESTING DEPARTMENT Administration	COMMITTEE DATE September 13, 2011	REQUESTOR SIGNATURE	
SUMMARY OF REQUEST (GENERAL DESCRIPTION, FINANCING, OTHER OPERATIONAL IMPACT, POSSIBLE ALTERNATIVES)			
Request approval of the tentative agreement between the County of Muskegon and the Sheriff Command Unit. This agreement has been ratified by the bargaining unit. (Please see attached information).			
SUGGESTED MOTION (STATE EXACTLY AS IT SHOULD APPEAR IN THE MINUTES)			
Move to approve the contract settlement with the Sheriff Command Unit and authorize the County Board Chair and County Clerk to sign the labor agreement subsequent to signature being obtained from union representatives.			
ADMINISTRATIVE ANALYSIS (AS APPLICABLE)			
<u>HUMAN RESOURCES ANALYSIS:</u>  Recommend Approval of this agreement. Deborah Groeneveld	<u>FINANCE &amp; MANAGEMENT ANALYSIS:</u>		
<u>CORPORATE COUNSEL ANALYSIS:</u>	<u>ADMINISTRATOR RECOMMENDATION:</u>  <div style="text-align: center; font-size: 1.5em;"> <i>approval</i>  <i>BBH</i> </div>		
AGENDA DATE:	AGENDA NO.:	BOARD DATE: 9/13/11	PAGE NO.

## Fraternal Order of Police Sheriff Command Unit Contract Provisions

Effective for Contract 9/13/11 – 9/30/14

<b>Benefit</b>	<b>Current Employees</b>	<b>New Hires after 12/21/10</b>
<b>Annual Leave</b>	Annual Leave accumulation accrual change  80 hours of vacation time set from the maximum accumulation bank (as stated in Section 16.1) is eligible for a cash disbursement once per accrual benefit year in lieu of time off.	Annual Leave accumulation accrual change  80 hours of vacation time set from the maximum accumulation bank (as stated in Section 16.1) is eligible for a cash disbursement once per accrual benefit year in lieu of time off.
<b>Sick Leave</b>	Donated Leave Policy	Donated Leave Policy
<b>Retirement</b>	The employee MERS defined benefit percentage contribution for B-4 F50/25 FAC 3 increases from 6.33% to 7.33%. The Employer contribution decreases from 31.17% to 30.17%	The employee MERS defined benefit percentage contribution for B-4 F50/25 FAC 3 increases from 7.75% to 8.75%. The Employer contribution decreases from 31.17% to 30.17% .
<b>Medical Insurance</b>	Employee contribution increases from 7% to 15% of the premium equivalent effective January 1, 2012.	Employee contribution increases from 7% to 15% of the premium equivalent effective January 1, 2012.

### Wage Rate

Effective October 1, 2011 - \$600 lump sum payment for full-time employees.

Effective October 1, 2012 – Wage reopener

Effective October 1, 2013 – Wage reopener

This contract was ratified by the Fraternal Order of Police Sheriff Command Unit. County Administration, the Human Resources and Sheriff's Departments recommend approval of this contract settlement and request authorization for appropriate County officials to sign the agreement subsequent to signatures from union representatives.

September 13, 2011

# REQUEST FOR BOARD CONSIDERATION-COUNTY OF MUSKEGON

COMMITTEE Full Board	BUDGETED    NON-BUDGETED    PARTIALLY BUDGETED <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		
REQUESTING DEPARTMENT Administration	COMMITTEE DATE September 13, 2011	REQUESTOR SIGNATURE	
SUMMARY OF REQUEST (GENERAL DESCRIPTION, FINANCING, OTHER OPERATIONAL IMPACT, POSSIBLE ALTERNATIVES)			
Request approval of the tentative agreement between the County of Muskegon and the Sheriff Corrections Unit. This agreement has been ratified by the bargaining unit. (Please see attached information).			
SUGGESTED MOTION (STATE EXACTLY AS IT SHOULD APPEAR IN THE MINUTES)			
Move to approve the contract settlement with the Sheriff Corrections Unit and authorize the County Board Chair and County Clerk to sign the labor agreement subsequent to signature being obtained from union representatives.			
ADMINISTRATIVE ANALYSIS (AS APPLICABLE)			
<u>HUMAN RESOURCES ANALYSIS:</u>  Recommend Approval of this agreement. Deborah Groeneveld	<u>FINANCE &amp; MANAGEMENT ANALYSIS:</u>		
<u>CORPORATE COUNSEL ANALYSIS:</u>	<u>ADMINISTRATOR RECOMMENDATION:</u>  <div style="text-align: center; font-family: cursive; font-size: 1.2em;">                         approval                          BSLT                     </div>		
AGENDA DATE:	AGENDA NO.:	BOARD DATE: 9/13/11	PAGE NO.

## Fraternal Order of Police Sheriff Corrections Unit Contract Provisions

Effective for Contract 9/13/11 – 9/30/14

<b>Benefit</b>	<b>Current Employees</b>	<b>New Hires after 9/1/10</b>
<b>Annual Leave</b>	Annual Leave accumulation accrual change	Annual Leave accumulation accrual change
<b>Sick Leave</b>	Donated Leave Policy	Donated Leave Policy
<b>Clothing Allowance</b>	Increase allowance \$600 -10/1/11 \$625 – 10/1/12, \$650 – 10/1/13  FCC compliant portable radio by 12/31/11	Increase allowance \$600 -10/1/11 \$625 – 10/1/12, \$650 – 10/1/13  FCC compliant portable radio by 12/31/11
<b>Retirement</b>	The employee MERS defined benefit percentage contribution for B-3 F50/25 FAC 5 increases from 1.19% to 2.69%. The Employer contribution decreases from 10.05% to 8.55%	The employee MERS defined benefit percentage contribution for B-3 F50/25 FAC 5 increases from 4.19% to 5.69%. The Employer contribution decreases from 10.05% to 8.55% .
<b>Medical Insurance</b>	Employee contribution increases from 7% to 15% of the premium equivalent effective January 1, 2012.	Employee contribution increases from 7% to 15% of the premium equivalent effective January 1, 2012.

### Wage Rate

Effective October 1, 2011 - \$600 lump sum payment for full-time employees.

Effective October 1, 2012 – Wage reopener

Effective October 1, 2013 – Wage reopener

This contract was ratified by the Fraternal Order of Police Sheriff Command Unit. County Administration, the Human Resources and Sheriff's Departments recommend approval of this contract settlement and request authorization for appropriate County officials to sign the agreement subsequent to signatures from union representatives.

September 13, 2011

# REQUEST FOR BOARD CONSIDERATION-COUNTY OF MUSKEGON

COMMITTEE Full Board		BUDGETED      NON-BUDGETED      PARTIALLY BUDGETED <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		
REQUESTING DEPARTMENT Administration	COMMITTEE DATE September 13, 2011	REQUESTOR SIGNATURE		
SUMMARY OF REQUEST (GENERAL DESCRIPTION, FINANCING, OTHER OPERATIONAL IMPACT, POSSIBLE ALTERNATIVES)				
Request approval of the tentative agreement between the County of Muskegon and the Sheriff Deputy Unit. This agreement has been ratified by the bargaining unit. (Please see attached information).				
SUGGESTED MOTION (STATE EXACTLY AS IT SHOULD APPEAR IN THE MINUTES)				
Move to approve the contract settlement with the Sheriff Deputy Unit and authorize the County Board Chair and County Clerk to sign the labor agreement subsequent to signature being obtained from union representatives.				
ADMINISTRATIVE ANALYSIS (AS APPLICABLE)				
<u>HUMAN RESOURCES ANALYSIS:</u>  Recommend Approval of this agreement. Deborah Groeneveld		<u>FINANCE &amp; MANAGEMENT ANALYSIS:</u>		
<u>CORPORATE COUNSEL ANALYSIS:</u>		<u>ADMINISTRATOR RECOMMENDATION:</u>  <div style="text-align: center; font-family: cursive; font-size: 1.2em;">                     approval                      BBA                 </div>		
AGENDA DATE:                      AGENDA NO.:                      BOARD DATE: 9/13/11                      PAGE NO.				

## Fraternal Order of Police Sheriff Deputy Unit Contract Provisions

Effective for Contract 9/13/11 – 9/30/14

<b>Benefit</b>	<b>Current Employees</b>	<b>New Hires after 9/28/10</b>
<b>Annual Leave</b>	Annual Leave accumulation accrual change	Annual Leave accumulation accrual change
<b>Sick Leave</b>	Donated Leave Policy	Donated Leave Policy
<b>Retirement</b>	The employee MERS defined benefit percentage contribution for B-4 F50/25 FAC 5 increases from 3.5% to 5%. The Employer contribution decreases from 20% to 18.5%	The employee MERS defined benefit percentage contribution for B-4 F50/25 FAC 5 increases from 5% to 6.5%. The Employer contribution decreases from 20% to 18.5%
<b>Medical Insurance</b>	Employee contribution increases from 7% to 15% of the premium equivalent effective January 1, 2012.	Employee contribution increases from 7% to 15% of the premium equivalent effective January 1, 2012.

### Wage Rate

Effective October 1, 2011 - \$600 lump sum payment for full-time employees.


Effective October 1, 2012 – Wage reopener

Effective October 1, 2013 – Wage reopener

This contract was ratified by the Fraternal Order of Police Sheriff Deputy Unit. County Administration, the Human Resources and Sheriff's Departments recommend approval of this contract settlement and request authorization for appropriate County officials to sign the agreement subsequent to signatures from union representatives.

September 13, 2011

# REQUEST FOR BOARD CONSIDERATION-COUNTY OF MUSKEGON

COMMITTEE Full Board		BUDGETED      NON-BUDGETED      PARTIALLY BUDGETED <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		
REQUESTING DEPARTMENT Administration	COMMITTEE DATE September 13, 2011	REQUESTOR SIGNATURE		
SUMMARY OF REQUEST (GENERAL DESCRIPTION, FINANCING, OTHER OPERATIONAL IMPACT, POSSIBLE ALTERNATIVES)				
Request approval of the tentative agreement between the County of Muskegon and the SEIU Public Works Unit. This agreement has been ratified by the bargaining unit. (Please see attached information).				
SUGGESTED MOTION (STATE EXACTLY AS IT SHOULD APPEAR IN THE MINUTES)				
Move to approve the contract settlement with the SEIU Public Works Unit and authorize the County Board Chair and County Clerk to sign the labor agreement subsequent to signature being obtained from union representatives.				
ADMINISTRATIVE ANALYSIS (AS APPLICABLE)				
<u>HUMAN RESOURCES ANALYSIS:</u>  Recommend Approval of this agreement. Deborah Groeneveld		<u>FINANCE &amp; MANAGEMENT ANALYSIS:</u>		
<u>CORPORATE COUNSEL ANALYSIS:</u>		<u>ADMINISTRATOR RECOMMENDATION:</u>  		
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## SEIU Public Works Unit Contract Provisions

Effective for Contract 9/13/11 – 9/30/14

<b>Benefit</b>	<b>Current Employees</b>	<b>New Hires after 2/8/11</b>
<b>Annual Leave</b>	Annual Leave accumulation accrual change	Annual Leave accumulation accrual change
<b>Sick Leave</b>	Donated Leave Policy	Donated Leave Policy
<b>Retirement</b>	The employee MERS defined benefit percentage contribution for B-4 F55/25 FAC 5 increases from 3.01% to 4.51%. The Employer contribution decreases from 12.99% to 11.49%	The employee MERS defined benefit percentage contribution for B-4 F55/25 FAC 5 increases from 5% to 6.5%. The Employer contribution decreases from 12.99% to 11.49%
<b>Medical Insurance</b>	Employee contribution increases from 7% to 15% of the premium equivalent effective January 1, 2012.	Employee contribution increases from 7% to 15% of the premium equivalent effective January 1, 2012.

### Wage Rate

Effective October 1, 2011 - \$600 lump sum payment for full-time employees.

Effective October 1, 2012 – Wage reopener

Effective October 1, 2013 – Wage reopener

This contract was ratified by the SEIU Public Works Unit. County Administration, the Human Resources, Public Works and Wastewater Departments recommend approval of this contract settlement and request authorization for appropriate County officials to sign the agreement subsequent to signatures from union representatives.

September 13, 2011

# REQUEST FOR BOARD CONSIDERATION-COUNTY OF MUSKEGON

COMMITTEE Full Board	BUDGETED    NON-BUDGETED    PARTIALLY BUDGETED <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		
REQUESTING DEPARTMENT Administration	COMMITTEE DATE September 13, 2011	REQUESTOR SIGNATURE	
SUMMARY OF REQUEST (GENERAL DESCRIPTION, FINANCING, OTHER OPERATIONAL IMPACT, POSSIBLE ALTERNATIVES)			
Request approval of the tentative agreement between the County of Muskegon and the SEIU LPN Unit. This agreement has been ratified by the bargaining unit. (Please see attached information).			
SUGGESTED MOTION (STATE EXACTLY AS IT SHOULD APPEAR IN THE MINUTES)			
Move to approve the contract settlement with the SEIU LPN Brookhaven Unit and authorize the County Board Chair and County Clerk to sign the labor agreement subsequent to signature being obtained from union representatives.			
ADMINISTRATIVE ANALYSIS (AS APPLICABLE)			
<u>HUMAN RESOURCES ANALYSIS:</u>  Recommend Approval of this agreement. Deborah Groeneveld	<u>FINANCE &amp; MANAGEMENT ANALYSIS:</u>		
<u>CORPORATE COUNSEL ANALYSIS:</u>	<u>ADMINISTRATOR RECOMMENDATION:</u>  <div style="text-align: center; font-family: cursive; font-size: 1.5em;">                         approval BBA                     </div>		
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## SEIU LPN Brookhaven Unit Contract Provisions

Effective for Contract 9/13/11 – 9/30/14

<b>Benefit</b>	<b>Current Employees</b>	<b>New Hires after 3/9/10</b>
<b>Annual Leave</b>	Annual Leave accumulation accrual change	Annual Leave accumulation accrual change
<b>Sick Leave</b>	Donated Leave Policy	Donated Leave Policy
<b>Retirement</b>	The employee MERS defined benefit percentage contribution for B-2 F55/25 increases from 7.57% to 8.57%. The Employer contribution is 0%	Employee MERS defined benefit percentage contribution for B-1 increases from 3% to 4%. The Employer contribution is 0%
<b>Medical Insurance</b>	Employee contribution increases from 7% to 15% of the premium equivalent effective January 1, 2012.	Employee contribution increases from 7% to 15% of the premium equivalent effective January 1, 2012.

### Wage Rate

Effective September 13, 2011 - \$400 lump sum payment for full-time employees and \$200 lump sum payment for part-time employees.

Effective October 1, 2011 - \$600 lump sum payment for full-time employees and \$300 lump sum payment for part-time employees.

Effective October 1, 2012 – Wage reopener

Effective October 1, 2013 – Wage reopener

This contract was ratified by the SEIU LPN Unit. County Administration, the Human Resources Department and Brookhaven Medical Care Facility recommend approval of this contract settlement and request authorization for appropriate County officials to sign the agreement subsequent to signatures from union representatives.

September 13, 2011

# REQUEST FOR BOARD CONSIDERATION-COUNTY OF MUSKEGON

COMMITTEE Full Board	BUDGETED    NON-BUDGETED    PARTIALLY BUDGETED <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		
REQUESTING DEPARTMENT Administration	COMMITTEE DATE September 13, 2011	REQUESTOR SIGNATURE	
SUMMARY OF REQUEST (GENERAL DESCRIPTION, FINANCING, OTHER OPERATIONAL IMPACT, POSSIBLE ALTERNATIVES)			
Request approval of the tentative agreement between the County of Muskegon and the MNA Public Health Nurses Unit. This agreement has been ratified by the bargaining unit. (Please see attached information).			
SUGGESTED MOTION (STATE EXACTLY AS IT SHOULD APPEAR IN THE MINUTES)			
Move to approve the contract settlement with the MNA Public Health Nurses Unit and authorize the County Board Chair and County Clerk to sign the labor agreement subsequent to signature being obtained from union representatives.			
ADMINISTRATIVE ANALYSIS (AS APPLICABLE)			
<u>HUMAN RESOURCES ANALYSIS:</u>  Recommend Approval of this agreement. Deborah Groeneveld	<u>FINANCE &amp; MANAGEMENT ANALYSIS:</u>		
<u>CORPORATE COUNSEL ANALYSIS:</u>	<u>ADMINISTRATOR RECOMMENDATION:</u>  <div style="text-align: center; font-family: cursive; font-size: 1.5em;">                         approval                          JBA                     </div>		
AGENDA DATE:	AGENDA NO.:	BOARD DATE: 9/13/11	PAGE NO.

## MNA Public Health Nurses Unit Contract Provisions

Effective for Contract 9/13/11 – 9/30/14

<b>Benefit</b>	<b>Current Employees</b>	<b>New Hires after 8/21/07</b>
<b>Annual Leave</b>	Annual Leave accumulation accrual change	Annual Leave accumulation accrual change
<b>Sick Leave</b>	Donated Leave Policy	Donated Leave Policy
<b>Retirement</b>	The employee MERS defined benefit percentage contribution for B-3 F55/25 FAC 5 increases from 2.55% to 4.05%. The Employer contribution decreases from 14.96% to 13.46%.	Employee MERS defined contribution percentage contribution increases from 2% to 3.5%. The employer contribution remains at 2% of gross wages.
<b>Medical Insurance</b>	Employee contribution increases from 7% to 15% of the premium equivalent effective January 1, 2012.	Employee contribution increases from 7% to 15% of the premium equivalent effective January 1, 2012.

### Wage Rate

Effective October 1, 2011 - \$600 lump sum payment for full-time employees and \$300 lump sum payment for part-time employees.

Effective October 1, 2012 – Wage reopener

Effective October 1, 2013 – Wage reopener

This contract was ratified by the MNA Public Health Nurses Unit. County Administration, the Human Resources and Health Departments recommend approval of this contract settlement and request authorization for appropriate County officials to sign the agreement subsequent to signatures from union representatives.

September 13, 2011

# REQUEST FOR BOARD CONSIDERATION-COUNTY OF MUSKEGON

COMMITTEE Full Board	BUDGETED <input type="checkbox"/> NON-BUDGETED <input type="checkbox"/> PARTIALLY BUDGETED <input type="checkbox"/>		
REQUESTING DEPARTMENT Administration	COMMITTEE DATE September 13, 2011	REQUESTOR SIGNATURE	
SUMMARY OF REQUEST (GENERAL DESCRIPTION, FINANCING, OTHER OPERATIONAL IMPACT, POSSIBLE ALTERNATIVES)			
Request approval of the tentative agreement between the County of Muskegon and the AFSCME Brookhaven Unit. This agreement has been ratified by the bargaining unit. (Please see attached information).			
SUGGESTED MOTION (STATE EXACTLY AS IT SHOULD APPEAR IN THE MINUTES)			
Move to approve the contract settlement with the AFSCME Brookhaven Unit and authorize the County Board Chair and County Clerk to sign the labor agreement subsequent to signature being obtained from union representatives.			
ADMINISTRATIVE ANALYSIS (AS APPLICABLE)			
<u>HUMAN RESOURCES ANALYSIS:</u>  Recommend Approval of this agreement. Deborah Groeneveld	<u>FINANCE &amp; MANAGEMENT ANALYSIS:</u>		
<u>CORPORATE COUNSEL ANALYSIS:</u>	<u>ADMINISTRATOR RECOMMENDATION:</u>  <div style="text-align: center; font-family: cursive; font-size: 1.2em;">                         approval                          BJB/A                     </div>		
AGENDA DATE:	AGENDA NO.:	BOARD DATE: 9/13/11	PAGE NO.

## AFSCME Brookhaven Unit Contract Provisions

Effective for Contract 9/13/11 – 9/30/14

<b>Benefit</b>	<b>Current Employees</b>	<b>New Hires after 1/1/09</b>
<b>Annual Leave</b>	Annual Leave accumulation accrual change	Annual Leave accumulation accrual change
<b>Sick Leave</b>	Donated Leave Policy	Donated Leave Policy
<b>Retirement</b>	The employee MERS defined benefit percentage contribution for B-2 FAC 5 increases from 4.58% to 5.58%. The Employer contribution decreases from 5.45% to 4.45%	Employee MERS defined contribution percentage contribution increases from 3% to 4%. The employer contribution remains at 3% of gross wages.
<b>Medical Insurance</b>	Employee contribution increases from 7% to 15% of the premium equivalent effective January 1, 2012.	Employee contribution increases from 7% to 15% of the premium equivalent effective January 1, 2012.

### Wage Rate

Effective October 1, 2011 - \$600 lump sum payment for full-time employees and \$300 lump sum payment for part-time employees.

Effective October 1, 2012 – Wage reopener

Effective October 1, 2013 – Wage reopener

This contract was ratified by the AFSCME Unit. County Administration, the Human Resources Department and Brookhaven Medical Care Facility recommend approval of this contract settlement and request authorization for appropriate County officials to sign the agreement subsequent to signatures from union representatives.

September 13, 2011