

AGREEMENT

BETWEEN

VAN BUREN COUNTY PROSECUTING ATTORNEY

AND

VAN BUREN COUNTY BOARD OF COMMISSIONERS

WITH

VAN BUREN COUNTY ASSISTANT PROSECUTORS

ASSOCIATION

2026 - 2028

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AGREEMENT

This **AGREEMENT**, entered into effective the 1st day of January, 2026, by and between the **COUNTY OF VAN BUREN** and the **VAN BUREN COUNTY PROSECUTING ATTORNEY** (hereinafter referred to as the "Employer") and the **VAN BUREN COUNTY ASSISTANT PROSECUTORS ASSOCIATION** (hereinafter referred to as the "Association").

PURPOSE AND INTENT

The general purpose of this Agreement is to set forth terms and conditions of employment, and to promote orderly and peaceful labor relations for the mutual interest of the Employer, the employees and the Association.

The parties recognize that the interest of the community and job security of the employees depends upon the Employer's success in establishing and maintaining proper service to the community.

To these ends the Employer and the Association encourage to the fullest degree friendly and cooperative relations between the respective representatives at all levels and among all employees.

ARTICLE 1 - RECOGNITION

Pursuant to and in accordance with all applicable provisions of Act 379 of the Public Acts of 1965, as amended, the Employer does hereby recognize the Association as the exclusive representative for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment and other conditions of employment as set forth herein for the term of this Agreement for all employees of the Employer included in the bargaining unit described below:

All Assistant Prosecuting Attorneys employed by the Employer but excluding the Chief Assistant Prosecuting Attorney, all Elected Officials and all other employees of the Employer.

ARTICLE 2 – TERMS AND CONDITIONS

- A. The Van Buren County Personnel Policies, as may be amended from time to time by the Board of Commissioners of the County of Van Buren during the term of this agreement is incorporated herein and made a part hereof and shall govern the relationship of the parties hereto unless the specific terms of this Agreement shall provide for a different relationship and/or benefit.
- B. This Agreement is to be construed and is strictly subordinate to any statutory rights given the County Board of Commissioners and/or the Prosecuting Attorney of Van Buren County.
- C. Reservation of Rights. The Employer, on its own behalf and on behalf of the electors of the County, hereby retains and reserves to itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan and of the United States, including by way of illustration, but without limiting the generality of the

foregoing, the following rights: the management and administrative control of the Employer and its properties and facilities and the work-related activities of its employees; to hire all employees, to determine their qualifications, and the requirements for their continued employment or their termination, dismissal or demotion; to promote and transfer all such employees; to determine the duties, responsibilities, assignments and other terms and conditions for employment of all of its employees; to define the qualifications of employees, including physical and/or psychological qualifications; to determine the size of the management or supervisory organization, its functions, authority, amount of supervision and table of organization; to determine the policy affecting selection, testing, recruitment, training or hiring of employees; to determine or modify the responsibilities invested within a position; to transfer or reduce personnel when, in the judgment of the Employer, such actions are deemed necessary. The exercise of the foregoing powers, rights, authority, duties and responsibilities of the Employer, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms hereof conform with the Constitution and laws of the State of Michigan, and the Constitution and laws of the United States. Nothing contained herein shall be considered to deny or restrict the Employer of its rights, responsibilities and authority under the applicable Michigan laws or any other national, state, county, district or local laws or regulations as they pertain to the Employer.

- D. No Strike - No Lockout. The Union and the Employer recognize that strikes and other forms of work stoppage by employees are contrary to law and public policy. The Union and the Employer subscribe to the principal that differences shall be resolved by peaceful and appropriate means without interruption of programs and operations. The Union, therefore, agrees that its officers, representatives and members shall not authorize, instigate, cause, aid, encourage, ratify, or condone, any strike, nor shall any employees take part in any strike, slowdown or stoppage of work, boycott, picketing or other interruption of activities and operations at any time or place within the county government system. The Employer agrees during the term of this Agreement not to "Lock-out" employees or prohibit them from working.

ARTICLE 3 – HOURS OF WORK

- A. **Workweek.** The regular workweek shall be Monday through Friday, seven and one-half (7 ½) hours per day and thirty-seven and one-half (37 ½) hours per week.
- B. **Workday.** The regular workday shall begin at 8:30 a.m. and end at 5:00 p.m. The starting and quitting times of the workday may vary if the business of the Employer so requires.

ARTICLE 4 – SALARIED/EXEMPT

Based on salary levels and professional, administrative, and executive duties and responsibilities, all positions in this bargaining unit have been determined/agreed to be classified salaried/exempt for the purpose of pay and overtime. Benefits continue to accrue on an hourly basis, based on an assumed thirty-seven and one-half (37.5) hours work week. No Overtime.

ARTICLE 5 – PAID TIME OFF (PTO) LEAVE

Full-time employees who work thirty or more hours per week will accrue Paid Time Off (PTO) according to the rate schedule below. An employee’s last date of hire shall be used in determining PTO.

All paid leave is combined into one bank of PTO. PTO also includes time off needed for reasons covered by the Michigan Earned Sick Time Act (ESTA) and this policy is designed to comply with that Act. See below as well as the Posters located in the Administration Office for more information regarding ESTA.

Paid Time Off shall accrue according to the following schedule:

Years of Service	PTO Accrual per Pay Period
0-2	5.80 hours
3-4	6.43 hours
5-9	7.76 hours
10-14	8.84 hours
15+	9.86 hours

Rules for PTO Usage for Full-Time Employees:

Employees hired on or before December 31, 2019, will have a maximum PTO accrual of five hundred (500) hours. Employees with PTO balances exceeding 500 hours as of February 21, 2025, will have their accruals temporarily frozen until their balance falls below 500 hours. PTO accrual will resume once the balance is below the cap.

Employees hired on or after January 1, 2020, will continue to accrue PTO up to a maximum of three hundred and twenty (320) hours. PTO accrual will pause if the balance reaches the cap and will resume when the balance falls below 320 hours.

Planned PTO must be scheduled with the employee’s supervisor as far in advance as possible (generally at least two (2) calendar weeks unless the PTO is ESTA-qualifying in which case notice must be provided at least 7 days in advance if the need for PTO is foreseeable). Planned PTO will be granted if it is ESTA-qualifying. If it is not ESTA-qualifying, approval of planned PTO requests will depend on the operational needs of the County, workload, number of other PTO requests, etc.

Unplanned PTO can be used for any unscheduled reason (illness, emergency, etc.). When using unplanned PTO, the employee must provide notice as soon as practicable, but in all cases must contact their supervisor prior to their shift-start time and provide an explanation for their absence

unless doing so is impossible. When appropriate, the supervisor may require documentation proving the nature of the absence.

Full-time employees may take up to 72 hours of PTO per calendar year for any reason covered by ESTA in the manner required by ESTA. After those 72 hours are exhausted, full-time employees may still use PTO for any reason, but ESTA rules and protections will not apply.

When an employee requests planned PTO or provides notice of the need for unplanned PTO, the employee must specify the reason for the PTO so that the Employer can properly determine if it is covered by ESTA. PTO can be taken in quarter (1/4) hour increments.

If a recognized holiday falls during an approved planned PTO, the employee will receive holiday pay for that day and will not be required to use PTO.

The use of PTO shall not be allowed in advance of the PTO being earned. An employee having insufficient PTO leave to cover a period of absence, and unless the employee has timely made arrangements to be on approved unpaid leave (e.g., FMLA, medical leave, etc.), shall be considered an absence without leave and subject to disciplinary action.

Employees will be paid their current rate of pay based on their regular scheduled workday while on PTO and will receive credit for benefits.

Annual Payout

Annually, up to fifty-two and a half hours of PTO will be reimbursed by the County if the employee so elects. The employee cannot elect this payout if the employee's PTO balance would fall below one hundred fifty (150) hours of PTO as of September 1. The payment will be in October of each year at the employee's current hourly rate of pay. The employee must make their written election for this payment in September of each year.

Separation/Resignation

Employees hired on or before December 31, 2019, who terminate employment will be paid out their accrued and unused PTO up to a maximum of five hundred (500) hours. Employees whose PTO accruals were frozen above 500 hours and who separate from employment will be entitled to their full accrued balance at the time of separation.

Employees hired on or after January 1, 2020, will receive their accrued and unused PTO up to a maximum PTO payout of three hundred and twenty (320) hours upon resignation or separation from employment.

Employees shall have the option of being paid out via check or direct deposit, having the PTO payout deposited in the employee's tax-deferred 457 plan, or having the PTO payout placed in the employee's tax-free MERS HCSP, or any combination of the above.

ARTICLE 6 – BEREAVEMENT LEAVE

Bereavement Leave. Employees shall receive pay for a day necessarily lost during their normal scheduled work week not to exceed five (5) consecutive work days to grieve, arrange for services, attend services, or settle the estate after the death of a member of their immediate family. For purposes of this Article, immediate family shall be defined as an employee's current spouse, parents, stepparents, grandchildren and children of the employee or the employee's current spouse. Three (3) consecutive work days to grieve, arrange services, attend services or settle the decedent's estate will be granted for current mother-in-law, current father-in-law, current son-in-law, current daughter-in-law, siblings, nieces, nephews, aunts, uncles and grandparents of the employee or the employee's current spouse or for members of the employee's household. If the funeral is in excess of three hundred (300) miles from Van Buren County, and provided the employee attends the funeral, then the employee may take an additional two (2) days of paid leave (up to 7 total consecutive work days for immediate family; up to 5 total consecutive work days for non-immediate family).

Permanent part-time employees shall receive pay for a day (prorated to their average work day hours based on a 5 day work week) necessarily lost during their normal scheduled work week not to exceed two (2) consecutive work days to either arrange services, attend services, or settle the estate after the death of a member of their immediate family. For the purpose of this Article, immediate family shall be defined as an employee's current spouse, parents, stepparents, grandchildren and children of the employee or the employee's current spouse. One (1) work day will be granted for current mother-in-law, current father-in-law, current son-in-law, current daughter-in-law, siblings, nieces, nephews, aunts, uncles, grandparents of the employee or the employee's current spouse or for members of the employee's household.

ARTICLE 7 – HEALTH INSURANCE AND RETIREMENT BENEFITS

The Employer shall provide health insurance and retirement benefits for the employee's covered by this Agreement as set forth in Appendix A, which is attached hereto and made a part thereof.

ARTICLE 8 – WAGES

- A. The wage schedule for this bargaining unit will be amended according to the following schedule:

2026-3.00%
2027-3.00%
2028-3.00%

ARTICLE 9 – BAR DUES

The employer agrees to pay annual State Bar dues.

ARTICLE 10– MODIFICATION OF AGREEMENT

Either party hereto may request in writing to the other party to negotiate a modification, clarification or amendment to this Agreement. Any such modifications, clarifications or

amendments that may be agreed upon shall be in the form of a "Letter of Understanding" signed by both parties and attached to this Agreement as part thereof.

ARTICLE 11 – INTERPRETATION AND INVALIDITY

Each of the provisions of this Agreement shall be subject and subordinate to the obligations of either party under applicable laws and regulations. If any provision shall be prohibited by or be deemed invalid under such applicable laws and regulations, such provision shall be ineffective to the extent of such prohibition or invalidity, without invalidating the remainder of such provision or the remaining provisions of this Agreement. If any provision of this Agreement is invalidated, either party may request that the parties hereto meet for the purpose of renegotiating any such invalidated provision.

ARTICLE 12 – EFFECTIVE DATE AND DURATION OF AGREEMENT

- A. This Agreement shall become effective on January 1, 2026 unless a different date for a specific item shall be specified herein.
- B. This Agreement shall continue in full force and effect for a period of three (3) years, expiration date being December 31, 2028, and shall not be extended beyond that date unless agreed to in writing by both parties hereto. Either party hereto shall give sixty (60) days written notice to the other party of their intent to extend this Agreement past the aforesaid expiration date or of their intent to negotiate a change in the terms and conditions thereof.

ARTICLE 13 – COMPLETION OF AGREEMENT


The parties hereto acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in the Agreement. Therefore, the Employer and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

ARTICLE 14 – WELLNESS

- A. Employees who actively participate in the Employer-sponsored wellness program shall receive the same benefits/incentives that are offered to any other participants.
- B. The bargaining unit has the right to representation on the joint wellness committee equal to that of any other participating bargaining unit or employee group.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed on the 10th day of March, 2026.

FOR THE ASSOCIATION:



Jay T. Blair

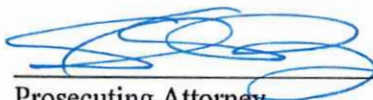
DATE: 03/06/2025

FOR THE EMPLOYER:



Chairman, Board of Commissioners

DATE: 3/10/2026



Prosecuting Attorney

3/9/26

APPENDIX A – UNIFIED WAGE SCALE

2026 3.00%													
Range	Rate Per	A START	B - 2% 1 YEAR	C - 2% 2 YEAR	D - 2% 3 YEAR	E - 2% 4 YEAR	F - 2% 5 YEAR	G - 2% 6 YEAR	H - 2% 7 YEAR	I - 2% 8 YEAR	J - 2% 9 YEAR	K - 2% 10 YEAR	Range
1	Hourly	21.63	22.06	22.50	22.95	23.41	23.88	24.36	24.85	25.34	25.85	26.37	1
	Bi-Weekly	1,622.25	1,654.70	1,687.79	1,721.54	1,755.98	1,791.10	1,826.92	1,863.46	1,900.72	1,938.74	1,977.51	
	Annual	42,178.50	43,022.07	43,882.51	44,760.16	45,655.36	46,568.47	47,499.84	48,449.84	49,418.84	50,407.21	51,415.36	
2	Hourly	22.71	23.17	23.63	24.10	24.58	25.08	25.58	26.09	26.61	27.14	27.69	2
	Bi-Weekly	1,703.36	1,737.43	1,772.18	1,807.62	1,843.77	1,880.65	1,918.26	1,956.63	1,995.76	2,035.68	2,076.39	
	Annual	44,287.43	45,173.17	46,076.64	46,998.17	47,938.13	48,896.90	49,874.83	50,872.33	51,889.78	52,927.57	53,986.12	
3	Hourly	23.85	24.32	24.81	25.31	25.81	26.33	26.86	27.39	27.94	28.50	29.07	3
	Bi-Weekly	1,788.53	1,824.30	1,860.79	1,898.00	1,935.96	1,974.68	2,014.18	2,054.46	2,095.55	2,137.46	2,180.21	
	Annual	46,501.80	47,431.83	48,380.47	49,348.08	50,335.04	51,341.74	52,368.58	53,415.95	54,484.27	55,573.95	56,685.43	
4	Hourly	25.04	25.54	26.05	26.57	27.10	27.65	28.20	28.76	29.34	29.92	30.52	4
	Bi-Weekly	1,877.96	1,915.52	1,953.83	1,992.90	2,032.76	2,073.42	2,114.88	2,157.18	2,200.33	2,244.33	2,289.22	
	Annual	48,826.89	49,803.42	50,799.49	51,815.48	52,851.79	53,908.83	54,987.00	56,086.74	57,208.48	58,352.65	59,519.70	
5	Hourly	26.29	26.82	27.35	27.90	28.46	29.03	29.61	30.20	30.80	31.42	32.05	5
	Bi-Weekly	1,971.86	2,011.29	2,051.52	2,092.55	2,134.40	2,177.09	2,220.63	2,265.04	2,310.34	2,356.55	2,403.68	
	Annual	51,268.23	52,293.59	53,339.47	54,406.26	55,494.38	56,604.27	57,736.35	58,891.08	60,068.90	61,270.28	62,495.69	
6	Hourly	27.61	28.16	28.72	29.30	29.88	30.48	31.09	31.71	32.34	32.99	33.65	6
	Bi-Weekly	2,070.45	2,111.86	2,154.09	2,197.18	2,241.12	2,285.94	2,331.66	2,378.29	2,425.86	2,474.38	2,523.86	
	Annual	53,831.64	54,908.27	56,006.44	57,126.57	58,269.10	59,434.48	60,623.17	61,835.64	63,072.35	64,333.80	65,620.47	
7	Hourly	28.99	29.57	30.16	30.76	31.38	32.00	32.64	33.30	33.96	34.64	35.33	7
	Bi-Weekly	2,173.97	2,217.45	2,261.80	2,307.03	2,353.18	2,400.24	2,448.24	2,497.21	2,547.15	2,598.10	2,650.06	
	Annual	56,523.22	57,653.69	58,806.76	59,982.90	61,182.56	62,406.21	63,654.33	64,927.42	66,225.97	67,550.48	68,901.49	
8	Hourly	30.44	31.04	31.67	32.30	32.94	33.60	34.28	34.96	35.66	36.37	37.10	8
	Bi-Weekly	2,282.67	2,328.32	2,374.89	2,422.39	2,470.83	2,520.25	2,570.66	2,622.07	2,674.51	2,728.00	2,782.56	
	Annual	59,349.39	60,536.37	61,747.10	62,982.04	64,241.68	65,526.52	66,837.05	68,173.79	69,537.26	70,928.01	72,346.57	
9	Hourly	31.96	32.60	33.25	33.91	34.59	35.28	35.99	36.71	37.44	38.19	38.96	9
	Bi-Weekly	2,396.80	2,444.74	2,493.63	2,543.51	2,594.38	2,646.26	2,699.19	2,753.17	2,808.24	2,864.40	2,921.69	
	Annual	62,316.85	63,563.19	64,834.46	66,131.14	67,453.77	68,802.84	70,178.90	71,582.48	73,014.13	74,474.41	75,963.90	
10	Hourly	33.56	34.23	34.91	35.61	36.32	37.05	37.79	38.54	39.32	40.10	40.90	10
	Bi-Weekly	2,516.64	2,566.98	2,618.31	2,670.68	2,724.09	2,778.58	2,834.15	2,890.83	2,948.65	3,007.62	3,067.77	
	Annual	65,432.70	66,741.35	68,076.18	69,437.70	70,826.46	72,242.98	73,687.84	75,161.60	76,664.83	78,198.13	79,762.09	
11	Hourly	35.23	35.94	36.66	37.39	38.14	38.90	39.68	40.47	41.28	42.11	42.95	11
	Bi-Weekly	2,642.47	2,695.32	2,749.23	2,804.21	2,860.30	2,917.51	2,975.86	3,035.37	3,096.08	3,158.00	3,221.16	
	Annual	68,704.33	70,078.42	71,479.99	72,909.59	74,367.78	75,855.13	77,372.24	78,919.68	80,498.08	82,108.04	83,750.20	
12	Hourly	36.99	37.73	38.49	39.26	40.04	40.85	41.66	42.50	43.35	44.21	45.10	12
	Bi-Weekly	2,774.60	2,830.09	2,886.69	2,944.43	3,003.31	3,063.38	3,124.65	3,187.14	3,250.88	3,315.90	3,382.22	
	Annual	72,139.55	73,582.34	75,053.99	76,555.07	78,086.17	79,647.89	81,240.85	82,865.67	84,522.98	86,213.44	87,937.71	
13	Hourly	38.84	39.62	40.41	41.22	42.05	42.89	43.75	44.62	45.51	46.42	47.35	13
	Bi-Weekly	2,913.33	2,971.59	3,031.03	3,091.65	3,153.48	3,216.55	3,280.88	3,346.50	3,413.43	3,481.70	3,551.33	
	Annual	75,746.53	77,261.46	78,806.69	80,382.82	81,990.48	83,630.29	85,302.89	87,008.95	88,749.13	90,524.11	92,334.59	
14	Hourly	40.79	41.60	42.43	43.28	44.15	45.03	45.93	46.85	47.79	48.74	49.72	14
	Bi-Weekly	3,058.99	3,120.17	3,182.58	3,246.23	3,311.15	3,377.38	3,444.92	3,513.82	3,584.10	3,655.78	3,728.90	
	Annual	79,533.85	81,124.53	82,747.02	84,401.96	86,090.00	87,811.80	89,568.04	91,359.40	93,186.58	95,050.32	96,951.32	

15	Hourly	42.83	43.68	44.56	45.45	46.36	47.28	48.23	49.19	50.18	51.18	52.20	15
	Bi-Weekly	3,211.94	3,276.18	3,341.71	3,408.54	3,476.71	3,546.25	3,617.17	3,689.51	3,763.30	3,838.57	3,915.34	
	Annual	83,510.54	85,180.76	86,884.37	88,622.06	90,394.50	92,202.39	94,046.44	95,927.37	97,845.91	99,802.83	101,798.89	
16	Hourly	44.97	45.87	46.78	47.72	48.67	49.65	50.64	51.65	52.69	53.74	54.81	16
	Bi-Weekly	3,372.54	3,439.99	3,508.79	3,578.97	3,650.55	3,723.56	3,798.03	3,873.99	3,951.47	4,030.50	4,111.11	
	Annual	87,686.07	89,439.79	91,228.59	93,053.16	94,914.22	96,812.51	98,748.76	100,723.73	102,738.21	104,792.97	106,888.83	
17	Hourly	47.22	48.16	49.12	50.11	51.11	52.13	53.17	54.24	55.32	56.43	57.56	17
	Bi-Weekly	3,541.17	3,611.99	3,684.23	3,757.92	3,833.07	3,909.74	3,987.93	4,067.69	4,149.04	4,232.02	4,316.66	
	Annual	92,070.38	93,911.78	95,790.02	97,705.82	99,659.94	101,653.13	103,686.20	105,759.92	107,875.12	110,032.62	112,233.27	
18	Hourly	49.58	50.57	51.58	52.61	53.66	54.74	55.83	56.95	58.09	59.25	60.43	18
	Bi-Weekly	3,718.23	3,792.59	3,868.44	3,945.81	4,024.73	4,105.22	4,187.33	4,271.07	4,356.50	4,443.63	4,532.50	
	Annual	96,673.89	98,607.37	100,579.52	102,591.11	104,642.93	106,735.79	108,870.51	111,047.92	113,268.88	115,534.25	117,844.94	
19	Hourly	52.06	53.10	54.16	55.24	56.35	57.47	58.62	59.80	60.99	62.21	63.45	19
	Bi-Weekly	3,904.14	3,982.22	4,061.87	4,143.10	4,225.96	4,310.48	4,396.69	4,484.63	4,574.32	4,665.81	4,759.12	
	Annual	101,507.59	103,537.74	105,608.50	107,720.67	109,875.08	112,072.58	114,314.03	116,600.31	118,932.32	121,310.97	123,737.19	
20	Hourly	54.66	55.75	56.87	58.00	59.16	60.35	61.55	62.78	64.04	65.32	66.63	20
	Bi-Weekly	4,099.34	4,181.33	4,264.96	4,350.26	4,437.26	4,526.01	4,616.53	4,708.86	4,803.04	4,899.10	4,997.08	
	Annual	106,582.97	108,714.63	110,888.92	113,106.70	115,368.83	117,676.21	120,029.73	122,430.33	124,878.94	127,376.51	129,924.04	
21	Hourly	57.39	58.54	59.71	60.90	62.12	63.36	64.63	65.92	67.24	68.59	69.96	21
	Bi-Weekly	4,304.31	4,390.40	4,478.21	4,567.77	4,659.13	4,752.31	4,847.35	4,944.30	5,043.19	5,144.05	5,246.93	
	Annual	111,912.12	114,150.36	116,433.37	118,762.03	121,137.27	123,560.02	126,031.22	128,551.85	131,122.88	133,745.34	136,420.25	
22	Hourly	60.26	61.47	62.69	63.95	65.23	66.53	67.86	69.22	70.60	72.02	73.46	22
	Bi-Weekly	4,519.53	4,609.92	4,702.12	4,796.16	4,892.08	4,989.92	5,089.72	5,191.52	5,295.35	5,401.25	5,509.28	
	Annual	117,507.72	119,857.88	122,255.04	124,700.14	127,194.14	129,738.02	132,332.78	134,979.44	137,679.03	140,432.61	143,241.26	
23	Hourly	63.27	64.54	65.83	67.15	68.49	69.86	71.26	72.68	74.13	75.62	77.13	23
	Bi-Weekly	4,745.50	4,840.41	4,937.22	5,035.97	5,136.69	5,239.42	5,344.21	5,451.09	5,560.11	5,671.32	5,784.74	
	Annual	123,383.11	125,850.77	128,367.79	130,935.14	133,553.85	136,224.92	138,949.42	141,728.41	144,562.98	147,454.24	150,403.32	
24	Hourly	66.44	67.77	69.12	70.50	71.91	73.35	74.82	76.32	77.84	79.40	80.99	24
	Bi-Weekly	4,982.78	5,082.44	5,184.08	5,287.77	5,393.52	5,501.39	5,611.42	5,723.65	5,838.12	5,954.88	6,073.98	
	Annual	129,552.26	132,143.31	134,786.18	137,481.90	140,231.54	143,036.17	145,896.89	148,814.83	151,791.13	154,826.95	157,923.49	
25	Hourly	69.76	71.15	72.58	74.03	75.51	77.02	78.56	80.13	81.73	83.37	85.04	25
	Bi-Weekly	5,231.92	5,336.56	5,443.29	5,552.15	5,663.20	5,776.46	5,891.99	6,009.83	6,130.03	6,252.63	6,377.68	
	Annual	136,029.88	138,750.48	141,525.49	144,355.99	147,243.11	150,187.98	153,191.74	156,255.57	159,380.68	162,568.30	165,819.66	

Longevity: Longevity compensation shall be based on continuous service with Van Buren County for employees actively employed on December 1 of the current year and shall be paid at the rate of \$1,000 after ten (10) years of service, \$1,500 after fifteen (15) years of service, and \$2,000 after twenty (20) years of service. This shall be paid at the end of each year by separate check. For longevity purposes, an employee who is receiving compensation from the Employer for sick leave, workers compensation supplements or vacation shall be considered as actively employed.

2027 3.00%													
Range	Rate Per	A START	B - 2% 1 YEAR	C - 2% 2 YEAR	D - 2% 3 YEAR	E - 2% 4 YEAR	F - 2% 5 YEAR	G - 2% 6 YEAR	H - 2% 7 YEAR	I - 2% 8 YEAR	J - 2% 9 YEAR	K - 2% 10 YEAR	Range
1	Hourly	22.28	22.72	23.18	23.64	24.12	24.60	25.09	25.59	26.10	26.63	27.16	1
	Bi-Weekly	1,670.92	1,704.34	1,738.42	1,773.19	1,808.65	1,844.83	1,881.72	1,919.36	1,957.75	1,996.90	2,036.84	
	Annual	43,443.86	44,312.73	45,198.99	46,102.97	47,025.03	47,965.53	48,924.84	49,903.33	50,901.40	51,919.43	52,957.82	
2	Hourly	23.39	23.86	24.34	24.82	25.32	25.83	26.34	26.87	27.41	27.96	28.52	2
	Bi-Weekly	1,754.46	1,789.55	1,825.34	1,861.85	1,899.09	1,937.07	1,975.81	2,015.33	2,055.63	2,096.75	2,138.68	
	Annual	45,616.05	46,528.37	47,458.94	48,408.11	49,376.28	50,363.80	51,371.08	52,398.50	53,446.47	54,515.40	55,605.71	
3	Hourly	24.56	25.05	25.55	26.07	26.59	27.12	27.66	28.21	28.78	29.35	29.94	3
	Bi-Weekly	1,842.19	1,879.03	1,916.61	1,954.94	1,994.04	2,033.92	2,074.60	2,116.09	2,158.42	2,201.58	2,245.62	
	Annual	47,896.85	48,854.79	49,831.88	50,828.52	51,845.09	52,881.99	53,939.63	55,018.43	56,118.79	57,241.17	58,385.99	
4	Hourly	25.79	26.31	26.83	27.37	27.92	28.47	29.04	29.63	30.22	30.82	31.44	4
	Bi-Weekly	1,934.30	1,972.98	2,012.44	2,052.69	2,093.74	2,135.62	2,178.33	2,221.90	2,266.34	2,311.66	2,357.90	
	Annual	50,291.69	51,297.53	52,323.48	53,369.95	54,437.35	55,526.09	56,636.61	57,769.35	58,924.73	60,103.23	61,305.29	
5	Hourly	27.08	27.62	28.17	28.74	29.31	29.90	30.50	31.11	31.73	32.36	33.01	5
	Bi-Weekly	2,031.01	2,071.63	2,113.06	2,155.32	2,198.43	2,242.40	2,287.25	2,332.99	2,379.65	2,427.25	2,475.79	
	Annual	52,806.28	53,862.40	54,939.65	56,038.44	57,159.21	58,302.40	59,468.44	60,657.81	61,870.97	63,108.39	64,370.56	
6	Hourly	28.43	29.00	29.58	30.17	30.78	31.39	32.02	32.66	33.32	33.98	34.66	6
	Bi-Weekly	2,132.56	2,175.21	2,218.72	2,263.09	2,308.35	2,354.52	2,401.61	2,449.64	2,498.64	2,548.61	2,599.58	
	Annual	55,446.59	56,555.52	57,686.63	58,840.37	60,017.17	61,217.52	62,441.87	63,690.70	64,964.52	66,263.81	67,589.09	
7	Hourly	29.86	30.45	31.06	31.68	32.32	32.96	33.62	34.29	34.98	35.68	36.39	7
	Bi-Weekly	2,239.19	2,283.97	2,329.65	2,376.25	2,423.77	2,472.25	2,521.69	2,572.12	2,623.57	2,676.04	2,729.56	
	Annual	58,218.92	59,383.30	60,570.97	61,782.38	63,018.03	64,278.39	65,563.96	66,875.24	68,212.74	69,577.00	70,968.54	
8	Hourly	31.35	31.98	32.62	33.27	33.93	34.61	35.30	36.01	36.73	37.46	38.21	8
	Bi-Weekly	2,351.15	2,398.17	2,446.14	2,495.06	2,544.96	2,595.86	2,647.78	2,700.73	2,754.75	2,809.84	2,866.04	
	Annual	61,129.87	62,352.46	63,599.51	64,871.50	66,168.93	67,492.31	68,842.16	70,219.00	71,623.38	73,055.85	74,516.97	
9	Hourly	32.92	33.57	34.25	34.93	35.63	36.34	37.07	37.81	38.57	39.34	40.12	9
	Bi-Weekly	2,468.71	2,518.08	2,568.44	2,619.81	2,672.21	2,725.65	2,780.16	2,835.77	2,892.48	2,950.33	3,009.34	
	Annual	64,186.36	65,470.09	66,779.49	68,115.08	69,477.38	70,866.93	72,284.27	73,729.95	75,204.55	76,708.64	78,242.81	
10	Hourly	34.56	35.25	35.96	36.68	37.41	38.16	38.92	39.70	40.49	41.30	42.13	10
	Bi-Weekly	2,592.14	2,643.98	2,696.86	2,750.80	2,805.82	2,861.93	2,919.17	2,977.56	3,037.11	3,097.85	3,159.81	
	Annual	67,395.68	68,743.59	70,118.46	71,520.83	72,951.25	74,410.27	75,898.48	77,416.45	78,964.78	80,544.07	82,154.96	
11	Hourly	36.29	37.02	37.76	38.51	39.28	40.07	40.87	41.69	42.52	43.37	44.24	11
	Bi-Weekly	2,721.75	2,776.18	2,831.71	2,888.34	2,946.11	3,005.03	3,065.13	3,126.43	3,188.96	3,252.74	3,317.80	
	Annual	70,765.46	72,180.77	73,624.39	75,096.87	76,598.81	78,130.79	79,693.40	81,287.27	82,913.02	84,571.28	86,262.70	
12	Hourly	38.10	38.87	39.64	40.44	41.25	42.07	42.91	43.77	44.65	45.54	46.45	12
	Bi-Weekly	2,857.84	2,914.99	2,973.29	3,032.76	3,093.41	3,155.28	3,218.39	3,282.76	3,348.41	3,415.38	3,483.69	
	Annual	74,303.74	75,789.81	77,305.61	78,851.72	80,428.75	82,037.33	83,678.07	85,351.64	87,058.67	88,799.84	90,575.84	
13	Hourly	40.01	40.81	41.63	42.46	43.31	44.17	45.06	45.96	46.88	47.82	48.77	13
	Bi-Weekly	3,000.73	3,060.74	3,121.96	3,184.40	3,248.08	3,313.05	3,379.31	3,446.89	3,515.83	3,586.15	3,657.87	
	Annual	78,018.92	79,579.30	81,170.89	82,794.30	84,450.19	86,139.19	87,861.98	89,619.22	91,411.60	93,239.83	95,104.63	
14	Hourly	42.01	42.85	43.71	44.58	45.47	46.38	47.31	48.26	49.22	50.21	51.21	14
	Bi-Weekly	3,150.76	3,213.78	3,278.06	3,343.62	3,410.49	3,478.70	3,548.27	3,619.24	3,691.62	3,765.45	3,840.76	
	Annual	81,919.87	83,558.27	85,229.43	86,934.02	88,672.70	90,446.15	92,255.08	94,100.18	95,982.18	97,901.83	99,859.86	
	Hourly	44.11	44.99	45.89	46.81	47.75	48.70	49.68	50.67	51.68	52.72	53.77	

15	Bi-Weekly	3,308.30	3,374.47	3,441.96	3,510.80	3,581.01	3,652.63	3,725.69	3,800.20	3,876.20	3,953.73	4,032.80	15
	Annual	86,015.86	87,736.18	89,490.90	91,280.72	93,106.33	94,968.46	96,867.83	98,805.19	100,781.29	102,796.92	104,852.85	
16	Hourly	46.32	47.24	48.19	49.15	50.13	51.14	52.16	53.20	54.27	55.35	56.46	16
	Bi-Weekly	3,473.72	3,543.19	3,614.06	3,686.34	3,760.06	3,835.26	3,911.97	3,990.21	4,070.01	4,151.41	4,234.44	
	Annual	90,316.65	92,122.99	93,965.45	95,844.76	97,761.65	99,716.88	101,711.22	103,745.45	105,820.36	107,936.76	110,095.50	
17	Hourly	48.63	49.60	50.60	51.61	52.64	53.69	54.77	55.86	56.98	58.12	59.28	17
	Bi-Weekly	3,647.40	3,720.35	3,794.76	3,870.65	3,948.07	4,027.03	4,107.57	4,189.72	4,273.51	4,358.98	4,446.16	
	Annual	94,832.49	96,729.14	98,663.72	100,636.99	102,649.73	104,702.73	106,796.78	108,932.72	111,111.37	113,333.60	115,600.27	
18	Hourly	51.06	52.08	53.13	54.19	55.27	56.38	57.51	58.66	59.83	61.03	62.25	18
	Bi-Weekly	3,829.77	3,906.37	3,984.50	4,064.19	4,145.47	4,228.38	4,312.95	4,399.21	4,487.19	4,576.93	4,668.47	
	Annual	99,574.11	101,565.59	103,596.91	105,668.84	107,782.22	109,937.86	112,136.62	114,379.35	116,666.94	119,000.28	121,380.29	
19	Hourly	53.62	54.69	55.78	56.90	58.04	59.20	60.38	61.59	62.82	64.08	65.36	19
	Bi-Weekly	4,021.26	4,101.69	4,183.72	4,267.40	4,352.74	4,439.80	4,528.59	4,619.17	4,711.55	4,805.78	4,901.90	
	Annual	104,552.82	106,643.87	108,776.75	110,952.29	113,171.33	115,434.76	117,743.45	120,098.32	122,500.29	124,950.29	127,449.30	
20	Hourly	56.30	57.42	58.57	59.74	60.94	62.16	63.40	64.67	65.96	67.28	68.63	20
	Bi-Weekly	4,222.33	4,306.77	4,392.91	4,480.77	4,570.38	4,661.79	4,755.02	4,850.12	4,947.13	5,046.07	5,146.99	
	Annual	109,780.46	111,976.07	114,215.59	116,499.90	118,829.90	121,206.50	123,630.63	126,103.24	128,625.30	131,197.81	133,821.77	
21	Hourly	59.11	60.29	61.50	62.73	63.99	65.27	66.57	67.90	69.26	70.64	72.06	21
	Bi-Weekly	4,433.44	4,522.11	4,612.55	4,704.80	4,798.90	4,894.88	4,992.78	5,092.63	5,194.48	5,298.37	5,404.34	
	Annual	115,269.48	117,574.87	119,926.37	122,324.90	124,771.39	127,266.82	129,812.16	132,408.40	135,056.57	137,757.70	140,512.85	
22	Hourly	62.07	63.31	64.58	65.87	67.18	68.53	69.90	71.30	72.72	74.18	75.66	22
	Bi-Weekly	4,655.11	4,748.22	4,843.18	4,940.04	5,038.84	5,139.62	5,242.41	5,347.26	5,454.21	5,563.29	5,674.56	
	Annual	121,032.95	123,453.61	125,922.69	128,441.14	131,009.96	133,630.16	136,302.77	139,028.82	141,809.40	144,645.58	147,538.50	
23	Hourly	65.17	66.48	67.80	69.16	70.54	71.95	73.39	74.86	76.36	77.89	79.44	23
	Bi-Weekly	4,887.87	4,985.63	5,085.34	5,187.05	5,290.79	5,396.60	5,504.53	5,614.63	5,726.92	5,841.46	5,958.29	
	Annual	127,084.60	129,626.29	132,218.82	134,863.20	137,560.46	140,311.67	143,117.90	145,980.26	148,899.87	151,877.86	154,915.42	
24	Hourly	68.43	69.80	71.19	72.62	74.07	75.55	77.06	78.60	80.18	81.78	83.42	24
	Bi-Weekly	5,132.26	5,234.91	5,339.61	5,446.40	5,555.33	5,666.43	5,779.76	5,895.36	6,013.26	6,133.53	6,256.20	
	Annual	133,438.83	136,107.61	138,829.76	141,606.36	144,438.48	147,327.25	150,273.80	153,279.27	156,344.86	159,471.76	162,661.19	
25	Hourly	71.85	73.29	74.75	76.25	77.77	79.33	80.92	82.53	84.19	85.87	87.59	25
	Bi-Weekly	5,388.88	5,496.65	5,606.59	5,718.72	5,833.09	5,949.75	6,068.75	6,190.12	6,313.93	6,440.21	6,569.01	
	Annual	140,110.77	142,912.99	145,771.25	148,686.67	151,660.41	154,693.62	157,787.49	160,943.24	164,162.10	167,445.35	170,794.25	

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2028													
3.00%													
Range	Rate Per	A	B - 2%	C - 2%	D - 2%	E - 2%	F - 2%	G - 2%	H - 2%	I - 2%	J - 2%	K - 2%	Range
		START	1 YEAR	2 YEAR	3 YEAR	4 YEAR	5 YEAR	6 YEAR	7 YEAR	8 YEAR	9 YEAR	10 YEAR	
1	Hourly	22.95	23.41	23.88	24.35	24.84	25.34	25.84	26.36	26.89	27.43	27.97	1
	BI-Weekly	1,721.13	1,755.55	1,790.66	1,826.48	1,863.01	1,900.27	1,938.27	1,977.04	2,016.58	2,056.91	2,098.05	
	Annual	44,749.38	45,644.37	46,557.25	47,488.40	48,438.17	49,406.93	50,395.07	51,402.97	52,431.03	53,479.65	54,549.24	
2	Hourly	24.10	24.58	25.07	25.57	26.08	26.60	27.14	27.68	28.23	28.80	29.37	2
	BI-Weekly	1,807.19	1,843.33	1,880.20	1,917.80	1,956.16	1,995.28	2,035.19	2,075.89	2,117.41	2,159.76	2,202.95	
	Annual	46,986.85	47,926.59	48,885.12	49,862.82	50,860.08	51,877.28	52,914.82	53,973.12	55,052.58	56,153.63	57,276.71	
3	Hourly	25.30	25.81	26.32	26.85	27.39	27.93	28.49	29.06	29.64	30.24	30.84	3
	BI-Weekly	1,897.55	1,935.50	1,974.21	2,013.69	2,053.96	2,095.04	2,136.94	2,179.68	2,223.28	2,267.74	2,313.10	
	Annual	49,336.19	50,322.92	51,329.37	52,355.96	53,403.08	54,471.14	55,560.56	56,671.78	57,805.21	58,961.32	60,140.54	
4	Hourly	26.57	27.10	27.64	28.19	28.76	29.33	29.92	30.52	31.13	31.75	32.38	4
	BI-Weekly	1,992.42	2,032.27	2,072.92	2,114.38	2,156.66	2,199.80	2,243.79	2,288.67	2,334.44	2,381.13	2,428.75	
	Annual	51,803.00	52,839.06	53,895.84	54,973.76	56,073.23	57,194.70	58,338.59	59,505.36	60,695.47	61,909.38	63,147.57	
5	Hourly	27.89	28.45	29.02	29.60	30.19	30.80	31.41	32.04	32.68	33.34	34.00	5
	BI-Weekly	2,092.04	2,133.89	2,176.56	2,220.09	2,264.50	2,309.79	2,355.98	2,403.10	2,451.16	2,500.19	2,550.19	
	Annual	54,393.15	55,481.01	56,590.63	57,722.45	58,876.90	60,054.43	61,255.52	62,480.63	63,730.25	65,004.85	66,304.95	
6	Hourly	29.29	29.87	30.47	31.08	31.70	32.34	32.98	33.64	34.32	35.00	35.70	6
	BI-Weekly	2,196.65	2,240.58	2,285.39	2,331.10	2,377.72	2,425.28	2,473.78	2,523.26	2,573.72	2,625.20	2,677.70	
	Annual	57,112.81	58,255.06	59,420.17	60,608.57	61,820.74	63,057.16	64,318.30	65,604.66	66,916.76	68,255.09	69,620.20	
7	Hourly	30.75	31.37	32.00	32.64	33.29	33.95	34.63	35.33	36.03	36.75	37.49	7
	BI-Weekly	2,306.48	2,352.61	2,399.66	2,447.65	2,496.61	2,546.54	2,597.47	2,649.42	2,702.41	2,756.46	2,811.58	
	Annual	59,968.45	61,167.82	62,391.17	63,639.00	64,911.78	66,210.01	67,534.21	68,884.90	70,262.60	71,667.85	73,101.20	
8	Hourly	32.29	32.94	33.60	34.27	34.95	35.65	36.36	37.09	37.83	38.59	39.36	8
	BI-Weekly	2,421.80	2,470.24	2,519.64	2,570.04	2,621.44	2,673.87	2,727.34	2,781.89	2,837.53	2,894.28	2,952.16	
	Annual	62,966.87	64,226.21	65,510.73	66,820.95	68,157.37	69,520.51	70,910.92	72,329.14	73,775.73	75,251.24	76,756.27	
9	Hourly	33.91	34.58	35.28	35.98	36.70	37.43	38.18	38.95	39.73	40.52	41.33	9
	BI-Weekly	2,542.89	2,593.75	2,645.63	2,698.54	2,752.51	2,807.56	2,863.71	2,920.98	2,979.40	3,038.99	3,099.77	
	Annual	66,115.22	67,437.52	68,786.27	70,162.00	71,565.24	72,996.54	74,456.47	75,945.60	77,464.51	79,013.80	80,594.08	
10	Hourly	35.60	36.31	37.04	37.78	38.54	39.31	40.09	40.89	41.71	42.55	43.40	10
	BI-Weekly	2,670.04	2,723.44	2,777.91	2,833.47	2,890.13	2,947.94	3,006.90	3,067.03	3,128.37	3,190.94	3,254.76	
	Annual	69,420.98	70,809.40	72,225.58	73,670.09	75,143.50	76,646.37	78,179.29	79,742.88	81,337.74	82,964.49	84,623.78	
11	Hourly	37.38	38.13	38.89	39.67	40.46	41.27	42.10	42.94	43.80	44.67	45.57	11
	BI-Weekly	2,803.54	2,859.61	2,916.80	2,975.14	3,034.64	3,095.33	3,157.24	3,220.39	3,284.79	3,350.49	3,417.50	
	Annual	72,892.02	74,349.87	75,836.86	77,353.60	78,900.67	80,478.69	82,088.26	83,730.02	85,404.62	87,112.72	88,854.97	
12	Hourly	39.25	40.03	40.84	41.65	42.48	43.33	44.20	45.09	45.99	46.91	47.84	12
	BI-Weekly	2,943.72	3,002.59	3,062.64	3,123.90	3,186.37	3,250.10	3,315.10	3,381.40	3,449.03	3,518.01	3,588.37	
	Annual	76,536.63	78,067.36	79,628.71	81,221.28	82,845.71	84,502.62	86,192.67	87,916.53	89,674.86	91,468.35	93,297.72	
13	Hourly	41.21	42.04	42.88	43.73	44.61	45.50	46.41	47.34	48.29	49.25	50.24	13
	BI-Weekly	3,090.90	3,152.72	3,215.77	3,280.09	3,345.69	3,412.61	3,480.86	3,550.48	3,621.48	3,693.91	3,767.79	
	Annual	80,363.46	81,970.73	83,610.14	85,282.34	86,987.99	88,727.75	90,502.31	92,312.35	94,158.60	96,041.77	97,962.61	
14	Hourly	43.27	44.14	45.02	45.92	46.84	47.78	48.73	49.71	50.70	51.71	52.75	14
	BI-Weekly	3,245.45	3,310.36	3,376.56	3,444.09	3,512.98	3,583.24	3,654.90	3,728.00	3,802.56	3,878.61	3,956.18	

	Annual	84,381.63	86,069.26	87,790.65	89,546.46	91,337.39	93,164.14	95,027.42	96,927.97	98,866.53	100,843.86	102,860.74	
15	Hourly	45.44	46.34	47.27	48.22	49.18	50.17	51.17	52.19	53.24	54.30	55.39	15
	Bi-Weekly	3,407.72	3,475.87	3,545.39	3,616.30	3,688.63	3,762.40	3,837.65	3,914.40	3,992.69	4,072.54	4,153.99	
	Annual	88,600.71	90,372.73	92,180.18	94,023.78	95,904.26	97,822.34	99,778.79	101,774.37	103,809.85	105,886.05	108,003.77	
16	Hourly	47.71	48.66	49.64	50.63	51.64	52.67	53.73	54.80	55.90	57.02	58.16	16
	Bi-Weekly	3,578.11	3,649.67	3,722.66	3,797.11	3,873.06	3,950.52	4,029.53	4,110.12	4,192.32	4,276.17	4,361.69	
	Annual	93,030.75	94,891.36	96,789.19	98,724.97	100,699.47	102,713.46	104,767.73	106,863.09	109,000.35	111,180.35	113,403.96	
17	Hourly	50.09	51.10	52.12	53.16	54.22	55.31	56.41	57.54	58.69	59.87	61.06	17
	Bi-Weekly	3,757.01	3,832.15	3,908.79	3,986.97	4,066.71	4,148.04	4,231.00	4,315.62	4,401.94	4,489.98	4,579.78	
	Annual	97,682.28	99,635.93	101,628.65	103,661.22	105,734.45	107,849.14	110,006.12	112,206.24	114,450.36	116,739.37	119,074.16	
18	Hourly	52.60	53.65	54.72	55.82	56.93	58.07	59.23	60.42	61.63	62.86	64.12	18
	Bi-Weekly	3,944.86	4,023.76	4,104.23	4,186.32	4,270.04	4,355.45	4,442.55	4,531.41	4,622.03	4,714.47	4,808.76	
	Annual	102,566.40	104,617.73	106,710.08	108,844.28	111,021.17	113,241.59	115,506.42	117,816.55	120,172.88	122,576.34	125,027.87	
19	Hourly	55.23	56.33	57.46	58.61	59.78	60.98	62.20	63.44	64.71	66.00	67.32	19
	Bi-Weekly	4,142.10	4,224.95	4,309.45	4,395.63	4,483.55	4,573.22	4,664.68	4,757.98	4,853.14	4,950.20	5,049.20	
	Annual	107,694.72	109,848.61	112,045.59	114,286.50	116,572.23	118,903.67	121,281.74	123,707.38	126,181.53	128,705.16	131,279.26	
20	Hourly	57.99	59.15	60.33	61.54	62.77	64.03	65.31	66.61	67.94	69.30	70.69	20
	Bi-Weekly	4,349.21	4,436.19	4,524.92	4,615.42	4,707.72	4,801.88	4,897.92	4,995.87	5,095.79	5,197.71	5,301.66	
	Annual	113,079.45	115,341.04	117,647.86	120,000.82	122,400.84	124,848.85	127,345.83	129,892.75	132,490.60	135,140.42	137,843.22	
21	Hourly	60.89	62.11	63.35	64.62	65.91	67.23	68.57	69.94	71.34	72.77	74.22	21
	Bi-Weekly	4,566.67	4,658.00	4,751.16	4,846.19	4,943.11	5,041.97	5,142.81	5,245.67	5,350.58	5,457.59	5,566.75	
	Annual	118,733.43	121,108.10	123,530.26	126,000.86	128,520.88	131,091.30	133,713.12	136,387.39	139,115.13	141,897.44	144,735.39	
22	Hourly	63.93	65.21	66.52	67.85	69.20	70.59	72.00	73.44	74.91	76.41	77.93	22
	Bi-Weekly	4,795.00	4,890.90	4,988.72	5,088.50	5,190.27	5,294.07	5,399.95	5,507.95	5,618.11	5,730.47	5,845.08	
	Annual	124,670.10	127,163.50	129,706.77	132,300.91	134,946.92	137,645.86	140,398.78	143,206.76	146,070.89	148,992.31	151,972.15	
23	Hourly	67.13	68.47	69.84	71.24	72.66	74.12	75.60	77.11	78.65	80.23	81.83	23
	Bi-Weekly	5,034.75	5,135.45	5,238.16	5,342.92	5,449.78	5,558.78	5,669.95	5,783.35	5,899.02	6,017.00	6,137.34	
	Annual	130,903.60	133,521.68	136,192.11	138,915.95	141,694.27	144,528.16	147,418.72	150,367.09	153,374.44	156,441.92	159,570.76	
24	Hourly	70.49	71.90	73.33	74.80	76.30	77.82	79.38	80.97	82.59	84.24	85.92	24
	Bi-Weekly	5,286.49	5,392.22	5,500.07	5,610.07	5,722.27	5,836.71	5,953.45	6,072.52	6,193.97	6,317.85	6,444.20	
	Annual	137,448.78	140,197.76	143,001.71	145,861.75	148,778.98	151,754.56	154,789.65	157,885.45	161,043.16	164,264.02	167,549.30	
25	Hourly	74.01	75.49	77.00	78.54	80.11	81.71	83.35	85.02	86.72	88.45	90.22	25
	Bi-Weekly	5,550.82	5,661.83	5,775.07	5,890.57	6,008.38	6,128.55	6,251.12	6,376.14	6,503.67	6,633.74	6,766.41	
	Annual	144,321.22	147,207.65	150,151.80	153,154.84	156,217.93	159,342.29	162,529.14	165,779.72	169,095.31	172,477.22	175,926.77	

Longevity: Longevity compensation shall be based on continuous service with Van Buren County for employees actively employed on December 1 of the current year and shall be paid at the rate of \$1,000 after ten (10) years of service, \$1,500 after fifteen (15) years of service, and \$2,000 after twenty (20) years of service. This shall be paid at the end of each year by separate check. For longevity purposes, an employee who is receiving compensation from the Employer for sick leave, workers compensation supplements or vacation shall be considered as actively employed.

APPENDIX B – BENEFITS

- I. The Employer agrees to provide health insurance benefits in accordance with this Appendix for all employees who are normally scheduled to work thirty (30) or more hours per week. Employees who are normally scheduled to work twenty (20) or less hours per week shall not be eligible for any of the benefits provided in the Appendix.
- II. The Employer will offer access to the same Health Insurance plan options as offered to other County employees, with details of each plan set forth in Appendix “B.”
- III. An Employee who does not need health, dental and vision insurance may elect to have the Employer apply the sum of two hundred dollars (\$200) per pay period, via a Section 125 Plan, to the Employee's 457 Deferred Compensation plan or paid to the employee directly. An employee whose spouse is insured through Van Buren County is not eligible for this opt out payment. This option shall not be available to Employees who are normally scheduled to work less than thirty (30) hours per week.
- IV. By not electing the 80%/20% premium share option recognized in Public Act 152, the County's governing body has effective January 1, 2014 opted for Public Act 152's "hard caps" (which will be annually adjusted). The employee will therefore pay all health insurance costs (including premiums) above the "hard caps". Dental and Vision are excluded from the "Hard Caps". The Employer has established a Section 125 Plan that will allow Employee's premium participation to be paid "pre-tax". The election by the County provided in Section 4 and 8 of PA 152 may be made annually.
- V. Employees will contribute 50% for the vision 24 Plan with the Employee option and expense to upgrade to the Vision 12 Plan.

Also, the Employer established a Section 125 Plan that will enable Employees to set aside "pre-tax" dollars for un-reimbursed medical, dental and vision and for childcare/dependent expenses. The Employer will also establish a Health Savings Account (HSA) for those employees electing the high deductible health insurance option/plan. The Employee may make pre-tax contributions to their Health Savings Account (HAS) or Flexible Spending Account (FSA) up to the established limit set by the IRS.
- VI. The Employer reserves the right to determine and/or change insurance carriers and/or underwriters at any time provided that thirty (30) days advance notice of any such determination or change shall be given to the Association. The Employer shall not, by reason of this provision, reduce the benefit levels without the consent of the Association.
- VII. The Employer's sole responsibility under the Appendix is to provide premium payments on behalf of eligible employees as set forth herein and the coverage referenced herein are offered specifically subject to the rules and regulations of the various insurance carriers and/or underwriters.
- VIII. The Employer agrees to pay the full cost of the group term life insurance coverage on behalf of each eligible employee in the face amount of \$20,000.00. This provision shall be subject to modification by any appropriate federal regulations.

IX. All employees shall be eligible to participate in the Van Buren County Deferred Compensation (457) Program in effect as of the effective date of this Agreement. Such participation shall be in accordance with all rules, regulations and procedures which may govern the plans as set forth in the plan documents. Copies of the plan documents shall be available for review in the Office of the County Administrator.

X. Retirement: The opportunity to participate in the benefits provided by the Municipal Employees' Retirement System of Michigan (HERS), as authorized by 1996 PA 220. Benefits available are those provided under the MFRS Plan Document of 1996. The guidelines regarding this offering are as follows:

- C2 (B1)
- Vesting 10 years
- Final Average Compensation 5 years
- F55 (25) Rider
- Prior Service Credit included
- Employee contribution 5%

XI. Health Care Savings Plan. Effective January 1, 2010, the County has established a Health Care Savings Plan (HCSP) through MERS for the sole purpose of providing employees a tax free health savings plan upon retirement or termination.

The program is mandatory for each employee with contributions ranging from a minimum of \$5.00 per pay period up to \$500.00 per pay, or as limited by IRS guidelines.

The employee will fund the cost of the administrative fee. There will be no vesting cycle and amounts contributed can be increased but cannot be decreased.

Employees shall annually have the ability to convert any entitled portion of their annual PTO payment to cash or a tax deferred 457 plan with the remaining balance being placed in the employee's tax-free MERS HCSP.

Upon termination of employment, employees shall have the option to convert any of their entitled PTO leave payments to cash or a tax free deferred 457 plan with the remaining balance being placed in the employee's tax-free MERS HCSP.

APPENDIX C

ON-CALL STIPEND

An Assistant Prosecuting Attorney (or other qualified attorney from the Prosecutor's office) will be "on call" each week of the year to cover any work that must be done outside regular/scheduled work hours (e.g., after hours, weekends, holidays, etc.). Assistant Prosecutors will work with the Prosecuting Attorney to schedule coverage, as equitably as possible, for all weeks of the year. If the coverage is not agreed to, the Prosecutor may designate/assign an Assistant Prosecuting Attorney to cover a particular week.

The Attorney covering a particular week will receive \$250.00 in "additional compensation" for being "on call" during the week and/or for responding to any work that must be done outside regular/scheduled work hours during that week.

APPENDIX D

SHORT-TERM AND LONG-TERM DISABILITY PLAN

- I. Effective July 1, 2003 the exiting Income Protection Plan is rescinded and replaced with a self-funded Short-Term Disability Plan and commercial Long-Term Disability Plan.
- II. The employer shall pay sixty-seven (67) percent of normal straight time wages of disability up to fifty-two (52) weeks after the fourteen day elimination period. Any employee interested in continuing their disability beyond the 52 weeks may do so at their own cost. However, under extraordinary circumstances such as an anticipated imminent return to work, the employer in its sole discretion may extend the LTD period beyond 52 weeks.
- III. During the fourteen (14) calendar day waiting period, the employee must use compensatory time, accumulated sick leave, vacation, or personal leave in that order. Any employee who is subject to losing either vacation or personal leave because of the end of the year caps shall use any time subject to being lost before the normal order of usage is utilized.
- IV. An employee may elect to supplement the remaining 33% of base wage by using available paid leave as outlined in Item II. above to receive a full paycheck. The employee must provide the Employer with a written form authorizing the payment from available paid leave. Should the employee elect to supplement this STD/LTD Plan the employee shall continue to receive all benefits provided under the Collective Bargaining Agreement.
- V. Health insurance will be maintained for no more than a period of one (1) year while receiving the Disability Plan benefits unless an employer extension is granted. Health Insurance will be at the same level and under the same conditions, which existed when the employee went out subject to any changes authorized by the Collective Bargaining Agreement or future Collective Bargaining Agreements.
- VI. The Employer reserves the right to self-fund or purchase coverage of this plan through an insurance carrier of the Employer's choice or if a plan is purchased to change to self-funding at the Employer's option provided the benefits remain as agreed to under this Article.
- VII. The Employer reserves the right to require appropriate documentation of disability. The Employer further reserves its right to require an employee to see an Employer designated physician to verify disability or an employee's ability to return to work. Should a dispute arise between the employee's physician and the Employer's physician, the parties agree that a third physician will be selected to determine either the employee's disability or the employee's ability to return to work and that third physician's opinion shall be binding on the employee, Employer and Association.