

AGREEMENT
BETWEEN
VAN BUREN COUNTY BOARD OF COMMISSIONERS
AND
VAN BUREN COUNTY PROBATE COURT
AND
VAN BUREN COUNTY SEVENTH DISTRICT COURT
AND VAN BUREN COUNTY THIRTY-SIXTH CIRCUIT COURT
WITH
VAN BUREN COUNTY JUDICIAL EMPLOYEES
ADMINISTRATORS AND PROFESSIONAL
ASSOCIATION

2026 - 2028

TABLE OF CONTENTS

AGREEMENT1

PURPOSE AND INTENT1

ARTICLE 1 - RECOGNITION1

ARTICLE 2 - TERMS AND CONDITIONS.....1

ARTICLE 3 - HOURS OF WORK2

ARTICLE 4 - SALARIES/EXEMPT2

ARTICLE 5 - HEALTH INSURANCE AND RETIREMENT BENEFITS.....2

ARTICLE 6 - PAID TIME OFF.....2

ARTICLE 7 - BEREAVEMENT.....5

ARTICLE 8 - HOLIDAYS.....6

ARTICLE 9 - DISABILITY.....6

ARTICLE 10 - MILEAGE6

ARTICLE 11 - MODIFICATION OF AGREEMENT6

ARTICLE 12 - INTERPRETATION AND INVALIDITY6

ARTICLE 13 - WELLNESS6

ARTICLE 14 - TEMPORARY VACANCIES AND ASSIGNMENTS6

ARTICLE 15 - GRIEVANCE PROCEDURE7

ARTICLE 16 - EFFECTIVE DATE AND DURATION OF AGREEMENT10

ARTICLE 17 - COMPLETION OF AGREEMENT.....10

APPENDIX A - UNIFIED PAY SCALE.....12

APPENDIX B - COMPENSATION18

APPENDIX C - BENEFITS19

APPENDIX D - SHORT TERM AND LONG TERM DISABILITY PLAN.....22

AGREEMENT

This AGREEMENT entered into effective the 1st day of January, 2026, and between the Van Buren County Board of Commissioners (hereinafter referred to as the, "Funding Unit"), and Van Buren County Probate Court, and Van Buren County Seventh District Court, and Van Buren County Thirty-Sixth Circuit Court (hereinafter referred to as the Employer) with the Van Buren County Judicial Employees and Administrators and Professionals 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 Funding Unit, Employer, and the Association.

The parties recognize that the interests of the community and the job security of the employees depend upon the Funding Unit and Employer's success in establishing and maintaining a proper service to the community.

To these ends the Funding Unit, Employer and 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, salaries, 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 Judicial Employees that serve as magistrates, hearing officers, administrators, professionals, and/or supervisors employed by the Employer, not represented by AFSCME, excluding the employees of the Specialty Courts and excluding the Trial Court Administrator, Family Division/FOC Administrator, District Court Administrator, and Family Division & Probate Manager.

ARTICLE 2 - TERMS AND CONDITIONS

- A. The Van Buren County Personnel Policies unless amended by Court Policies and 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, are 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 different relationship and/or benefit.
- B. This Agreement is to be construed and is strictly subordinate to any statutory rights given the Funding Unit and/or the Employer.

- C. In the event that the Employer seeks to make changes to rates of pay of existing classifications in this bargaining unit during the term of this Agreement, the Employer will advise the Association prior to making such change. If the Association objects to the change or requests to negotiate with the Employer regarding the change, the Employer agrees to meet and discuss/negotiate with the Association.
- D. 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.
- E. No Strike – No Lockout. The Association and the Employer recognize that strikes and other forms of work stoppage by employees are contrary to law and public policy. The Association and the Employer subscribe to the principal that differences shall be resolved by peaceful and appropriate means without interruption of programs and operations. The Association, 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 1/2) hours per day and thirty-seven and one-half (37 1/2) hours per week.
- B. Workday. The regular workday shall begin at 8:30 a.m. and end at 5:00 p.m. with one (1) hour off for non-paid lunch scheduled approximately in the middle of the day. The starting and quitting times of the workday may vary if the business of the Employers so require.
- C. Rest Periods. One (1) fifteen (15) minute rest period is provided, in each half of the workday. Occasionally rest periods may be altered, staggered or forfeited if the business of the Employer so requires. The Employer agrees to make a good faith effort to assure that employees receive two (2) breaks each day.

ARTICLE 4 - SALARIES/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) hour work week. No overtime.

- A. The salary schedule for this bargaining unit will be amended according to the following schedule:
 - 2026 - 3.00%
 - 2027 - 3.00%
 - 2028 - 3.00%
- B. A pay scale per Appendix A will be instituted for the first pay period of 2026 and amended as described in Item A. above.

ARTICLE 5 - HEALTH INSURANCE AND RETIREMENT BENEFITS

The Funding Unit and Employer shall provide health insurance and retirement benefits for the employees covered by this Agreement as set forth in Appendix C, which is attached hereto and made a part thereof.

ARTICLE 6 - PAID TIME OFF

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:

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

Rules for PTO Usage for Full-Time Employees:

Effective January 1, 2026, employees hired on or before January 1, 2026, will have a maximum PTO accrual of five hundred (500) hours. Employees with PTO balances exceeding 500 hours as of January 1, 2026 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, 2026, 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.

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 unexcused absence 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

Effective January 1, 2026, employees hired on or before January 1, 2026, 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, 2026, 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 7 - BEREAVEMENT

Employees shall receive pay for a day necessarily lost during their normal scheduled work week not to exceed five (5) consecutive days to grieve, 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, parent, stepparent, grandchildren and children of the employee or the employee's current spouse. Three (3) consecutive work days to grieve, arrange for 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, or 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, then the employee may take an additional two (2) days of 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 8 – HOLIDAYS

The Employer shall recognize as paid holidays all holidays set forth in MCR 8.110(D). Holiday pay shall otherwise be governed by the County's personnel policy.

ARTICLE 9 - DISABILITY

The Employer agrees to provide a Short Term Disability/Long Term Disability (STD/LTD) Plan to all full-time employees. The benefits of the STD/LTD are attached as Appendix D.

ARTICLE 10 - MILEAGE

Mileage shall be paid at the annual rate established by the IRS.

ARTICLE 11 - 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, and amendments that may be agreed upon shall be in the form of a "Letter of Understanding" signed by all three parties – Funding Unit, Employer and Court Association - and attached to this Agreement as a part thereof.

ARTICLE 12 - 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 or 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 13 - 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.

ARTICLE 14 – TEMPORARY VACANCIES AND ASSIGNMENTS

An employee may be assigned duties normally considered commensurate with a classification higher than that which the employee holds. When an employee is temporarily assigned to perform the essential duties (as defined by the ADA) of a classification with a higher rate of pay than the

position that the employee regularly holds, and the assignment exceeds ten (10) consecutive work days, the employee shall then be compensated from the first (1st) day of the assignment at the rate of the higher-paid classification. Before an employee is temporarily assigned the higher duties and responsibilities the employee shall receive a written order from the Employer directing and authorizing such work.

ARTICLE 15 – GRIEVANCE PROCEDURE

- A. Definition of Grievance. A grievance shall be an alleged violation of the expressed terms of this Agreement.

- B. Grievance Requirements
 - 1. The following matters shall not be the basis of any grievance filed under the procedure outlined in this Article.
 - a. Any action or lack of action on the part of the Employer which is required by law.
 - 2. The Association shall designate a steward to handle grievances when requested by the grievant.
 - 3. The term “days” as used herein shall mean Monday through Friday excluding holidays and weekends.
 - 4. Written grievances as required herein shall contain the following:
 - a. It shall be signed by the grievant or grievants.
 - b. It shall be clear and specific.
 - c. It shall contain a synopsis of the facts giving rise to the alleged violation.
 - d. It shall cite the Article or Section of this Agreement alleged to have been violated.
 - e. It shall contain the date of the alleged violation.
 - f. It shall specify the relief requested.
 - 5. Any written grievance not substantiated in accordance with the above requirements may be rejected as improper. Such a rejection shall not extend the time limitations hereinafter set forth.
 - 6. The Association shall have no right to initiate a grievance involving the right of a grievant without the grievant’s express approval in writing thereon but the Association may initiate a unit grievance.

7. All preparation, filing, presentation, discussion or consideration of grievances shall be held and conducted at times other than normal working hours for the grievant or a participating Association representative unless agreed otherwise by the Employer. Equipment and/or materials and supplies owned by the Employer shall not be used by the Employee or the Association for the purpose of preparing or typing a grievance.
8. Where no wage loss has been caused by the action or inaction of the Employer as set forth in the grievance, the Employer shall be under no obligation to make monetary adjustments.
9. Awards or grievance settlements will not be made retroactive beyond the date of the occurrence or non-occurrence of the event upon which the grievance is based.
10. The parties hereto may agree to extend the time limits set forth below by mutual agreement in writing.

C. Grievance Procedure

Level One: If an employee or the Association believes that a violation of the express terms of this Agreement has occurred, the employee or Association shall, within ten (10) days of the alleged violation or within ten (10) days of the time the violation could have been reasonably discovered by the grievant (whether the grievant is the employee or the Association), orally discuss the grievance with the immediate supervisor in an attempt to resolve same. If no resolution is obtained, then within ten (10) days after the discussion the employee shall reduce the grievance to writing in accordance with the Grievance Requirements above and proceed to Level Two.

Level Two: A copy of the written grievance shall be filed with the Trial Court Administrator. Within ten (10) days of receipt of the grievance, the Trial Court Administrator shall arrange a meeting with the grievant and the Association steward to discuss the grievance. Within ten (10) days of the discussion, the Trial Court Administrator shall render their decision in writing, transmitting a copy of the same to the grievant and the Association steward. If no decision is rendered within ten (10) days of the discussion, or the decision is unsatisfactory to the grievant, the grievant may, within ten (10) days of the decision or lack of decision proceed to Level Three.

Level Three: A copy of the written grievance shall be filed with the County Administrator. Within ten (10) days of receipt of the grievance, the County Administrator shall arrange a meeting with the grievant and the Association steward to discuss the grievance. Within ten (10) days of the discussion, the County Administrator shall render their decision in writing transmitting a copy of same to the grievant and the Association steward. If no decision is rendered within ten (10)

days of the discussion, or the decision is unsatisfactory to the grievant, the grievant may proceed to Level Four.

Level Four: If the Association or grievant is not satisfied with the disposition of the grievance at the previous level, it may, within thirty (30) days of the decision or lack of decision, file a demand for arbitration with the American Arbitration Association, in writing, and request the appointment of an arbitrator to hear the grievance. If the parties cannot agree upon an arbitrator, the arbitrator shall be selected by the American Arbitration Association in accordance with its rules.

By mutual consent, within fourteen (14) days of the request for arbitration the parties hereto shall hold at least one pre-arbitration conference. The conference shall include the bargaining teams for each of the parties and the grievant. The purpose of the conference shall be to attempt to resolve the grievance prior to arbitration. Each party shall submit to the other party at the conference a statement alleging facts, grounds and defenses which will be proven at arbitration. The parties hereto may continue to hold pre-arbitration conferences, by mutual consent, until the time of arbitration.

D. Arbitration Rules

Arbitration shall be conducted in accordance to the rules of the American Arbitration Association subject to the following:

1. Neither party may raise a new defense or ground at arbitration not previously raised or disclosed at other levels of the grievance process.
2. The decision of the arbitrator shall be final and conclusive and binding upon employees, the Employer and the Association, subject to the right of the Employer or the Association to judicial review. Any lawful decision of the arbitrator shall be forthwith placed into effect.
3. The right to judicial review shall be limited to arbitrator decisions which are based on bias or on areas outside the parameters of this Agreement.
4. Powers of the arbitrator shall be subject to the following limitations:
 - a. He/She shall have no power to add to, subtract from, disregard, alter or modify any of the terms of this Agreement.
 - b. He/She shall have no power to establish salary scales or to change any salary.
 - c. He/She shall have no power to neither change any practice, policy, or rule of the Board of Commissioners nor substitute his/her judgment for that of the Board as to the reasonableness of any such practice, policy, rules or any action taken by the Board.

- d. In rendering decisions, an arbitrator shall give due regard to the responsibility of management and its governmental function and shall so construe the Agreement that there will be no interference with such responsibilities, except as may be specifically conditioned by this Agreement.
 - e. He/She shall have no power to interpret state and federal law but must apply the law as it is written or interpreted by the courts.
 - f. He/She shall not hear any grievance previously barred from the scope of the grievance procedure.
- 5. If either party disputes the arbitrability of any grievance under the terms of this Agreement, the arbitrator shall have jurisdiction to determine arbitrability. In the event that a case is appealed to the arbitrator on which he/she has no power to rule, it shall be referred to the parties without decision or recommendation on its merits.
 - 6. More than one grievance may not be considered by the arbitrator at the same time except upon expressed written mutual consent of the parties hereto.
 - 7. The cost of arbitration shall be borne equally by the parties hereto except each party shall assume its own cost for representation including any expense of witnesses.
 - 8. No claim for wages shall exceed the amount of wages the employee would otherwise have earned.

ARTICLE 16 - EFFECTIVE DATE AND DURATION OF AGREEMENT

- A. This Agreement shall become effective January 1, 2026.
- B. This Agreement shall continue in full force and effect for a period of three (3) years, the 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.

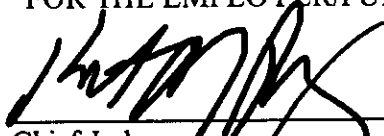
ARTICLE 17 - COMPLETION OF AGREEMENT

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 Funding Unit and Employer with 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 of contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

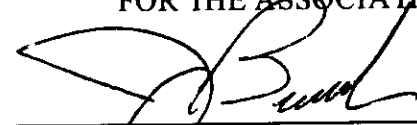
IN WITNESS WHEREOF, the parties hereto caused this instrument to be executed on the 1st day of January, 2026.

FOR THE EMPLOYER/FUNDING UNIT

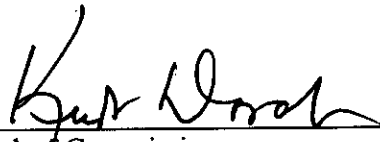


Chief Judge
Date: 3/17/2026

FOR THE ASSOCIATION



Date: 3/16/2026



Board of Commissioners
Date: MARCH 24, 2026

Date: _____

APPENDIX A – UNIFIED PAY 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
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	

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.

2028

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	22.95	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 - COMPENSATION

- I. The Van Buren County Salary Rate Schedule in effect for this Association shall be modified as follows:
 - A. 2026 - 3.00%
 - 2027 - 3.00%
 - 2028 - 3.00%

- II. A Hearing Officer (Referee, Magistrate or other qualified person from the Association) 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.). Hearing Officers will work with the Circuit Court Judges to schedule coverage, as equitably as possible, for all weeks of the year. If coverage is not agreed, the Judge(s) may designate/assign a Hearing Officer to cover a particular week. The Hearing Officer 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 C - BENEFITS

- I. The Employer agrees to provide 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 less than thirty (30) hours but more than twenty (20) hours per week may purchase the County's health insurance benefits by way of payroll deduction. 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. Effective January 1, 2020 the Employer will under its self-insured plan offer three (3) illustrated plan options (See, attached), with details of each plan set forth. For Dental Coverage, the employee will have the option to choose between two dental plans. The first plan is a maximum dental benefit of \$800.00 per person per calendar year with no cost to the employee and the second option is a maximum dental benefit of \$1,000.00 per person per calendar year with a \$1,500.00 orthodontics rider with an 8% contribution from the employee.
- III. An Employee who does not need health insurance may elect to have the Employer pay the Employee the sum of two hundred dollars (\$200) per pay period. An employee is not eligible for this opt-out payment if he/she opts out of County-offered health insurance and receives federal assistance to obtain health insurance via an Affordable Care Act exchange. 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 March 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".
- V. Employees will contribute 50% for the vision 24 Plan with the Employee option and expense to upgrade to the Vision 12 Plan.
- VI. The Health Reimbursement Accounts (HRA) shall be considered the employee's money and therefore, we will give the option to either fund their Health Savings Account (HSA) High Deductible Health Insurance Plan or receive a one-time payment of the balance in their account.

Also, the Employer has established a Section 125 Plan that will enable Employees to set aside "pre-tax" dollars for un-reimbursed medical, dental and vision and for child care/dependent care. The Employer will also establish a Health Savings Account (HSA) for those employees electing the high deductible health insurance option/plan.
- VII. 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.

- VIII. 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.
- IX. The Employer agrees to pay the final 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.
- X. 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.
- XI. MERS. All employees hired on, or after January 1, 2005, and all employees that were hired prior to January 1, 2005 and exercised their option to roll over to the MERS program will participate in MERS Program. Benefits available are those provided under the MERS Plan Document of 1996. The guidelines regarding this offering are as follows:
- A. Valuation calculations are pursuant to the Initial Actuarial Valuation dated May 1, 2004. If revised actuarial studies are required, it is the County's position that its MERS contributions will not exceed what is presently given to the existing Thrift Plan.
- B. Benefit Programs/Formula are:
- C2 (B1)
 - Vesting 10 years
 - Final Average Compensation 5 years
 - F 55 (25) Rider
 - Prior Service Credit Included
 - Employee Contribution 5%
- XII. Deferred Compensation. Those employees who were hired prior to January 1, 2005 and chose not to roll over into the MERS program may participate in the Van Buren County Thrift Plan (401). The County will contribute, without regard to an employee's contribution, as follows on base pay to the Thrift Plan:
- 0 - 10 years of service 5%
10 - 20 years of service 6%
20+ years of service 7%

There are no caps.

In addition to the money set forth above, if an employee makes at least a 3% contribution to the Deferred Compensation Plan, the County will provide an additional match of 4% on base pay to the Thrift Plan.

APPENDIX D

SHORT TERM AND LONG TERM DISABILITY PLAN

- I. Effective July 1, 2003 the existing Income Protection Plan is rescinded and replaced with a self-funded Short Term Disability Plan and commercial Long Term Disability Plan.
- II. The Employer will provide a policy that will pay sixty-seven (67) percent of the normal straight time wages of disability up to fifty-two (52) weeks after the fourteen (14) day elimination period. Any employee interested in continuing their disability beyond fifty-two (52) weeks may do so at their own expense. However, under extraordinary circumstances such as an anticipated imminent return to work, the court may request additional disability leave to the Funding Unit beyond fifty-two (52) weeks.
- III. Bl. 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 fifty-two (52) weeks while receiving the STD/LTD Plan benefits 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.