

**TEAMSTERS/BAY COUNTY**  
**TERMINATION DATE: DECEMBER 31, 2029**

**FINAL FOR EXECUTION**  
**MARCH 10, 2026**

**AGREEMENT**

**Between**

**BAY COUNTY**

**and**

**TEAMSTERS LOCAL 214**

**JANUARY 1, 2026 – DECEMBER 31, 2029**

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**AGREEMENT**

**THIS AGREEMENT** is entered into this 1st day of January, 2026, between the County of Bay, a Municipal Corporation of the State of Michigan, (hereinafter referred to as the "County,") and the Teamsters Local 214, (hereinafter referred to as the " Union.")

WITNESSETH: That the parties hereto, in consideration of the mutual covenants and agreements hereinafter contained, do hereby agree as follows:

**PREAMBLE - PURPOSE**

The purpose of the Working Agreement between the County and the Union is to promote and ensure a spirit of mutual confidence, cooperation, economy and efficiency of operation; to set forth the general policy of the County on personnel and procedures; and to establish rates of pay and conditions of work; as defined in this Agreement.

**ARTICLE 1**  
**RECOGNITION**

**1.0 RECOGNITION**

Pursuant to and in accordance with all applicable provisions of Act 336 of the Michigan Public Acts of 1947, as amended, the County hereby recognizes the Union as the sole and exclusive representatives for the purpose of collective bargaining with respect to wages, hours, and terms and conditions of employment for all employees within the following units:

**1.01 CATEGORY (A)**

All regular full and part-time supervisory, managerial, professional and administrative employees: (a) as certified on July 28, 1981, by the Michigan Employment Relations Commission, Case No. R81D-171-R81-F241.

**1.02 CATEGORY (B)**

All regular full and part-time non-supervisory, managerial, and professional employees: (a) as certified on July 28, 1981, by the Michigan Employment Relations Commission, Case No. R81D-171-R81-F241.

**1.03 NEW POSITIONS**

New positions established by the County which fall into Category (A) or (B) as listed above shall become unit positions.

**1.1 NON-DISCRIMINATION**

No employee shall be discriminated against in any manner because of race, creed, color, sex, national origin, age, organizational activity, political affiliation, disability, membership or non-membership in the Union or any other bargaining unit, or religious belief, as required by law.

**ARTICLE 2**  
**MANAGEMENT RIGHTS**

**2.0 MANAGEMENT RIGHTS**

Except as expressly abridged by any provision of this Agreement, the County reserves and retains all of its normal and inherent rights with respect to management of its affairs in all respects in accordance with its responsibilities, whether exercised or not, including but not limited to its rights to determine and from time to time to re-determine the number, location and type of work forces, facilities, operations, and the methods processed and equipment to be employed; the scope of services to be performed, the method of service and the schedule of work time; to contract and subcontract existing and future work, to discontinue conduct of its mission or operations in whole or in part; to determine whether and to what extent the work required in its operations shall be performed by employees covered by this Agreement; to transfer its work from or to, either in whole or in part, to any number, types and grades of positions or employees assigned to any organization or unit, department or project; to establish and change work schedules, assignments and facility locations, to hire, transfer, promote and demote employees; to lay off, terminate or otherwise relieve employees from duty; to suspend, discharge or discipline non-probationary employees for cause, to use supervisors or other County employees to perform work of the kind performed by employees of the unit; and otherwise to take such measures as management may determine to be necessary for the orderly, efficient and economical operation of the County. The Employer will not layoff employees in the bargaining unit and then have the laid off employees work performed by non-bargaining unit County employees or non-bargaining unit County supervisors.

**2.1 SUSPENSION OF AGREEMENT**

If, in the sole discretion of the Chairman of the Board of Commissioners, or the County Executive or his/her designee, or in their absence, the Official so designated by law to act in their absence, it is determined that civil emergency conditions exist including but not limited to riots, civil disorders, hurricane conditions, or similar catastrophes, the provisions of this Agreement may be suspended during the time of the declared emergency, provided that wage rates and monetary fringe benefits shall not be suspended.

**2.2 EMERGENCY MANAGER PROVISION**

In accordance with the provisions of Public Employment Relations Act (Act 336 of 1947, §423.215 (7)), the parties recognize that such Act provides for an emergency manager appointed under the local financial stability and choice act, 2012 PA 436, MCL 141.1541 to 141.1575, to reject, modify, or terminate the collective bargaining agreement as provided in the local financial stability and choice act, 2012 PA 436, MCL 141.1541 to 141.1575 and that Provisions required by this subsection are prohibited subjects of bargaining under this act.

**ARTICLE 3**  
**UNION SECURITY**

**3.0 NON-INTERFERENCE**

The employer will not aid, promote or finance any labor group or organization which purports to engage in collective bargaining.

**3.1 MEMBERSHIP IN THE UNION**

Membership in the Union is not compulsory. Regular employees have the right to join, not join, maintain or drop their membership in the Union, as they see fit. Neither party shall interfere, restrain, coerce, or discriminate against any employee in regard to the exercise of freedom of choice in such matters.

**3.2 UNION DUES AND REPRESENTATION FEES**

The Employer agrees to deduct Union dues or Union representation fees from employees who choose to become members of the Union by signing an appropriate dues check-off deduction document. In no event shall such deduction take place until the first payday of the month following the employee's successful completion of 30 days of employment.

The Employer also agrees to deduct from an employee's paycheck the initiation fee of the Union, for those employees joining the Union, which is payable only once when an employee has become a member of the Union for 30 days.

The Employer agrees to deduct from the salary of each individual employee in the bargaining unit who becomes a Union member, the Union's dues and initiation fee, subject to all of the following conditions:

- A) The Union shall obtain from each of its members a completed and signed authorization form which shall conform to the respective state and federal law(s) concerning that subject, or any interpretation(s) thereof.
- B) All checkoff authorization forms shall be filed with the Personnel Office, who may return any incomplete or incorrectly completed form to the Union's designated financial officer, and no checkoff shall be made until such deficiency is corrected.
- C) The Employer shall only checkoff obligations which come due at the time of checkoff, and will make checkoff deductions only if the employee has enough pay due to cover such obligation. The Employer is not responsible for refund to the employee if he/she has duplicated a checkoff deduction by direct payment to the Union.
- D) The Employer's remittance shall be deemed correct if the Union does not give written notice to the Personnel Office within two (2) calendar weeks after remittance is transmitted of its belief, with reason(s) stated therefore, that the remittance is incorrect.
- E) The Union shall provide at least thirty (30) days' written notice to the Personnel Office of the amount of Union dues and/or representation fees and/or initiation

fee to be deducted from the wages of employees in accordance with this Article. Any changes in the amounts determined will also be provided to the Personnel Office at least thirty (30) days prior to its implementation.

**3.3 HOLD HARMLESS AND INDEMNIFICATION**

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

**3.4 NO STRIKE CLAUSE**

The Union agrees that neither the Union, its agents, nor its members will authorize, instigate, aid, condone or engage in a work stoppage, slowdown, strike or other concerted activity which interferes with the operation of the Employer in any way. Individual employees or groups of employees who instigate, aid or engage in a work stoppage, slowdown or strike may be disciplined up to and including discharge at the sole discretion of the Employer.

**ARTICLE 4**  
**BARGAINING COMMITTEE**

**4.0 COMPOSITION**

The Bargaining Committee of the Union shall include not more than four (4) unit members. The Bargaining Committee may also include not more than two (2) non-employee representatives of the Union. The Union shall submit to the County, in writing, the names and addresses of its employees and non-employee representatives on the Bargaining Committee prior to negotiations, and in the event of a change during negotiations, notice of such change will be given prior to the next meeting.

**4.1 UNION/COUNTY TIME**

Bargaining/Grievance Committee members shall be paid their regular compensation while on Union business investigating and presenting grievances or dealing directly with county officials regarding contract negotiations, provided the Committee member obtains approval from his/her supervisor prior to grievance handling or contract negotiations.

**ARTICLE 5**  
**HOURS OF WORK**

**5.0 WORK WEEK**

The parties hereto agree that a normal work week shall consist of forty (40) hours, Monday through Friday, 8:00 a.m. to 5:00 p.m., including a one (1) hour unpaid lunch period plus a fifteen (15) minute break period during mid-morning and afternoon. Since the members of this unit are, for the purposes of this contract, managerial, supervisory or professional

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employees, necessary overtime shall be worked at no additional pay. Should an employee work more than forty-two (42) hours in a week, he/she shall be paid for time worked over the forty-two (42) hours on an hour-for-hour basis or accumulated as comp time on an hour-for-hour basis, if mutually agreed to and to be taken at a mutually agreed time. Overtime pay for time worked over forty (40) hours in a work week is determined by this Agreement or by applicable law, with applicable law superseding this Agreement.

**5.1 ON-CALL POSITIONS**

The parties agree that certain unit members are on-call during a twenty-four (24) hour period due to their particular responsibility. Should emergency calls require that an individual be required to report to a County facility, all hours shall provide an equal amount of compensation time in full hour increments, following the approval of the immediate supervisor.

When the employer orders an employee to be on-call for periods of time of one week (Sunday through Saturday), which applies only to employees who are on-call to work in 24-hour, seven day per week facilities or provide Information Technology services, those employees will be paid for one (1) hour each day designated on call. The Department Director/Leader shall be responsible for establishing the on-call schedule. An employee will be designated to provide on-call coverage for each day within the seven-day on-call period; however, the same employee is not required to be assigned for all seven days. The Department may rotate on-call responsibility among employees as operational needs require. On-call employees will be paid time and one half for on-call hours worked regardless of time worked during normal work hours. It is understood that on-call work is work required after an employee has completed the workday and is not a continuation of the regular workday without any break in work performance. If the on-call employee is required to report to the workplace, the employee will be paid a minimum of two (2) hours straight pay or time and a half for hours worked, whichever is greater. Taking compensatory time in lieu of pay requires mutual consent of the employee and supervisor. If required, the employee must physically report to work within one hour of being called in and must be available by telephone, provided by employer, while on-call. If physical presence in the building is not required to rectify the on-call event, employee must respond within 30 minutes. Failure to comply within these requirements shall result in forfeiture of any compensation and subject the employee to possible disciplinary action.

**5.2 SHORT WEEK**

The above work week as described shall, however, not guarantee a full forty (40) hour work week for each unit member.

**5.3 FLEX TIME**

If agreeable with the employee and the County, flexible scheduling may be implemented to allow employees to work a schedule other than the daily 8:00 a.m. - 5:00 p.m. assignment. This shall include the adjustment of schedules based upon seasonal work.

**5.4 RECORDED WORK TIME**

Management shall determine the method of recording employee work time. Any method adopted shall apply equally to all unit members.

**5.5 COMPENSATORY TIME PAYOUT**

Compensatory time will be paid out on an annual basis based on the current wage scale (example – paid out first quarter of 2022 based on 12/31/2021 pay scale.)

**ARTICLE 6**  
**DISCIPLINARY RECORDS**

**6.0 DISCIPLINARY RECORDS**

Disciplinary action may be taken against a non-probationary employee for just cause. Records of all disciplinary actions shall be maintained as follows:

**6.01**

Prior to imposing disciplinary action on a non-probationary employee, he/she shall be entitled to have their Union Representative present.

**6.02 WRITTEN REPRIMANDS**

Written reprimands or other disciplinary action shall describe the behavior which caused the disciplinary action, shall give direct and explicit orders for the future, if any. After a period of two (2) years from the last date of filing for a written reprimand, all such records shall not be used in any subsequent disciplinary action. For any other disciplinary action, a three (3) year limit shall apply.

**6.1 RECORD PLACEMENT**

A copy of a written reprimand record which is placed in an employee's file shall be given to the employee at the time such record is made.

**6.2 RECORD REVIEW**

Employees shall have the right to review their personnel files in the presence of an administrator as outlined under the law (MCLA 423.501-512) and to make copies of all non-confidential documents contained therein at reasonable times and their own expense.

**ARTICLE 7**  
**EMPLOYEE CATEGORY**

**7.0 EMPLOYEE CATEGORY**

- A) Full-time: An employee who is employed thirty (30) or more hours per week.
- B) Part-time: An employee who is employed less than thirty (30) hours per week.
- C) Probationary: A newly hired employee who is employed to fill a full or part-time position.

- D) Temporary/Substitute: An employee who is employed from outside the unit to fill a full or part-time position on a per diem or hourly basis. Such persons are not covered by this agreement.

**7.1 PROBATION PERIOD**

All new full-time/part-time employees in the unit shall serve a six month probationary period. During this period, the employee may be terminated without recourse to or without regard to this Agreement, and shall not be entitled to the benefits of the grievance procedure as it relates to discipline and/or discharge. The probationary employee can be terminated for any reason or for no reason. A probationary employee is an employee at will. The probation may be extended for an additional six months at the sole discretion of the Department Head. This is not subject to the grievance procedure. The union will receive notification when a probationary period is extended.

Upon completion of the probationary period, the employee's name shall be placed on the seniority list as of his/her last date of hire; provided, however, that if an employee is absent from work for any reason, his/her probationary period shall be extended by a period equal to the duration of such absence.

**7.2 SENIORITY**

A new permanent full-time/part-time employee's seniority date shall be their hire date and shall become effective after satisfactory completion of their probationary period.

**ARTICLE 8**  
**CLASSIFICATION/COMPENSATION**

**8.0 CLASSIFICATION/COMPENSATION**

County reserves unto itself the prerogative of creating or modifying positions within this unit. Management will, however, confer with the Union for its input prior to any official action. Copies of the new or modified positions shall be provided to the affected individuals and the unit president. Should any major changes require an increase in assigned work hours, management will confer with the Union to evaluate the change and how the increased assignment shall be compensated.

If an employee is awarded a position at a higher pay scale, the employee will begin at the rate that gives them an increase in pay.

**8.1 UNIT POSITIONS**

Unit positions shall be positions as outlined in Article 1.

**8.2 RECLASSIFICATION/COMPENSATION PROGRAM**

The parties hereto recognize that the Bay County Board of Commissioners has adopted a written Personnel Policy governing procedures for determining compensation for positions

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within the County service. The Personnel Director shall be responsible for the administration of all aspects of the Reclassification/Compensation program and conferring with the Personnel Committee of the Bay County Board of Commissioners. When an employee believes that his or her classification is deserving of consideration, the Union may present their request. The Personnel Director and the Union agree to discuss such reclassification requests applying the methods set forth in the County's Wage and Salary Program. The employee will be allowed an optional 15 minutes for a presentation at the beginning of the reclassification meeting. The employee will be excused and will not participate in the remainder of the reclassification procedure. In order to receive consideration, one of three criteria listed below must be met and such requests must be received by the Personnel Department prior to May 1 of each year. Any adjustments will become effective as of January 1 of the following year. The current pay scale will continue to be used to determine the appropriate pay step in which to place an employee whose position was reclassified. When there is a reclassification, the employee will be placed in the step in the new classification that they are at in the previous classification. To be eligible for consideration, the employer must find one of the following three criteria to be met:

1. The knowledge, skills, and abilities (KSAs) required for the position have changed and are significantly greater than before. The employee bears the burden of proof to demonstrate a significant change in KSA level.
2. Two positions having different wage rates are combined and the KSAs of the combined job are at least 40% of the higher rated position KSAs that drove the classification to be higher paid.
3. The position has been improperly classified in comparison to comparable positions in the County.

Should the Personnel Director determine the position has met one of these criteria, the reclassification request will be submitted to the Board of Commissioners for final approval and appropriate budget adjustments.

The Director may also request consideration from the Personnel Director for employee reclassification. The employer may request, from the board of commissioners, employee reclassifications. If either of those transpires, notification will be sent to the union.

Nothing in this Article 8.2 is subject to the grievance procedure.

**8.3 UNIT JOB DESCRIPTION**

All unit positions shall have at least the following:

- A) Job title.
- B) General description of duties.
- C) Qualifications and/or certification.

D) Salary level.

**8.4** **JOB REALIGNMENT**

If the added duties to an existing position do not require an increase in the basic work week, no additional compensation shall be required.

**8.5** **INCREMENTS**

Salary increments for part-time employees shall be prorated--based upon 1,560 hours per year.

**ARTICLE 9**  
**VACANCIES**

**9.0** **VACANCY OCCURRENCE**

A vacancy shall exist when a new position is created by the Board of Commissioners or when a vacant position is posted. Unit members may apply, in writing, and shall be considered for any posted unit position if they are qualified, and if they are qualified, he/she shall be interviewed. However, the Employer reserves the right to hire from within or outside of the Bargaining Unit who it believes is best qualified for the position and such decision shall be final and binding on all the parties.

**9.1** **TIME LIMIT**

Job vacancies shall be posted for at least seven (7) calendar days.

**9.2** **WAIVER**

At the employer's discretion, the seven (7) working day posting requirement may be waived if the position has been posted within the last 60 days.

**ARTICLE 10**  
**TEMPORARY ASSIGNMENTS**

**10.0** **TEMPORARY ASSIGNMENTS**

An employee who is temporarily assigned in writing by his/her Department Leader, not a member of this bargaining unit, the duties and responsibilities of the position that pays a higher grade than his/her regular assignment, for five consecutive working days, shall be paid the rate for that position, which represents an increase and should be placed in the new range at a step which represents an increase equivalent to at least a one-step increase in the old range. That is, the employee should be placed at a salary step in the new range which provides a salary increase which is not less than the difference between the minimum and the first step of the range for the lower classification involved.

**ARTICLE 11**  
**LAYOFF/RECALL**

**11.0 UNIT REDUCTION**

The Employer reserves the right to lay off employees. The County will meet with unit officers to explain the layoffs prior to the actual layoff(s). Layoff of regular employees shall not occur until part-time and/or temporary employees within the same division and affected classification are laid off.

**11.1 LAYOFF PREFERENCE**

In a layoff situation where more than (1) unit member has the identical job, is in the same program, same certification, same classification and same pay grade, and is in the same department (example: sanitarian in the Health Department), the individual laid off will have a lesser level of seniority, provided that the more senior person has the present ability to perform the job.

**11.2 LAYOFF NOTICE**

A unit member to be laid off must be notified in writing fourteen (14) calendar days prior to the layoff date. If an employee is retiring and has available vacation or personal time, they will be permitted to use that time for an additional sixteen (16) days to prevent an employment break in service.

**11.3 RECALL RIGHTS**

An employee shall hold recall rights for one (1) year from the date of layoff to the position from which he/she was laid off, or the length of their seniority, whichever is less.

**11.4 RECALL NOTICE**

If a laid off employee is to be recalled, the notice shall be sent by certified mail or email to the employee's last known home address and email address. The employee will be given five (5) business days to respond. It is the employee's responsibility to notify the County of any change of address.

**ARTICLE 12**  
**SERVICE TERMINATION**

**12.0 TERMINATION CONDITIONS**

An employee's termination of service and employment shall occur if any of the following conditions arise:

- A) Voluntary resignation.
- B) Discharge and not reinstated through the grievance procedure.
- C) Laid off employee is not recalled within one (1) year or the length of their seniority, whichever is less.
- D) Recalled to a position and the position is refused.
- E) Failure to report for work for two (2) consecutive days without notifying one's supervisor by the end of that second workday.

- F) Failure to report to work from an expired leave of absence of any kind, on the specified date for return, unless the failure to return was due to circumstances beyond the control of the employee. The Employer may require verification of the circumstances.
- G) He/she intentionally falsifies his/her employment record.

**ARTICLE 13**  
**GRIEVANCE PROCEDURE**

**13.0 STATEMENT OF PURPOSE**

- A) The parties intend that the grievance procedure shall serve as a means for the peaceful settlement of disputes as they arise concerning the interpretation or application of this Agreement, without interruption or disturbance of the normal operation of the County.
- B) The parties seek to secure, at the earliest level possible, equitable solutions to complaints or grievances of members of this bargaining unit. Both parties agree that proceedings under this Article shall be kept as informal and confidential as may be appropriate.

**13.1 DEFINITION**

- A) A grievance under this agreement is a written dispute, claim, or complaint arising under and during the term of this Agreement and filed by either an authorized representative of, or any employee in the bargaining unit. Any grievance filed shall refer to the provision or provisions of the Agreement alleged to have been violated, shall set forth the facts pertaining to the alleged violation, and shall state the settlement or correction requested.
- B) Grievances are limited to matters of interpretation or application of express provisions of this Agreement. The parties recognize that an orderly grievance procedure is necessary and agree that each step must be adhered to as set forth herein.

**13.2 PROCEDURE**

**13.20 WRITTEN COMPLAINT (STEP 1)**

The employee shall, within ten (10) working days after the occurrence of the circumstance giving rise to the grievance or the time of the employee's first knowledge thereof, or the time the employee should have known thereof, reduce the matter to written form stating all facts in detail, sign it, and submit same to his/her supervisor. The supervisor shall within ten (10) working days return his/her answer in writing.

**13.21 DEPARTMENT HEAD, DIVISION HEAD, ELECTED OFFICIAL (STEP 2)**

Failing to resolve the grievance in Step 1 (Section 13.20), the Union representative may within five (5) working days of receipt of the supervisor's disposition, present the grievance to the Department Head, Division Head or Elected Official, as is appropriate,

who shall within five (5) working days of receipt of the grievance return his/her answer in writing.

**13.22 COUNTY EXECUTIVE (STEP 3)**

Failing to resolve the grievance in Step 2 (Section 13.21), the Union may within five (5) working days of receipt of the County's answer present the grievance to the County Executive or designee who shall within five (5) working days of receipt of the grievance contact the Union to arrange a mutual date to discuss the dispute between the parties. A written response shall be forwarded in writing to the Union by management within five (5) working days of the joint meeting.

FOR EMPLOYEES WORKING FOR THE PROSECUTOR'S OFFICE ONLY: This Step 3 will not apply for issues pertaining to discipline, discharge and work assignment.

**13.23 MEDIATION (STEP 4)**

Failing to resolve the grievance in Step 3 (Section 13.22), the Union may submit the matter to the Michigan Employment Relations Commission for mediation within five (5) working days of the receipt of the answer in Step 3.

**13.24 ARBITRATION (STEP 5)**

If either party is unsatisfied with the decision from the previous step (Step 4), either party may within five (5) working days submit the grievance to arbitration. Arbitration may take the form of "local choice arbitration panel" where each party selects an arbitrator and the third panel member is jointly selected by the parties. Should this panel process fail to be established within twenty (20) working days, the American Arbitration Association or Michigan Employment Relations Commission (MERC) shall be contacted for arbitrator assignment. The decision of the panel or arbitrator shall be final and binding on the parties, except as provided by law.

**13.3 SETTLEMENT**

Any and all grievances resolved at any step of the grievance procedure as contained in this Agreement shall be final and binding on the County, the Union, and any and all employees involved in the particular grievance.

**13.4 PROCESSING**

Grievances shall be processed within the prescribed time limits. Any grievance not carried to the next step by the Union within the prescribed time limits or such extension which may be agreed to in writing by the parties shall be automatically considered to be settled based upon the Employer's last answer. Any grievance not answered by the Employer within the prescribed time limits or such extension which may be agreed to in writing by the parties shall be advanced to the next step.

**13.5 WORKDAY DEFINITION**

A workday means a day where a County office or building is open for normal business. Saturday, Sunday, and holidays shall not be counted as workdays for grievance purposes.

**13.6 BACK PAY**

The employer shall not be required to pay back wages for periods prior to the time a written grievance is filed; provided, that in the case of a pay shortage, of which the employee had not been aware before receiving his/her pay, any adjustment made shall be retroactive to the beginning of that pay period providing the employee files his/her grievance within the prescribed times from the date of receipt of such pay.

**13.7 ENTERING OR ADVANCING OUT OF ORDER**

Grievances may, with the written consent of the parties, be commenced at any stage of the grievance procedure or may, with the written consent of the parties, be advanced and processed out of order. Time limits may be waived upon written agreement of the parties.

**13.8 CLAIMS FOR BACK WAGES**

All claims for back wages shall be limited to the amount of wages that the employee otherwise would have earned less any unemployment compensation or compensation from normal services that he/she may or could have received from any source during the period on which the back pay was provided. Any back pay awarded pursuant to a grievance settlement shall be paid in the next pay period following the settlement.

**13.9 LIMITATIONS**

- A) The power and authority of the arbitrator shall be strictly limited to the interpretation of the explicit terms of this Agreement as herein expressly set forth. He/she shall not have the authority to add, subtract from or modify any terms, to limit or impair any right that is reserved to the County or Union or employees, or to establish or change any wage or rate of pay that has been agreed to in this Agreement.
- B) The decision of any arbitrator or of the County in one case shall not create a basis for retroactive adjustment in any other case, but shall be a basis for prospective adjustment.

**13.10 ARBITRATION COSTS**

Arbitration costs shall be shared by both parties equally. These will be limited to actual costs of the Arbitrator. Any costs incurred by the parties in presenting their cases shall be borne by the party incurring such costs. Each party shall make arrangements for and pay the witnesses which they call.

**13.11 UNION REPRESENTATION**

Union involvement in the processing of grievances shall be as follows:

**Step 1 - Written Complaint:** employee and Union Grievance Committee representative or designee.

**Step 2 - Department Head, Division Head, Elected Official:** Employee and grievance designee.

**Step 3 - County Executive:** Grievance Committee and/or Teamsters Representative.

**Step 4 - Mediation:** Grievance Committee and/or Teamsters Representative.

**Step 5 - Arbitration:** Grievance Committee and/or Teamsters Representative.

Grievants shall not lose pay for grievance meetings with employer during regular working hours.

## **ARTICLE 14**

### **LEAVES OF ABSENCE**

#### **14.0 FUNERAL LEAVE**

##### **14.01 FUNERAL LEAVE**

In the event of a death in the employee's immediate family (spouse, child, step-child, parent, current stepparent, grandparent, grandchildren, parent-in-law, son-in-law, daughter-in-law, brother, sister, brother-in-law, sister-in-law, domestic partner, or parents or siblings of a domestic partner or a permanent member of the employee's family), an employee shall be allowed up to twenty-four (24) hours paid leave for the funeral, memorial service or matters pertaining to the death of the person, providing that the days are taken within 30 calendar days of the date of death and the supervisor is notified of those days prior to the absence.

For purposes of this Article 14.0, a domestic partner is one who has a exclusive and committed relationship to the employee and shares a domicile with the employee for a period of six months or more.

For purposes of this Article 14.0, a permanent member of the employee's family is one who shares a domicile with the employee for six months or more and is related to the employee, or who is listed as a dependent on the employee's income tax return for the prior year.

In the event of a death of an employee's aunt or uncle, the employee shall be allowed eight (8) hours paid leave for the funeral.

##### **14.02 EXTENSION**

The Personnel Director may authorize up to sixteen (16) hours of paid leave if extenuating circumstances require the employee to be absent.

**14.1 MILITARY LEAVE**

The County shall observe provisions of the federal regulations regarding re-employment rights and leaves of absences in accordance with the Military Selective Service Act of 1957, as amended.

**14.2 PERSONAL LEAVE**

Upon written request, an employee may be granted an unpaid leave of absence by the Personnel Director and their Department Head without fringe benefit continuation and/or accrual (such as, but not limited to, vacation, sick leave, holidays and health insurance), not to exceed one (1) year in duration.

**14.3 LEAVE CONDITIONS**

**14.30 LEAVE/SENIORITY**

Seniority shall not accrue during any unpaid leave of absence, nor shall any fringe benefits accrue or be paid.

**14.31 RETURN TO WORK**

Upon termination of the approved leave of absence, the employee shall have the right to displace a substitute employee who held his/her position.

**14.32 BENEFIT FREEZE**

All accrued benefits frozen at leave time shall be available upon return.

**14.4 JURY DUTY**

The County shall pay to any employee, who is required to serve on a jury panel, his/her regular daily wage. In return, the employee shall turn over to the County Treasurer any compensation received for jury duty less mileage pay. Should the employee be released by the Courts prior to normal quitting time, that employee shall return to his/her normal assignment.

**ARTICLE 15**  
**SICK LEAVE**

**15.0 SICK LEAVE**

Sick leave for each permanent employee shall be one (1) eight (8) hour day with pay for each month of service. For the purpose of this section, a month of service is complete when the employee has worked twenty-four (24) hours in any one month. Paid sick leave shall be limited to a maximum of ninety (90) days. Any employee who is on paid sick leave shall be entitled to all contractual benefits as if he/she were working. A permanent part-time employee shall be entitled to sick leave prorated for the time actually worked (under the same conditions) as that granted a full-time employee.

**15.1 ELIGIBLE USE**

- Eligible employees mental or physical illness, injury, or health condition; medical diagnosis, care or treatment of the eligible employees mental or physical illness, injury, or health condition; or preventative medical care for eligible employees.
- Eligible employees family member mental or physical illness, injury, or health condition; medical diagnosis, care or treatment of the eligible employees family member mental or physical illness, injury, or health condition; or preventative medical care for family member of eligible employee.
- If the eligible employee or eligible employees family member is a victim of domestic violence or sexual assault; the medical care of psychological or other counseling for physical or psychological injury or disability; to obtain services from a victim services organization; to relocate due to domestic violence or sexual assault; to obtain legal services; or to participate in civil or criminal proceedings related to or resulting from domestic abuse or sexual assault.
- For closure of eligible employees primary workplace by order of a public official due to a public health emergency; for an eligible employees need to care for a child whose school or place of care has been closed by a public official due to a public health emergency or when it has been determined by the health authorities having jurisdiction or by a health care provider that the employee's or employee's family member's presence in the community would jeopardize the health of others because of the employee's or family member's exposure to a communicable disease regardless of whether the employee or family member has actually contracted the communicable disease.
- For meetings at a child's school or place of care related to the child's health or disability, or the effects of domestic violence or sexual assault on the child.

**DEFINITION OF FAMILY MEMBER:**

- A biological, adopted or foster child, step child or legal ward, or a child to whom the eligible employee stands in loco parentis.
- A biological parent, step parent, foster parent, or adoptive parent or a legal guardian of an eligible employee or an eligible employees spouse or an individual who stood in loco parentis when the eligible employee was a minor child.
- An individual to whom the eligible employee is legally married under the laws of any state.
- A grandparent
- A grandchild
- A biological, foster or adopted sibling
- Any other individual related by blood

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- “Domestic partner” means an adult in a committed relationship with another adult, including both same-sex and different-sex relationships.
- “Committed relationship” means one in which the employee and another individual share responsibility for a significant measure of each other’s common welfare, such as any relationship between individuals of the same or difference sex that is granted legal recognition by state, political subdivisions, or the District of Columbia as a marriage or analogous relationship, including, but not limited to, a civil union.

**15.2 INCREMENTAL BLOCKS**

Paid sick leave may be used in one-quarter (1/4) hour minimum increments for doctor or dentist appointments.

**15.3 SICK LEAVE SEVERANCE**

Any employee who after eight (8) years of County employment (except for discharge) leaves the employment of the County, shall be paid one-half (½) of his/her accumulated sick leave, up to forty-five (45) days, which shall be based upon his/her regular daily wage rate, subject to a cap of \$2,500. An employee with eight or more years’ seniority who is laid off in accordance with the provisions of Article 11 shall maintain his or her sick leave balance as of the date of layoff for a period of 12 months, or until the employee resigns or breaks seniority in accordance with Article 11, whichever is less. At that time, the employee shall be paid one half of his or her accumulated sick leave subject to a cap of \$2,500.

**15.31 SICK LEAVE SEVERANCE-RETIREMENT**

Any employee who retires after fifteen (15) years of service shall be paid one-half (½) of his/her accumulated sick leave, up to forty-five (45) days, which shall be based upon his/her regular daily wage rate.

**15.32 DESIGNATED BENEFICIARY**

The designated beneficiary of an employee who dies while employed by the County, after eight (8) years of service, shall upon death of the employee, be paid for one-half (½) of his/her unused sick leave on record at the time of death, up to forty-five (45) days.

**15.4 MEDICAL EXAM**

If, in the opinion of the County, a medical examination is required to assure the County that an employee is able to continue his/her present assignment, it may be so directed; in which case the County will bear the costs of said medical examination if not covered by the employee's health insurance. If the employee does not satisfactorily meet the medical requirements for his/her position, the Union will be so notified and he/she may be reassigned or terminated.

**15.5 ILLNESS VERIFICATION**

If there is a question or doubt regarding the illness of an employee, the Personnel Director or his/her designee may require a doctor's statement from an M.D., D.O., Nurse Practitioner or Physician's Assistant, verifying the illness and may require the employee to submit to a medical examination by an M.D., D.O., Nurse Practitioner or Physician's Assistant selected by the County. In the event the employee is claiming stress or other psychological condition as an illness, the Personnel Director may require the employee to submit to psychological assessments to be made by a licensed practitioner selected by the County. Additionally, this section applies in full force to Article 16, Section 16.2, subsection 16.20. The Employer shall pay for the examination if not covered by the employee's insurance if the employee is required by the Employer to submit to an examination and will also pay mileage to the employee for traveling to any doctor's office which is over 15 miles from Bay City.

**15.6 MEDICAL EXAM PRIOR TO RETURN**

An employee may be required to submit to a medical exam, at the Employer's direction and expense unless covered by the employee's insurance, before an employee is permitted to return to work.

**15.7 SICK LEAVE ABUSE**

Any abuse of this article shall be cause for disciplinary action.

**15.8 VACATION CONVERSION**

In the event an employee should accrue more than ninety (90) days of sick leave at the end of any calendar year, he/she shall be granted one-half (½) of this excess sick leave accumulation to his/her vacation time available in the following year. For purposes of this computation, one day of vacation time will be added for each two full days of excess sick leave accumulation, i.e. 10 days = 5 days vacation; 13 days = 6 days vacation.

**ARTICLE 16**  
**BENEFITS**

**16.0 MEDICAL/HOSPITALIZATION INSURANCE**

**A. MEDICAL/HOSPITALIZATION INSURANCE**

The COUNTY will provide the following options for medical/hospitalization coverage:

- BCBS PPO with dental, vision and orthodontic riders.
- BCBS HDHP with dental, vision and orthodontic riders.

The Employer will provide an option to "buy up" to the employees from the \$1000 annual dental spend to a \$1500 annual dental spend contingent upon 20% of eligible full-time employees enrolling and Bay County continues to provide a fully insured dental plan. Employee will pay the difference in plan cost should they elect to "buy up."

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The employer may use or substitute other health insurance companies which provide comparable coverage for any or all of the health insurance component coverages (medical, prescriptions, dental, vision).

The employer will notify the union immediately of any change or proposed change in health insurance carriers or covered benefit levels.

The County will allow any and all parties to bid on health insurance pursuant to PA202 and the purchasing policy.

**PAYMENT IN LIEU OF HEALTHCARE COVERAGE**

Any active unit member who is eligible, but chooses not to participate in the medical/hospitalization insurance package, who has health insurance coverage from another source and who signs a waiver from the Employer, shall be paid an annual amount of One Thousand Eight Hundred and No/100 (\$1,800) Dollars. The annual payment will be paid in equal amounts over twenty-six (26) pay dates in a calendar year. An employee who elects Payment in Lieu of Health Insurance Coverage after January 1 of any year, shall be paid a pro-rata amount of the \$1,800 in the same manner as described in the previous sentence with the amount calculated based on the number of full months remaining in the calendar year after the date of the election (example: employee hired June 15, will be entitled to \$900 for that year effective July 1). An employee who subsequently loses medical/hospitalization coverage from another source shall have the right to obtain medical/hospitalization coverage from the Employer as provided in this Agreement at the earliest date possible after written notice to the Personnel Director and approval by same. Said employee shall be entitled to a pro-rata payment in lieu of health insurance to the date the employee becomes covered by the Employer's medical/hospitalization plan calculated in the same manner as described above for new hires.

When family members work for Bay County and both or all are eligible for health care, the other family member(s) shall be ineligible for the Payment In Lieu of Health Care. It is agreed between the parties that those who received this Payment in Lieu of Health Care in 2016 shall continue to be eligible to receive this benefit. If such employee at any time becomes ineligible to receive the payment in Lieu of Health Care coverage, they will lose this grandfathered status.

Any employee who elects Payment in Lieu of Health Insurance Coverage may elect at the same time to be enrolled in dental and/or vision coverage. The amount the employee will receive for Payment in Lieu of Health Insurance will be determined by deducting the cost of the dental and/or vision coverage from \$1,800 (example: On January 1 employee elects family dental coverage for which the annual cost is \$1,200, the employee will be paid \$600 cash in lieu of health coverage). For elections made after January 1 of any year, both the Payment in Lieu of Health Insurance and the cost of the dental and/or vision coverage shall be prorated.

**METHOD OF COMPUTING EMPLOYEES' SHARE OF PREMIUMS**

**TEAMSTERS/BAY COUNTY**

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Effective January 1st of each year effective 1/1/2026, employees' contributions shall be fifteen percent (15%) of the illustrative rates for the PPO plan. Effective 1/1/2026, employee's contributions shall be 10% of the HDHP illustrative rates.

**EMPLOYER HEALTH SPEND ACCOUNT (HSA) CONTRIBUTIONS**

Health Spend Account (HSA)– Employer will contribute \$500 single, \$1000 two-person and family contribution as follows for employees who have completed 6 months of service:

2026 – Employer will contribute in January of 2026 for employees who have completed 6 months of service. Prorated amount once an employee reaches 6 months of service.

2027 – Employer will contribute prorated amount per pay period for those employees who have completed 6 months of service.

2028 – Employer will contribute prorated amount per pay period for those employees who have completed 6 months of service.

2029– Employer will contribute prorated amount per pay period for employees who have completed 6 months of service.

No further contributions will be made after 2029 unless negotiated in future bargaining sessions.

**RETIREES**

Effective upon execution of this agreement by the parties in 2003, retirees who are not eligible for Medicare shall select only the Blue Cross Blue Shield PPO health plan without dental and vision; retirees who are eligible for Medicare shall select only the Medicare Supplemental plan; retirees' contributions toward the cost of health insurance shall be calculated using the same formula as that used for employees, as described in Section III above.

The County shall provide paid health care benefits for the retiree's current spouse (at time of employee's retirement) in an amount equal to 50% of the difference between the premium required to purchase employee/one dependent coverage and the premium for employee only coverage. Retirees can elect to cover eligible dependent children with the cost to cover eligible dependent children to be paid 100% by the retiree.

Health care benefits for an eligible spouse shall be paid for, under the terms provided in the preceding paragraph for as long as retirement benefits are being paid to the retiree or in the event of the retiree's death, the spouse remains eligible for health care benefits for as long as he/she receives a Bay County pension as a beneficiary.

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Effective for employees hired on or after January 1, 2007, the employer paid portion of retiree and retiree spouse health insurance will be in accordance with the following schedule:

Years of Service	Employer Paid % of Retiree's Premium	Employer Paid % of Spousal Coverage
10	55%	0%
11	55%	0%
12	55%	0%
13	55%	0%
14	55%	0%
15	80%	0%
16	80%	0%
17	80%	0%
18	80%	0%
19	80%	0%
20	85%	15%
21	85%	15%
22	85%	15%
23	85%	15%
24	85%	15%
25	85%	40%
26	85%	40%
27	85%	40%
28	85%	40%
29	85%	40%
30	85%	50%
31	85%	50%
32	85%	50%
33	85%	50%
34	85%	50%
35	85%	50%
36	85%	50%
37	85%	50%
38	85%	50%
39	85%	50%
40	85%	50%
*FOR EMPLOYEES HIRED ON OR AFTER JANUARY 1, 2007		

The obligation of the Employer to pay for health insurance for the retiree and/or retiree's spouse shall cease in the event that comparable health insurance is available to the retiree or his/her spouse through another Employer or other source. For example, if the retiree accepts other employment and health insurance is available from that Employer, then the County's

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obligation to the retiree and spouse shall cease, or in the event that the retiree is eligible for health insurance through his/her working spouse, the County shall not be obligated to provide health insurance benefits. All questions of eligibility shall be determined by the rules and regulations established by the carrier providing such coverage. However, if the retiree's health insurance through another Employer ceases or if covered by his/her spouse's health insurance and the benefits cease or are not comparable with the Bay County Health Insurance Plan the retiree and his/her spouse shall have the right to revert to the County of Bay Health Insurance Plan during any annual open enrollment period or by submitting a completed enrollment forms within thirty (30) days of the occurrence. In the event of the death of the retiree, the deceased retiree's spouse who was otherwise previously qualified shall have the right to revert to the County of Bay Health Insurance Plan provided he/she continues to receive a Bay County pension as beneficiary of the deceased retiree.

To be eligible to receive Employer payments for benefits as set forth herein, the retiree and/or his/her spouse must coordinate with other available governmental health insurances such as, but not limited to, Medicaid and Medicare, which may be available in part or in total to the retired employee and/or his/her spouse. The retiree and/or the retiree's spouse receiving health benefits under this contract shall be required to apply for Medicaid, Medicare Parts A and B or similar Federal program benefits as soon as he/she is eligible. As of the date of eligibility, all benefits payable by the Employer shall be reduced by an amount equal to the Federal benefits or other benefits available and shall be supplemental to such coverage. In the event that the name of any of the coverages or benefits referred to are changed, the replacement programs shall apply to the above replacements.

Eligible Retirees will be provided health insurance if there is no break between their last day of work and their first day of retirement as a retiree receiving a monthly pension check. That is, those who separate from employment, and either defer retirement or who are not immediately eligible for pension benefits, will not be provided with health insurance at any time.

**HEALTH CARE – EMPLOYEES HIRED AFTER JANUARY 1, 2012 ONLY**

This Section supersedes any other provision of this collective bargaining agreement which is in conflict with it for employees hired after January 1, 2012. Similarly, those other provisions of the collective bargaining agreement which are not in conflict with this section continue for all employees.

Employees hired after January 1, 2012 will, if otherwise eligible, become covered for health care benefits on the first of the month following the month in which hired.

Such employees shall not be eligible for County-provided health care in retirement.

**16.1 LIFE INSURANCE**

**16.10 AMOUNT**

**TEAMSTERS/BAY COUNTY**

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The County shall provide a group term life insurance coverage in the amount of forty thousand dollars (\$40,000).

This coverage will be cancelled when the employee leaves the County for any reason, including retirement.

Effective the first of the month within sixty (60) days after the contract is executed by the parties in 2010, the County will provide \$10,000.00 Group Term Life Insurance coverage to each employee who retires on or after the effective date of this agreement. This does not apply retroactively to employees who retired before the effective date of this agreement.

Employees hired on or after 1/1/2020 are not eligible for life insurance in retirement.

Under no circumstance may an employee be eligible for both life insurance provisions at the same time.

Effective January 1, 2023, the County will discontinue the \$10,000 Group Term Life Insurance coverage in retirement to eligible active employees as previously provided. (This does not affect current retirees) A one-time \$1000 lumpsum will be paid to eligible members for this benefit. This lumpsum will be paid in December 2022.

**16.2 SICK AND ACCIDENT INSURANCE**

**16.20 START DAY/LEVEL**

The County will provide "Sickness and Accident" insurance or self-insurance for full-time employees covered by this Agreement. Employees shall become eligible for sickness and accident coverage after 365 calendar days from the date of hire. Said insurance payments may become operative on the thirty-first (31st) calendar day after occurrence of verified disability and will provide payment of seventy-five percent (75%) of the employee's regular base rate of pay for a period not to exceed fifty-two (52) weeks for any one disability.

Effective January 1, 2020, employees are permitted to augment up to a maximum of 75% by utilizing available sick time.

Effective January 1, 2026, the maximum benefit shall be eight hundred dollars (\$800) weekly. Eligible employees with less than five (5) years seniority shall not be entitled to receive more than twenty-six (26) weeks total payment for any and all disabilities which they otherwise might be eligible for under the sickness and accident program. For eligible employees with five or more years seniority, they shall be entitled to a maximum of thirty-four (34) weeks per year of total sickness and accident benefits with a maximum of 52 weeks during a rolling five (5) year period. Maximum shall also be

applicable in the event an employee leaves employment with the County and subsequently is re-employed.

**16.21 OFFSETS**

Payments shall be less any amounts available from other sources included any local, state, or federal government.

**16.22 RETIREMENT FACTOR**

If it is determined that an employee will not return to work and if eligible for pension under the County's retirement system, such retirement shall not be deferred in order to collect on this benefit.

**16.23 ILLNESS CONTINUATION**

A reoccurrence of a previous illness which occurs within six (6) months of return to work shall be considered to be a continuation of that illness for computation of the sick and accident benefits.

**16.24 BENEFIT ACCRUAL**

Time spent on sickness and accident shall not count toward earning sick, vacation, or personal days.

**16.25 BENEFIT USE**

Available sick and vacation days may be used to receive payments during the thirty (30) day waiting period.

**16.26 BENEFIT STATUS**

All benefits (except health and life insurance) shall neither accrue or be paid while the employee is under sick and accident coverage. Seniority shall not accrue until the employee returns to work.

**16.3 WORKERS' COMPENSATION**

**16.30 SELF INSURANCE OPTION**

Bay County is registered as a "Self-Insuring Employer" under State and Federal rules for payment of workers' compensation benefits and as such does provide this benefit to the employees.

**16.31 BENEFITS**

Benefits provided under this contract will be retained but not accrued or paid during periods covered by workers' compensation. During coverage under workers' compensation, seniority will be maintained but shall not accrue. Coverage under the medical and hospitalization insurance program will continue for a period of twelve (12) months after the start of the disability period covered by workers' compensation. An employee may participate in the group health insurance program at his or her own

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expense for an additional six (6) months immediately following. This period may be extended upon approval of the Director of Human Resources.

**16.4 RETIREMENT**

**16.40 RETIREMENT PROGRAM**

Bay County provides a retirement program to eligible employees according to terms contained in the Bay County Retirement System Ordinance established January 1, 1947, and as subsequently amended from time to time.

**16.41 ORDINANCE INCLUSION**

All of the terms and conditions of said ordinance are hereby made part of this contract as though written herein.

**16.42 PROGRAM FORMULA**

For members of this unit, said ordinance provides for a benefit formula based on two (2%) of the employee's average annual income based upon the best five (5) earning years times (x) the number of years of credited service.

Effective July 1, 2001, for members of this unit, said ordinance provides for a benefit formula based on two and one quarter (2.25%) of the employee's average annual income based upon the best five (5) earning years times (x) the number of years of credited service.

Effective January 1, 2012, for members of this unit hired on or after January 1, 2012, said Ordinance will provide for a benefit formula based on 1.6% percent of the employees' average annual income based on his or her best five years earnings times the number of years and who have attained 62 years of age.

For members of this unit said ordinance provides for full retirement for members who have thirty (30) years of credited service and who have obtained fifty-five (55) years of age, except that, for those employees hired on or after January 1, 2012, they may retire after completing the 10-year vesting period and upon reach age 62. Retirement for those employees shall also be capped at 75% of the average of the employee's five best years, but is only achieved through years of service times the 1.6 multiplier.

Effective January 1, 2026, the retirement multiplier will increase for current employees hired on or after 1/1/2012 from 1.6% to 2.25% retroactively for all years of service.

**16.43 RETIREMENT MODIFICATION**

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Any employee hired after January 1, 1991, shall receive no "refund" of contributions made by the Employer on the employee's behalf to the Bay County Employees' Retirement System if that employee leaves the employ of the County for any reason other than retirement prior to eight (8) years of employment; employees hired on or before January 1, 1991, shall be eligible for such refunds according to previous practice.

For employees hired on or after January 1, 2007, the following shall apply:

- (A) The vesting period shall be ten (10) years.
- (B) The minimum number of required hours of work to be included in the retirement system shall be one thousand (1,000) hours.

**16.5 MILEAGE/TRAVEL POLICY**

**16.50 AUTHORIZATION**

The employer agrees to pay mileage to all County employees who are required to use their personal car while on authorized County business.

**16.51 RATE OF REIMBURSEMENT**

The mileage allowance shall be the same as the County's travel policy in effect, and shall be increased without retroactivity when the Bay County Travel Policy change is implemented.

**16.52 PROOF OF INSURANCE**

The County may require proof of insurance for employees required to use their personal car on County business.

**16.53 COUNTY WIDE POLICY**

The County's travel policies are hereby made a part of this Agreement by reference.

**16.54 CONTRACT AUTHORITY**

If any terms contained in these policies differ from terms contained in this contract, this contract shall supersede.

**16.6 UNIFORMS AND PROTECTIVE EQUIPMENT**

**16.70 EMPLOYER OBLIGATION**

The Employer shall provide and maintain all required special uniforms and protective equipment.

**16.7 TUITION REIMBURSEMENT**

Subject to budgetary constraints but with a minimum budget of \$2,000 for this bargaining unit, the County agrees to reimburse bargaining unit employees for 75% of

**TEAMSTERS/BAY COUNTY**

**TERMINATION DATE: DECEMBER 31, 2029**

out-of-pocket tuition up to \$1,500 annually while participating in eligible studies at accredited colleges and universities and subject to the following criteria:

- A) The employee has been employed by the County for a minimum of one year.
- B) The employee must have received written approval from the Department Head and the Director of Human Resources prior to registering for the course.
- C) Eligible employees must achieve a grade of "B" or better, and credit for the course if credit is offered.
- D) The employee claiming reimbursement must prove actual payment sought to be reimbursed by furnishing specific receipts. Books and miscellaneous fees are not reimbursable, only tuition cost for credit hours will be reimbursed subject to approval.
- E) To be reimbursed, the course must relate to the work the employee is then performing or such course must be part of a recognized degree awarding curriculum with the degree program being directly and concretely related to the employee's current classification.
- F) Any employee required to attend a class, mandated in-service program, or annual examination in order to maintain his/her certification may be released from his/her daily assignment, with pay, to complete said program but only if the same program is not available outside regular working hours.
- G) Employees who voluntarily separate from employment with the County within 3 years of receipt of payment for tuition reimbursement will be required to pay 50% of the reimbursed amount back to the County. Said repayment will be deducted from employee's final payroll and any additional amount will be invoiced.

**16.8 HEALTH BENEFITS**

The Employer will provide the employee with the opportunity of obtaining the following services free of charge from the County Health Department:

- A) Tetanus Toxoid series or booster.
- B) Influenza immunization.
- C) Diphtheria series or booster.
- D) Polio series or booster.
- E) Tuberculin Test.
- F) Cholesterol Test (twice per year).

**ARTICLE 17**  
**VACATIONS**

**17.0 VACATION ACCRUAL**

**17.01 ACCRUAL - FULL-TIME**

On January 1st, a new employee will have available a vacation period of two (2) weeks. Following the second January 1st of County employment, the employee shall have four (4) weeks of vacation per fiscal year. On January 1st following ten (10) full fiscal years of County employment, the employee shall be entitled to one (1) additional vacation week. For an employment period of less than a full year, vacation days shall be prorated.

For persons hired after January 1, 1995, the following shall apply. On January 1st, a new employee will have available a vacation period of two (2) weeks. Following the second January 1st of County employment, the employee shall have three (3) weeks of vacation per fiscal year. On January 1<sup>st</sup> following four full fiscal years of County employment, the employee shall be entitled to four weeks of vacation. On January 1st following ten (10) full fiscal years of County employment, the employee shall be entitled to one (1) additional vacation week. For an employment period of less than a full year, vacation days shall be prorated.

Effective 1/1/2027, all full-time employees will accrue and have available to them vacation on a monthly basis based on the vacation table. Time will be accrued each month the employee works 24 hours. For this section, worked hours include sick, vacation, holiday, funeral and personal time.

**VACATION TABLE**

MONTHS		TOTAL HOURS	
FROM	TO	HOURS	TOTAL HRS
0	1	6.63	
2	23	6.67	80.00 HRS
24	47	10.00	120.00 HRS
48	48	13.26	
49	119	13.34	160.00 HRS
120	120	16.63	
121		16.67	200.00 HRS

**17.02 ACCRUAL - PART-TIME**

For regular part-time employees, their vacation benefit shall be prorated.

**17.1 VACATION REQUESTS**

Vacation requests for the year shall be in writing and given to the employee's supervisor by March 1. If similar requests are received from two (2) or more employees, the most senior employee shall be given preference unless the operation of the department would be adversely affected. Vacation requests received after March 1 will be prioritized on a first received basis and may be granted unless the operation of the department would be adversely affected.

**17.2 VACATION VS. HOLIDAY**

A holiday which falls during a vacation period shall not be considered a vacation day.

**17.3 VACATION VS. LEAVE**

While on any unpaid leave of absence, vacation time shall not accrue.

**17.4 VACATION CANCELLATION**

Every attempt will be made to allow vacation to be taken as requested and will only be canceled with a five (5) day notice for cause and with the approval of the Director of Human Resources.

**17.5 VACATION USE**

Vacation days for the year shall be available January 1st of each year until 12/31/2026. An employee working less than a full year shall have vacation days prorated until 12/31/2026. Vacation is earned for each month an employee has worked twenty-four (24) hours. All accrued vacation shall be used during the scheduled vacation year except as provided for in paragraph 17.7.

**17.6 CANCELED VACATION**

If management cancels an employee's vacation due to a workload problem, then said days shall be rescheduled or be paid for at the employee's regular daily rate.

**17.7 VACATION CARRYOVER AND PAYMENT OF UNUSED TIME**

An employee will be allowed to carryover a maximum of ten (10) days vacation from one year to the next. Effective January 1, 1997, the maximum carryover shall be increased to twenty (20) days. Effective January 1, 2023, the maximum carryover shall be increased to 200 hours per year with a maximum payment of 32 hours a year over the cap. Employee must use a minimum of 10 days of vacation to be eligible for payment of unused time.

**17.8 VACATION BORROWING**

No employee shall be allowed to borrow vacation days from a future year or borrow or accept a gift of accrued vacation, sick time, or personal holidays from another employee.

**17.9 VACATION HOURLY INCREMENTS**

Vacation may be taken in minimum increments of one-quarter (1/4) hour.

**17.10 VACATION PAYOFF**

Upon retirement, voluntary separation, or layoff, any accrued but unused vacation shall be paid for at the employee's regular daily wage rate.

**17.11 VACATION PAYBACK**

Personal holidays and/or vacation days taken by a terminating employee in excess of the appropriate number of prorated available days shall be repaid by the proper amount being

withheld from the employee's final check or accepting a certified check from the employee covering the overpayment.

**ARTICLE 18**  
**HOLIDAYS**

**18.0 IDENTIFIED HOLIDAYS**

Holidays falling on weekdays, Monday through Friday, will be recognized by Bay County for unit members as follows:

New Year's Day	Labor Day
New Year's Eve Day	General Election Day**
Martin Luther King Day	Veterans Day
Washington's Birthday	Thanksgiving Day
Good Friday	Friday following Thanksgiving Day
Memorial Day	Christmas Day
Juneteenth	Christmas Eve Day
Independence Day	Three Personal Holidays

\*\* General Election Day shall be eliminated as a holiday starting in 1995.

An additional one-half (1/2) personal holiday (4 hours) will be provided to employees in 1995 and 1996, excluding employees hired after January 1, 1995 who will not have the additional one-half (1/2) personal holiday until they have been employed by the Employer for at least five (5) years.

A nonstandard work week will consist of any position for which the work week is not described as Monday - Friday, 8:00 a.m. to 5:00 p.m., including but not limited to affected positions within the 24/7 operations. Employees scheduled to work a nonstandard work week will be advised of such by the Department Head. Employees working a nonstandard work week and required to work on any identified County Holiday listed above shall be paid time and one half for hours worked in addition to the 8-hour standard Holiday pay provided they meet other requirements in the collective bargaining agreement.

**18.1 COMPENSATION - FULL-TIME**

Full-time employees shall be paid for these holidays at the regular rate of pay provided that the employee worked the day before and their scheduled day following the specific holiday. In this section, a scheduled day is defined by a day in which the employee was normally scheduled to work or has received pre-approval to use available paid time off by the supervisor at least 24 hours prior to the start of their scheduled shift. Bereavement leave may be utilized the day before or after the holiday under the guidelines of Article 14.0 FUNERAL LEAVE.

**18.2 COMPENSATION - PART-TIME**

Regular part-time employees' scheduled to work a holiday shall be paid for that day for the hours they were normally scheduled to work. If such employee is not normally scheduled to work a holiday, he/she shall not be paid for the holiday.

**18.3 PERSONAL HOLIDAYS**

Personal holidays shall be scheduled in advance when possible and taken in the calendar year earned. In the case of severance, personal holidays shall be computed on the basis of one (1) personal holiday for every four (4) months worked in that calendar year. Personal holidays may be taken in minimum increments of one-quarter (1/4) hour.

**18.4 OVERUSE**

Personal holidays and/or vacation days taken by a terminating employee in excess of the appropriate number of pro-rated available days shall be repaid by the proper amount being withheld from the employee's check or accepting a certified check from the employee covering the overpayment.

**18.5 WEEKEND HOLIDAY OBSERVANCE**

Whenever one of the designated holidays fall on a Saturday, it shall be celebrated on Friday; if the holiday falls on a Sunday, it shall be celebrated on Monday. However, if the holiday falls on a Saturday and Friday is also a holiday, Thursday and Friday shall be celebrated as holidays. If the holiday falls on a Sunday and Monday is also a holiday, Monday and Tuesday shall be celebrated as holidays. However, for employees who are scheduled to work shifts in a continuous operation facility the holiday shall be celebrated on the day of its occurrence.

**ARTICLE 19**  
**MISCELLANEOUS PROVISIONS**

**19.0 HEALTH/SAFETY**

The County will continue to make reasonable provisions for the safety and health of its employees during their hours of employment. The Union may notify management in writing when, in its opinion, an unsafe situation exists on County property.

**19.1 FACILITY USE**

The Union may, with prior Department Head approval, use County meeting space if no additional cost is incurred by the County.

**19.2 CONTRACT DISTRIBUTION**

The County agrees to supply an electronic copy of this contract to each member of the Teamsters (within 60 days or less) after the signing of this Agreement. Said member shall sign for the contract on a form provided by the Personnel Department.

**19.3 EMERGENCY CONDITIONS**

No wages shall be payable to employees who do not show up for work due to emergency conditions including, but not limited to, snow, fire, flood, explosion, utility failure or other extreme conditions.

**19.30 SNOW DAYS**

Should the County buildings be closed by executive order, stating that employees shall not report for work, employees shall receive their daily base pay. To qualify for this pay, the employee must have been scheduled to report to work that day to the building that was closed (i.e. did not call in or have a pre-scheduled day off). This paragraph shall not apply to twenty-four (24) hour County operations.

**19.4 BULLETIN BOARDS**

The County will furnish and maintain one (1) bulletin board at the County building and one (1) bulletin board at Washington Plaza for the Union's use. The boards shall be used for the following subjects:

- A) Recreational, social, and related news bulletins;
- B) Scheduled Union meetings;
- C) Information covering Union elections or the results thereof;
- D) Reports of official business of the Union including reports of committees and Union officers;
- E) Any other material which has been approved by the County executive, or his/her designee, and the Local Union President.

**19.5 FEDERAL AND STATE LAWS**

If any article or section of this Agreement should be held invalid by operation of law, the remainder of this Agreement shall not be affected thereby, and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such article, section or provision held invalid.

**ARTICLE 20**  
**WAIVER PROVISION**

The parties 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 this Agreement. Therefore, the Employer and the Union, 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.

**ARTICLE 21**  
**PAST PRACTICE**

This Agreement embodies all the obligations between the parties evolving from the collective bargaining process and supersedes all prior relationships and/or past practices.

**ARTICLE 22**  
**SUPPLEMENTARY EMPLOYMENT**

Supplemental employment is permitted under the following conditions:

- A) That the additional employment must in no way conflict with the employee's hours of employment, or in quantity or interest conflict in any way with satisfactory and impartial performance of his/her duties, as determined within the sole discretion of the Employer.
- B) The employee shall inform his or her Division Head of his or her supplemental employment.

**ARTICLE 23**  
**FAMILY AND MEDICAL LEAVE ACT**

**23.0 FAMILY AND MEDICAL LEAVE ACT**

The parties agree that each has the right to exercise its rights under the Family and Medical Leave Act and that any contrary provision contained in this contract is superseded by the Family and Medical Leave Act.

**ARTICLE 24**  
**WAGES**

**24.0** The Wages listed as 2026 – 2029 Professional Classifications and 2026-2029 Managerial Classifications reflect a 5% to base each year of the contract. Wages for the first year of the contract will be implemented the first full pay following ratification by both parties.

**ARTICLE 25**  
**BUDGET ALLOWANCE – FOOD**

A maximum of \$2000 shall be budgeted annually for administration to be able to provide for food/non-alcoholic beverages for county-wide functions at the discretion of the Personnel Director

**ARTICLE 26**  
**DURATION OF AGREEMENT**

TEAMSTERS/BAY COUNTY  
TERMINATION DATE: DECEMBER 31, 2029

**26.0 DURATION OF AGREEMENT**

This Agreement constitutes the entire collection of negotiated articles on all subjects. This Agreement shall become effective on January 1, 2026, and shall terminate on December 31, 2029.

This Agreement may be altered, modified, added to or deleted from only by the written consent of the parties.

TEAMSTERS/BAY COUNTY  
TERMINATION DATE: DECEMBER 31, 2029

IN WITNESS WHEREOF the parties hereunto set their hands and seals below.

FOR THE COUNTY:

James Barcia  
James Barcia Date  
Bay County Executive 3/24/2026

Tim Banaszak 3-29-26  
Timothy Banaszak, Chairperson Date  
Bay County Board of Commissioners

Weston Prince 3-23-26  
Weston Prince, County Treasurer Date

Michael Rivard 3-19-26  
Michael Rivard Date  
Drain Commissioner

Michael P. Kanuszewski 3.16.26  
Michael Kanuszewski Date  
Prosecuting Attorney

Kathleen Zanotti 3/20/2026  
Kathleen Zanotti Date  
County Clerk

FOR THE UNION:

Amy J. Roddy 3-11-2026  
Amy J. Roddy, Business Agent Date

Kristy Engstrom 3/12/2026  
Kristy Engstrom, Chief Steward Date

Joel Kwiatkowski 3-12-2026  
Joel Kwiatkowski, Steward Date

**PROFESSIONAL CLASSIFICATIONS**

**2026 Wage Scales**

**(5.0% increase effective first full pay after ratification by both parties)**

	<b>Hire</b>	<b>6 Month</b>	<b>1 Year</b>	<b>2 Year</b>	<b>3 Year</b>
PB01	\$1,353.60 \$35,193.60	\$1,382.40 \$35,942.40	\$1,422.40 \$36,982.40	\$1,459.20 \$37,939.20	\$1,489.60 \$38,729.60
PB02	\$1,468.00 \$38,168.00	\$1,514.40 \$39,374.40	\$1,556.80 \$40,476.80	\$1,590.40 \$41,350.40	\$1,633.60 \$42,473.60
PB03	\$1,605.60 \$41,745.60	\$1,649.60 \$42,889.60	\$1,695.20 \$44,075.20	\$1,747.20 \$45,427.20	\$1,791.20 \$46,571.20
PB04	\$1,747.20 \$45,427.20	\$1,804.80 \$46,924.80	\$1,860.80 \$48,380.80	\$1,914.40 \$49,774.40	\$1,968.80 \$51,188.80
PB05	\$1,902.40 \$49,462.40	\$1,967.20 \$51,147.20	\$2,038.40 \$52,998.40	\$2,104.00 \$54,704.00	\$2,169.60 \$56,409.60
PB06	\$2,082.40 \$54,142.40	\$2,160.80 \$56,180.80	\$2,236.80 \$58,156.80	\$2,313.60 \$60,153.60	\$2,392.00 \$62,192.00
PB07	\$2,277.60 \$59,217.60	\$2,368.80 \$61,588.80	\$2,455.20 \$63,835.20	\$2,552.80 \$66,372.80	\$2,646.40 \$68,806.40
PB08	\$2,490.40 \$64,750.40	\$2,602.40 \$67,662.40	\$2,708.80 \$70,428.80	\$2,819.20 \$73,299.20	\$2,920.00 \$75,920.00
PB09	\$2,735.20 \$71,115.20	\$2,857.60 \$74,297.60	\$2,977.60 \$77,417.60	\$3,110.40 \$80,870.40	\$3,238.40 \$84,198.40
PB10	\$3,007.20 \$78,187.20	\$3,144.80 \$81,764.80	\$3,291.20 \$85,571.20	\$3,434.40 \$89,294.40	\$3,583.20 \$93,163.20
PB11	\$3,296.00 \$85,696.00	\$3,469.60 \$90,209.60	\$3,640.80 \$94,660.80	\$3,808.00 \$99,008.00	\$3,973.60 \$103,313.60

**MANAGERIAL CLASSIFICATIONS**

**2026 Wage Scales**

**(5.0% increase effective first full pay after ratification by both parties)**

	<b>Hire</b>	<b>1 year</b>	<b>2 year</b>	<b>3 year</b>	<b>4 year</b>
MB01	\$1,528.80 \$39,748.80	\$1,555.20 \$40,435.20	\$1,566.40 \$40,726.40	\$1,584.00 \$41,184.00	\$1,608.00 \$41,808.00
MB02	\$1,611.20 \$41,891.20	\$1,636.00 \$42,536.00	\$1,664.80 \$43,284.80	\$1,680.00 \$43,680.00	\$1,711.20 \$44,491.20
MB03	\$1,706.40 \$44,366.40	\$1,729.60 \$44,969.60	\$1,762.40 \$45,822.40	\$1,782.40 \$46,342.40	\$1,817.60 \$47,257.60
MB04	\$1,804.80 \$46,924.80	\$1,834.40 \$47,694.40	\$1,869.60 \$48,609.60	\$1,902.40 \$49,462.40	\$1,937.60 \$50,377.60
MB05	\$1,905.60 \$49,545.60	\$1,947.20 \$50,627.20	\$1,986.40 \$51,646.40	\$2,022.40 \$52,582.40	\$2,063.20 \$53,643.20
MB06	\$2,012.80 \$52,332.80	\$2,063.20 \$53,643.20	\$2,106.40 \$54,766.40	\$2,151.20 \$55,931.20	\$2,192.80 \$57,012.80
MB07	\$2,134.40 \$55,494.40	\$2,185.60 \$56,825.60	\$2,236.80 \$58,156.80	\$2,290.40 \$59,550.40	\$2,341.60 \$60,881.60
MB08	\$2,255.20 \$58,635.20	\$2,320.00 \$60,320.00	\$2,380.00 \$61,880.00	\$2,441.60 \$63,481.60	\$2,499.20 \$64,979.20
MB09	\$2,392.00 \$62,192.00	\$2,461.60 \$64,001.60	\$2,535.20 \$65,915.20	\$2,602.40 \$67,662.40	\$2,672.80 \$69,492.80
MB10	\$2,537.60 \$65,977.60	\$2,622.40 \$68,182.40	\$2,692.00 \$69,992.00	\$2,776.00 \$72,176.00	\$2,849.60 \$74,089.60
MB11	\$2,687.20 \$69,867.20	\$2,779.20 \$72,259.20	\$2,873.60 \$74,713.60	\$2,960.00 \$76,960.00	\$3,052.80 \$79,372.80
MB12	\$2,849.60 \$74,089.60	\$2,953.60 \$76,793.60	\$3,059.20 \$79,539.20	\$3,163.20 \$82,243.20	\$3,262.40 \$84,822.40
MB13	\$3,026.40 \$78,686.40	\$3,142.40 \$81,702.40	\$3,257.60 \$84,697.60	\$3,376.00 \$87,776.00	\$3,490.40 \$90,750.40
MB14	\$3,212.80 \$83,532.80	\$3,339.20 \$86,819.20	\$3,472.80 \$90,292.80	\$3,604.80 \$93,724.80	\$3,738.40 \$97,198.40
MB15	\$3,412.80 \$88,732.80	\$3,559.20 \$92,539.20	\$3,708.80 \$96,428.80	\$3,854.40 \$100,214.40	\$4,000.80 \$104,020.80
MB16	\$3,626.40 \$94,286.40	\$3,788.80 \$98,508.80	\$3,954.40 \$102,814.40	\$4,122.40 \$107,182.40	\$4,284.00 \$111,384.00

**TEAMSTERS/BAY COUNTY**  
**TERMINATION DATE: DECEMBER 31, 2029**

**PROFESSIONAL CLASSIFICATIONS**  
**2027 Wage Scales**  
**(5.0% increase effective January 1, 2027)**

	<b>Hire</b>	<b>6 Month</b>	<b>1 Year</b>	<b>2 Year</b>	<b>3 Year</b>
PB01	\$1,421.60	\$1,451.20	\$1,493.60	\$1,532.00	\$1,564.00
	\$36,961.60	\$37,731.20	\$38,833.60	\$39,832.00	\$40,664.00
PB02	\$1,541.60	\$1,590.40	\$1,634.40	\$1,669.60	\$1,715.20
	\$40,081.60	\$41,350.40	\$42,494.40	\$43,409.60	\$44,595.20
PB03	\$1,685.60	\$1,732.00	\$1,780.00	\$1,834.40	\$1,880.80
	\$43,825.60	\$45,032.00	\$46,280.00	\$47,694.40	\$48,900.80
PB04	\$1,834.40	\$1,895.20	\$1,953.60	\$2,010.40	\$2,067.20
	\$47,694.40	\$49,275.20	\$50,793.60	\$52,270.40	\$53,747.20
PB05	\$1,997.60	\$2,065.60	\$2,140.00	\$2,209.60	\$2,278.40
	\$51,937.60	\$53,705.60	\$55,640.00	\$57,449.60	\$59,238.40
PB06	\$2,186.40	\$2,268.80	\$2,348.80	\$2,429.60	\$2,512.00
	\$56,846.40	\$58,988.80	\$61,068.80	\$63,169.60	\$65,312.00
PB07	\$2,391.20	\$2,487.20	\$2,577.60	\$2,680.80	\$2,778.40
	\$62,171.20	\$64,667.20	\$67,017.60	\$69,700.80	\$72,238.40
PB08	\$2,615.20	\$2,732.80	\$2,844.00	\$2,960.00	\$3,066.40
	\$67,995.20	\$71,052.80	\$73,944.00	\$76,960.00	\$79,726.40
PB09	\$2,872.00	\$3,000.80	\$3,126.40	\$3,265.60	\$3,400.00
	\$74,672.00	\$78,020.80	\$81,286.40	\$84,905.60	\$88,400.00
PB10	\$3,157.60	\$3,302.40	\$3,456.00	\$3,606.40	\$3,762.40
	\$82,097.60	\$85,862.40	\$89,856.00	\$93,766.40	\$97,822.40
PB11	\$3,460.80	\$3,643.20	\$3,823.20	\$3,998.40	\$4,172.00
	\$89,980.80	\$94,723.20	\$99,403.20	\$103,958.40	\$108,472.00

**TEAMSTERS/BAY COUNTY**  
**TERMINATION DATE: DECEMBER 31, 2029**

MANAGERIAL CLASSIFICATIONS  
 2027 Wage Scales  
 (5.0% increase effective January 1, 2027)

	Hire	1 year	2 year	3 year	4 year
MB01	\$1,605.60 \$41,745.60	\$1,632.80 \$42,452.80	\$1,644.80 \$42,764.80	\$1,663.20 \$43,243.20	\$1,688.80 \$43,908.80
MB02	\$1,692.00 \$43,992.00	\$1,717.60 \$44,657.60	\$1,748.00 \$45,448.00	\$1,764.00 \$45,864.00	\$1,796.80 \$46,716.80
MB03	\$1,792.00 \$46,592.00	\$1,816.00 \$47,216.00	\$1,850.40 \$48,110.40	\$1,871.20 \$48,651.20	\$1,908.80 \$49,628.80
MB04	\$1,895.20 \$49,275.20	\$1,926.40 \$50,086.40	\$1,963.20 \$51,043.20	\$1,997.60 \$51,937.60	\$2,034.40 \$52,894.40
MB05	\$2,000.80 \$52,020.80	\$2,044.80 \$53,164.80	\$2,085.60 \$54,225.60	\$2,123.20 \$55,203.20	\$2,166.40 \$56,326.40
MB06	\$2,113.60 \$54,953.60	\$2,166.40 \$56,326.40	\$2,212.00 \$57,512.00	\$2,258.40 \$58,718.40	\$2,302.40 \$59,862.40
MB07	\$2,240.80 \$58,260.80	\$2,295.20 \$59,675.20	\$2,348.80 \$61,068.80	\$2,404.80 \$62,524.80	\$2,458.40 \$63,918.40
MB08	\$2,368.00 \$61,568.00	\$2,436.00 \$63,336.00	\$2,499.20 \$64,979.20	\$2,564.00 \$66,664.00	\$2,624.00 \$68,224.00
MB09	\$2,512.00 \$65,312.00	\$2,584.80 \$67,204.80	\$2,661.60 \$69,201.60	\$2,732.80 \$71,052.80	\$2,806.40 \$72,966.40
MB10	\$2,664.80 \$69,284.80	\$2,753.60 \$71,593.60	\$2,826.40 \$73,486.40	\$2,915.20 \$75,795.20	\$2,992.00 \$77,792.00
MB11	\$2,821.60 \$73,361.60	\$2,918.40 \$75,878.40	\$3,017.60 \$78,457.60	\$3,108.00 \$80,808.00	\$3,205.60 \$83,345.60
MB12	\$2,992.00 \$77,792.00	\$3,101.60 \$80,641.60	\$3,212.00 \$83,512.00	\$3,321.60 \$86,361.60	\$3,425.60 \$89,065.60
MB13	\$3,177.60 \$82,617.60	\$3,299.20 \$85,779.20	\$3,420.80 \$88,940.80	\$3,544.80 \$92,164.80	\$3,664.80 \$95,284.80
MB14	\$3,373.60 \$87,713.60	\$3,506.40 \$91,166.40	\$3,646.40 \$94,806.40	\$3,784.80 \$98,404.80	\$3,925.60 \$102,065.60
MB15	\$3,583.20 \$93,163.20	\$3,736.80 \$97,156.80	\$3,894.40 \$101,254.40	\$4,047.20 \$105,227.20	\$4,200.80 \$109,220.80
MB16	\$3,808.00 \$99,008.00	\$3,978.40 \$103,438.40	\$4,152.00 \$107,952.00	\$4,328.80 \$112,548.80	\$4,498.40 \$116,958.40

**PROFESSIONAL CLASSIFICATIONS**  
**2028 Wage Scales**  
**(5.0% increase effective January 1, 2028)**

	<b>Hire</b>	<b>6 Month</b>	<b>1 Year</b>	<b>2 Year</b>	<b>3 Year</b>
PB01	\$1,492.80	\$1,524.00	\$1,568.00	\$1,608.80	\$1,642.40
	\$38,812.80	\$39,624.00	\$40,768.00	\$41,828.80	\$42,702.40
PB02	\$1,618.40	\$1,669.60	\$1,716.00	\$1,752.80	\$1,800.80
	\$42,078.40	\$43,409.60	\$44,616.00	\$45,572.80	\$46,820.80
PB03	\$1,769.60	\$1,818.40	\$1,868.80	\$1,926.40	\$1,975.20
	\$46,009.60	\$47,278.40	\$48,588.80	\$50,086.40	\$51,355.20
PB04	\$1,926.40	\$1,989.60	\$2,051.20	\$2,111.20	\$2,170.40
	\$50,086.40	\$51,729.60	\$53,331.20	\$54,891.20	\$56,430.40
PB05	\$2,097.60	\$2,168.80	\$2,247.20	\$2,320.00	\$2,392.00
	\$54,537.60	\$56,388.80	\$58,427.20	\$60,320.00	\$62,192.00
PB06	\$2,296.00	\$2,382.40	\$2,466.40	\$2,551.20	\$2,637.60
	\$59,696.00	\$61,942.40	\$64,126.40	\$66,331.20	\$68,577.60
PB07	\$2,510.40	\$2,611.20	\$2,706.40	\$2,815.20	\$2,917.60
	\$65,270.40	\$67,891.20	\$70,366.40	\$73,195.20	\$75,857.60
PB08	\$2,745.60	\$2,869.60	\$2,986.40	\$3,108.00	\$3,220.00
	\$71,385.60	\$74,609.60	\$77,646.40	\$80,808.00	\$83,720.00
PB09	\$3,016.00	\$3,151.20	\$3,282.40	\$3,428.80	\$3,570.40
	\$78,416.00	\$81,931.20	\$85,342.40	\$89,148.80	\$92,830.40
PB10	\$3,315.20	\$3,467.20	\$3,628.80	\$3,786.40	\$3,950.40
	\$86,195.20	\$90,147.20	\$94,348.80	\$98,446.40	102,710.40
PB11	\$3,633.60	\$3,825.60	\$4,014.40	\$4,198.40	\$4,380.80
	\$94,473.60	\$99,465.60	\$104,374.40	\$109,158.40	\$113,900.80

**TEAMSTERS/BAY COUNTY**  
**TERMINATION DATE: DECEMBER 31, 2029**

**MANAGERIAL CLASSIFICATIONS**  
**2028 Wage Scales**  
**(5.0% increase effective January 1, 2028)**

	<b>Hire</b>	<b>1 year</b>	<b>2 year</b>	<b>3 year</b>	<b>4 year</b>
MB01	\$1,685.60 \$43,825.60	\$1,714.40 \$44,574.40	\$1,727.20 \$44,907.20	\$1,746.40 \$45,406.40	\$1,773.60 \$46,113.60
MB02	\$1,776.80 \$46,196.80	\$1,803.20 \$46,883.20	\$1,835.20 \$47,715.20	\$1,852.00 \$48,152.00	\$1,886.40 \$49,046.40
MB03	\$1,881.60 \$48,921.60	\$1,907.20 \$49,587.20	\$1,943.20 \$50,523.20	\$1,964.80 \$51,084.80	\$2,004.00 \$52,104.00
MB04	\$1,989.60 \$51,729.60	\$2,022.40 \$52,582.40	\$2,061.60 \$53,601.60	\$2,097.60 \$54,537.60	\$2,136.00 \$55,536.00
MB05	\$2,100.80 \$54,620.80	\$2,147.20 \$55,827.20	\$2,189.60 \$56,929.60	\$2,229.60 \$57,969.60	\$2,274.40 \$59,134.40
MB06	\$2,219.20 \$57,699.20	\$2,274.40 \$59,134.40	\$2,322.40 \$60,382.40	\$2,371.20 \$61,651.20	\$2,417.60 \$62,857.60
MB07	\$2,352.80 \$61,172.80	\$2,409.60 \$62,649.60	\$2,466.40 \$64,126.40	\$2,524.80 \$65,644.80	\$2,581.60 \$67,121.60
MB08	\$2,486.40 \$64,646.40	\$2,557.60 \$66,497.60	\$2,624.00 \$68,224.00	\$2,692.00 \$69,992.00	\$2,755.20 \$71,635.20
MB09	\$2,637.60 \$68,577.60	\$2,714.40 \$70,574.40	\$2,794.40 \$72,654.40	\$2,869.60 \$74,609.60	\$2,946.40 \$76,606.40
MB10	\$2,798.40 \$72,758.40	\$2,891.20 \$75,171.20	\$2,968.00 \$77,168.00	\$3,060.80 \$79,580.80	\$3,141.60 \$81,681.60
MB11	\$2,962.40 \$77,022.40	\$3,064.00 \$79,664.00	\$3,168.80 \$82,388.80	\$3,263.20 \$84,843.20	\$3,365.60 \$87,505.60
MB12	\$3,141.60 \$81,681.60	\$3,256.80 \$84,676.80	\$3,372.80 \$87,692.80	\$3,488.00 \$90,688.00	\$3,596.80 \$93,516.80
MB13	\$3,336.80 \$86,756.80	\$3,464.00 \$90,064.00	\$3,592.00 \$93,392.00	\$3,722.40 \$96,782.40	\$3,848.00 \$100,048.00
MB14	\$3,542.40 \$92,102.40	\$3,681.60 \$95,721.60	\$3,828.80 \$99,548.80	\$3,974.40 \$103,334.40	\$4,121.60 \$107,161.60
MB15	\$3,762.40 \$97,822.40	\$3,924.00 \$102,024.00	\$4,088.80 \$106,308.80	\$4,249.60 \$110,489.60	\$4,411.20 \$114,691.20
MB16	\$3,998.40 \$103,958.40	\$4,177.60 \$108,617.60	\$4,360.00 \$113,360.00	\$4,545.60 \$118,185.60	\$4,723.20 \$122,803.20

**PROFESSIONAL CLASSIFICATIONS**  
**2029 Wage Scales**  
**(5.0% increase effective January 1, 2029)**

	<b>Hire</b>	<b>6 Month</b>	<b>1 Year</b>	<b>2 Year</b>	<b>3 Year</b>
PB01	\$1,567.20	\$1,600.00	\$1,646.40	\$1,689.60	\$1,724.80
	\$40,747.20	\$41,600.00	\$42,806.40	\$43,929.60	\$44,844.80
PB02	\$1,699.20	\$1,752.80	\$1,801.60	\$1,840.80	\$1,891.20
	\$44,179.20	\$45,572.80	\$46,841.60	\$47,860.80	\$49,171.20
PB03	\$1,858.40	\$1,909.60	\$1,962.40	\$2,022.40	\$2,073.60
	\$48,318.40	\$49,649.60	\$51,022.40	\$52,582.40	\$53,913.60
PB04	\$2,022.40	\$2,088.80	\$2,153.60	\$2,216.80	\$2,279.20
	\$52,582.40	\$54,308.80	\$55,993.60	\$57,636.80	\$59,259.20
PB05	\$2,202.40	\$2,277.60	\$2,359.20	\$2,436.00	\$2,512.00
	\$57,262.40	\$59,217.60	\$61,339.20	\$63,336.00	\$65,312.00
PB06	\$2,411.20	\$2,501.60	\$2,589.60	\$2,678.40	\$2,769.60
	\$62,691.20	\$65,041.60	\$67,329.60	\$69,638.40	\$72,009.60
PB07	\$2,636.00	\$2,741.60	\$2,841.60	\$2,956.00	\$3,063.20
	\$68,536.00	\$71,281.60	\$73,881.60	\$76,856.00	\$79,643.20
PB08	\$2,883.20	\$3,012.80	\$3,136.00	\$3,263.20	\$3,380.80
	\$74,963.20	\$78,332.80	\$81,536.00	\$84,843.20	\$87,900.80
PB09	\$3,167.20	\$3,308.80	\$3,446.40	\$3,600.00	\$3,748.80
	\$82,347.20	\$86,028.80	\$89,606.40	\$93,600.00	\$97,468.80
PB10	\$3,480.80	\$3,640.80	\$3,810.40	\$3,976.00	\$4,148.00
	\$90,500.80	\$94,660.80	\$99,070.40	\$103,376.00	\$107,848.00
PB11	\$3,815.20	\$4,016.80	\$4,215.20	\$4,408.00	\$4,600.00
	\$99,195.20	\$104,436.80	\$109,595.20	\$114,608.00	\$119,600.00

**TEAMSTERS/BAY COUNTY**  
**TERMINATION DATE: DECEMBER 31, 2029**

**MANAGERIAL CLASSIFICATIONS**  
**2029 Wage Scales**  
**(5.0% increase effective January 1, 2029)**

	<b>Hire</b>	<b>1 year</b>	<b>2 year</b>	<b>3 year</b>	<b>4 year</b>
MB01	\$1,769.60 \$46,009.60	\$1,800.00 \$46,800.00	\$1,813.60 \$47,153.60	\$1,833.60 \$47,673.60	\$1,862.40 \$48,422.40
MB02	\$1,865.60 \$48,505.60	\$1,893.60 \$49,233.60	\$1,927.20 \$50,107.20	\$1,944.80 \$50,564.80	\$1,980.80 \$51,500.80
MB03	\$1,976.00 \$51,376.00	\$2,002.40 \$52,062.40	\$2,040.00 \$53,040.00	\$2,063.20 \$53,643.20	\$2,104.00 \$54,704.00
MB04	\$2,088.80 \$54,308.80	\$2,123.20 \$55,203.20	\$2,164.80 \$56,284.80	\$2,202.40 \$57,262.40	\$2,243.20 \$58,323.20
MB05	\$2,205.60 \$57,345.60	\$2,254.40 \$58,614.40	\$2,299.20 \$59,779.20	\$2,340.80 \$60,860.80	\$2,388.00 \$62,088.00
MB06	\$2,330.40 \$60,590.40	\$2,388.00 \$62,088.00	\$2,438.40 \$63,398.40	\$2,489.60 \$64,729.60	\$2,538.40 \$65,998.40
MB07	\$2,470.40 \$64,230.40	\$2,530.40 \$65,790.40	\$2,589.60 \$67,329.60	\$2,651.20 \$68,931.20	\$2,710.40 \$70,470.40
MB08	\$2,610.40 \$67,870.40	\$2,685.60 \$69,825.60	\$2,755.20 \$71,635.20	\$2,826.40 \$73,486.40	\$2,892.80 \$75,212.80
MB09	\$2,769.60 \$72,009.60	\$2,850.40 \$74,110.40	\$2,934.40 \$76,294.40	\$3,012.80 \$78,332.80	\$3,093.60 \$80,433.60
MB10	\$2,938.40 \$76,398.40	\$3,036.00 \$78,936.00	\$3,116.80 \$81,036.80	\$3,213.60 \$83,553.60	\$3,298.40 \$85,758.40
MB11	\$3,110.40 \$80,870.40	\$3,217.60 \$83,657.60	\$3,327.20 \$86,507.20	\$3,426.40 \$89,086.40	\$3,533.60 \$91,873.60
MB12	\$3,298.40 \$85,758.40	\$3,420.00 \$88,920.00	\$3,541.60 \$92,081.60	\$3,662.40 \$95,222.40	\$3,776.80 \$98,196.80
MB13	\$3,504.00 \$91,104.00	\$3,637.60 \$94,577.60	\$3,772.00 \$98,072.00	\$3,908.80 \$101,628.80	\$4,040.80 \$105,060.80
MB14	\$3,719.20 \$96,699.20	\$3,865.60 \$100,505.60	\$4,020.00 \$104,520.00	\$4,172.80 \$108,492.80	\$4,328.00 \$112,528.00
MB15	\$3,950.40 \$102,710.40	\$4,120.00 \$107,120.00	\$4,293.60 \$111,633.60	\$4,462.40 \$116,022.40	\$4,632.00 \$120,432.00
MB16	\$4,198.40 \$109,158.40	\$4,386.40 \$114,046.40	\$4,578.40 \$119,038.40	\$4,772.80 \$124,092.80	\$4,959.20 \$128,939.20

**Letter of Understanding  
entered into between  
The Bay County Association of Managers, Professionals and Supervisors  
(B.C.A.M.P.S)  
and  
the County of Bay**


**WHEREAS**, the parties have entered into a collective bargaining contract which is due to expire on December 31, 2008; and

**WHEREAS**, the parties wish to enter into a Letter of Understanding regarding the exclusion of employees hired between January 1, 2007 and March 1, 2007 from the provisions contained in Article 16.43, Retirement Modification, Sections (A) and (B) only;

**THEREFORE**, for and in consideration of the mutual covenants hereinafter contained, the parties hereto agree as follows:

1. The parties agree to exclude any employees hired between January 1, 2007 and March 1, 2007 from the provisions contained in Article 16.43, Retirement Modification, Sections (A) and (B) only.

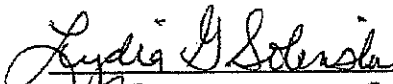
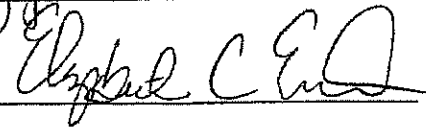
**For the County of Bay:**

  
\_\_\_\_\_  
Kim Coonan, Chairman  
Bay County Board of Commissioners

\_\_\_\_\_  
\_\_\_\_\_

**For the Union:**

  
\_\_\_\_\_

  
\_\_\_\_\_  
  
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**BAY COUNTY  
PERSONNEL & EMPLOYEE RELATIONS**

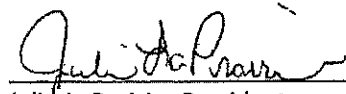
**James A. Barcia**  
County Executive

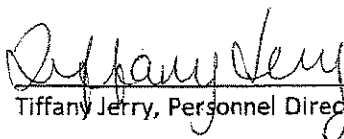
**Tiffany Jerry**  
Director  
[jerryt@baycounty.net](mailto:jerryt@baycounty.net)

**BAY COUNTY ASSOCIATION OF MANAGERS, PROFESSIONALS, AND SUPERVISORS (B.C.A.M.P.S.)  
REMOTE WORK LOU**

The parties agree that the employer may develop a work from home/remote work or hybrid schedule policy and that policy may be implemented for some or all of the members of this unit if approved by the Board of Commissioners.

  
Thomas Herek, Chair, Board of Commissioners      2/17/23  
Date

  
Julie LaPrairie, President      2-15-23  
Date

  
Tiffany Jerry, Personnel Director      2/16/23  
Date

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515 Center Avenue, Suite 301, Bay City, Michigan 48708  
Tel: (989) 895-4098 | Fax: (989) 895-2076  
Web: [www.baycounty-mi.gov](http://www.baycounty-mi.gov)

**BAY COUNTY**  
**WORK RULES**

**PURPOSE:** The orderly and efficient operation of the county government requires that certain work rules be established. Work rules covering personal standards of conduct as well as standard operating procedures are necessary to protect the health and safety of all employees, maintain uninterrupted service, and to protect the county goodwill and property.

**WORK RULES:** The following work rules shall be applicable to all county employees. These rules are not intended to be all inclusive and the county shall, when it deems appropriate, establish additional rules to ensure the effective operations of county government.

- (A) Employees shall deal with the public, employees and others in a courteous and professional manner.
- (B) Where the operations are continuous, an employee shall not leave his post until replaced by the next shift employee or until he or she is relieved by his or her supervisor.
- (C) Employees shall not gather on county premises to conduct any personal business without authorization.
- (D) Employees shall follow all safety regulations to include the wearing of safety articles and the using of protective equipment. Employees shall immediately report accidents or injury to their supervisor.
- (E) Employees shall be responsible for and shall not misuse county property, records, or other materials in their care, custody and control. County property, records, or other materials shall not be removed from the premises without written permission.
- (F) Employees shall avoid littering work areas.
- (G) Employees must be at their designated work area on time and ready to work. Employees shall remain at their work area, at work, until the scheduled quitting time unless permission to leave is granted by their supervisor.
- (H) An employee shall immediately report to his or her supervisor his or her inability to work and the reason therefore.
- (I) Employees shall immediately report the loss of their badge or identification card to their supervisor. Employees shall not allow other persons to use their badge or identification card at any time.
- (J) Employees shall not park in prohibited areas.
- (K) Employees shall notify their supervisor whenever there is a change in their personal data.
- (L) Employees shall not restrict or interrupt work or interfere with the work of others.

**TEAMSTERS/BAY COUNTY**

**TERMINATION DATE: DECEMBER 31, 2029**

- (M) Employees shall report for and remain at work only in a fit physical condition.
- (N) Employees shall not neglect their duties and responsibilities or refuse to perform assigned work. Insubordination and insolent behavior is prohibited.
- (O) Employees shall not engage in immoral conduct, fight, engage in horseplay, gamble, or use abusive language while on duty or on county premises.
- (P) Employees shall not use county telephones for personal calls or conduct personal business during working hours on county premises.
- (Q) Employees shall not engage in unapproved soliciting, partisan political activity, use their position for personal gain, or use their position to coerce others.
- (R) Employees shall not post notices on the county premises without prior written approval from the appropriate authority.
- (S) Employees shall not possess unauthorized firearms, weapons, or explosive devices on county time, premises, or business.
- (T) Employees shall not falsify records, reports, or claims of illness or injury.
- (U) Employees shall not punch or sign another employee's time card or worksheet.
- (V) Employees shall not engage in activities during non-working hours that are harmful to the county's service or which inhibit their effectiveness on the job.
- (W) Employees shall not be a party to a fraudulent act.
- (X) Employees shall not be involved in a theft of goods, services, or accept payment for time while not at an assigned duty.
- (Y) Employees shall not possess, use, or be under the influence of illegal drugs, legal drugs being used unlawfully, controlled substances, or intoxicating substances on County time, premises or business.
- (Z) Employees shall not harass, discriminate, bully, or otherwise intimidate for any reason any employee or other person while on company time and/or property.

**DISCIPLINARY ACTION:** Employees who violate any of the above work rules shall be subject to disciplinary action up to and including discharge.

May, 1983

Revised, 1/98 (Changed item (Y) only)

Revised, 4/2014 (added item (Z) only)

Revised, 5/2018 (A & N updated)