

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

CITY OF GRANDVILLE

AND

POLICE OFFICERS LABOR COUNCIL
GRANDVILLE POLICE DEPARTMENT
SUPERVISOR UNIT



July 1, 2021 through June 30, 2024

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AGREEMENT

THIS THREE-YEAR AGREEMENT, effective July 1, 2021, through June 30, 2024, made and entered into this ___ day of _____, 2022, by and between the CITY OF GRANDVILLE, hereinafter called the "City," and the POLICE OFFICERS LABOR COUNCIL, Grandville Police Department Union, Supervisory Unit, hereinafter called the "Union."

WITNESSETH

WHEREAS, it is the intent and purpose of the parties to work together harmoniously and to maintain a mutually advantageous relationship; and

WHEREAS, subject to law and the requirements of the public service, relationships can be improved by providing employees an opportunity for greater participation in the formulation and implementation of policies affecting the conditions of their employment;

NOW, THEREFORE, the parties hereto covenant and agree as follows:

ARTICLE 1

RECOGNITION

Section 1. The City hereby recognizes the Union as the exclusive bargaining representative of all employees in the unit, as defined in Section 2 of this Agreement, for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment.

Section 2. The collective bargaining unit is composed of full-time sergeants employed by the City in its Police Department, hereinafter called "Employees."

ARTICLE 2

ASSOCIATION REPRESENTATION

Section 3. The City agrees to recognize a negotiating committee. The Negotiating Committee shall represent the Union in meeting with the City for the purpose of collective bargaining and for the purpose of administration of this Agreement. The Negotiating Committee representing the Union, as well as the Negotiating Committee representing the City, shall each be represented by not more than three (3) persons.

Section 4(a). The Grievance Committee of the Union shall act in a representative capacity for the purpose of processing grievances for employees at the second step of the grievance procedure and thereafter. Said procedure is set out in Article 6 of this Agreement.

Section 4(b). Special conferences may be arranged between the City and the Union to discuss matters of mutual concern. The party requesting the special conference shall present the other party with a proposed agenda. If the special conference and agenda are agreed upon, the meeting shall be scheduled at a time mutually agreeable to the parties. Both parties acknowledge and agree that said conferences shall not be used for purposes of collective bargaining, unless prior consent is obtained from the other party.

ARTICLE 3

UNION MEMBERSHIP

Section 5. (a) All present employees in the bargaining unit who are now members, or who become members of the Union, may remain members of the Union through the life of this Agreement. Members becoming elective or appointed City officials shall resign from the Union. (b) All future employees of the City of Grandville hired to positions within the bargaining unit may become members of the Union upon completion of one-half of his/her probation period or, in the alternative, shall tender to the Union a dollar amount equivalent to the dues of the Union. (c) The City of Grandville will not in any way discriminate against any

employee because of his/her membership in the Union. Members may attend Union meetings while on a tour of duty except that the vital, necessary, and essential services of the City as determined by the City will not be interrupted. Prior to a meeting, the Union shall notify the Chief so that he/she has a knowledge of members attending while on duty and where to immediately reach those members in case of urgent need or emergency. (d) Upon the employment of new employees, the City shall furnish such individuals copies of this Agreement and the bylaws of the Union, and provide the Union an opportunity during the onboarding process to meet with them to discuss the employees' options with respect to becoming or not becoming a member of the Union. Employees who become members of the Union must sign the Union's Application for Union Membership and Authorized Dues Deduction Card, as well as any additional written authorization the City may require. (e) Management reserves the right to create new jobs or to change classifications. Prior to such actions becoming effective, the pay scale shall be negotiated between the Manager and the Union's bargaining team.

ARTICLE 4

CHECK-OFF

Section 6. The City shall not make any Union dues deductions from any employee without written authorization from the employee and until satisfied of the employee's clear intent to participate in Union dues deductions. In the case of an employee who becomes a member after June 27, 2018, written authorization must be in the form of a signed and completed Application for Union Membership and Authorized Dues Deduction Card, as well as any additional written authorization as the City may require. For an employee who became a member prior to June 27, 2018, the City must have from the employee written authorization showing the employee's clear intent to participate in Union dues deductions. Once satisfied of the employee's clear intent to participate in Union dues deductions, the City shall deduct from

the pay of each employee who has submitted to the City an individually written authorization for such deduction the amount of Union dues certified to the City by the Treasurer of the Union. It shall be the responsibility of the Union Treasurer to file said authorization with the City Treasurer. The deduction of dues shall cover the current biweekly pay period in which the said deduction is made. Individual written authorizations shall be revocable by the employee upon thirty (30) days' written notice to the City or upon termination of this Agreement, whichever occurs first.

Section 7. The forgoing deductions shall be made biweekly and the amounts deducted by the City, together with a duplicate list of the employees from whom wage deductions have been made, shall be transmitted to the Treasurer of the Union within a reasonable time after said deduction is made. In the event that a refund is due to any employee for any sums deducted from wages and paid to the Union, it shall be the responsibility of such employee to obtain the appropriate refund from the Union. If there is an increase or decrease in Union payroll deductions, as determined and established by the Union, such changes shall become effective upon the second pay period following notice from the Union to the City of the new amount(s). The Union hereby expressly agrees to collect all special assessments, initiation fees and similar member charges, and the same shall not be deducted from the employee's wages by the City.

Section 8. The Union shall and hereby agrees to indemnify and save the City harmless against all claims, demands, suits or other forms of liability which shall arise out of or by reason of actions taken by the City in reliance upon certified lists furnished to the City by the Union, or because of any claims arising out of the City's compliance with the provisions of this Article. The City shall not be liable for the remittance or payment of any sums other than those constituting actual deductions made. If the City fails to make a deduction for any employee as provided, it shall make that deduction from the employee's next pay period which such

deduction is normally deducted after the error has been called to its attention by the employee or the Union.

Section 9. The City will make available to the Treasurer of the Union the names of all employees separated from the payroll, recalled or rehired, on layoff and/or approved leaves of absence.

ARTICLE 5

HOURS AND OVERTIME

Section 10. Overtime shall be paid at the rate of one and one-half (1-1/2) times an employee's hourly rate for each hour actually worked in excess of twelve (12) hours per day or eighty four (84) hours in a fourteen (14) day period. Employees shall for the eighty four (84) hours receive eighty (80) hours at the employee's hourly rate and four (4) hours of compensatory time earned. A twenty four (24) hour period shall begin at 12:01 a.m. and end at 12:00 midnight. For the purposes of this Section, hours paid shall be considered hours worked.

Voluntary Scheduled/Unscheduled Overtime: OT will be offered first to the Unit that created/"triggered" the necessity. Minimum staffing levels will be maintained. IE: In a 4-person rotation, if a Sergeant is off on long-term disability and an Officer uses time off and another calls in sick, the employee who was last granted time off created the necessity for OT. In this case, the last Officer who called in sick was the OT assignment "trigger".

Therefore, OT would be offered to volunteer Officers first and Sergeants second. If no one accepts the OT, the assignment then becomes mandatory to Officers based on inverse Departmental seniority.

Conversely, if a Sergeant's absence creates the OT, the OT would be offered to volunteer Sergeants first and Officers second. If no one accepts the

OT, the assignment then becomes mandatory based on inverse Departmental seniority.

Everyone in the department is eligible for overtime when there is no special skill, ability, or knowledge needed to complete the task. Examples would be general patrol functions, traffic or crowd control, specific traffic enforcement, and special events that were not catered to a special assignment. An example of an exception would be overtime needed to do investigative work.

On holidays, when the patrol staffing level is reduced to two (2) officers, an effort shall be made to have one of those officers the supervisor scheduled for that particular shift.

Section 11. An employee's hourly rate shall be determined by dividing his/her annual wage shown on Schedule "A" by the product of fifty two (52) times forty (40). Normal work week shall be considered five (5) consecutive work days. Detective sergeants' hourly rate is based on eight (8) hours per day and five (5) days per week.

Section 12(a). If any member is called in or back by a supervisor after having completed his/her regularly scheduled shift for the day, such member shall receive a minimum of three (3) hours' pay at straight time or pay on the basis of time and one-half (1-1/2) for actual hours worked under such circumstances, whichever is greater. Members shall also be compensated on the basis of a minimum of three (3) hours at straight time or on the basis of time and one-half (1-1/2) for actual hours spent in connection with being required to give testimony or present evidence in any criminal, civil or administrative matter arising out of the performance of his/her duties. If the employee so elects, he/she shall be given compensatory time off, in whole or in part, in lieu of wages earned.

Section 12(b). The compensatory time off bank shall not, at any time, exceed two hundred fifty (250) hours. Employees who request compensatory time off, with ten (10) or more days' notice, shall have their request granted, absent unusual circumstances or other

staffing needs of the Department. Requests made with less than ten (10) days' notice may be granted at the discretion of the Chief of Police.

Section 12(c). Although the City reserves the right to allow compensatory time off, it is hereby agreed that an effort shall be made by the City to allow the time off while considering the desire of the employees together with the manpower and workload requirement as determined by the City.

Section 12(d). When employees are assigned to attend training outside of their normal schedule, the employees will be compensated hour for hour in compensatory time for the first twenty (20) hours of each calendar year. Any training time in excess of twenty (20) hours per year will be compensated in compensatory time at the overtime rate.

Section 12(e). When employees are assigned to instruct other employees outside of their normal schedule, the employees will be compensated in their choice of flex, compensatory time or pay at the overtime rate. This clause does not include employees serving as Field Training Officers as that function is compensated in other sections of this agreement.

ARTICLE 6

GRIEVANCE PROCEDURE

Section 13. For the purpose of this Agreement, the term "grievance" means any dispute between the City and the Union, or between the City and any member or members, concerning working conditions not specifically set forth herein and the effect, interpretation, application, claim or breach or violation of this Agreement. The term "working days" means regularly scheduled, non-holiday weekdays.

Section 14. Grievances shall be settled in accordance with this following procedure:

Step 1- All grievances shall be reduced to writing and presented to the Chief of Police or designee within five (5) working days of the occurrence giving rise to the grievance or within five (5) working day of when the employee

reasonably should have known of the occurrence. The written grievance shall include: time, date, and alleged contractual violation or written rule or regulation that is the basis of the grievance, the facts that give rise to the grievance, the remedy desired, and the signature of the grievant or Union representative. The grievance shall be signed with date and time of receipt noted by the Chief or designee and a copy returned to the grievant or Union representative. Within five (5) working days after receipt, the Chief or designee shall meet with the grievant and his/her Union representative. Within five (5) working days after the meeting, the Chief or designee shall issue a written answer to the grievant and Union representative.

Step 2 - If the answer at Step 1 is unsatisfactory to the grievant or the Union, either may, within ten (10) working days from the receipt of the Step 1 answer, file a written appeal with the City Manager. This appeal must be signed by the grievant or Union representative. The City Manager shall, within five (5) working days from the receipt of the appeal, meet with the grievant and Union representative to hear the dispute. Either party may have other persons at this meeting who they deem necessary. Within ten (10) working days after the meeting, the City Manager shall present a written answer to the grievant and Union representative.

Step 3 - If the answer at Step 2 is unsatisfactory to the Union, the Union may submit a written demand for arbitration within twenty (20) working days in accordance with the procedures of the Federal Mediation and Conciliation Service (FMCS). An arbitrator shall be selected from a panel of seven (7) names submitted by the FMCS from the Sub-Regional list for Michigan. The parties shall alternately strike names from the list with the right of first strike being done by the City or its designee. The last remaining name shall be the arbitrator. It shall be the responsibility of the Union to notify the arbitrator of the selection. The arbitration shall be conducted in accordance with the rules of the FMCS.

Powers of the Arbitrator. The arbitrator shall have no power to amend, add to, ignore, change, or modify the provisions of this Agreement or the written rules and regulations of the Department or of the City, and the arbitrator's decision shall be limited to the application or interpretation of the above and to the specific issue presented to him/her. The arbitrator shall have no authority to award retroactivity of any grievance settlement earlier than the date on which the grievance was filed. However, within the limitations of this provision, the arbitrator shall have the power to award to either party the remedy he/she considers appropriate to the circumstances. The arbitrator shall render his/her decision in writing within thirty (30) days after the closing of the record, and the fees and expenses of the arbitrator shall be shared equally between the parties. The decision of the arbitrator shall be final and binding upon the parties, including the Union, its members, the employee(s) involved, the City and its officials, including the Chief of Police, the City Manager, and their designated representatives.

Time Limits. The time limits stated in this Section may be extended by mutual written consent, signed by the Union and the City.

Section 15. No complaint or grievance shall be considered at any step unless it has been filed and processed within the respective time limits. If the grievance is not advanced from one step to the next, as specified, it shall be considered to have been settled in accordance with the last answer made. Nothing contained in this section shall, however, prevent the parties from extending the time limits imposed, providing it is done in writing and specifies the period of extension.

ARTICLE 7

SENIORITY

Section 16. "Total seniority" is continuous service with the City working in a position in the bargaining unit now represented by the Police Officers Labor Council, whether rank and file or supervisory, measured by the time spent on the active payroll plus approved leaves of absence, unless otherwise provided in this Agreement. "Rank seniority" is continuous service with the City working in a particular rank or classification in a bargaining unit now represented by the Police Officers Labor Council, whether rank and file or supervisory, as measured by the time spent on the active payroll plus approved leaves of absence, unless otherwise provided in this Agreement. The purpose of seniority is to provide a declared policy or right or preference affecting members' rights and privileges provided in this Agreement.

Section 17. A member's seniority list shall be prepared by the City and a copy supplied upon request of the Union. The list shall be revised to reflect the current status of members as of January 1 each year.

Section 18. (a) Rank seniority shall be the controlling factor in layoffs from any rank or classification, and employees shall be laid off from their rank or classification in inverse order of seniority. After an employee is laid off from one rank or classification, he/she shall

then have the right to use his/her total seniority to be assigned to a lower rank or classification if he/she (1) has greater total seniority than an employee in such lower rank or classification, and (2) is able to perform the duties of such rank or classification. (b) The City will not reduce hours below forty (40) hours per week in place of layoff. (c) No full-time employees shall be laid off as long as part-time employees are conducting the normal duties of the unit members.

Section 19. Each new employee shall be considered as a probationary employee for the first year after hiring. Each employee who is promoted to a higher rank or classification shall be considered as a probationary employee for the first six (6) months after such promotion. During his/her probationary period, a newly hired employee may be laid off or discharged by the City without regard for the provisions of this Agreement; the promoted employee shall retain his/her existing rank seniority, but during the probationary period may be returned to his/her former rank or classification without regard for the provisions of this Agreement. There shall be no responsibility on the part of the City for the rehiring or recalling of a newly hired probationary employee if his/her services have been dispensed with within the probationary period and such employee shall have no recourse to the grievance procedure.

Section 20. Seniority shall continue while an employee is on the active payroll of the City. Seniority will be lost and the employment relationship shall end on the following conditions:

- (a) By quit or discharge for just cause; rehire within ninety (90) days shall not interfere with previously accrued seniority, interfere meaning employee will receive credit for all previously earned seniority before quit or discharge.
- (b) Failure to report within one (1) week following the expiration of an approved leave of absence.
- (c) Absence from work for three (3) consecutive working days without properly notifying the City of an acceptable reason for absence or unless otherwise excused.
- (d) Layoff for lack of work for more than eighteen (18) months.

Section 21. In case of extended sickness an employee who exhausts his/her sick leave days and vacation allowance shall continue to accumulate seniority for a total of twelve (12) months. Thereafter, he/she shall be granted a sick leave of absence without further accrual of seniority for the duration of the sickness. Upon receiving a doctor's statement indicating employee fitness for return to work, he/she will be reinstated in accordance with his/her accrued seniority.

ARTICLE 8

LEAVE OF ABSENCE AND SICK LEAVE

Section 22. Members may, at the discretion of the City, be granted leaves of absence without pay. Also, during such leave a member will not earn vacation days and will not be credited with sick leave days or seniority. Longevity will be adjusted accordingly. The City will continue to carry health and life insurance coverage on the member. However, the member will be responsible for all premiums advanced by the City while member was on leave. Leave shall be granted upon approval of the Department Head and City Manager.

Section 23. Request for leave shall be in writing and shall be signed by the member and given to the Department Head. Such request shall state the reason for the leave. Approval shall be in writing by the member's Department Head and the City Manager.

Section 24. It is agreed that members shall earn and be granted paid sick leave in accordance with the following schedule:

- (a) Sick leave accruals shall begin on the first day of employment at the rate of eight (8) hours each full month of employment exclusive of leaves of absence.
- (b) Unused sick leave shall accumulate from year to year to an unlimited amount.
- (c) When unusual situations or emergencies exists in the member's immediate family, he/she may be compensated for the time off by the City with no invasion of the member's sick leave bank. This will be at the discretion of the City Manager.

- (d) Unused accumulated sick leave shall be paid to employees who retire from or leave the municipal service after completion of ten (10) years or more of continuous service to a maximum of fourteen hundred and forty (1440) hours at a rate equal to one third (1/3) of the employee's hourly rate or one-half (1/2) of the employee's rate for employees with twenty-six (26) years of service or more. In case of death, such unused accumulated sick leave pay shall be paid to the beneficiary of the deceased employee.

Section 25. Sick leave, when arranged for and approved in advance by the Department

Head and City Manager, will be granted:

- (a) When it is established to the City's satisfaction that a member is incapacitated from the safe performance of his/her duties because of sickness, injury, pregnancy or childbirth, or when unusual situations or emergencies exist in the member's immediate family.
- (b) When death occurs in the member's immediate family (spouse, children, stepchildren, father, mother, stepfather, stepmother, sister, brother, father-in-law, mother-in-law, sister-in-law, brother-in-law, grandparents, spouse's grandparents, and grandchildren). It is understood that in the event of death of any of the parties heretofore stated, up to three (3) days' paid leave to make arrangements for and attend the funeral may be compensated for by the City with no invasion of the member's sick leave bank at the discretion of the City Manager. All members will request time off in writing to the City Manager.

Section 26. Medical certification will not generally be required to substantiate sick leave absences of three (3) or less consecutive working days. Medical certificates or, in lieu thereof, a written, signed statement from the employee setting forth the reasons for sick leave may be required at the discretion of the City for each absence. Falsification of the medical certificate or falsely setting forth the reasons for the absence shall constitute just cause for dismissal.

Section 27. Before a member employee, absent from his/her duties for twelve (12) consecutive days, returns, he/she shall satisfy the City that he/she is fit again to perform his/her duties.

Section 28. In case of a work incapacitating injury or illness for which the employee is or may be eligible for work disability benefits under the Workers' Compensation Law of the

State of Michigan, such employee shall be allowed such salary payments which, with his/her compensation benefits, equals his/her regular salary or wage with no invasion of sick leave bank, vacation leave or compensatory time for the first six hundred sixty (660) hours of work missed from the normal shift schedule. After the first six hundred sixty (660) hours, the salary supplement shall be charged to the employee's sick leave bank, vacation leave and/or compensatory time proportionately to the City's contribution, unless the employee opts to waive the salary supplement and accept the compensation benefits as full payment. The employee shall draw only those benefits as are allowable under the Workers' Compensation Law of the State of Michigan. The employee may designate the order in which accumulated sick leave banks will be charged. Upon request made to and approval given by the City Manager, medical insurance for an employee who is unable to work because of non-work-related illness or injury shall be continued at the City's expense for a period of up to ninety (90) calendar days after exhaustion of the employee's sick leave bank, vacation leave and compensatory time.

Section 28(a). If an employee covered by this Agreement becomes physically or mentally handicapped to the extent he/she cannot perform his/her regular job, the City will attempt to place the employee in a position that he/she is physically and mentally able to perform.

Section 28(b). Work Related Medical Appointments:

An employee will be allowed to leave work to attend a medical or other therapy session for a work-related injury when such treatment is eligible under the Workers' Compensation Law of the State of Michigan and scheduled or prescribed by the physician responsible for treatment of the injury. Such leave time will be without charge to the employee's sick bank, vacation leave or compensatory time, provided the employee provides advance notice and receives approval from the Department Head or Deputy Department Head. Permission to leave

for an appointment or therapy session will not be denied unless it would significantly impact the operations of the Department or safety of the City. In such circumstances, the employee and the Supervisor will promptly determine an available time(s) for the appointment. Employees must make reasonable efforts to minimize the time away from work for such appointments. Generally, leave for such appointments will not be granted for more than four (4) hours, absent extenuating circumstances such as the need for travel time to attend the appointment or extended time required for the particular therapy.

Section 29. Within any one (1) year, up to five (5) days' accumulated sick leave credits may be transferred to another employee's exhausted sick leave bank upon a written request to do so being presented to the City Manager by the donor. A limit of fifty (50) days' sick leave credits may be received by any employee in any yearly period.

Section 30. Military leave shall be granted as follows:

- (a) Any member who is inducted into the Armed Forces of the United States, or who joins the Armed Forces in lieu of being inducted during a national emergency, under the provisions of the Selective Service Act of 1940, as amended, shall be entitled to a special leave of absence without pay for the period of service required by such original induction. Upon his/her honorable discharge, such member will be reinstated to his/her former position or one comparable to it, providing he/she makes formal application for reinstatement within ninety (90) days of his/her date of discharge. Seniority and longevity credits to continue while member is in service.
- (b) Any permanent member who requests a leave of absence not to exceed twenty (20) working days per year to participate in a branch of the Armed Forces Reserve Training Program shall be granted such leave upon presentation of proper documentation by his/her Commanding Officer. He/she shall be paid by the City the difference between the amount he/she receives for such training and his/her full salary.
- (c) Any member who is called out on emergency duty by any of the established Armed Forces Reserve Training Units, or by the Michigan National Guard, in order to protect the rights of the citizens of the State of Michigan or any other state or the U.S. Government, shall be paid by the City the difference between the amount he/she receives for such duty and his/her full salary for a period of twenty (20) working days each emergency.

Section 31. In the event an employee is summoned for jury duty, a special leave of absence shall be granted for that purpose, providing he/she presents the court order, subpoena or summons, if one is issued, to the City as far in advance as possible. The employee shall be expected to be at work at all hours when not serving as a juror. The pay such employee shall be entitled to for such leave shall be his/her basic rate for the time necessarily lost from the employee's normal work schedule less any amount received for such jury duty.

ARTICLE 9

VACATIONS

Section 32. Employees shall earn vacation leave with pay in accordance with the following schedule:

- (a) Employees shall not be entitled to vacation leave during the course of the six (6) month probationary period except by special exception by the Police Chief and City Manager. Upon completion of the orientation period the employee may use whatever vacation time he/she has earned.
- (b) All employees shall earn one (1) day of vacation time for each full month of employment (excluding unpaid leaves of absences) beginning with the first day of employment through the seventh calendar year. The vacation leave will be credited to the vacation bank on the first pay period of the following month.
- (c) After completing the seventh calendar year of employment an employee shall be entitled to twelve (12) days of vacation leave, plus one (1) day for each calendar year worked thereafter through the fifteenth calendar year of employment with the City.
- (d) After completing the fifteenth calendar year of employment an employee shall be entitled to twenty (20) days of vacation leave each calendar year.
- (e) The City recognizes the need to handle personal matters and provides two (2) Personal Business Days to eligible employees. These business days will accrue in addition to an employee's monthly vacation bank and are not eligible for use during the probationary period.
- (f) Payment for accrued vacation credit shall be made upon retirement or termination or to an employee's beneficiary upon death. In the event excessive vacation credits were used by an employee, the final pay of the employee shall be reduced accordingly.

The minimum amount of vacation time requested should be no less than one-half (1/2) hour. Vacation requests must be submitted and approved by the Department Head and/or City Manager in advance. The City will attempt to grant all employees vacation at the time they desire to take it, however, the City must maintain adequate staffing at all times. Therefore, vacations must be scheduled in advance and with prior written approval. The Department Head has the discretion to approve/deny requests in the best interest of the City.

An employee is permitted to bank up to one hundred seventy five percent (175%) of their annual vacation accrual at any point. Personal Business Days are not included in the one hundred seventy five percent (175%) calculation. It is the employee's responsibility to ensure that he/she is within his/her vacation bank caps, as any vacation banked over one hundred seventy five percent (175%) will be lost. An employee may check with his/her Department Head or payroll if he/she has questions.

Section 33. Vacation pay shall be computed on the basis of forty (40) hours' pay plus two (2) hours' compensatory time earned for each seven (7) day period and at twelve (12) hours per vacation day used.

Section 34. Although the City reserves the right to schedule vacations, it is hereby agreed that an effort shall be made by the City to schedule vacation leave consistent with the seniority status of the employee, the desires of the employee, together with the manpower and staffing needs as determined by the City.

Vacation credits shall be taken within twelve (12) months after they are earned. Employees must use no less than sixty percent (60%) (rounded off to the nearest full day) of earned vacation within the time period stated above. Each employee shall, upon written request submitted prior to December 1, be paid for the remaining earned vacation on the second payday of December. The written request shall be submitted to the Department Head and forwarded to the City Treasurer. Such payment shall be in lieu of time off the assignment.

ARTICLE 10

HOLIDAYS

Section 35. The employees shall be entitled to holiday leaves with pay on the following recognized holidays: New Year's Day (January 1), Good Friday, Memorial Day, Independence Day (July 4), Labor Day, Veteran's Day (November 11), Thanksgiving Day, the day after Thanksgiving Day, the day before Christmas (December 24), Christmas Day (December 25) and two (2) personal business days. Personal days shall represent twelve (12) hours of pay while employees are assigned to a twelve (12) hour schedule.

Section 36. Members shall use the personal business days at any time after January 1 during the following twelve (12) months. Personal business days shall be paid at either eight (8) or twelve (12) hours depending on the assignment of the officer. Employee shall give five (5) days' prior notice of intent to take personal business leave. If a member does not use personal business day(s) during this time, the corresponding amount of hours shall not be deducted from their vacation balance. At no time will a member have more than two (2) personal business days for purposes of ensuring time, without approval.

Section 37. All recognized holidays shall be celebrated on the day nationally designated for celebration of the particular recognized holiday except those listing a specific date above.

Section 38. In no instance shall the vital services of the City to the community be interrupted by the reason of observance of any holidays.

Section 39. Full-time employees who are required to work on any of the holidays set forth in Section 35 hereof shall be compensated as follows:

- (a) The employee shall receive compensation at the rate of two and one-half (2-1/2) times his/her regular hourly rate for all hours worked on a holiday.
- (b) If the employee so elects, he/she will be given compensatory time off, in whole or in part, in lieu of earned holiday pay.

Section 40. All regular full-time employees shall be eligible to receive holiday pay under the following conditions:

- (a) An employee must have worked on his/her last regularly scheduled workday immediately preceding and immediately following the holiday, unless on an excused paid absence.
- (b) No holiday pay will be paid to an employee while on an unpaid leave of absence.
- (c) If a holiday occurs during the time an employee is on vacation, the employee shall receive holiday pay for the recognized holiday and not be charged for vacation on the holiday.

Section 41. Eligible employees shall receive eight (8) hours' pay at their regular hourly rate for all recognized holidays on which they are not required to work, unless the day is a date on which the employee would have been scheduled to work twelve (12) hours, then twelve (12) hours shall be awarded. If the hours would be in addition to the eighty four (84) in a pay period, then an eight (8) hour award will continue.

ARTICLE 11

INSURANCE

Section 42. The City shall pay the required premium, except for employee premium sharing as noted below, for full-time employees plus the cost of coverage for his/her spouse and eligible child dependents (as defined by law) for the hospitalization plan and dental plan described in the appropriate Summary Plan Description for the following plans.

Section 42(a). The City shall provide medical coverage for full-time employees and their spouse and eligible dependents pursuant to the provisions of P.A. 152 of 2011 (M.C.L. 15.563). The City reserves the right, for future insurance plan years, to convert to using a percentage of medical benefit plan costs to calculate City payments, in accordance with P.A. 152 (M.C.L. 15.564). . Should the City decide to make this change, it will notify the Union in writing prior to the effective date of any such change.

For HMO/HSA participants the City shall open an HSA account for each employee and effective January 1, 2022 make a deposit of \$1250 (single) or \$2500 (double or family) on January 1 each year, or as soon as practicable, to fund the HSA. On the following schedule:

January 1 = 650/1300

April 1 = 300/600

October 1 = 300/600

City HSA contributions in subsequent contract years will be made in the same manner.

New hires electing HSA participation or those active employees authorized to change insurance coverage options to HSA after January 1 due to a qualifying event will be provided by the City with a pro-rated HSA contribution based on the effective date of the insurance coverage. HMO/HSA participants shall have the option of opting out of the City's contribution to the HSA during open enrollment each year or, if applicable, other qualifying events.

During the annual open enrollment period, participating employees can select from the available coverage plans. Any medical plan costs for the plan selected which exceed the established caps will be deducted in equal, pro-rated amounts from each paycheck of the employee.

Given the potential impact of medical plan cost increases on the unit employees, the City and the Union agree the Union may request, at any time during the term of this bargaining agreement, that the City consider changes in either the plan design, the coverage, or the carrier to help control premium costs. The City and the Union agree to mutually look for ways to control health care costs where such measures would not negatively impact other employees of the City.

The City will also provide a dental plan for full-time employees and eligible dependents as described in the plan documents.

The City shall have the right to change to another carrier, providing the overall benefits of the new plan are substantially equivalent to or better than those offered in the existing plan. Any significant change in overall coverage resulting from a change in carrier remains subject to negotiations. A representative of the Bargaining Committee shall be kept advised of any efforts by the City to change carriers.

An employee who leaves City employment shall be responsible to reimburse the City for a prorated amount of the annual HSA deposit according to the scale:

Prior to April 1:	50%	Prior to July 1:	25%
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This may be accomplished via deduction from the employee's last payroll check from the City or from the employee's personal funds.

Employee HRA plan rates shall be determined by the City as the average reimbursed premium over the selected plan cap amount.

Section 42(b). The City shall provide up to two hundred dollars (\$200) per calendar year reimbursement for optical expenses incurred by the employee, spouse or eligible dependents during that year. Any unused annual allotment will be added to the allotment for the next calendar year. Combining more than two (2) years or carrying over more than two hundred dollars (\$200) of unused allotment to the next year is not permitted.

Section 42(c). Effective January 1, 2022, the City shall contribute up to five hundred dollars (\$500) toward the premium for a long-term disability policy for each unit member who is not in the MERS Defined Benefit program. The disability plan shall include a one hundred eighty (180) day elimination period, a sixty percent (60%) wage benefit with a five thousand dollar (\$5,000) monthly maximum, and an age sixty five (65) limit. Unit members who are in the MERS Defined Benefit plan may purchase this benefit at their own cost. The policy provider shall be determined by the City.

Section 42(d). Insurance Opt Out.

The City shall provide annual opt out payments as described below:

Medical/dental opt out: \$130.00 per pay period

Medical only opt out: \$120.00 per pay period

Dental only opt out: \$10.00 per pay period

The payment shall be made as an added wage to the employee's biweekly payroll.

Section 43. The City agrees to provide adequate false arrest insurance.

Section 44. The City shall provide fully paid fifty thousand dollars (\$50,000) life insurance policies for all members of the Union. This amount to be increased to one hundred thousand dollars (\$100,000) in case of accidental death on or off duty or in the line of duty death. In the event an employee dies in the line of duty, the employee's spouse and eligible dependents shall continue on the City's sponsored health, dental and vision insurance for up to eighteen (18) months.

ARTICLE 12

WAGES

Section 45. Classifications under this provision to be as follows: Sergeant. See Appendix A.

ARTICLE 13

MISCELLANEOUS PROVISIONS

Section 46. Vacation or compensatory time or time off without pay to attend funerals for persons other than those outlined specifically in this Agreement may be arranged upon approval of shift supervisor, Deputy Department Head, or Department Head.

Section 47. The City shall pay to the employee mileage at a rate equal to the current IRS allowance when the approved use of the employee-owned vehicle is required on City business and is approved by the Chief of Police or his/her designee. The City will pay a

reimbursement for meal costs in the amount of current IRS rate when authorized in advance by the Department when employees travel fifty (50) miles or more via Google maps.

Section 48. The City may refer an employee for a medical examination, either physical or psychological, when there is a reasonable basis to suspect that the employee is unfit for duty. The City shall pay for the cost of the required examination and may select the provider, certified in the appropriate field, to do the examination. The employee shall, if he/she disagrees with the results of the examination, have the right to be examined by an individual of his/her choice, also certified in the field in which the employee's fitness is being questioned. The cost of this examination shall be the obligation of the employee. The City's fitness decision shall take into account the results of both examinations and its decision may be grieved by the employee.

Section 48(a). The parties mutually agree to establish a committee to work with the City Manager's office on implementation of a policy or guideline addressing drug and alcohol testing issues.

Section 49. Each year of the Agreement, the City shall provide a minimum of two hundred dollar (\$200.00) uniform allowance to each member of the Union assigned to patrol duties. Each year of the Agreement, the City shall provide a six hundred dollar (\$600.00) clothing allowance to each member of the Union in plain clothes assignments (i.e., Detective Bureau). The Chief of Police shall determine the needs of the department and shall provide all employees with the necessary items to maintain an acceptable appearance based on the Standards of the Profession in addition to the aforementioned uniform allowance.

Section 49(a). The City shall provide dry cleaning for uniforms of all full-time employees who are on regular duty and clothing of employees who are on assignment to plain clothes duty for more than ten (10) consecutive days, through a City selected vendor.

1. Billing will be direct to the City of Grandville by the vendor. There will be no charge to the employee.
2. Work clothing which may be dry cleaned includes uniform shirts, uniform pants, ties, thin jackets, and jackets with liners. Officers assigned to plain clothes duty may submit for cleaning 2-piece suits, 3-piece suits, sport coats, pants, plain clothes officers' shirts, and sweater/sweater vests if worn while on duty.
3. Employee usage of the dry cleaning benefit shall be relative to actual need. There shall be a general limit of no more than four (4) uniform shirts and three (3) uniform pants per week plus one (1) jacket per month or the equivalent in other items (three (3) sport coats and three (3) pants or three (3) sweaters and three (3) pants or three (3) suits per week), however, the limits may be exceeded in special circumstances when approved by the Chief of Police.

Section 50. If requested, the member will be furnished a copy of his/her efficiency reports.

Section 51. The City will reimburse full-time employees for tuition, books and required materials needed in connection with academic courses leading to a job-related degree authorized by the Department Head and City Manager at a rate of fifty percent (50%). All employees who are currently engaged in the educational process will receive one hundred percent (100%) reimbursement until the completion of their current degree. Employees hired after June 30, 2014 are subject to the following additional conditions: the City reserves the right to suspend the tuition reimbursement program when insufficient budget resources are available; or to limit the number, amount, or maximum percentage of reimbursements.

- All courses must be from an approved accredited college or university.
- Classes are to be scheduled during non-working hours unless flexible scheduling is approved by the City.
- Employees shall request approval of an annual academic plan prior to preparation of the annual City budget. Authorization to enroll in a course for which reimbursement is allowable shall be obtained from the Department Head and City Manager prior to enrollment.

- Employees participating in the tuition reimbursement program agree to continue working at the City in a regular full-time scheduled status for at least six (6) months following completion of the course for which the employee has been reimbursed. If the employee voluntarily or involuntarily terminates, or voluntarily reduces his/her hours to part-time or temporary status, an amount equal to tuition reimbursement paid by the City will be deducted from the employee's pay. Employees hired after June 30, 2014, who take advantage of this program and subsequently terminate employment with the City as described above, before three (3) years from the date of the course completion, must return a proportionate amount of the reimbursement as follows: full reimbursement to the City for less than one (1) year, one-third (1/3) after the second year and no penalty after the third year.
- Reimbursement shall be for completed courses with an academic grade of seventy percent (70%) (C) or above. Grades shall be submitted with the reimbursement request.
- The reimbursement rates shall be as follows:
 - At the actual cost for courses taken at a Michigan public college or university.
 - At the actual cost for courses taken at a non-public college or university or the equivalent of the highest credit hour cost for Grand Valley State University, Western Michigan University or Ferris State University, whichever is less.
 - At no time shall the reimbursement be more than the actual cost of the course to the employee.

- Employees shall not be authorized or reimbursed educational expenses for courses in approved fields of study in excess of actual costs for reimbursable expenses connected with one course per academic term or semester.
- Tuition reimbursement shall only be approved after an employee has successfully completed his/her applicable probationary period.
- There shall be no advance payment for course work.
- Employees receiving any type of outside educational assistance are required to disclose the amount of this aid and have it certified by the educational institution. This amount will be subtracted from the tuition provided by the City.

Section 52. Employees who are employed on December 1 of each year and have then completed five (5), ten (10), or fifteen (15) years of service shall be eligible to receive a longevity payment of four hundred dollars (\$400.00), eight hundred dollars (\$800.00), or twelve hundred dollars (\$1,200.00), respectively. Such payment shall be made on the first pay day in December. Proportionate payments shall not be made upon retirement or termination of services.

Section 53. Employees will become eligible for advancement to subsequent steps on their anniversary date of employment or sooner if merited.

ARTICLE 14

PLACEMENT AND PROMOTIONS

Section 54. When a job or new opening appears in the department, the job shall be posted in the department. Upon posting the job and upon the City receiving an adequate number of qualified applications, tests and evaluations will be completed within three (3) weeks and appointments made within one (1) additional week. Advancements within the Police Department will warrant a raise in pay. Placement or advancement shall be at the City's

discretion and the City shall consider the employee's experience, work history, qualifications and seniority in filling vacancies.

In addition to posting departmental positions, it is agreed that all City openings will be posted in the Department.

Supervisor shall discuss with an employee whose merit increase could be delayed the reason for the same at least sixty (60) days prior to the employee's anniversary date, to afford the employee an opportunity to sufficiently correct the stated work or personal deficiencies. Said deficiencies shall be presented to the employee in writing and shall become a permanent part of his/her personnel file.

ARTICLE 15

CITY RIGHTS

Section 55. It is recognized that the City retains all rights and powers with respect to managing the affairs of the City which it has by virtue of the laws and City Charter, except as the exercise of such rights or power is modified by the specific terms of this Agreement. Except as provided in this Agreement, the Union recognizes:

- (a) The right of the City to operate and manage its affairs in all respects.
- (b) The exclusive right of the Chief of Police to establish departmental rules and procedures.
- (c) The City and the Chief of Police have the exclusive right to schedule overtime work as required in the manner most advantageous to the City, commensurate with the applicable provisions of this Agreement.
- (d) The fact that every duty connected with operations enumerated in job descriptions is not always specifically described, and it is intended that all such duties shall be performed by the employee.
- (e) The City, the City Manager and the Chief of Police reserve the right to lay off employees of the Police Department as stipulated in Section 18 of this Agreement.
- (f) The City and the Chief of Police shall have the right to transfer employees within the Police Department in a manner most advantageous to the City.

- (g) The City, the City Manager and the Chief of Police shall retain all rights and authority to which by law they are entitled.
- (h) The City shall have exclusive authority to transfer any governmental operation now conducted by it to another unit of government. Upon such transfer, all agreements are to be reviewed and any changes as it affects personnel of the department will be negotiated.
- (i) The City shall have the authority to consolidate the operations of two (2) or more departments, and to reorganize the operations within the department, or departments.
- (j) The Union recognizes the City has the statutory and Charter rights and obligations in contracting for matters relating to municipal operations. The right of contracting or subcontracting is vested in the City.
- (k) The City shall not dismiss or discipline any employee except for just cause.

Section 56 - Discipline. When imposing any discipline, the City will not take into account prior minor infractions which occurred more than four (4) years prior to the incident giving rise to the current discipline. In the event an employee completes four (4) years of service without a disciplinary action, letters of discipline over four (4) years old shall be permanently removed from the employee's personnel file upon request to the City Manager.

ARTICLE 16

NO STRIKE

Section 57. The Union agrees that during the term of this Agreement it and its members will not call or participate in any strike or other interruption of or interference with the normal business or activities of the City.

ARTICLE 17

Section 58(a). The Defined Benefit retirement plan is for employees hired before July 1, 1993, and, effective July 1, 2008, consists of the MERS B-4 plan with the F-55(15) rider with participating employees paying 4.4% by payroll deduction to this plan. Effective July 1, 2009, participating employees will pay 3.4% by payroll deduction to this plan.

Employees hired on or after July 1, 1993 participate in a Defined Contribution retirement plan. Effective July 1, 2009, the City contribution to the Defined Contribution retirement plan will increase to ten percent (10%) and the employees will be required to contribute four percent (4%) of gross wages by payroll deduction to the plan. Effective July 1, 2022, the City shall contribute to the Defined Contribution retirement plan eleven percent (11%) and the employees will be required to contribute five percent (5%) of gross wages by payroll deduction to the plan.

Sergeants promoted from the patrol officers' unit who are presently participating in the MERS defined benefit retirement plan shall have the option of continuing in the MERS plan or electing the defined contribution retirement plan.

Section 58(b). An employee who retires at fifty five (55) years of age or older with fifteen (15) or more years of service with the City of Grandville shall be eligible with his/her spouse (excluding ex-spouses) for health insurance subject to the following: a retiree shall be eligible for the health insurance opt out as described in Article 11, Section 42(d). The retiree shall be allowed to opt back into the City's health insurance plan under the terms of this Section 58(b) if the retiree suffers a qualified life event.

- (1) This coverage begins on the date of early retirement from the City's service and continues until the employee becomes eligible for Medicare or age sixty five (65), whichever occurs first.
- (2) The City's cost of providing such coverage shall be limited to the existing cost of the coverage provided at the time of retirement. Any increase in cost of coverage after the date of retirement shall be paid by the employee.
- (3) The coverage(s) offered shall be the same as provided to active employees in the bargaining unit.

- (4) After the date of retirement, coverage shall not be increased except at the expense of the unit member.

Section 59(a). It is understood that the normal work shift assignments shall be awarded to sergeants on a seniority preference basis, highest to lowest.

Section 59(b). Shift bids shall be made each eighty four (84) days. Shift bidding shall be conducted on a seniority basis with the Sergeant with the most seniority bidding first and then progressing through the bargaining unit to the Sergeant with the least amount of seniority.

The bidding shall be completed at least fifteen (15) calendar days prior to the actual shift change. Once an employee bids a shift, no changes shall be made without the mutual approval of the affected employee and supervisor, except under the following conditions.

1. It is understood that illness, injury or the desire to grant equitable vacation periods an abnormal or unusual work arrangement and temporary shift reassignments are expected and accepted by the affected employees. These temporary reassignments are made by the management of the Police Department, based on seniority as follows: volunteers shall be requested from highest to lowest and mandated assignments will be given from lowest to highest, based on the needs of the service as determined by the Chief of Police.
2. It is further understood that should a situation arise where the Chief of Police has determined that it is in the best interest of the City, the Police Department and/or the individual, the personnel can and may be transferred to different shifts regardless of seniority status or preference. Reasons for such transfer are training or school attendance and preparation for reassignment.

Section 59(c). Light Duty. The Chief of Police and the City Manager will make their best efforts to make available temporary light-duty assignments. There is no obligation on the part of management to create work for light-duty assignment. Employees working in a light-duty assignment shall not be entitled to the three percent (3%) premium for plain clothes assignment and shall be responsible for the cleaning of their clothing. Temporary light-duty assignments may be discontinued by the City at any time.

Section 60. Duration. This Agreement shall remain in full force and effect through June 30, 2024, and shall be automatically renewable from year to year thereafter, unless either

party wishes to terminate, modify or change this Agreement, in which event notification of such must be given to the other party in writing one hundred twenty (120) days prior to the expiration of this Agreement or anniversary thereof.

Section 61. This Agreement contains the entire agreement between the parties, and during its term, neither shall be required to bargain on any subject whether mentioned herein or not; provided, however, that without opening this Agreement, the parties shall meet from time to time upon mutual agreement to discuss changes, modifications and problems concerning this Agreement. They shall further carry on discussion with respect to grievances and any additional problems concerning wages, hours and conditions of employment.

Section 62. An emergency manager appointed under the Local Government and School District Fiscal Accountability Act may reject, modify, or terminate the collective bargaining agreement as provided in the Act.

Section 63. The D/B Sergeant shall be filled in the following manner. Sergeants interested in the D/B Sergeants position will apply and proceed through the selection process per the current practice. In the event there are no applications for the position, the lowest senior Sergeant with at least one (1) year of supervisor experience shall be placed in the D/B Sergeant position for a maximum of two (2) years. After the two (2) year assignment, if no other Sergeant applies for the position, the next highest Sergeant shall be placed in the D/B position for a maximum of two (2) years.

D/B Sergeant on-call pay: eight (8) hours' pay at straight time for compensatory time for each two (2) week on-call rotation.

Section 64. The City shall provide retirement credentials to an employee who retires at or after the age of fifty five (55).

Section 65. In the case of a National Guard or Reserve deployment or an extended leave of absence of more than twelve (12) weeks, the Police Chief may appoint an acting Sergeant.

The acting Sergeant shall have the full rights established by this Agreement. The promotion process for the acting Sergeant will follow the promotion process laid out in the R&F contract. The acting Sergeant will have the lowest seniority. The acting Sergeant shall only be assigned during the duration of the leave. The acting Sergeant will not accrue seniority to be used for a future promotion to Sergeant.

POLICE OFFICERS LABOR COUNCIL,
GRANDVILLE POLICE DEPARTMENT
UNION, SUPERVISORY UNIT

By:  2/4/22

By: Scott Blackwell February 4, 2022

Date: _____

CITY OF GRANDVILLE

By:  2/4/22

By: Steven Mazzes, Mayor

Date: 2-4-22

APPENDIX A

WAGES

7-1-21*	7-1-22*	7-1-23*
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Sergeant - Annual Salary

The wages are 114% of the base wage paid to the top step patrolman per Appendix A of the Rank and File Unit Agreement.

An employee shall receive an additional 4.5% of his/her regular hourly salary for each hour worked while on an assignment to plain clothes duty for more than ten (10) consecutive days.

Officers assigned as Field Training Officer (FTO) will receive an additional two dollars and fifty cents (\$2.50) per hour while assigned to supervise a trainee in an FTO assignment.

Sergeants assigned as Field Training Program Administrator (or function in that capacity) shall receive an additional two hundred eighty dollars (\$280.00) in one lump sum at the start of each FTO cycle.

* For reference only, the R&F Unit wage scale will be increased by 2.5%, 2.5%and 2.5% over the three years of this Agreement.

APPENDIX B

Insurance Plan Documents

MEDICAL INSURANCE

(Medical benefits run on a calendar year: January 1 – December 31)

The medical insurance is with Blue Cross Blue Shield of Michigan through MESSA.

For a list of participating providers, go to www.messa.org and click on Find Care. Search under the MESSA > MESSA ABC Plans.

	BCBSM PPO HSA \$1,400 OPTION #1	BCBSM PPO HSA \$2,000 OPTION #2
	In-Network Benefits**	In-Network Benefits**
Deductible	\$1,400 individual \$2,800 family <i>For family coverage, the entire deductible must be met by one or more family members</i>	\$2,000 individual \$4,000 family
City HSA Contribution	Admin & DPW: \$1,200 / \$2,400 Annually Police Rank & File, Police Sergeants & CWP: \$1,300 / \$2,600 Annually HSA Opt Out Allowed: Admin, DPW and CWP	
Coinsurance %	80% (BCBSM) 20% (Employee)	80% (BCBSM) 20% (Employee)
Out-of-Pocket Maximum (Deductible, Coinsurance & Copays)	\$4,400 single \$7,000 family <i>For family coverage, the entire out-of-pocket maximum must be met by one or more family members</i>	\$5,000 individual \$7,000 family
Preventive Care	Covered 100%	Covered 100%
PCP Office Visit	Covered 80% after deductible	Covered 80% after deductible
Specialist Office Visit	Covered 80% after deductible	Covered 80% after deductible
Urgent Care	Covered 80% after deductible	Covered 80% after deductible
Emergency Room	Covered 80% after deductible	Covered 80% after deductible
Hospitalization	Covered 80% after deductible	Covered 80% after deductible
Rx Copay – Retail	*Rx copays are after deductible	*Rx copays are after deductible
Tier 1:	*\$10 Copay	*\$10 Copay
Tier 2:	*20% Coinsurance (\$40 min/\$80 max)	*20% Coinsurance (\$40 min/\$80 max)
Tier 3:	*20% Coinsurance (\$60 min/\$100 max)	*20% Coinsurance (\$60 min/\$100 max)
Mail Order (90-day supply)	*2.5X Copay	*2.5X Copay
Specialty Drugs	Applicable copay above. Must be obtained from a retail pharmacy or by mail order through Walgreen's Specialty Pharmacy.	Applicable copay above. Must be obtained from a retail pharmacy or by mail order through Walgreen's Specialty Pharmacy.

**Out of Network benefits are available at a higher out-of-pocket cost. For more details, log on to ENGAGE.



CHECK OUT ADDITIONAL MEDICAL PERKS AND BENEFITS BY LOGGING ON
TO ENGAGE AND GOING TO BENEFITS > MEDICAL PLAN FEATURES

LETTER OF UNDERSTANDING – RETENTION BONUS

between

The City of Grandville, Grandville Police

and the

Police Officers Labor Council Grandville Police Rank and File & Supervisory Units

The City of Grandville and the Police Officer Labor Council Rank and File and Supervisory Units have agreed to a one-time payment of a Retention Bonus under the following conditions:

1. A one-time single payment of \$2,500 (less applicable taxes) will be paid on the first paycheck in January 2024 for the following
 - a. The member is an employee in good standing from July 1, 2023, through December 1, 2023

CITY OF GRANDVILLE

POLICE OFFICER LABOR COUNCIL
GRANDVILLE RANK AND FILE UNIT

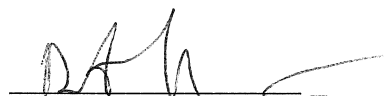
POLICE OFFICER LABOR COUNCIL
GRANDVILLE SUPERVISORY UNIT



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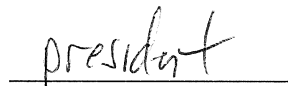
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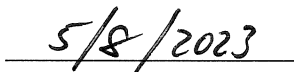
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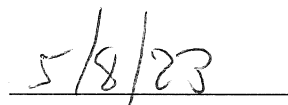
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