CALL TO ORDER

Chairperson Anthony called the January 2, 2018 Organizational Meeting of the Ingham County Board of Commissioners to order at 6:00 p.m.

ROLL CALL BY CLERK

Members Present at Roll Call: Anthony, Celentino, Crenshaw, Grebner, Hope, Maiville, McGrain, Naeyaert, Nolan, Schafer, Sebolt

Members Absent at Roll Call: Banas, Koenig and Tennis

A quorum was present.

PLEDGE OF ALLEGIANCE

Chairperson Anthony asked Commissioner McGrain to lead those present in the Pledge of Allegiance.

MEDITATION

Chairperson Anthony asked those present to remain standing for a moment of silence.

LIMITED PUBLIC COMMENT

Emari Larkins introduced himself to the Board of Commissioners and stated he was attending the meeting as part of his Civics class requirement.

ADDITIONS TO THE AGENDA

Chairperson Anthony indicated that Board rules state resolutions will ordinarily be referred to a committee unless there is a 2/3 vote to allow the resolution to be considered by the Board immediately. She then asked if there was a motion to consider the following resolutions:

RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH LOCAL #1499 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES AFL-CIO, COUNCIL 25

RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH LOCAL 512 OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION – TECHNICAL CLERICAL UNIT
January 2, 2018 Organizational Meeting

RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH THE INGHAM COUNTY EMPLOYEES’ ASSOCIATION – ASSISTANT PROSECUTING ATTORNEY’S DIVISION

RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH THE OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL – CIRCUIT COURT/FAMILY DIVISION PROFESSIONAL EMPLOYEES

Chairperson Anthony stated there was a substitute for the resolution.

RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH TEAMSTERS LOCAL 243 – POTTER PARK ZOO SUPERVISORY UNIT

RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH INGHAM COUNTY EMPLOYEE’S ASSOCIATION – PROFESSIONAL COURT EMPLOYEES

RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH LOCAL 512 OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION – SUPERVISORY UNIT

RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH THE INGHAM COUNTY EMPLOYEES’ ASSOCIATION – PROFESSIONAL EMPLOYEES

RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH INGHAM COUNTY EMPLOYEE’S ASSOCIATION – PARK RANGERS

Chairperson Anthony stated the resolution was a late addition to the agenda.

Commissioner Sebolt moved to add the nine resolutions to the agenda. Commissioner Schafer seconded the motion. The motion to add the nine resolutions to the agenda carried unanimously. Absent: Commissioners Banas, Koenig and Tennis.

Chairperson Anthony stated that Standing Committee Appointments would become Agenda Item No. 13 and Other Appointments would become Agenda Item No. 14.

PETITIONS AND COMMUNICATIONS

Chairperson Anthony stated there was a late communication.

LETTER OF RESIGNATION FROM COMMISSIONER BRIAN MCGRAIN

Chairperson Anthony accepted the letter with regret and placed it on file.

ELECTION OF OFFICERS

CHAIRPERSON: Chairperson Anthony opened the floor to nominations for the position of Chairperson of the Board. Commissioner Celentino nominated Commissioner Koenig for Chairperson. Commissioner Naeyaert supported the motion.

The motion carried unanimously. Absent: Commissioners Banas, Koenig and Tennis.
VICE-CHAIRPERSON: Chairperson Anthony opened the floor for nominations to the position of Vice-Chairperson of the Board. Commissioner Crenshaw nominated Commissioner Celentino for Vice-Chairperson. Commissioner Hope supported the motion.

The motion carried unanimously. Absent: Commissioners Banas, Koenig and Tennis.

VICE-CHAIRPERSON PRO-TEM: Vice-Chairperson Celentino opened the floor for nominations to the position of Vice Chairperson Pro-Tem of the Board. Commissioner Maiville nominated Commissioner Naeyaert. Commissioner Schafer supported the motion.

The motion carried unanimously. Absent: Commissioners Banas, Koenig and Tennis.

CONSIDERATION OF A CONSENT AGENDA

Vice-Chairperson Celentino stated that the Board of Commissioners adopted a procedure whereby they used a partial Consent Agenda in order to expedite meetings. He further stated that under the procedure, the Board would group some non-controversial resolutions together and vote on them in one motion without discussion.

Vice-Chairperson Celentino stated that the Board kept out of the consent agenda resolutions that required a roll call vote, resolutions that needed discussion, and resolutions that provided important information. He further stated that the Board’s procedures stated that any single member of the Board could identify specific resolutions to be discussed and voted on separately.

Commissioner Naeyaert moved to adopt a consent agenda consisting of all action items. Commissioner Schafer seconded the motion.

The motion carried unanimously. Absent: Commissioners Banas, Koenig and Tennis.

The items on the consent agenda were adopted by unanimous roll call vote. Absent: Commissioners Banas, Koenig and Tennis.
January 2, 2018 Organizational Meeting

ADOPTED – JANUARY 2, 2018
AGENDA ITEM NO. 4

Introduced by the:

INGHAM COUNTY BOARD OF COMMISSIONERS

RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT
WITH LOCAL #1499 OF THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES AFL-CIO, COUNCIL 25

RESOLUTION # 18 - 001

WHEREAS, a collective bargaining agreement has been reached between representatives of Ingham County and Local #1499 of the American Federation of State, County and Municipal Employees AFL-CIO, Council 25 for the period January 1, 2018 through December 31, 2020; and

WHEREAS, the agreement has been ratified by the employees within the bargaining unit.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the contract between Ingham County and Local #1499 of the American Federation of State, County and Municipal Employees AFL-CIO, Council 25 for the period January 1, 2018 through December 31, 2020.

BE IT FURTHER RESOLVED, that the Chairperson of the Board of Commissioners is authorized to sign the contract on behalf of the County, subject to the approval as to form by the County Attorney.

Adopted as part of a consent agenda.
January 2, 2018 Organizational Meeting

Highlights of the agreement include the following:

- **Contract Duration (Article 19):** January 1, 2018 thru December 31, 2020

- **Salary Schedule (Appendix A):**
  - 2018 – Effective the first pay period, add a 1% wage increase to the 2017 wage schedule.
  - 2019 – Effective the first pay period, add a 0% wage increase to the 2018 wage schedule and a one issue reopener for each party.
  - 2020 - Effective the first pay period, add a 0% wage increase to the 2019 wage schedule and a one issue reopener for each party.

- **Wages and Benefits (Article 13)**
  - Section 11: Insurance For Retirees – Retirees under the age of 65 (hired prior to September 19, 2011) shall receive the same health coverage options as active employees, if available, with a benchmark as set forth by the Health Coalition and approved by the Board of Commissioners. Retirees age 65 and older shall be supplemental to, coordinate benefits with, and be secondary payor to Medicare. These retirees will be charged the prescription portion of the premiums for the secondary plan.

Retirees under the age of 65 (hired on or after September 19, 2011 and prior to January 1, 2014 shall only be entitled to single subscriber health insurance and have the option of paying the difference in premium and upgrading to the two-person or full family plan. Retirees shall receive the same health coverage options as active employees, if available, with a benchmark as set forth by the Health Coalition and approved by the Board of Commissioners.

Retiree under the age of 65 (hired after January 1, 2014) shall have the Employer contribution capped at the percentages identified in the existing collective bargaining agreement, however, the retiree the retiree shall have the option of paying the difference in premium and upgrading to a two-person plan.

- **Leave Time (Article 15, Section 1):**
  - All employees shall be credited with 16 hours of leave time in January of each year, in lieu of floating holidays and paid time off (PTO) shall be earned in accordance with the following schedule:

<table>
<thead>
<tr>
<th>Years of Continuous Service</th>
<th>Number of Leave Time Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hire date to 5th anniversary date</td>
<td>6.5 hours per pay period</td>
</tr>
<tr>
<td>Fifth to the thirteenth anniversary</td>
<td>8.0 hours per pay period</td>
</tr>
<tr>
<td>Thirteenth anniversary date +</td>
<td>11.0 hours per pay period</td>
</tr>
</tbody>
</table>

- **General (Article 16):**
  New Section 13 – The Employer will provide employees up to $100.00, once every 3 years, to be applied toward the employee’s purchase of a hands free (e.g. Bluetooth) cell phone device.
January 2, 2018 Organizational Meeting

ADOPTED – JANUARY 2, 2018
AGENDA ITEM NO. 5

Introduced by the:

INGHAM COUNTY BOARD OF COMMISSIONERS

RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT
WITH LOCAL 512 OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION –
TECHNICAL CLERICAL UNIT

RESOLUTION # 18 – 002

WHEREAS, an agreement has been reached between representatives of Ingham County and Local 512 Office and Professional Employees International Union for the period January 1, 2018 through December 31, 2020; and

WHEREAS, the agreement has been ratified by the employees within the bargaining unit.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the contract between Ingham County and Local 512 Office and Professional Employees International Union for the period January 1, 2018 through December 31, 2020.

BE IT FURTHER RESOLVED, that the Chairperson of the Board of Commissioners is authorized to sign the contract on behalf of the County, subject to the approval as to form by the County Attorney.

Adopted as part of a consent agenda.
January 2, 2018 Organizational Meeting

Highlights of the agreement include the following:

- **Contract Duration (Article 31):** January 1, 2018 thru December 31, 2020

- **Salary Schedule (Appendix A):**
  - 2018 – Effective the first pay period, add a 1% wage increase to the 2017 wage schedule.
  - 2019 – Effective the first pay period, add a 0% wage increase to the 2018 wage schedule and a two issue reopener for each party.
  - 2020 - Effective the first pay period, add a 0% wage increase to the 2019 wage schedule and a two issue reopener for each party.

- **Hours of Work (Article 14):** Clarify Section 3, (D) –
  Monday, Tuesday, Wednesday or Thursday – payment of 1 hour/day on call status and Friday, Saturday, Sunday shall receive payment of 2 hours/day on call status.

- **Leave Time (Article 17, Section 1):**
  All employees shall be credited with 16 hours of leave time in January of each year, in lieu of floating holidays and paid time off (PTO) shall be earned in accordance with the following schedule:
  
<table>
<thead>
<tr>
<th>Years of Continuous Service</th>
<th>Number of Leave Time Hours</th>
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</thead>
<tbody>
<tr>
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<td>Fifth to the thirteenth anniversary</td>
<td>8.0 hours per pay period</td>
</tr>
<tr>
<td>Thirteenth anniversary date +</td>
<td>11.0 hours per pay period</td>
</tr>
</tbody>
</table>

- **Health Insurance (Article 24):**
  Incorporate the updated language from the Health Coalition for 2018 into the collective bargaining agreement, as approved by Ingham County Board of Commissioners.

- **Uniform and Safety Shoe Reimbursement (Article 28):**
  New Section 3 – The Employer will provide employees up to $100.00, once every 3 years, to be applied toward the employee’s purchase of a hands free (e.g. Bluetooth) cell phone device.
January 2, 2018 Organizational Meeting

ADOPTED – JANUARY 2, 2018
AGENDA ITEM NO. 6

Introduced by the:

INGHAM COUNTY BOARD OF COMMISSIONERS

RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH THE INGHAM COUNTY EMPLOYEES’ ASSOCIATION – ASSISTANT PROSECUTING ATTORNEY’S DIVISION

RESOLUTION # 18 – 003

WHEREAS, an agreement has been reached between representatives of Ingham County and the ICEA – Assistant prosecuting Attorney’s Division for the period January 1, 2018 through December 31, 2020; and

WHEREAS, the agreement has been ratified by the employees within the bargaining agreement.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the contract between Ingham County and Ingham County Employees’ Association for the period January 1, 2018 through December 31, 2020.

BE IT FURTHER RESOLVED, that the Chairperson of the Board of Commissioners is authorized to sign the contract on behalf of the County, subject to the approval as to form by the County Attorney.

Adopted as part of a consent agenda.
Highlights of the agreement include the following:

- **Contract Duration**: January 1, 2018 thru December 31, 2020

- **Salaries Schedule (Article 31)**:
  - 2018 – Effective the first pay period, add a 1% wage increase to the 2017 salary schedule.
  - 2019 – Effective the first pay period, add a 0% wage increase to the 2018 wage schedule and a two issue reopener for each party.
  - 2020 - Effective the first pay period, add a 0% wage increase to the 2019 wage schedule and a one issue reopener for each party.

- **Hours of Work (Article 13)**:
  Section 5. On Call Pay – increase “on-call” by $35/week.

- **Medical Plan (Article 24)**:
  Incorporate changes as provided by the Health Coalition and as approved by the Ingham County Board of Commissioners.

- **Leaves of Absence (Article 16)**: Amend Section 1. (E.)
  Each year the employee may request to be paid for one-half (1/2) of the sick leave credit earned during the prior 12 month period. Effective in 2018, the payment period is changed from December 15th to June 15th.

- **Benefits Upon Termination (Article 20)**: Amend Section 3 for clarification.
  Assistant Prosecuting Attorney that has completed four (4) or more years of continuous service and is not re-appointed, the employee will be eligible for salary and health insurance continuation for ninety (90) days, and life insurance continuation for sixty (60) days.
January 2, 2018 Organizational Meeting

ADOPTED – JANUARY 2, 2018
AGENDA ITEM NO. 7

Introduced by the:

INGHAM COUNTY BOARD OF COMMISSIONERS

RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH THE OFFICE
AND PROFESSIONAL EMPLOYEES INTERNATIONAL –
CIRCUIT COURT/FAMILY DIVISION PROFESSIONAL EMPLOYEES

RESOLUTION # 18 – 004

WHEREAS, an agreement has been reached between representatives of Ingham County and the OPEIU –
Circuit Court/Family Division Professional Employees for the period January 1, 2018 through December 31,
2020; and

WHEREAS, the agreement has been ratified by the employees within the bargaining agreement.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the
contract between Ingham County, 30th Judicial Circuit Court/Family Division and OPEIU for the period January
1, 2018 through December 31, 2020.

BE IT FURTHER RESOLVED, that the Chairperson of the Board of Commissioners and the County Clerk are
authorized to sign the contract on behalf of the County, subject to the approval as to form by the County
Attorney.

Adopted as part of a consent agenda.
Highlights of the tentative agreement include the following:

- **Contract Duration**: January 1, 2018 thru December 31, 2020

- **Salaries (Article XXIX)**:
  - 2018 – Effective the first pay period, add a 1% wage increase to the 2017 wage schedule.
  - 2019 – Each party may choose wages and one additional issue for re-opener.
  - 2020 - Each party may choose wages and one additional issue for re-opener.

- **Hospitalization – Medical Coverage (Article XIX)**:
  Incorporate changes as provided by the Health Care Coalition, as approved by the Ingham County Board of Commissioners.

- **Leaves of Absence (Article XXII)**:

  Each year the employee may request to be paid for one-half (1/2) of the sick leave credit earned during the prior 12 month period. Effective in 2018, the payment period is changed from December 15th to June 15th.
January 2, 2018 Organizational Meeting

ADOPTED – JANUARY 2, 2018
AGENDA ITEM NO. 8

Introduced by the:

INGHAM COUNTY BOARD OF COMMISSIONERS

RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH TEAMSTERS LOCAL 243 – POTTER PARK ZOO SUPERVISORY UNIT

RESOLUTION # 18 – 005

WHEREAS, an agreement has been reached between representatives of Ingham County and the Teamsters Local 243 – Potter Park Zoo Supervisory Unit for the period January 1, 2018 through December 31, 2020; and

WHEREAS, the agreement has been ratified by the employees within the bargaining unit.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the contract between Ingham County and the Teamsters Local 243 – Potter Park Zoo Supervisory Unit for the period January 1, 2018 through December 31, 2020.

BE IT FURTHER RESOLVED, that the Chairperson of the Board of Commissioners is authorized to sign the contract on behalf of the County, subject to the approval as to form by the County Attorney.

Adopted as part of a consent agenda.
January 2, 2018 Organizational Meeting

Highlights of the agreement include the following:

- **Contract Duration:** January 1, 2018 thru December 31, 2020
- **Compensation Levels (Article 20):**
  - 2018 – Effective the first pay period, add a 1% wage increase to the 2017 wage schedule.
  - 2019 – Effective the first pay period, add a 0% wage increase to the 2018 wage schedule and a one issue reopener for each party.
  - 2020 - Effective the first pay period, add a 0% wage increase to the 2019 wage schedule and a one issue reopener for each party.
- **Hours of Work (Article 6):**
  New Section 6 – Employees assigned to be on-call for weekends shall receive a flat fee of $20 per day.
- **Wage Supplements (Article 8):**
  Hospitalization – Medical Coverage (Section 3)- Incorporate the changes from the Health Care Coalition for 2018 into this article, as approved by Ingham County Board of Commissioners.
- **Wage Supplements (Article 8):**
  Annual Cash-Out Option (Section 8, E.) - Each year the employee may request to be paid for one-half (1/2) of the sick leave credit earned during the prior 12 month period. Effective in 2018, the payment period is changed from December 15th to June 15th.
- **Wage Supplements (Article 8):**
  Sick Time Donation (Section 8, H) - Increase the maximum sick time an employee may donate to forty (40) hours to no more than three (3) persons in one (1) calendar year.
- **Wage Supplements (Article 8):**
  Vacation Leave (Section 9, E.)
  Increase maximum accumulation from 240 hours to 300 hours.
January 2, 2018 Organizational Meeting

ADOPTED – JANUARY 2, 2018
AGENDA ITEM NO. 9

Introduced by the:

INGHAM COUNTY BOARD OF COMMISSIONERS

RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT
WITH INGHAM COUNTY EMPLOYEE’S ASSOCIATION –
PROFESSIONAL COURT EMPLOYEES

RESOLUTION # 18 – 006

WHEREAS, an agreement has been reached between representatives of Ingham County and the Ingham County Employee’s Association (ICEA) – Professional Court Employees for the period January 1, 2018 through December 31, 2020; and

WHEREAS, the agreement has been ratified by the employees within the bargaining unit.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the contract between Ingham County and the Ingham County Employee’s Association (ICEA) – Professional Court Employees for the period January 1, 2018 through December 31, 2020.

BE IT FURTHER RESOLVED, that the Chairperson of the Board of Commissioners is authorized to sign the contract on behalf of the County, subject to the approval as to form by the County Attorney.

Adopted as part of a consent agenda.
January 2, 2018 Organizational Meeting

Highlights of the agreement include the following:

- Contract Duration: January 1, 2018 thru December 31, 2020

- Salary Schedule (Article 30):
  - 2018 – Effective the first pay period, add a 1% wage increase to the 2017 wage schedule.
  - 2019 – Each party may choose wages and one additional issue for re-opener.
  - 2020 - Each party may choose wages and one additional issue for re-opener.

- Hospitalization – Medical Coverage (Article 19)
  Incorporate the changes from the Health Care Cost Containment Committee for 2018 into this article, as approved by Ingham County Board of Commissioners.

- Leaves of Absence (Article 23):
  - Section 11. Annual Cash-Out Option - Each year the employee may request to be paid for one-half (1/2) of the sick leave credit earned during the prior 12 month period. Effective in 2018, the payment period is changed from December 15th to June 15th.
  - Section 13 – modify the definition of immediate family to include step parent and step child.
  - Section 16. Sick Time Donation - Increase the maximum sick time an employee may donate to forty (40) hours to no more than three (3) persons in one (1) calendar year.
January 2, 2018 Organizational Meeting

ADOPTED – JANUARY 2, 2018
AGENDA ITEM NO. 10

Introduced by the:

INGHAM COUNTY BOARD OF COMMISSIONERS

RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH LOCAL 512 OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION - SUPERVISORY UNIT

RESOLUTION # 18 – 007

WHEREAS, an agreement has been reached between representatives of Ingham County and Local 512 Office and Professional Employees International Union for the period January 1, 2018 through December 31, 2020; and

WHEREAS, the agreement has been ratified by the employees within the bargaining unit.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the contract between Ingham County and Local 512 Office and Professional Employees International Union for the period January 1, 2018 through December 31, 2020.

BE IT FURTHER RESOLVED, that the Chairperson of the Board of Commissioners is authorized to sign the contract on behalf of the County, subject to the approval as to form by the County Attorney.

Adopted as part of a consent agenda.
January 2, 2018 Organizational Meeting

Highlights of the agreement include the following:

- **Contract Duration (Article 31):** January 1, 2018 thru December 31, 2020
- **Salary Schedule (Appendix A):**
  - 2018 – Effective the first pay period, add a 1% wage increase to the 2017 wage schedule.
  - 2019 – Effective the first pay period, add a 0% wage increase to the 2018 wage schedule and a two issue reopener for each party.
  - 2020 - Effective the first pay period, add a 0% wage increase to the 2019 wage schedule and a two issue reopener for each party.

- **Leave Time (Article 14, Section 1 and Section 3):**
  - All employees shall be credited with 16 hours of leave time in January of each year, in lieu of floating holidays and paid time off (PTO) shall be earned in accordance with the following schedule:
    
    | Years of Continuous Service | Number of Leave Time Hours |
    |----------------------------|-----------------------------|
    | Hire date to 5th anniversary date | 6.5 hours per pay period |
    | Fifth to the thirteenth anniversary | 8.0 hours per pay period |
    | Thirteenth anniversary date + | 11.0 hours per pay period |
  - Vacation Bonus - Add proration language based on hire date into the unit.

- **Health Insurance (Article 16 and 20):**
  Incorporate the updated language from the Health Coalition for 2018 into the collective bargaining agreement, as approved by Ingham County Board of Commissioners.

- **General Provisions (Article 23):**
  New Section 7 – The Employer will provide employees up to $100.00, once every 3 years, to be applied toward the employee’s purchase of a hands free (e.g. Bluetooth) cell phone device.
January 2, 2018 Organizational Meeting

ADOPTED – JANUARY 2, 2018
AGENDA ITEM NO. 11

Introduced by the:

INGHAM COUNTY BOARD OF COMMISSIONERS

RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH THE INGHAM COUNTY EMPLOYEES’ ASSOCIATION – PROFESSIONAL EMPLOYEES

RESOLUTION # 18 – 008

WHEREAS, an agreement has been reached between representatives of Ingham County and the Ingham County Employees’ Association (ICEA) – Professional Employees for the period January 1, 2018 through December 31, 2020; and

WHEREAS, the agreement has been ratified by the employees within the bargaining agreement.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the contract between Ingham County and Ingham County Employees’ Association for the period January 1, 2018 through December 31, 2020.

BE IT FURTHER RESOLVED, that the Chairperson of the Board of Commissioners is authorized to sign the contract on behalf of the County, subject to the approval as to form by the County Attorney.

Adopted as part of a consent agenda.
Highlights of the agreement include the following:

- Contract Duration: January 1, 2018 thru December 31, 2020

- Salaries (Article 28):
  - 2018 – Effective the first pay period, add a 1% wage increase to the 2017 wage schedule.
  - 2019 – Each party may choose wages and one additional issue for re-opener.
  - 2020 - Each party may choose wages and one additional issue for re-opener.

- Classification Plan (Article 6): Section 2 – Future reclassifications for current professional positions shall be through the negotiation process for a successor agreement, unless the parties jointly agree otherwise. (Note: 2 reclassification requests were submitted and the parties agreed to allow the two requests to be reviewed and processed in early 2018)

- Hospitalization – Medical Coverage (Article 17):
  - Incorporate changes for 2018, as provided by the Health Cost Containment Committee and approved by the Ingham County Board of Commissioners.

- Leaves of Absence (Article 21):
  - Section 11 Annual Cash-Out Option - Each year the employee may request to be paid for one-half (1/2) of the sick leave credit earned during the prior 12 month period. Effective in 2018, the payment period is changed from December 15th to June 15th.
  - Section 16 Sick Time Donation - Increase the maximum sick time an employee may donate to forty (40) hours to no more than three (3) persons in one (1) calendar year.
January 2, 2018 Organizational Meeting

ADOPTED – JANUARY 2, 2018
AGENDA ITEM NO. 12

Introduced by the:

INGHAM COUNTY BOARD OF COMMISSIONERS

RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH INGHAM COUNTY EMPLOYEE’S ASSOCIATION – PARK RANGERS

RESOLUTION #18 - 009

WHEREAS, an agreement has been reached between representatives of Ingham County and the Ingham County Employee’s Association (ICEA) – Park Rangers for the period January 1, 2018 through December 31, 2020; and

WHEREAS, the agreement has been ratified by the employees within the bargaining unit.

THEREFORE BE IT RESOLVED, that the Ingham County Board of Commissioners hereby approves the contract between Ingham County and the Ingham County Employee’s Association (ICEA) – Park Rangers for the period January 1, 2016 through December 31, 2017.

BE IT FURTHER RESOLVED, that the Chairperson of the Board of Commissioners is authorized to sign the contract on behalf of the County, subject to the approval as to form by the County Attorney.

Adopted as part of a consent agenda.
Highlights of the agreement include the following:

- **Contract Duration:** January 1, 2018 thru December 31, 2020

- **Salary Schedule (Article 14 and Appendix A):**
  - 2018 – 1% wage increase to the current 2017 wage scales.
  - 2019 – 0% wage increase to the 2018 wage scale. In addition, on or after August 1, 2018, either party may choose two issues for a re-opener, to take effect on or after January 1, 2019, by giving notice to the other party no later than December 1, 2018.
  - 2020 – 0% wage increase to the 2019 wage scale. In addition, on or after August 1, 2019, either party may choose two issues for a re-opener, to take effect on or after January 1, 2020, by giving notice to the other party no later than December 1, 2019.

- **Uniforms (Article 18) – Increase boot allowance to $150**

- **Hospitalization – Medical Coverage (Article 22)**
  Incorporate the changes from the Health Care Coalition for 2018 into this article, as approved by Ingham County Board of Commissioners.

- **Life Insurance (Article 25) – Increase to $40,000**

- **Sick Leave (Article 31): Annual Cash-Out Option**
  Each year the employee may request to be paid for one-half (1/2) of the sick leave credit earned during the prior 12 month period. Effective in 2018, the payment period is changed from January 15th to June 15th.
SPECIAL ORDERS OF THE DAY:

STANDING COMMITTEE APPOINTMENTS: Vice-Chairperson Celentino made the following appointments to standing committees. The first person named will serve Chairperson of the committee; second person named will serve as Vice-Chairperson of the Committee:

County Services Committee: Commissioners Nolan (Chair), Sebolt (Vice-Chair), Grebner, Celentino, Hope, Maiville, Naeyaert.

Finance Committee: Commissioners Grebner (Chair), Anthony (Vice-Chair), McGrain, Crenshaw, Tennis, Koenig, Schafer.

Human Services Committee: Commissioners Banas (Chair), Tennis (Vice-Chair), McGrain, Sebolt, Nolan, Koenig, Naeyaert.

Law and Courts Committee: Commissioners Crenshaw (Chair), Hope (Vice-Chair), Celentino, Banas, Anthony, Schafer, Maiville.

Commissioner Crenshaw moved to confirm the Standing Committee Appointments. Commissioner Grebner supported the motion. The motion carried unanimously. Absent: Commissioners Banas, Koenig and Tennis.

OTHER APPOINTMENTS: Vice-Chairperson Celentino made the following Commissioner and staff appointments to other advisory boards and commissions:

<table>
<thead>
<tr>
<th>Board/Committee</th>
<th>Assignee</th>
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</thead>
<tbody>
<tr>
<td>Animal Control Shelter Advisory Board - Commissioner Rep</td>
<td>Commissioners Tennis and Crenshaw</td>
</tr>
<tr>
<td>Board of Health</td>
<td>Commissioner Sebolt</td>
</tr>
<tr>
<td>Capital Area Michigan (WORKS) Board</td>
<td>Commissioners Anthony, Koenig, and Hope</td>
</tr>
<tr>
<td>CARTS Committee</td>
<td>Jared Cypher, Deputy Controller</td>
</tr>
<tr>
<td>CATA Board</td>
<td>Commissioners Grebner and Anthony (alternate)</td>
</tr>
<tr>
<td>Capital Region Airport Authority Liaison</td>
<td>Chairperson Koenig</td>
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<tr>
<td>Community Corrections Advisory Board</td>
<td>Chairperson Koenig</td>
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<tr>
<td>Community Mental Health Authority</td>
<td>Chairperson Koenig</td>
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<tr>
<td>Capital Area Community Services Administration</td>
<td>Chairperson Koenig and Treasurer Schertzing</td>
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<tr>
<td>Convention Visitors Bureau</td>
<td>Commissioner McGrain</td>
</tr>
<tr>
<td>Drainage Board</td>
<td>Chairperson Koenig (Board Chair) and Commissioner Grebner (Finance Chair)</td>
</tr>
<tr>
<td>Equal Opportunity Committee</td>
<td>Commissioner Hope (alternate)</td>
</tr>
<tr>
<td>Farmland Preservation Board</td>
<td>Commissioner Maiville</td>
</tr>
</tbody>
</table>
# January 2, 2018 Organizational Meeting

<table>
<thead>
<tr>
<th>Board</th>
<th>Assignee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ingham County Chapter, Michigan Townships Association</td>
<td>Commissioners Hope and Maiville</td>
</tr>
<tr>
<td>Ingham Family Center Advisory Board</td>
<td>Commissioner Crenshaw</td>
</tr>
<tr>
<td>McLaren Board of Directors Land Bank</td>
<td>Lisa Vail, Health Officer</td>
</tr>
<tr>
<td>Lansing Area Safety Council</td>
<td>Commissioner Nolan (local unit of government representative)</td>
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<tr>
<td>Local Emergency Planning Committee LEAP</td>
<td>Commissioner Schafer</td>
</tr>
<tr>
<td>MI Association of Local Public Health Board</td>
<td>Commissioner Anthony and Chairperson Koenig (alternate)</td>
</tr>
<tr>
<td>Mason Local Development Finance Authority</td>
<td>Commissioner Naeyaert</td>
</tr>
<tr>
<td>MSUE District Extension Council</td>
<td>Commissioner Schafer</td>
</tr>
<tr>
<td>Potter Park Zoo Board Commissioner Rep Power of We Consortium</td>
<td>Commissioner Nolan and Chairperson Koenig (alternate)</td>
</tr>
<tr>
<td>Substance Abuse Disorder Advisory Committee</td>
<td>Commissioner Anthony and Crenshaw (alternate)</td>
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<tr>
<td>Smart Zone Board</td>
<td>Chairperson Koenig</td>
</tr>
<tr>
<td>Tri-County Aging Consortium</td>
<td>Commissioner Hope, Crenshaw and Naeyaert</td>
</tr>
<tr>
<td>Tri-County Regional Planning Commission</td>
<td>Commissioners Banas (road representative), Schafer and Sebolt</td>
</tr>
<tr>
<td>Women’s Commission</td>
<td>Commissioner Sebolt and Chairperson Koenig (alternate)</td>
</tr>
<tr>
<td>Youth Commission</td>
<td>Commissioners Crenshaw and Anthony (alternate)</td>
</tr>
<tr>
<td>FOIA Appeals Committee</td>
<td>Commissioners Maiville (chair), Banas, Crenshaw, Koenig, and Nolan</td>
</tr>
</tbody>
</table>

Commissioner McGrain moved to confirm the appointments. Commissioner Grebner supported the motion. The motion carried unanimously. Absent: Commissioners Banas, Koenig and Tennis.

Vice-Chairperson Celentino stated that if any Commissioners were currently serving on a Board, and their name was not read, their term had not expired and they were still a member of that Board.

**PUBLIC COMMENT**

None.

**COMMISSIONER ANNOUNCEMENTS**

Commissioner Crenshaw stated that City of Lansing Mayor Andy Schor had revealed the naming of part of Grand River Avenue in Old Town, Lansing as Cesar E. Chavez Avenue.

Commissioner McGrain stated there would be a meeting in the Eastside Neighborhood with Lansing Board of Water and Light to discuss residents’ concerns about tree trimming.
January 2, 2018 Organizational Meeting

Vice-Chairperson Celentino presented Commissioner Anthony with a ceremonial gavel for her service as Chairperson in 2017.

Commissioner Anthony thanked the Board of Commissioners.

ADJOURNMENT

There being no further business, the meeting was adjourned at 6:16 p.m.

BARB BYRUM, CLERK OF THE BOARD