

LETTER OF AGREEMENT

Between

The Otsego County Board of Commissioners

Otsego County Sheriff

and

POLICE OFFICERS ASSOCIATION OF MICHIGAN (POAM)

WHEREAS the above named entities are parties to a Collective Bargaining Agreement effective January 1, 2008, through December 31, 2010; and

Whereas the parties do hereby mutually agree to extend the agreement between the parties, with certain amendments;

THEREFORE, it is agreed that the following amendments be made to the agreement, effective immediately:

Article XXXIII 33.1 Hospitalization Medical Coverage, Life Insurance, Pension

33.1

2011

Employer to pay 90%, employee to pay 10% by bi-weekly pre-tax payroll deductions.

33.6 Pension

All eligible full-time new employees hired on or after 1/1/2011, will be enrolled in the MERS HYBRID Plan with the following provisions:

DB –

Multiplier 1.25%

Age 60 - normal retirement age

3 year FAC

Funded by employer

DC –

1% Employer Contribution

1%, 2%, or 3% Employee Contribution

Vesting for DC - 3 years – 25%
 4 years – 50%
 5 years – 75%
 6 years – 100%

Current employees who wish to convert to the HYBRID Plan will have the opportunity to do so within 6 months of the effective date of the plan.

Article XXXVI General Provisions

Add 36.4 Travel and Expenses

Unit employees will be subject to the Otsego County Official Travel and Expense policy when on approved County business.

Article XXXVIII 38.1 Longevity

Remove longevity section from contract

One-time Off Scale Payment

One-time off scale payment of \$250 to each bargaining unit employee payable by separate check after ratification of the parties. This payment will be made through the payroll system and is subject to normal payroll taxes.

Reopener

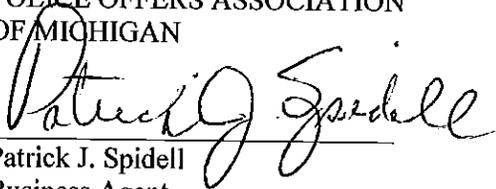
Parties agree to a reopener should any other non 312 County employee group receive a benefit package greater than that contained in this document prior to December 31, 2011.

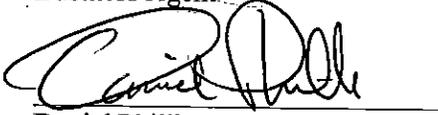
Article XLII 42.1 Termination and Modification

This agreement shall be extended and shall remain in effect until the 31st day of December 2011.

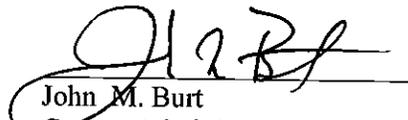
The parties signify agreement to the above by affixing authorized representative signatures hereto, and agree all other terms and conditions set forth in the Agreement shall remain in full force and effect.

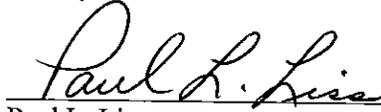
POLICE OFFERS ASSOCIATION
OF MICHIGAN


Patrick J. Spidell
Business Agent

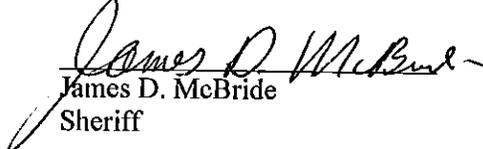

Daniel Phillips
POAM Union President

FOR THE EMPLOYER


John M. Burt
County Administrator


Paul L. Liss
Vice-Chairman, Board of Commissioners

FOR THE SHERIFF


James D. McBride
Sheriff