

THE BOARD OF COMMISSIONERS OF  
GRAND TRAVERSE COUNTY  
AND  
MICHIGAN FRATERNAL ORDER OF POLICE LABOR COUNCIL  
HEALTH DEPARTMENT UNIT

**WHEREAS**, the parties are signatories to a Collective Bargaining Agreement with a term of January 1, 2022 through December 31, 2023; and

**WHEREAS**, the Collective Bargaining Agreement provides a Classification Plan and Wage Scales for hourly (non-exempt) and salaried (exempt) positions within the bargaining unit; and

**WHEREAS**, the wage scales for salaried positions do not distinguish between full time and part time employees, and currently some salaried positions are filled by part time employees; and

**WHEREAS**, the parties agree that clarification is needed as to how part-time employees holding salaried positions are to be compensated under the Collective Bargaining Agreement.

**THEREFORE**, it is agreed as follows:

1. Part time employees holding positions designated as salaried by the Classification Plan will be paid on an hourly basis to ensure that these employees are accurately compensated for all hours worked for the County. Regular Part-time employees who work over 15 hours but less than 37.5 hours per week will be compensated at their regular rate of pay.

2. The hourly rate for employees holding positions designated as salaried by the Classification Plan will be the hourly equivalent of the salary listed for the position in the wage scales for salaried employees calculated by dividing the salary by 1,950 (37.5 hours x 52 weeks). Employees who work over 37.5 hours per week will be compensated at their regular rate of pay.

3. All the other terms and conditions specified in the parties' collective bargaining agreement shall remain in full force and effect.

4. It is expressly understood and agreed by the parties that because of the particular set of factual circumstances for this new classification, this LOU is without precedence or prejudice as to any other cases.

IN WITNESS WHEREOF the parties hereto by their duly authorized representatives agree to this Letter of Understanding effective the date it is fully executed.

**FOR THE EMPLOYER**

  
\_\_\_\_\_  
Rob Hentschel, Chairperson  
Board of Commissioners  
\_\_\_\_\_  
  
\_\_\_\_\_  
Nate Alger, Administrator  
Grand Traverse County

**FOR THE UNION**

  
\_\_\_\_\_  
Paul Postal  
Business Representative  
\_\_\_\_\_  
  
\_\_\_\_\_  
Date 9-8-2022

Approved as to Form  
For County of Grand Traverse  
Cohl, Stoker & Toskey, P.C.  
By: Sarah K. Osburn