

**LETTER OF UNDERSTANDING  
BETWEEN  
THE BOARD OF COMMISSIONERS OF  
GRAND TRAVERSE COUNTY  
AND  
COMMAND OFFICERS ASSOCIATION OF MICHIGAN  
GRAND TRAVERSE CENTRAL DISPATCH  
SUPERVISORY UNIT**

**WHEREAS**, the GRAND TRAVERSE COUNTY BOARD OF COMMISSIONERS (the "Employer") and the COMMAND OFFICERS ASSOCIATION OF MICHIGAN GRAND TRAVERSE CENTRAL DISPATCH SUPERVISORY UNIT (the "Union") are parties to a collective bargaining agreement with a term running through December 31, 2019 (the "CBA"); and

**WHEREAS**, the CBA contains language in Appendix A (p 30) which allowed either party to choose one proposal for a re-opener to take effect on or after January 1, 2019; and

**WHEREAS**, the Employer and the Union met to discuss the re-openers and have agreed to revise and replace the Wage Scale in Appendix A to reflect a 3% wage increase effective the first full pay period on or after January 1, 2019.

**NOW, THEREFORE, IT IS HEREBY AGREED** as follows:

1. Appendix A is amended to reflect a 3% wage increase to all steps of each classification effective the first full pay period on or after January 1, 2019 or the effective date of ratification by both parties, whichever occurs later, contingent upon the bargaining unit withdrawing and not proceeding with any further claim under the "me too" clause in Appendix A of the collective bargaining agreement which provides:

2018. For 2018 only, if non-bargaining unit employees as a group or non-312 bargaining unit employees as a group receive a unit wage increase,

then the same wage increase will be extended to members of this bargaining unit. Reclassification of job positions, step increases, and unit wage increases given when employees give up a benefit of similar cost are exempt from this provision.

The amended Appendix A is attached hereto and incorporated by reference into this Letter of Understanding.

2. All other terms of the collective bargaining agreement between the Employer and the Union shall govern the terms and conditions of employment for the employees. It is expressly understood that this agreement shall be without precedent or prejudice for any future circumstances.

FOR THE EMPLOYER:



Rob Hentschel, Chairperson  
County Board of Commissioners

Date 4/4/19



Nathan Alger, County Administrator  
Grand Traverse County

Date 4-10-19

FOR THE UNION:



Business Representative

Date 2-08-19



President

Date 4/3/19

APPROVED AS TO FORM FOR  
COUNTY OF GRAND TRAVERSE  
COHL, STOKER & TOSKEY, P.C.

By: /s/ Matt Nordfjord, Esq.  
Mattis D. Nordfjord

**APPENDIX A**  
**WAGE SCALE**

Effective January 1, 2019

Increase over 2018: 3%

	Train 1	Train 2	1	2	3	4	5	6
H	18.43	19.76	21.29	22.26	23.24	24.32	25.42	26.57

2018. For 2018 only, if non-bargaining unit employees as a group or non-312 bargaining unit employees as a group receive a unit wage increase, then the same wage increase will be extended to members of this bargaining unit. Reclassification of job positions, step increases, and unit wage increases given when employees give up a benefit of similar cost are exempt from this provision.

2019. In 2019, each party may submit one proposal to reopen the contract.