

## County General Information

| COUNTY           | POPULATION ESTIMATE | SQUARE MILES | S.E.V.          | TOTAL BUDGET                       | TOTAL # COUNTY EMPLOYEES |
|------------------|---------------------|--------------|-----------------|------------------------------------|--------------------------|
| <b>Region 9</b>  |                     |              |                 |                                    |                          |
| Alcona           | 10,942              | 679          | \$829,439,800   | \$5,219,924                        | 171                      |
| Alpena           | 29,598              | 640          | \$1,133,430,622 | \$10,227,168                       | 140                      |
| Cheboygan        | 26,152              | 833          | \$1,788,063,280 | \$43,330,301                       | 160                      |
| Crawford         | 15,000              | 563          | \$763,166,080   | \$5,666,789                        | 117                      |
| Montmorency      | 9,800               | 576          | \$620,183,944   | \$4,449,376                        | 95                       |
| Oscoda           | 8,264               | 572          | \$416,626,430   | \$4,965,957                        | 140                      |
| Otsego           | 25,000              | 515          | \$1,524,732,962 | \$42,674,640                       | 140                      |
| Presque Isle     | 13,376              | 678          | \$683,931,328   | \$5,637,500.00                     | 78                       |
| <b>Region 10</b> |                     |              |                 |                                    |                          |
| Antrim           | 23,580              | 602          | \$2,437,563,546 | \$20,692,135                       | 178                      |
| Benzie           | 17,604              | 193          | \$1,802,370,017 | \$6,609,327                        | 108                      |
| Charlevoix       | 25,949              | 1,391        | \$2,807,467,818 | \$14,928,979                       | 212                      |
| Emmet            | 33,415              | 482          | \$4,200,133,198 | \$32,202,126                       | 250                      |
| Grand Traverse   | 92,084              | 464          | \$6,838,320,468 | \$71,610,762                       | 541                      |
| Kalkaska         | 17,153              | 576          | \$875,993,000   | \$7,430,050                        | 151                      |
| Leelanau         | 21,764              | 347          | \$3,894,244,919 | \$13,526,698                       | 127                      |
| Manistee         | 24,528              | 1,281        | \$1,468,124,500 | \$11,441,177                       | 143                      |
| Missaukee        | 15,031              | 576          | \$865,029,100   | GF \$5,185,633<br>ALL \$11,679,524 | 73                       |
| Wexford          | 35,000              | 575          | \$1,318,224,275 | \$19,556,955                       | 164                      |
| <b>Region 7</b>  |                     |              |                 |                                    |                          |
| Iosco            | 25,887              | 549.1        | \$1,331,860,784 | \$8,449,546                        | 169                      |
| Ogemaw           | 20,952              | 576          | \$1,054,048,930 | \$11,076,605                       | 128                      |
| Roscommon        | 23,775              | 580          | \$1,545,291,237 | \$18,319,721                       | 219                      |

# County Board

| COUNTY           | BOARD CHAIR<br>Ann'l Salary | CHAIR'S<br>/ Diem Rate(s)  | BOARD MEMBER<br>Ann'l Salary | MEMBERS<br>/ Diem Rate(s)  | MEETING DAYS<br>Exmpl: 1st & 3rd Tues. |
|------------------|-----------------------------|--|------------------------------|--|--|
| <b>Region 9</b>  |                             |  |                              |  |  |
| Alcona           | \$4,955                     | \$35/\$60  | \$4,299                      | \$35/\$60  | 1st & 3rd Wednesday                    |
| Alpena           | \$9,862                     | \$30   | \$8,648                      | \$30   | 3rd Tuesday                            |
| Cheboygan        | \$5,250                     | \$40/\$80/\$120  | \$4,750                      | \$40/\$80/\$120  | 2nd & 4th Tuesday                      |
| Crawford         | \$15,612                    | n/a  | \$15,062                     | n/a  | 2nd & 4th Thursday                     |
| Montmorency      | \$5,200                     | \$40/\$80  | \$4,200                      | \$40/\$80  | 2nd & 4th Wednesday                    |
| Oscoda           | \$4,500                     | \$40/\$60  | \$4,000                      | \$40/\$60  | 2nd & 4th Tuesday                      |
| Otsego           | \$10,800                    | \$50/\$100   | \$9,600                      | \$50/\$100   | 2nd & 4th Tuesday                      |
| Presque Isle     | \$3,000                     | \$40/\$80  | \$2,500                      | \$40/\$80  | 2nd Thursday & Last Friday             |
| <b>Region 10</b> |                             |  |                              |  |  |
| Antrim           | \$5,180                     | \$55/\$75/\$100  | \$4,380                      | \$55/\$75/\$100  | 1st & 3rd Thursday                     |
| Benzie           | \$5,529                     | \$35/meeting   | \$4,789                      | \$35/meeting   | 2nd & 4th Tuesday                      |
| Charlevoix       | \$3,000                     | \$50 <4 hrs, \$75 >4 hrs   | \$3,000                      | \$50 <4 hrs, \$75 >4 hrs   | 2nd & 4th Wednesday                    |
| Emmet            | \$6,000                     | \$50/\$70  | \$6,000                      | up to 3 hrs \$50 over \$75   | 1st Monday & 3rd Thursday              |
| Grand Traverse   | \$8,000                     | \$35   | \$7,000                      | \$35   | 1st & 3rd Wednesday                    |
| Kalkaska         | \$6,000                     | \$25/\$50  | \$5,400                      | \$25/\$50  | 3rd Wednesday                          |
| Leelanau         | \$7,700                     | \$40/\$70  | \$5,000                      | \$40/\$70  | 2nd & 3rd Tuesday                      |
| Manistee         | \$6,600                     | \$40   | \$5,400                      | \$40   | 3rd Tuesday                            |
| Missaukee        | \$3,600                     | \$25/\$50  | \$3,000                      | \$5  | 2nd Tuesday                            |
| Wexford          | \$5,333                     | \$25   | \$4,833                      | \$25   | 1st & 3rd Wednesday                    |
| <b>Region 7</b>  |                             |  |                              |  |  |
| Iosco            | \$9,460                     | \$80/board mtg<br>\$40/committee of the whole mtg<br>\$50/full day committee mtg (outside the regular board mtgs & COW mtgs)<br>\$35/Half day committee mtgs (outside the regular board meetings & COW meetings) | \$8,108                      | \$80/board mtg<br>\$40/committee of the whole mtg<br>\$50/full day committee mtg (outside the regular board mtgs & COW mtgs)<br>\$35/Half day committee mtgs (outside the regular board meetings & COW meetings) | 1st & 3rd Wednesday                    |
| Ogemaw           | \$13,130                    | \$40/\$75  | \$12,120                     | \$40/\$75  | 2nd & 4th Thursday                     |
| Roscommon        | \$15,661                    | \$0  | \$15,008                     | \$0  | 2nd & 4th Wednesday                    |

## County Departments

| COUNTY           | ADMINISTRATOR<br>COORDINATOR Wage/Salary   | COUNTY CLERK<br>Wage/Salary | CHIEF DEPUTY CLERK<br>Wage/Salary    | DEPUTY CO. CLERK<br>Wage/Salary           | TREASURER<br>Wage/Salary |
|------------------|--|-----------------------------|--------------------------------------|---|--------------------------|
| <b>Region 9</b>  |  |                             |                                      |   |                          |
| Alcona           | \$51,265                                   | \$46,351                    | \$35,076                             | n/a                                       | \$46,351                 |
| Alpena           | n/a  | \$64,446                    | \$38,958                             | \$38,106                                  | \$59,789                 |
| Cheboygan        | \$106,555                                  | \$71,027                    | \$22.40/hr                           | n/a                                       | \$71,027                 |
| Crawford         | \$66,594                                   | \$57,694                    | \$35,636                             | \$33,761                                  | \$57,654                 |
| Montmorency      | n/a  | \$43,410                    | \$32,851                             | \$30,631                                  | \$43,410                 |
| Oscoda           | n/a  | \$45,900                    | \$29,546                             | n/a                                       | \$45,900                 |
| Otsego           | \$88,588.88 - \$110,556.22                 | \$53,784 - \$67,225         | \$16.83 - \$21.04/hr                 | \$15.28 - \$19.09                         | \$53,784 - \$67,225      |
| Presque Isle     | n/a  | \$48,000                    | n/a                                  | \$13.71 - \$16.46                         | \$48,000                 |
| <b>Region 10</b> |  |                             |                                      |   |                          |
| Antrim           | \$84,791                                   | \$65,229                    | \$20.50/hr                           | \$18.61/hr                                | \$63,800                 |
| Benzie           | \$81,598                                   | \$58,769                    | \$20.64/hr                           | \$17.41/hr                                | \$58,769                 |
| Charlevoix       | \$90,000                                   | \$64,200                    | \$44,900                             | \$33,000                                  | \$59,800                 |
| Emmet            | \$118,000                                  | \$69,339                    | \$46,000                             | \$20.00/hr                                | \$75,426                 |
| Grand Traverse   | \$133,274                                  | \$70,844                    | \$61,561                             | \$51,494                                  | \$85,039                 |
| Kalkaska         | n/a  | \$49,280                    | \$13.90 - \$16.06/hr                 | \$13.09 - \$15.88/hr                      | \$48,359                 |
| Leelanau         | \$87,740                                   | \$71,530                    | \$28.05/hr                           | \$19.73/hr                                | \$71,530                 |
| Manistee         | n/a  | \$66,918                    | \$42,030                             | \$17.45/hr                                | \$63,649                 |
| Missaukee        | \$71,400                                   | \$53,567                    | \$44,705                             | Start \$12.9010/hr<br>Year 4 \$16.6981/hr | \$53,567                 |
| Wexford          | \$89,250                                   | \$60,649                    | \$40,760                             | \$27,125                                  | \$59,661                 |
| <b>Region 7</b>  |  |                             |                                      |   |                          |
| Iosco            | Admin \$16,000;<br>Co-Admin \$4,000 ea (2) | \$61,822                    | \$42,656                             | \$34,744.00                               | \$60,714                 |
| Ogemaw           | \$12,000                                   | \$58,106                    | \$47,047<br>combined w/payroll clerk | \$21.00/hr                                | \$58,125                 |
| Roscommon        | \$70,270                                   | \$53,963                    | \$17.42 - \$20.90/hr                 | \$15.27 - \$18.32/hr                      | \$53,963                 |

## County Departments

| COUNTY           | CHIEF DEP. TREASURER<br>Wage/Salary | DEPUTY TREASURER<br>Wage/Salary           | PAYROLL CLERK<br>Wage/Salary     | BOOKKEEPER<br>Wage/Salary       | CLERK LEVEL 1<br>Wage/Salary |
|------------------|-------------------------------------|---|----------------------------------|---------------------------------|------------------------------|
| <b>Region 9</b>  |                                     |   |                                  |                                 |                              |
| Alcona           | \$37,093                            | n/a                                       | \$15.78/hr                       | n/a                             | n/a                          |
| Alpena           | \$36,670                            | \$35,838                                  | \$38,106                         | n/a                             | n/a                          |
| Cheboygan        | \$22.44/hr                          | n/a                                       | \$20.48/hr                       | \$20.39/hr                      | n/a                          |
| Crawford         | \$35,636                            | n/a                                       | \$35,636                         | n/a                             | n/a                          |
| Montmorency      | \$31,941                            | \$25,025                                  | See Chief Deputy Clerk           | Budget Officer \$25.00/hr       | n/a                          |
| Oscoda           | \$28,811                            | \$10,680 PT                               | \$27,846                         | n/a                             | n/a                          |
| Otsego           | \$16.83 - \$21.04/hr                | \$16.03 - \$20.03/hr                      | \$18.99 - \$23.76/hr             | None                            | \$14.55 - \$18.18/hr         |
| Presque Isle     | \$17.02/hr                          | \$16.46/hr                                | Shared in Other Postions         | Shared in Other Positions       | Shared in Other Positions    |
| <b>Region 10</b> |                                     |   |                                  |                                 |                              |
| Antrim           | \$20.50/hr                          | \$18.61/hr                                | Chief Deputy Clerk               | Finance Director \$69,560       | \$18.61/hr                   |
| Benzie           | \$19.64/hr                          | \$15.16/hr                                | \$20.21/ hr (HR/IT)              | \$55,416.91<br>Finance Director | \$15.16/hr                   |
| Charlevoix       | \$39,900                            | \$33,000                                  | \$36,000                         | n/a                             | \$33,000                     |
| Emmet            | \$60,260                            | \$19.93/hr                                | \$22.15/hr                       | \$21.40/hr                      | \$19.57/hr                   |
| Grand Traverse   | \$53,770                            | \$17.13 - \$21.45/hr                      | \$17.13 - \$21.45/hr             | Dir. Finance \$105,055          | n/a                          |
| Kalkaska         | \$15.30 - \$17.75/hr                | \$13.19-\$16.06/hr                        | \$16.31 - \$17.68/hr             | Combined with P/R Clerk         | n/a                          |
| Leelanau         | \$25.57/hr                          | \$87,479.00                               | n/a                              | n/a                             | \$28.05/hr                   |
| Manistee         | \$42,975                            | \$16.16/hr                                | n/a                              | n/a                             | n/a                          |
| Missaukee        | \$44,705                            | Start \$12.9010/hr<br>Year 4 \$16.6981/hr | \$44,705                         | n/a                             | n/a                          |
| Wexford          | \$40,760                            | \$31,551                                  | See Chief Deputy Clerk           | n/a                             | n/a                          |
| <b>Region 7</b>  |                                     |   |                                  |                                 |                              |
| Iosco            | \$42,656                            | \$34,744                                  | \$33,888                         | n/a                             | n/a                          |
| Ogemaw           | \$21.00/hr                          | \$20.00/hr                                | Combined with Chief Deputy Clerk | n/a                             | Entry \$14.27/hr             |
| Roscommon        | \$17.42 - \$20.90/hr                | \$15.27 - \$18.32/hr                      | \$17.42 - \$20.90/hr             | n/a                             | Grade 3 Lowest \$15.27/hr    |

## County Departments

| COUNTY           | CLERK LEVEL 11<br>Wage/Salary | PROSECUTING ATTY.<br>Wage/Salary             | ASST. PROS. ATTY.<br>Wage/Salary                     | COUNTY PLANNER<br>Wage/Salary  | REG. OF DEEDS<br>Wage/Salary |
|------------------|-------------------------------|--|--|--------------------------------|------------------------------|
| <b>Region 9</b>  |                               |  |  |                                |                              |
| Alcona           | n/a                           | \$78,173                                     | \$30,000   | n/a                            | \$46,351                     |
| Alpena           | n/a                           | \$89,526                                     | \$65,257   | n/a                            | \$56,157                     |
| Cheboygan        | \$16.44/\$16.84/\$18.27/hr    | \$104,715                                    | \$85,983   | \$41,000                       | n/a                          |
| Crawford         | n/a                           | \$85,204                                     | \$55,000   | n/a                            | See Clerk                    |
| Montmorency      | n/a                           | \$76,770                                     | \$25,000   | n/a                            | \$43,410                     |
| Oscoda           | n/a                           | \$76,400                                     | \$42,242   | n/a                            | Combined with Clerk          |
| Otsego           | \$15.28 - \$19.09/hr          | \$83,117 - \$103,891                         | \$53,784 - \$67,225<br>\$64,929 - \$81,178 Chief APA | None                           | Combined with Clerk          |
| Presque Isle     | n/a                           | \$86,000                                     | \$48,000   | n/a                            | \$43,000                     |
| <b>Region 10</b> |                               |  |  |                                |                              |
| Antrim           | \$17.22/hr                    | \$97,897                                     | \$82,071 & \$61,565                                  | Deputy Admin. \$51,500         | \$61,272                     |
| Benzie           | n/a                           | \$90,918                                     | \$68,921   | n/a                            | \$58,769                     |
| Charlevoix       | \$39,000                      | \$97,850                                     | \$77,250   | \$56,500                       | \$55,765                     |
| Emmet            | \$21.42/hr                    | \$106,728                                    | \$77,948   | \$73,174                       | \$60,791                     |
| Grand Traverse   | n/a                           | \$122,167                                    | \$84,970   | n/a                            | \$66,203                     |
| Kalkaska         | \$11.93 - \$14.68/hr          | \$64,739 + \$12,000 Stipend<br>(DHS)         | \$49,519   | n/a                            | \$49,275                     |
| Leelanau         | \$71,044                      | \$33.78/hr                                   | n/a  | \$25.27/hr                     | \$70,699                     |
| Manistee         | n/a                           | \$109,050                                    | \$54,661   | \$68,211                       | \$62,745                     |
| Missaukee        | n/a                           | \$81,580                                     | \$36,365   | \$24.7191/hr                   | Combined with Clerk          |
| Wexford          | n/a                           | \$88,391                                     | \$67,365   | n/a                            | \$58,413                     |
| <b>Region 7</b>  |                               |  |  |                                |                              |
| Iosco            | n/a                           | \$88,658                                     | \$61,934   | n/a                            | \$51,425                     |
| Ogemaw           | 20 Years \$18.61/hr           | \$91,105 includes Legal<br>Counsel & PA Coop | \$29.00/hr   | n/a                            | \$58,125                     |
| Roscommon        | Grade 3 Highest \$18.32/hr    | \$91,410                                     | \$74,529   | Combined with<br>Administrator | Combined with Clerk          |

## County Departments

| COUNTY           | CHIEF DEPUTY REG.<br>OF DEEDS Wage/Salary | EQUALIZATION DIR.<br>Wage/Salary   | DEPUTY EQUAL. DIR.<br>Wage/Salary | APPRAISER LEVEL I<br>Wage/Salary      | APPRAISER LEVEL II<br>Wage/Salary     |
|------------------|---|------------------------------------|-----------------------------------|---------------------------------------|---------------------------------------|
| <b>Region 9</b>  |   |                                    |                                   |                                       |                                       |
| Alcona           | \$35,076                                  | \$47,273                           | n/a                               | \$20.84/hr                            | \$19.19/hr                            |
| Alpena           | \$36,670                                  | \$63,972                           | \$36,670                          | \$36,442                              | \$37,066                              |
| Cheboygan        | \$16.44 - \$18.86/hr                      | \$68,677                           | n/a                               | \$18.97 - \$19.81/hr                  | \$20.14/hr                            |
| Crawford         | \$35,636                                  | Independent Contract -<br>\$87,996 | n/a                               | n/a                                   | n/a                                   |
| Montmorency      | \$31,941                                  | \$50,735                           | n/a                               | \$27,300                              | n/a                                   |
| Oscoda           | \$26,353                                  | \$47,000                           | n/a                               | \$26,699                              | \$28,810                              |
| Otsego           | None                                      | \$53,784 - \$ 67,225               | \$47,810 - \$59,758               | None                                  | \$17.68 - \$22.09/hr                  |
| Presque Isle     | \$16.52/hr                                | \$22.25/hr                         | n/a                               | \$16.63/hr                            | n/a                                   |
| <b>Region 10</b> |   |                                    |                                   |                                       |                                       |
| Antrim           | \$20.50/hr                                | Contract                           | n/a                               | Contract                              | n/a                                   |
| Benzie           | \$19.64                                   | \$62,899                           | n/a                               | n/a                                   | \$18.68/hr                            |
| Charlevoix       | 39,850.00                                 | 66,950.00                          | n/a                               | \$42,557                              | n/a                                   |
| Emmet            | n/a                                       | n/a                                | \$65,000                          | n/a                                   | \$20.08                               |
| Grand Traverse   | \$47,028                                  | \$100,396                          | \$53,837                          | \$15.02 - \$18.75/hr                  | \$17.13 - \$21.45/hr                  |
| Kalkaska         | \$15.50 - \$17.75/hr                      | \$81,600 (contractual)             | \$18.00 - \$18.50/hr              | Done by Eq. Director                  | n/a                                   |
| Leelanau         | \$25.27/hr                                | \$57,479                           | n/a                               | n/a                                   | \$28.05/hr                            |
| Manistee         | \$41,655                                  | \$58,469                           | \$40,176                          | \$16.41/hr                            | n/a                                   |
| Missaukee        | Combined with Clerk                       | Year 3 \$24.7191                   | n/a                               | Start \$14.00/hr<br>Year 4 \$17.80/hr | Start \$15.16/hr<br>Year 4 \$18.57/hr |
| Wexford          | \$40,760                                  | \$30.73/hr                         | \$17.73/hr                        | \$16.91/hr                            | n/a                                   |
| <b>Region 7</b>  |   |                                    |                                   |                                       |                                       |
| Iosco            | \$42,656                                  | Contracted \$70,000                | n/a                               | \$34,744                              | \$34,744                              |
| Ogemaw           | n/a                                       | \$51,003                           | Office Manager \$20.16/hr         | Fieldman 20 yrs \$20.51/hr            | n/a                                   |
| Roscommon        | \$17.42 - \$20.90/hr                      | \$61,807                           | \$17.42 - \$20.90/hr              | n/a                                   | n/a                                   |

## County Departments

| COUNTY           | BLDG. ENGINEER<br>Wage/Salary | BLDG. INSPECTOR<br>Wage/Salary                    | ASST. BLDG. INSPECTOR<br>Wage/Salary   | SECRETARY TO BOARD<br>Wage/Salary | COMPUTER DIRECTOR<br>Wage/Salary |
|------------------|-------------------------------|---|--|-----------------------------------|----------------------------------|
| <b>Region 9</b>  |                               |   |  |                                   |                                  |
| Alcona           | n/a                           | \$50/inspection                                   | n/a                                    | \$7,000                           | \$56,100                         |
| Alpena           | \$54,928                      | n/a   | n/a                                    | \$41,912                          | \$61,827                         |
| Cheboygan        | \$49,200                      | \$65,457  | \$20.34/\$20.85/\$21.49/hr             | n/a                               | \$67,092                         |
| Crawford         | n/a                           | \$51,227  | n/a                                    | n/a                               | \$6,731 PT                       |
| Montmorency      | n/a                           | \$36,951  | n/a                                    | \$32,270                          | n/a                              |
| Oscoda           | n/a                           | \$35,108  | n/a                                    | n/a                               | \$41,350                         |
| Otsego           | None                          | \$20.42 - \$25.54/hr                              | None                                   | \$17.68 - \$22.09/hr              | None                             |
| Presque Isle     | n/a                           | n/a   | n/a                                    | n/a                               | n/a                              |
| <b>Region 10</b> |                               |   |  |                                   |                                  |
| Antrim           | Director \$68,450             | Plumb \$24.70/hr<br>Electr \$24.62/hr             | Mech \$24.30/hr<br>Bldg. \$24.28/hr    | County Clerk                      | IT Director \$69,832             |
| Benzie           | n/a                           | n/a   | n/a                                    | n/a                               | n/a                              |
| Charlevoix       | n/a                           | \$64,626  | n/a                                    | Clerk                             | \$62,408                         |
| Emmet            | n/a                           | \$19.57 - \$29.93/hr                              | n/a                                    | n/a                               | \$82,400                         |
| Grand Traverse   | n/a                           | Commercial Plan Inspector<br>\$25.54 - \$31.92/hr | Code Inspector<br>\$23.92 - \$29.84/hr | \$20.90 - \$26.13/hr              | \$91,828                         |
| Kalkaska         | n/a                           | \$44,498  | n/a                                    | n/a                               | IT-Contract \$100,000            |
| Leelanau         | \$71,044                      | \$33.78/hr  | n/a                                    | \$25.27/hr                        | \$70,699                         |
| Manistee         | n/a                           | n/a   | n/a                                    | n/a                               | n/a                              |
| Missaukee        | n/a                           | Year 3 \$24.7191/hr                               | n/a                                    | n/a                               | n/a                              |
| Wexford          | n/a                           | \$30.68/hr  | \$17.32/hr                             | n/a                               | n/a                              |
| <b>Region 7</b>  |                               |   |  |                                   |                                  |
| Iosco            | n/a                           | \$44,737  | n/a                                    | \$42,656                          | \$45,497                         |
| Ogemaw           | n/a                           | \$23.00/hr  | n/a                                    | n/a                               | \$56,055                         |
| Roscommon        | n/a                           | n/a   | n/a                                    | \$15.27 - \$18.32                 | \$26.17 - \$31.40                |

## County Departments

| COUNTY           | BLDG. MAINT. EMPL. (BME)<br>Wage/Salary   | DRAIN COMMISSIONER<br>Wage/Salary | RECREATION DIR.<br>Wage/Salary | CIVIL DEFENSE DIR.<br>Wage/Salary | VETERANS AFFAIRS<br>Wage/Salary  |
|------------------|---|-----------------------------------|--------------------------------|-----------------------------------|----------------------------------|
| <b>Region 9</b>  |   |                                   |                                |                                   |                                  |
| Alcona           | \$40,293  | n/a                               | n/a                            | n/a                               | \$33,813                         |
| Alpena           | \$36,005  | \$9,371                           | n/a                            | n/a                               | \$44,491                         |
| Cheboygan        | \$15.79 - \$19.12/hr  | \$1,100                           | n/a                            | n/a                               | \$44,159                         |
| Crawford         | \$37,652  | n/a                               | n/a                            | n/a                               | \$36,591                         |
| Montmorency      | \$31,034  | n/a (Road Commission)             | n/a                            | n/a                               | \$13,104                         |
| Oscoda           | \$42,016  | n/a                               | \$15.00/hr PT                  | n/a                               | \$23,296                         |
| Otsego           | None  | None                              | \$47,810 - \$59,758            | None                              | \$12.60 - \$15.74/hr             |
| Presque Isle     | \$18.25/hr  | \$5,200                           | n/a                            | n/a                               | \$16,000                         |
| <b>Region 10</b> |   |                                   |                                |                                   |                                  |
| Antrim           | Supervisor \$56,567   | \$597/yr                          | \$22.71/hr                     | \$40,046                          | \$41,639                         |
| Benzie           | \$17.95/hr  | \$2,400                           | n/a                            | \$55,354/shared 911<br>Director   | \$22.75                          |
| Charlevoix       | \$49,900  | \$2,400                           | \$46,780                       | n/a                               | \$30,862                         |
| Emmet            | \$15.58 - \$17.98/hr  | \$50.00 per onsite call           | \$61,800                       | n/a                               | \$52,451                         |
| Grand Traverse   | BMW I \$17.13 - \$21.45/hr<br>BMW II \$18.86 - \$23.60/hr<br>BMW III \$21.65 - \$27.09/hr | \$15,759                          | \$72,951                       | n/a                               | \$72,951                         |
| Kalkaska         | \$48,980  | \$2,222                           | n/a                            | \$15,900-Contractual              | \$21,760.00                      |
| Leelanau         | \$21.67/hr  | \$14,627                          | \$21.67/hr                     | \$77,849                          | Contract w/Grand Traverse<br>Co. |
| Manistee         | \$15.24/hr  | \$4,444                           | n/a                            | n/a                               | \$11,179                         |
| Missaukee        | Start \$14.0083/hr<br>Year 4 \$17.8032/hr   | n/a                               | Year 3 \$24.719                | n/a                               | \$1,500 Yearly Per Diem          |
| Wexford          | \$22.61/hr  | \$13,291                          | n/a                            | \$87,925.50                       | \$22.71/hr PT                    |
| <b>Region 7</b>  |   |                                   |                                |                                   |                                  |
| Iosco            | Contracted \$24,700   | \$18,904                          | n/a                            | n/a                               | \$21,840                         |
| Ogemaw           | \$21.00/hr  | \$6,060                           | n/a                            | n/a                               | \$20.00                          |
| Roscommon        | \$13.33 - \$16.00/hr  | \$6,121                           | n/a                            | n/a                               | \$19.98 - \$23.97/hr             |

## County Service Organizations

| COUNTY           | EMT/PARAMEDIC<br>Wage/Salary  | PUBLIC HEALTH NURSE<br>Wage/Salary                      | NURSING DIRECTOR<br>Wage/Salary | COUNTY SANITARIAN<br>Wage/Salary                                      | MEDICAL EXAMINER<br>Wage/Salary  |
|------------------|---|---|---------------------------------|---|--|
| <b>Region 9</b>  |   |   |                                 |   |  |
| Alcona           | \$14.94/hr  | n/a   | n/a                             | n/a   | \$18,000   |
| Alpena           | n/a   | n/a   | n/a                             | n/a   | n/a  |
| Cheboygan        | n/a   | n/a   | n/a                             | n/a   | \$10,784   |
| Crawford         | n/a   | n/a   | n/a                             | n/a   | n/a  |
| Montmorency      | n/a   | n/a   | n/a                             | n/a   | \$5,000  |
| Oscoda           | \$29,500 & \$29,580   | n/a   | n/a                             | n/a   | \$3,000  |
| Otsego           | None  | None  | None                            | None  | Contract   |
| Presque Isle     | n/a   | n/a   | n/a                             | n/a   | \$5,000+\$175 on call  |
| <b>Region 10</b> |   |   |                                 |   |  |
| Antrim           | n/a   | n/a   | n/a                             | n/a   | Contract \$21,000  |
| Benzie           | EMT = \$14.59/hr, Step 4 \$16.02/hr<br>PAR = \$16.80/hr, Step 4 \$18.63/hr  | n/a   | n/a                             | \$39,286.96/Recycling Coord.  | \$21,493.20 Shared w/Manistee  |
| Charlevoix       | n/a   | n/a   | n/a                             | n/a   | \$46,000   |
| Emmet            | EMT START \$14.64,<br>1-5 \$15.83, 5+ \$17.26,<br>AEMT/PARAMEDIC START \$17.56,<br>1-5 \$19.17, 5+ \$22.49 PT<br>AFTER 1/1/19<br>AEMT/PARAMEDIC \$16.48,<br>PARAMEDIC \$20.60 | n/a   | n/a                             | n/a   | n/a  |
| Grand Traverse   | n/a   | PHN I \$41,478 - \$55,647<br>PHN II \$44,696 - \$59,564 | \$105,055                       | Sanitarian I \$41,748 - \$55,647<br>Sanitarian II \$44,696 - \$59,564 | PT 12-hr shift - \$90 stipend<br>1/2 day training/meeting - \$48 stipend<br>Full day training/meeting - \$96 stipend |
| Kalkaska         | n/a   | n/a   | n/a                             | n/a   | \$40,000   |
| Leelanau         | n/a   | n/a   | n/a                             | n/a   | Contracted   |
| Manistee         | n/a   | n/a   | n/a                             | n/a   | \$42,986   |
| Missaukee        | EMT \$13.38/\$14.49/hr 3 Years,<br>Paramedic \$16.47/\$17.44/hr 2 Years   | n/a   | n/a                             | n/a   | \$2,000 Per Year + \$100/case  |
| Wexford          | n/a   | n/a   | n/a                             | n/a   | n/a  |
| <b>Region 7</b>  |   |   |                                 |   |  |
| IOSCO            | \$15.25/hr  | n/a   | n/a                             | n/a   | Contracted \$15,000  |
| Ogemaw           | n/a   | n/a   | n/a                             | n/a   | Contract \$16,000  |
| Roscommon        | n/a   | n/a   | n/a                             | n/a   | Contracted   |

## County Union and Benefits

| COUNTY           | NAME OF UNION(S)  | DATE OF CONTRACT EXPIRATION | MEDICAL INSURANCE FOR COMMISSIONERS? | HEALTH INS. PLAN                      | DEPENDENT COVERAGE? |
|------------------|---|-----------------------------|--------------------------------------|---------------------------------------|---------------------|
| <b>Region 9</b>  |   |                             |                                      |                                       |                     |
| Alcona           | Teamsters   | 12/31/2021                  | Yes                                  | Priority Health                       | Yes                 |
| Alpena           | TPOAM   | 2021                        | Yes                                  | BDN                                   | Yes                 |
| Cheboygan        | AFSCME  | 12/31/2021                  | Yes                                  | BCN                                   | Yes                 |
| Crawford         | AFSCME  | 9/30/2023                   | No                                   | Priority                              | Yes                 |
| Montmorency      | n/a   | n/a                         | n/a                                  | BCBS                                  | Yes                 |
| Oscoda           | TPOAM   | Not Settled                 | Yes                                  | BCN                                   | Yes                 |
| Otsego           | Teamsters Local 214 Clerical  | 12/31/2022                  | Yes, 50% of cost                     | BCN HMO                               | Yes                 |
| Presque Isle     | Steelworkers  | 6/30/2021                   | Yes                                  | Priority Health                       | Yes                 |
| <b>Region 10</b> |   |                             |                                      |                                       |                     |
| Antrim           | Teamster Local 214  | 12/31/2020                  | Yes                                  | Priority Health                       | Yes                 |
| Benzie           | FOPLC, POAM   | 2021 and 2022               | Yes                                  | BCN/BCBS                              | Yes                 |
| Charlevoix       | n/a   | n/a                         | Yes                                  | Priority Health                       | Yes                 |
| Emmet            | United Steelworkers, AFL-CIO-CLC  | 12/31/2020                  | No                                   | BCBS                                  | Yes                 |
| Grand Traverse   | FOB General, Teamster D.C., AFSCME, FOP Health, Teamster Central Dispatch, COAM | 12/31/2020                  | Sames as employees                   | HMO HDHP & Health Savings Account     | Yes                 |
| Kalkaska         | TEAMSTERS, MAPE, POLC, COLC   | 12/31/2020                  | No                                   | BCBS/HEIM Wrap                        | Yes                 |
| Leelanau         | Teamsters Local 214   | 12/31/2021                  | Yes                                  | Blue Cross Blue Shield - self insured | Yes                 |
| Manistee         | GEA/TPOAM   | 9/30/2020                   | No                                   | BCBS PPO                              | Yes                 |
| Missaukee        | AFSCME  | 9/30/2020                   | Available at own expense             | BCBS Self-Insured                     | Yes                 |
| Wexford          | TPOAM   | 12/31/2021                  | No                                   | Priority Health                       | Yes                 |
| <b>Region 7</b>  |   |                             |                                      |                                       |                     |
| Iosco            | USWA  | 12/31/2020                  | No                                   | Yes                                   | Yes                 |
| Ogemaw           | United Steelworkers of America  | 9/30/2021                   | No                                   | Blue Cross/BCN                        | No                  |
| Roscommon        | None  | n/a                         | Yes                                  | Priority Health HMO                   | Yes                 |

# County Benefits

| COUNTY           | % COUNTY PAID                       | PRESCRIPTION PLAN   | AMT. LIFE INS.   | TYPE OF RETIREMENT PLAN OFFERED                                | VACATION PROB. PERIOD    |
|------------------|-------------------------------------|---|--|--|--------------------------|
| <b>Region 9</b>  |                                     |   |  |  |                          |
| Alcona           | Hard Cap                            | Yes   | \$10,000 - \$20,000                                      | MERS Defined Benefit or Defined Contribution                   | 1 year                   |
| Alpena           | 90%                                 | Yes   | \$20,000   | MERS   | none                     |
| Cheboygan        | 100%                                | Yes   | \$25,000 electeds, \$15,000 dept heads, \$10,000 general | After 2016 MERS Hybrid; before DB                              | 6 months                 |
| Crawford         | Hards Caps                          | \$10/\$40   | \$20,000   | MERS - DC  | 180 days                 |
| Montmorency      | 80%                                 | Yes   | \$15,000/\$2,000 Spouse                                  | MERS B2 B3   | 180 days                 |
| Oscoda           | \$30 Single/\$50 Double/\$60 Family | Yes   | \$30,000   | MERS   | 1 year                   |
| Otsego           | 80%                                 | n/a   | Varies by group \$10,000-\$50,000                        | 1.1.20 MERS DC Plan  | Varies by group/contract |
| Presque Isle     | Up to Hard Cap                      | 3 tier  | \$15,000   | MERS Defined Benefit   | 1 year                   |
| <b>Region 10</b> |                                     |   |  |  |                          |
| Antrim           | Hard Caps                           | Priority Health   | \$25,000/\$20,000  | MERS B-4 and Hybrid  | 9 months                 |
| Benzie           | 100%                                | 10/30/60/80/20% (\$300)   | \$25,000   | B-4, B-2 & DC Yr. 1 =2%, Yr. 2-3 = 4%, Yr. 4 = 6%, Yr. 5 = 7%  | n/a                      |
| Charlevoix       | 85%                                 | Yes   | n/a  | MERS B-4, F55/20   | 1 year                   |
| Emmet            | Hard Cap                            | Yes   | \$50,000   | Defined Contribution   | 1 year                   |
| Grand Traverse   | 80%                                 | \$10 Copay after deductible<br>\$40 Copay after deductible<br>\$80 Copay after deductible<br>2X for 90 day Supply | One times salary or \$20,000 whichever is greater        | MERS Defined Contribution                                      | 6 months                 |
| Kalkaska         | Hard Cap                            | Yes   | \$15,000   | Hybrid/MERS  | 1 year                   |
| Leelanau         | 100%                                | \$10/\$40   | \$50,000/\$30,000  | MERS Defined Benefit Prior to 2013 B-4 or hired after 2013 B-2 | 1 year                   |
| Manistee         | 91%                                 | 10/20/1980  | \$10,000   | MERS DB & Hybrid   | 1 year                   |
| Missaukee        | 92%                                 | Yes   | 2X Salary  | MERS DC and DC Plus  | 6 months                 |
| Wexford          | 90%                                 | Yes   | \$15,000   | MERS   | 1 year                   |
| <b>Region 7</b>  |                                     |   |  |  |                          |
| Iosco            | Hard Cap                            | Yes   | \$30,000   | MERS; Defined Contribution (New Hires)                         | 1 year                   |
| Ogemaw           | Hard Cap                            | Varies by plan chosen   | n/a  | Defined Contribution/457 Plan                                  | 3 months                 |
| Roscommon        | 96%                                 | Yes   | \$10,000   | MERS DB, Defined Contribution for new hires                    | 1 year                   |

# County Benefits

| COUNTY           | VAC. DAYS EARNED @<br>1, 3 AND 5 YRS.   | VAC. MAX. CARRY<br>OVER DAYS   | VAC. AMOUNT PD. ON<br>TERMINATION      | VAC. AMOUNT PD. ON<br>RETIREMENT        | LONGEVITY<br>BONUS?                    |
|------------------|---|--|--|---|--|
| <b>Region 9</b>  |   |  |  |   |  |
| Alcona           | 10,15,20  | 20   | 100%                                   | 100%                                    | Yes                                    |
| Alpena           | 1-3 YR = 6 HRS 3-10 YR = 7 HRS<br>10-15 YR =8 HRS   | 176 hrs  | Varies                                 | 100%                                    | Yes                                    |
| Cheboygan        | 13, 13, 16  | Needs approval   | 100%                                   | 100%                                    | Yes                                    |
| Crawford         | 13, 18, 23  | 12   | Yes                                    | Yes                                     | Yes                                    |
| Montmorency      | 5, 10, 15   | If you have been there 1-3 yrs,<br>you can c/o 120 hrs/yr,<br>3-5 yrs, c/o 240 hrs/yr,<br>5+ yrs, c/o 360 hrs/yr | Yes                                    | Yes                                     | No                                     |
| Oscoda           | <b>County, Court and Non-Union:</b><br>1-2 yrs - 9 days<br>2-3 yrs - 10 days<br>3-9 yrs - 12 days<br><b>Union:</b><br>1 yr but <2 yrs - 35 to 40 hrs<br>3 yrs but <7 yrs - Up to 96 hrs | 45 days max  | No                                     | Yes                                     | No                                     |
| Otsego           | Non Union - Up to 5 years - 10 days<br>6-10 years - 15 days<br>11-20 years - 20 days  | n/a  | Banked amount                          | Banked Amount                           | Decided at the end<br>of each year     |
| Presque Isle     | 5, 10, 15   | 0  | All accrued at time of<br>separation   | All accrued at time of<br>separation    | \$150 5-15 yrs/\$300 16+ yrs           |
| <b>Region 10</b> |   |  |  |   |  |
| Antrim           | 1=6.5, 2=9.75,3=13 +bonus days<br>service   | 20   | All                                    | All                                     | No                                     |
| Benzie           | 1=10 days/5=15 days/10=15 days  | 80 hrs   | Full accrual                           | Full accrual                            | Yes for employees hired before<br>2011 |
| Charlevoix       | 1-5, 3-10, 5-15   | n/a  | Full amount accrued                    | Full amount accrued                     | n/a                                    |
| Emmet            | 1/5, 2-4/10, 5/15   | 0  | Earned and Accrued                     | Earned and Accrued                      | No                                     |
| Grand Traverse   | 10, 12, 15  | 20   | Up to 20 days                          | Up to 20 days                           | No                                     |
| Kalkaska         | 5, 10, 15 days  | 0 Carry over but can extend<br>90 days (only)  | No                                     | Yes                                     | Yes, Non-Union                         |
| Leelanau         | 1=6, 2=12, 10=20, 15=22   | 30   | Bank & Accrual                         | Bank & Accrual                          | If hired before 2013                   |
| Manistee         | 1=10, 5=15, 10=20   | 5 days   | Remaining and Earned                   | Remaining and Earned                    | Yes                                    |
| Missaukee        | 5, 10, 15 days  | 5  | 100%                                   | 100%                                    | Yes, after 5 years                     |
| Wexford          | 1year-10 days/ 3 years-10 days/ 5<br>years- 15 days   | 250 hrs  | Balance. Max payout 200 hrs            | Balance. Max payout 200 hrs             | If hired before 5/5/2011. Max<br>\$600 |
| <b>Region 7</b>  |   |  |  |   |  |
| Iosco            | 5, 10, 15   | 30 days  | Balance                                | Balance                                 | Yes                                    |
| Ogemaw           | 3-12 mths 2 days/1-6 yrs 5 days/ 7-<br>14 yrs 10 days/15+ yrs 15 days   | No   | All / full pay rate                    | All / full pay rate                     | Yes                                    |
| Roscommon        | 1yr-40 hrs, 3yrs-80 hrs , 5yrs-<br>120 hrs  | 300 hrs  | Depends on years served-max<br>160 hrs | Depends on years served-<br>max 160 hrs | Yes at 5 years                         |



## County Benefits

| COUNTY           | SICK LEAVE ELIGI. PERIOD                 | SICK DAYS EARNED/YEAR              | SICK LEAVE MAXIMUM ACCUMULATION DAYS | SICK LEAVE AMOUNT PD. ON TERMINATION | SICK LEAVE AMOUNT PD. ON RETIREMENT |
|------------------|--|------------------------------------|--------------------------------------|--------------------------------------|-------------------------------------|
| <b>Region 9</b>  |  |                                    |                                      |                                      |                                     |
| Alcona           | 90 days                                  | 12                                 | 84                                   | Union = 100%<br>Non Union = 50%      | Union = 100%<br>Non Union = 50%     |
| Alpena           | 0  | 0                                  | 0                                    | 0                                    | 0                                   |
| Cheboygan        | 3 months                                 | 12                                 | 90 days                              | 0                                    | AFSCME 10 days-general 0            |
| Crawford         | n/a                                      | n/a                                | n/a                                  | n/a                                  | n/a                                 |
| Montmorency      | 30 days                                  | 8                                  | 5                                    | Yes                                  | Yes                                 |
| Oscoda           | 1 day per month (PTO)                    | 12 (PTO)                           | No                                   | 0                                    | No                                  |
| Otsego           | No wait for Non-Union                    | Non-Union Personal 7 days per year | None                                 | Non-Union - No payout                | Non-Union - No payout               |
| Presque Isle     | 1 month                                  | 6                                  | 1/2 pd over 96 hrs at end of year    | 0                                    | 1/2 pd over 96 hrs at end of year   |
| <b>Region 10</b> |  |                                    |                                      |                                      |                                     |
| Antrim           | 6 months                                 | 10 days                            | 10 days                              | 0                                    | 0                                   |
| Benzie           | n/a                                      | 8 days                             | 128 hrs                              | 15 days @ 50% of pay                 | Full accrual                        |
| Charlevoix       | 30 days                                  | 13                                 | 200 hrs                              | 25% of balance                       | 25% of balance                      |
| Emmet            | 96 hrs Gen. Leave<br>Prorated First Year | 96 Gen. Leave/YR                   | 96 Gen. Leave/YR                     | \$13/hr Unused Gen. Leave            | \$13/hr Unused Gen. Leave           |
| Grand Traverse   | n/a                                      | n/a                                | n/a                                  | n/a                                  | Personal Days - up to 5 days        |
| Kalkaska         | After 1040 hrs                           | 10 per year                        | 1                                    | 50% if in good standing              | 50%                                 |
| Leelanau         | 130 workdays/6 months (Personal Days)    | 12 or 8 (Personal Days)            | None                                 | None                                 | None                                |
| Manistee         | n/a                                      | n/a                                | n/a                                  | n/a                                  | n/a                                 |
| Missaukee        | Immediately                              | 12                                 | 600 hrs                              | May qualify for 1/6 of bank          | 1/6 of bank                         |
| Wexford          | 6 months                                 | 72 hrs                             | 90 hrs max carryover                 | 50%                                  | 50%                                 |
| <b>Region 7</b>  |  |                                    |                                      |                                      |                                     |
| Iosco            | No wait for Non-Union                    | 9                                  | 9                                    | None-except what is in Legacy Bank   | None-except what is in Legacy Bank  |
| Ogemaw           | New Hires PTO only                       | 12                                 | 60 days                              | All time at 1/2 pay rate             | All time at 1/2 pay rate            |
| Roscommon        | 6 months                                 | 84                                 | 960 hours                            | All hrs at 50% of payrate            | All hrs at 50% of payrate           |

## County Benefits

| COUNTY           | NUMBER OF PAID HOLIDAYS | TIME & 1/2 PAID FOR OVERTIME?     | COMP. TIME FOR OVERTIME?  | TIME & 1/2 OR DBL. FOR SUNDAY & HOLIDAYS? |  |
|------------------|-------------------------|-----------------------------------|---------------------------|---|--|
| <b>Region 9</b>  |                         |                                   |                           |   |  |
| Alcona           | 13                      | Yes                               | Yes                       | Time & 1/2                                |  |
| Alpena           | 13                      | Yes                               | Yes                       | No  |  |
| Cheboygan        | 13                      | n/a                               | Yes                       | n/a                                       |  |
| Crawford         | 14                      | Yes                               | No                        | No  |  |
| Montmorency      | 13                      | Yes                               | Yes                       | No  |  |
| Oscoda           | 14.5                    | Yes                               | n/a                       | Ambulance Dept.<br>Time & 1/2             |  |
| Otsego           | Non-Union - 13          | Yes                               | Yes with mutual agreement | Non-Union - No                            |  |
| Presque Isle     | 12.5                    | Yes over 40 hrs                   | No                        | n/a                                       |  |
| <b>Region 10</b> |                         |                                   |                           |   |  |
| Antrim           | 12.5                    | Yes                               | Yes                       | Holidays Regular pay<br>plus Time & 1/2   |  |
| Benzie           | 12                      | Yes                               | Yes                       | Yes                                       |  |
| Charlevoix       | 10.5                    | Yes                               | n/a                       | Time & 1/2                                |  |
| Emmet            | 9                       | Yes                               | No                        | Yes                                       |  |
| Grand Traverse   | 12                      | Yes                               | Yes                       | Time & 1/2                                |  |
| Kalkaska         | 14                      | Yes                               | Yes                       | No  |  |
| Leelanau         | 11                      | After 40 hrs physically<br>worked | No                        | No  |  |
| Manistee         | 17                      | Yes                               | No                        | No  |  |
| Missaukee        | 13                      | Yes                               | Yes                       | Double                                    |  |
| Wexford          | 13                      | Yes                               | n/a                       | n/a                                       |  |
| <b>Region 7</b>  |                         |                                   |                           |   |  |
| Iosco            | 13                      | Over 40 hrs ojjj                  | Yes                       | Not addressed                             |  |
| Ogemaw           | 13                      | Yes                               | Yes                       | n/a                                       |  |
| Roscommon        | 14                      | Yes                               | Yes                       | No  |  |

## County Sheriff/Jail

| COUNTY           | SHERIFF<br>Wage/Salary            | CAR FURNISHED<br>TO SHERIFF? | UNDERSHERIFF<br>Wage/Salary | SHEIFF'S SECRETARY<br>Wage/Salary | CLERK<br>Wage/Salary   |
|------------------|-----------------------------------|------------------------------|-----------------------------|-----------------------------------|------------------------|
| <b>Region 9</b>  |                                   |                              |                             |                                   |                        |
| Alcona           | \$56,693                          | Yes                          | \$55,162                    | \$19.16/hr                        | \$14.06/hr             |
| Alpena           | \$64,240                          | Yes                          | \$60,000                    | \$39,146                          | n/a                    |
| Cheboygan        | \$86,576                          | Yes                          | \$72,284                    | \$22.44/hr                        | n/a                    |
| Crawford         | \$64,886                          | No                           | \$59,372                    | \$41,563                          | \$17,060               |
| Montmorency      | \$54,132                          | Yes                          | \$53,621                    | \$35,818                          | n/a                    |
| Oscoda           | \$50,400                          | Yes                          | \$47,465                    | n/a                               | n/a                    |
| Otsego           | \$61,853.02 - \$77,300.00         | Yes                          | \$53,784.42 - \$67,225.79   | \$17.68 - \$22.09/hr              | \$16.03 - \$20.03/hr   |
| Presque Isle     | \$59,800                          | If available                 | \$54,200                    | \$17.15/hr                        | n/a                    |
| <b>Region 10</b> |                                   |                              |                             |                                   |                        |
| Antrim           | \$76,040                          | Yes                          | \$69,204                    | \$19.57/hr                        | \$17.95/hr             |
| Benzie           | \$61,364                          | Yes                          | \$59,431                    | \$17.31/hr                        | \$15.79/Jail Secretary |
| Charlevoix       | \$84,677                          | Yes                          | \$74,922                    | \$35,526                          | \$30,264               |
| Emmet            | \$89,972                          | Yes                          | \$79,948                    | \$20.94/hr                        | \$18.69/hr             |
| Grand Traverse   | \$101,966                         | Yes                          | \$81,291                    | \$55,631                          | n/a                    |
| Kalkaska         | \$61,249/\$12,000/\$6,000/\$3,000 | Yes                          | \$59,368                    | \$34,756                          | \$33,363               |
| Leelanau         | \$80,467                          | Yes                          | \$77,849                    | \$21.67/hr                        | \$19.73/hr             |
| Manistee         | \$71,874                          | No, Stipend                  | \$60,384                    | \$21.36/hr                        | \$16.22/hr             |
| Missaukee        | \$72,489                          | Yes                          | \$62,108                    | \$22.9218/hr                      | \$17.4895/hr           |
| Wexford          | \$70,334                          | Yes                          | \$67,163                    | \$19.22/hr                        | \$18.12/hr             |
| <b>Region 7</b>  |                                   |                              |                             |                                   |                        |
| Iosco            | \$57,222                          | Yes                          | \$47,101                    | \$31,637                          | n/a                    |
| Ogemaw           | \$56,968                          | Yes                          | \$26.00/hr                  | \$18.00/hr                        | n/a                    |
| Roscommon        | \$70,886                          | Yes                          | \$65,312                    | \$19.00/hr                        | n/a                    |

## County Sheriff/Jail

| COUNTY           | CAPTAIN<br>Wage/Salary | LIEUTENANT<br>Wage/Salary | SERGEANT<br>Wage/Salary                 | CORPORAL<br>Wage/Salary | DETECTIVE<br>Wage/Salary |
|------------------|------------------------|---------------------------|---|-------------------------|--------------------------|
| <b>Region 9</b>  |                        |                           |   |                         |                          |
| Alcona           | n/a                    | n/a                       | \$22.52/hr                              | n/a                     | n/a                      |
| Alpena           | n/a                    | \$57,274                  | \$56,284                                | n/a                     | n/a                      |
| Cheboygan        | n/a                    | \$62,073                  | \$28.42/hr                              | \$23.84/hr              | \$59,117                 |
| Crawford         | \$63,502               | \$61,705                  | \$59,907                                | \$51,443                | \$59,907                 |
| Montmorency      | n/a                    | n/a                       | \$44,681                                | n/a                     | n/a                      |
| Oscoda           | n/a                    | n/a                       | \$45,572                                | n/a                     | n/a                      |
| Otsego           | None                   | None                      | \$27.53/hr                              | None                    | \$28.08/hr               |
| Presque Isle     | n/a                    | n/a                       | \$25.64/hr                              | n/a                     | \$24.48/hr               |
| <b>Region 10</b> |                        |                           |   |                         |                          |
| Antrim           | n/a                    | n/a                       | \$28.06/hr                              | \$24.27/hr              | \$24.98/hr               |
| Benzie           | n/a                    | \$28.01/hr                | \$27.51/hr                              | n/a                     | \$24.46/hr               |
| Charlevoix       | n/a                    | \$61,235                  | \$59,488                                | n/a                     | \$57,920                 |
| Emmet            | n/a                    | \$31.67/hr                | \$30.35/hr                              | \$29.75/hr              | n/a                      |
| Grand Traverse   | \$85,826               | \$74,631                  | \$29.88 - \$30.36/hr                    | n/a                     | \$22.13 - \$22.86/hr     |
| Kalkaska         | n/a                    | n/a                       | \$20.17-\$24.80/hr                      | n/a                     | \$20.17 - \$24.80/hr     |
| Leelanau         | n/a                    | \$34.54/hr                | \$31.67/hr                              | n/a                     | \$26.61/hr               |
| Manistee         | n/a                    | n/a                       | \$26.04/hr                              | n/a                     | \$26.04/hr               |
| Missaukee        | n/a                    | n/a                       | Start \$18.05/hr<br>Year 3 \$23.5990/hr | n/a                     | n/a                      |
| Wexford          | n/a                    | \$29.24/hr                | \$26.25/hr                              | n/a                     | \$29.24/hr               |
| <b>Region 7</b>  |                        |                           |   |                         |                          |
| Iosco            | See Jail Admin         | n/a                       | \$47,070                                | \$4,004                 | n/a                      |
| Ogemaw           | n/a                    | 20 yr \$24.38/hr          | 20 yr \$23.80/hr                        | 20 yr \$19.98/hr        | n/a                      |
| Roscommon        | n/a                    | \$29.00/hr                | \$26.00/hr                              | \$21.00/hr              | \$26.00/hr               |

## County Sheriff/Jail

| COUNTY           | DEPUTY<br>Wage/Salary                     | SEASONAL DEPUTY<br>Wage/Salary     | ANIMAL CNTR. OFFICER<br>Wage/Salary                                      | DISPATCHER<br>Wage/Salary   | JAIL ADMINISTRATOR<br>Wage/Salary |
|------------------|---|------------------------------------|--|---|-----------------------------------|
| <b>Region 9</b>  |   |                                    |  |   |                                   |
| Alcona           | \$20.64/hr                                | \$16.56/hr                         | n/a  | \$18.43/hr  | n/a                               |
| Alpena           | \$50,024                                  | n/a                                | \$50,024   | \$40,560  | \$56,284                          |
| Cheboygan        | \$22.68/\$24.80/\$25.35/\$25.35/hr        | \$11.80/hr                         | n/a  | n/a   | \$58,520                          |
| Crawford         | \$54,447                                  | \$15.00/hr                         | \$28,119   | \$40,603  | \$61,704                          |
| Montmorency      | \$18.77 - \$20.96/hr                      | \$18.00 - \$28.00/hr<br>Marine/ORV | n/a  | \$15.15-\$17.21/hr  | \$20.77/hr                        |
| Oscoda           | \$43,555                                  | n/a                                | \$23,296   | \$33,737  | n/a                               |
| Otsego           | \$19.21 - \$25.26/hr                      | \$19.21/hr                         | \$16.03 - \$20.03/hr   | None  | \$47,810 - \$ 59,758              |
| Presque Isle     | \$19.03 - \$23.31/hr                      | \$12.00/hr (snow/marine)           | \$16.09 - \$19.18/hr   | \$15.29 - \$16.35/hr  | n/a                               |
| <b>Region 10</b> |   |                                    |  |   |                                   |
| Antrim           | \$24.98/hr                                | \$12.73/hr                         | \$18.26/hr   | \$20.57/hr  | \$28.06/hr                        |
| Benzie           | \$24.46/hr                                | \$23.39/hr                         | \$17.85/hr   | \$19.79/hr  | \$27.10/hr                        |
| Charlevoix       | \$54,080                                  | \$23,369                           | \$36,000   | n/a   | \$61,235                          |
| Emmet            | \$23.19 - \$25.90/hr                      | \$16.70/hr                         | \$23.31/hr   | n/a   | \$66,243                          |
| Grand Traverse   | \$21.28 - \$27.74/hr                      | \$11.63 - \$16.81/hr               | Supervisor<br>\$20.90 - \$26.13/hr<br>AC Officer<br>\$16.87 - \$21.10/hr | \$18.79 - \$23.46/hr  | \$85,826                          |
| Kalkaska         | \$17.15 - \$21.84/hr                      | n/a                                | \$37,190.00  | \$15.25-\$17.77/hr  | \$20.17 - \$24.80/hr              |
| Leelanau         | \$25.96/hr                                | \$21.85/hr - Marine                | \$24.89/hr   | \$25.28/hr (Dispatch is a<br>separate department - not<br>part of Sheriff/Jail) | \$69,224                          |
| Manistee         | \$24.12/hr                                | n/a                                | \$22.82/hr   | n/a   | \$59,241                          |
| Missaukee        | Start \$19.0831/hr<br>Year 3 \$25.4453/hr | \$19.0831/hr                       | n/a  | Start \$16.7571/hr<br>Year 3 \$22.3062/hr                                       | \$25.2372/hr                      |
| Wexford          | \$19.88 - \$25.42/hr                      | Same as Deputy                     | \$18.62/hr   | \$16.59 - \$21.37/hr  | \$60,819                          |
| <b>Region 7</b>  |   |                                    |  |   |                                   |
| Iosco            | \$43,826                                  | \$15.00/hr                         | \$38,958   | \$36,795  | \$46,818                          |
| Ogemaw           | 20 yr \$22.04/hr                          | \$15.00/hr                         | \$13.00/hr   | n/a   | 20 yr \$24.38/hr                  |
| Roscommon        | \$18.75 - \$24.03/hr                      | \$10.30 - \$13.35/hr               | \$15.27 - \$18.32/hr   | \$15.74 - \$20.40/hr  | \$29.00/hr                        |

# County Sheriff/Jail

| COUNTY           | CORR. OFFICER<br>Wage/Salary              | MATRON<br>Wage/Salary | COOK<br>Wage/Salary                       | UNION NAME(S)   | DATE OF CONTRACT<br>EXPIRATION   |
|------------------|---|-----------------------|---|---|--|
| <b>Region 9</b>  |   |                       |   |   |  |
| Alcona           | \$17.46/hr                                | n/a                   | \$12.06/hr                                | POAM, COAM  | 12/31/2020   |
| Alpena           | \$41,392                                  | n/a                   | n/a                                       | FOP LC, COAM  | 2021   |
| Cheboygan        | \$196/46/\$20.42/\$21.68/hr               | n/a                   | n/a                                       | FOP and GELC  | 12/31/2021   |
| Crawford         | \$46,148                                  | n/a                   | n/a                                       | POAM/COAM   | 9/30....2022, 2023, 2023,<br>2025  |
| Montmorency      | \$15.15-\$17.21/hr                        | n/a                   | \$31,200                                  | POAM  | 12/31/2019   |
| Oscoda           | n/a                                       | n/a                   | n/a                                       | POAM  | 2022   |
| Otsego           | \$17.00 - \$21.25/hr                      | None                  | \$13.86 - \$17.31/hr                      | POLC - Deputies<br>POAM - Corrections   | 12/31/2020<br>12/31/2021   |
| Presque Isle     | \$16.05 - \$17.05/hr                      | n/a                   | \$13.98 - \$14.88/hr                      | POLC  | 6/30/2021  |
| <b>Region 10</b> |   |                       |   |   |  |
| Antrim           | \$22.10/hr                                | n/a                   | \$18.24/hr                                | \$20.57/hr  | POAM (UNION) Contract<br>1/1/2019-12/ 31/2021                                    |
| Benzie           | \$21.41/hr                                | n/a                   | n/a                                       | FOPLC, POAM (x2), COAM<br>(x2)  | 2021 and 2022  |
| Charlevoix       | \$47,466                                  | n/a                   | \$37,586                                  | Deputies - FOPLC  | 9/30/2022  |
| Emmet            | \$21.38 - \$23.31/hr                      | n/a                   | n/a                                       | FOPLC   | 12/31/2022   |
| Grand Traverse   | \$19.21 - \$25.13/hr                      | n/a                   | n/a                                       | FOP Central Records, POAM<br>Deputies, COAM Sergeants,<br>COAM Central Dispatch Superv.<br>Teamsters Command, FOP<br>Correctional Officer | Unknown. Not signed.<br>Generally 2 years.                                       |
| Kalkaska         | \$15.24 - \$18.38/hr                      | n/a                   | n/a                                       | POLC and COLC   | 12/31/2020   |
| Leelanau         | \$24.89/hr                                | n/a                   | Contracted                                | FOPLC & Teamsters Local<br>214  | FOPLC 12/31/2021<br>POAM Expired<br>Teamsters Local 214 12/31/2021               |
| Manistee         | \$19.60/hr                                | n/a                   | n/a                                       | POLC  | POLC = 9/31/2023   |
| Missaukee        | Start \$16.7571/hr<br>Year 3 \$22.3062/hr | n/a                   | Start \$11.1604/hr<br>Year 4 \$14.5270/hr | POLC  | 9/30/2020  |
| Wexford          | \$16.49 - \$21.04/hr                      | n/a                   | n/a                                       | POAM-312, POAM Non-312,<br>COAM, POAM Dispatchers<br>Unit   | POAM 312 & POAM<br>Dispatchers-12/31/2022.<br>COAM & POAM Non-312-<br>12/31/2021 |
| <b>Region 7</b>  |   |                       |   |   |  |
| Iosco            | \$36,745                                  | n/a                   | Contracted                                | POAM  | 12/31/2020   |
| Ogemaw           | 20 yr \$21.84/hr                          | n/a                   | 20 yr \$16.26                             | Teamsters   | 9/30/2021  |
| Roscommon        | \$15.15 - \$19.29/hr                      | n/a                   | n/a                                       | POAM/COAM   | 12/31/2020   |

## County Sheriff/Jail Benefits

| COUNTY           | HEALTH INS. PLAN                                 | DEPENDENT COVERAGE?                  | % COUNTY PAID                       | PRESCRIPTION PLAN   | AMT. LIFE INS.                                       |
|------------------|--|--------------------------------------|-------------------------------------|---|--|
| <b>Region 9</b>  |  |                                      |                                     |   |  |
| Alcona           | Priority Health HSA/HRA                          | Yes                                  | Hard Caps                           | Yes   | \$40,000   |
| Alpena           | BCN  | Yes                                  | 90%                                 | Yes   | \$20,000   |
| Cheboygan        | BCN  | GELC after 1 yr<br>FOP after 30 days | 100%                                | Yes   | \$15,000   |
| Crawford         | Priority Health                                  | Yes                                  | Hard Caps                           | \$10/\$40   | \$20,000   |
| Montmorency      | BCBS   | Yes                                  | 80%                                 | Yes   | \$15,000/\$2,000 Spouse                              |
| Oscoda           | BCN  | Yes                                  | \$30 Single/\$50 Double/\$60 Family | Yes   | \$30,000   |
| Otsego           | POAM - BCN HMO<br>POLC - BCBS PPO/BCN HMO        | Yes                                  | 80%                                 | BCN-\$10/\$30/\$60/\$80/20%/20%<br>PPO (ONLY POLC) -\$20/\$40/\$80<br>2xMOPD                                      | \$40,000   |
| Presque Isle     | Priority Health                                  | Yes                                  | Hard Caps                           | 3 tier  | \$15,000 Jail/\$25,000 Deputies                      |
| <b>Region 10</b> |  |                                      |                                     |   |  |
| Antrim           | Priority Health                                  | Yes                                  | Hard Caps                           | Priority Health   | \$25,000   |
| Benzie           | BCN, BCBS  | Yes                                  | 100%                                | 10/30/60/80/20%<br>(\$200)/20%(\$300)   | \$25,000   |
| Charlevoix       | Priority Health                                  | Yes                                  | 85%                                 | Yes   | \$10,000   |
| Emmet            | BCBS   | Yes                                  | Hard Caps                           | Yes   | \$50,000   |
| Grand Traverse   | HMO HDHP & Health Savings<br>Acct                | Yes                                  | 80%                                 | \$10 Copay after deductible<br>\$40 Copay after deductible<br>\$80 Copay after deductible<br>2X for 90 day Supply | One times salary or \$20,000<br>whichever is greater |
| Kalkaska         | BCBS/HEIM Wrap                                   | Yes                                  | Hard Caps                           | Yes   | \$15,000   |
| Leelanau         | BCBS - self insured                              | Yes                                  | 100%                                | \$10/\$40   | \$50,000   |
| Manistee         | BCBS PPO   | Yes                                  | 91%                                 | \$10/\$20/\$80  | \$25,000   |
| Missaukee        | BCBS Self-Insured                                | Yes                                  | 92%                                 | Yes   | 1.5 times up to \$50,000                             |
| Wexford          | Priority Health                                  | Yes                                  | 90%                                 | Yes   | \$15,000   |
| <b>Region 7</b>  |  |                                      |                                     |   |  |
| Iosco            | BCBS   | Yes                                  | Hard Caps                           | Yes   | \$30,000   |
| Ogemaw           | Michigan Conference of<br>Teamsters Welfare Fund | No                                   | Hard Caps                           | Yes   | No   |
| Roscommon        | Priority Health HMO                              | Yes                                  | 100%                                | Yes   | \$10,000   |

# County Sheriff/Jail Benefits

| COUNTY           | TYPE OF RETIREMENT PLAN OFFERED                                 | VACATION PROB. PERIOD | VAC. DAYS EARNED @ 1, 3 AND 5 YRS.  | VAC. MAX. CARRY OVER DAYS                          | VAC. AMOUNT PD. ON TERMINATION |
|------------------|---|-----------------------|---|--|--------------------------------|
| <b>Region 9</b>  |   |                       |   |  |                                |
| Alcona           | MERS Defined Benefit or Defined Contribution                    | 1 year                | 10, 15, 20  | 20   | 100%                           |
| Alpena           | MERS B4 55 rider  | No                    | 1-2 = 5.85 hrs<br>2-6 = 7.08 hrs<br>12 = 8.62 hrs<br>20 = 10.16 hrs<br>20 = 11.39 hrs | 6-12-Over<br>176                                   | Varies                         |
| Cheboygan        | Before 2016 MERS DB<br>After MERS Hybrid                        | 1 year                | 5, 12, 15   | 10.5 days  | 100%                           |
| Crawford         | MERS  | 180 days              | 8, 8, 12  | 7  | Yes                            |
| Montmorency      | MERS B2 B3  | 1 year                | 40, 80, 120   | 2 times of what they earn from the year 80/160/240 | Yes                            |
| Oscoda           | MERS  | 1 year                | 1 yr but < 2 yrs - 40 hrs<br>3 yrs but < 6 yrs - 96 hrs                               | 45   | No                             |
| Otsego           | MERS Hybrid   | 1 year                | After 1 - 7 days<br>2 - 12 days<br>5 - 18 days  | 10 days  | Vacation bank                  |
| Presque Isle     | MERS Defined Benefit  | 1 year                | Depts: 10, 12, 18<br>Jail: 5, 10, 17  | 0  | 0                              |
| <b>Region 10</b> |   |                       |   |  |                                |
| Antrim           | MERS B4 and Hybrid  | 1 year                | 1 - 96 hrs, 5 120 hrs   | 280 hrs  | 100%                           |
| Benzie           | B-4, B-2 and DC Yr. 1 =2%, Yr. 2-3 = 4%, Yr. 4 = 6%, Yr. 5 = 7% | n/a                   | 1=10 days, 4=15 days  | 0 hrs (non union), 80 hrs FOLPC                    | Full Accrual                   |
| Charlevoix       | B-4-3%, F50/25  | 1 year                | 1-5, 3-10, 5-15   | n/a  | Full amount accrued            |
| Emmet            | Defined Contribution  | 1 year                | 1/5, 2-4/10,5/15  | n/a  | Earned and Accrued             |
| Grand Traverse   | MERS Defined Contribution                                       | 6 months              | 10, 12, 15  | 20 days  | Up to 20 days                  |
| Kalkaska         | Hybrid-MERS   | 1 year                | Same  | 0 Carry over but can extend 90 days (only)         | 100%                           |
| Leelanau         | MERS Definted Benefit prior to 2013 B-4 or hired after 2013 B-2 | 1 year                | 1=6, 2=12, 5=18, 10=20, 15=22   | 30   | Bank                           |
| Manistee         | MERS DB & Hybrid  | 1 year                | 1=10, 5=15, 10=20   | None   | Remaining and Earned           |
| Missaukee        | MERS Hybrid - New Emp.  | 6 months              | 5, 10, 15 days  | 5 days   | 100%                           |
| Wexford          | MERS  | 1 year                | 1 & 3 years-80 hrs/ 5 years-120 hrs   | 250  | Balance. Max payout 200 hrs    |
| <b>Region 7</b>  |   |                       |   |  |                                |
| Iosco            | MERS; Defined Contribution New Hires                            | 1 year                | 5, 10, 15   | 25   | Balance                        |
| Ogemaw           | DC Plan / 457 Plan  | 3 months              | 3-12 mths 16 hrs/1-6 yrs 40 hrs/<br>7-14 yrs 80 hrs/15+ yrs 120 hrs                   | n/a  | All time/current pay rate      |
| Roscommon        | MERS Defined Benefit  | 1 year                | 1yr-40 hrs, 3 yrs-80 hrs,<br>yrs-120 hrs  | 5<br>300 days                                      | 100%                           |



## County Sheriff/Jail Benefits

| COUNTY           | VAC. AMOUNT PD. ON RETIREMENT | LONGEVITY BONUS  | SICK LEAVE ELIGI. PERIOD                  | SICK DAYS EARNED / yr         | SICK LEAVE MAXIMUM ACCUMULATION    |
|------------------|-------------------------------|--|---|-------------------------------|------------------------------------|
| <b>Region 9</b>  |                               |  |   |                               |                                    |
| Alcona           | 100%                          | After 8 years  | 90 days                                   | 12                            | 100 days                           |
| Alpena           | 100%                          | Yes  | 0   | 0                             | 0                                  |
| Cheboygan        | 100%                          | Yes  | 3 months                                  | 12                            | 90 days                            |
| Crawford         | Yes                           | Yes  | DOH                                       | 8                             | 64                                 |
| Montmorency      | Yes                           | Yes, varies  | 120 days                                  | 8                             | 200 hrs                            |
| Oscoda           | Yes                           | No   | 12 (PTO)                                  | n/a                           | n/a                                |
| Otsego           | Vacation Bank                 | Decided at the end of each year  | After 60 days                             | 10                            | Up to 72 hrs                       |
| Presque Isle     | All accrued                   | No   | 1 month                                   | 6                             | 1/2 paid over 90 hrs at end of yr. |
| <b>Region 10</b> |                               |  |   |                               |                                    |
| Antrim           | 100%                          | No   | After 1 year                              | 80 hrs                        | 80 hrs                             |
| Benzie           | Full Accrual                  | Yes for employees hired before 2011  | n/a                                       | 8                             | 480 hrs                            |
| Charlevoix       | Full amount accrued           | 5 yr-1/2%<br>1%<br>1/2%<br>10yr-<br>15yr-1<br>20 yr-2%   | Prorated                                  | 10                            | n/a                                |
| Emmet            | Earned and Accrued            | No   | 96 Gen. Leave Prorated on Hire            | 96 Gen. Leave                 | 96 Gen. Leave                      |
| Grand Traverse   | Up to 20 days                 | n/a  | n/a                                       | n/a                           | n/a                                |
| Kalkaska         | 100%                          | n/a  | 1040 hrs                                  | 10                            | 336                                |
| Leelanau         | Bank                          | FOPLC Corrections if hired before 2010, POAM if hired prior to 2011, FOPLC Dispatch - if hired prior to 2015, Teamsters Local 214 - if hired prior to 2013 | Date of Hire/130 Workdays (personal days) | 12, 9, 8 (personal days)      | None                               |
| Manistee         | Remaining and Earned          | Yes  | n/a                                       | n/a                           | n/a                                |
| Missaukee        | 100%                          | Yes, after 5 years   | Immediately                               | 12                            | 600 hrs                            |
| Wexford          | Balance. Max payout 200 hrs   | If hired before 6/15/2011/ Max \$600   | 1 year                                    | 6 days                        | 6 days                             |
| <b>Region 7</b>  |                               |  |   |                               |                                    |
| Iosco            | Balance                       | Yes  | None                                      | 9                             | 9                                  |
| Ogemaw           | All time/current pay rate     | Yes  | 3 months                                  | PTO 3 mths 48 hrs/1 yr 96 hrs | 60 days                            |
| Roscommon        | 100%                          | Yes at 5 years   | 6 months                                  | 4 hrs per pay                 | 1,000                              |

## County Sheriff/Jail Benefits

| COUNTY           | SICK LEAVE AMOUNT<br>PD. ON TERMINATION                                  | SICK LEAVE AMOUNT<br>PD ON RETIREMENT    | NUMBER OF<br>PAID HOLIDAYS | TIME & 1/2 PAID<br>FOR OVERTIME? | COMP. TIME<br>FOR OVERTIME? |
|------------------|--|--|----------------------------|----------------------------------|-----------------------------|
| <b>Region 9</b>  |  |  |                            |                                  |                             |
| Alcona           | 100%   | 100%                                     | 13                         | Yes                              | Yes                         |
| Alpena           | 0  | 0  | 13                         | Yes                              | No                          |
| Cheboygan        | FOP up to 50% of 560 hrs<br>GELC-0                                       | FOP up to 50% of 560 hrs<br>GELC-10 days | 13                         | Yes                              | Yes                         |
| Crawford         | Yes  | Yes                                      | 11                         | Yes                              | No                          |
| Montmorency      | Yes  | Yes                                      | 14                         | Yes                              | No                          |
| Oscoda           | n/a  | n/a                                      | 14 1/2                     | Yes                              | n/a                         |
| Otsego           | Depending on reason for term   | POLC - Up to 72 hrs<br>POAM - No         | 13                         | Yes                              | Yes, upon mutual agreement  |
| Presque Isle     | None   | 1/2 paid over 90 hrs at end<br>of yr.    | 10                         | Yes                              | Yes                         |
| <b>Region 10</b> |  |  |                            |                                  |                             |
| Antrim           | 100%   | 75 hrs max                               | 12                         | Yes                              | Yes                         |
| Benzie           | 15 days @ 50% of pay   | Full Accrual                             | 10                         | Yes                              | Yes                         |
| Charlevoix       | Hourly rate times unused hrs   | Hourly rate times unused hrs             | 10                         | Yes                              | Choice                      |
| Emmet            | GL Earned and Accrued  | GL Earned and Accrued                    | 9.5                        | Yes                              | No                          |
| Grand Traverse   | Personal days, up to 5 days  | Personal days, up to 5 days              | 12                         | Yes                              | Yes                         |
| Kalkaska         | 50%  | 50%                                      | 14                         | Yes                              | Yes                         |
| Leelanau         | Pro-rated unless worked less<br>than 3 months in year<br>(personal days) | Yes (personal days)                      | 11                         | Yes, 80 credited bi-weekly       | Yes                         |
| Manistee         | n/a  | n/a                                      | 14                         | Yes                              | Yes                         |
| Missaukee        | May qualify for 20% of bank  | 20% of bank                              | 12                         | Yes                              | Yes                         |
| Wexford          | 100%   | 100%                                     | 13                         | Yes                              | Yes                         |
| <b>Region 7</b>  |  |  |                            |                                  |                             |
| Iosco            | None-except what is in<br>Legacy Bank                                    | None-except what is in<br>Legacy Bank    | 12                         | Yes                              | No                          |
| Ogemaw           | 50% of time at full pay rate   | 50% of time at full rate                 | 13                         | Yes                              | Yes                         |
| Roscommon        | All hrs at 50% of payrate  | All hrs at 50% of payrate                | 14                         | Yes                              | Yes                         |

## County Sheriff/Jail Benefits

| COUNTY           | TIME & 1/2 OR DBL. FOR SUNDAY & HOLIDAYS?   |  |  |  |  |
|------------------|---|--|--|--|--|
| <b>Region 9</b>  |   |  |  |  |  |
| Alcona           | Time & 1/2  |  |  |  |  |
| Alpena           | Yes   |  |  |  |  |
| Cheboygan        | Yes for Holidays  |  |  |  |  |
| Crawford         | Yes   |  |  |  |  |
| Montmorency      | Holidays - Yes (no Sundays)   |  |  |  |  |
| Oscoda           | Yes   |  |  |  |  |
| Otsego           | Varies by contract  |  |  |  |  |
| Presque Isle     | Wage + time 1 1/2 times if worked holiday   |  |  |  |  |
| <b>Region 10</b> |   |  |  |  |  |
| Antrim           | Holidays Regular pay plus Time & 1/2  |  |  |  |  |
| Benzie           | Yes   |  |  |  |  |
| Charlevoix       | Holidays-get straight time pay plus Time & 1/2.   |  |  |  |  |
| Emmet            | Yes, Holidays   |  |  |  |  |
| Grand Traverse   | Time & 1/2  |  |  |  |  |
| Kalkaska         | Yes   |  |  |  |  |
| Leelanau         | Worked Holiday at 2.5 times   |  |  |  |  |
| Manistee         | Time & 1/2 for Holidays only  |  |  |  |  |
| Missaukee        | Double  |  |  |  |  |
| Wexford          | No. Normal pay on holidays if scheduled and then paid out 8 hrs for each holiday that falls during 6 months. Payout in July and December. |  |  |  |  |
| <b>Region 7</b>  |   |  |  |  |  |
| Iosco            | Time & 1/2  |  |  |  |  |
| Ogemaw           | Time & 1/2 Holidays   |  |  |  |  |
| Roscommon        | Holidays - Double Time  |  |  |  |  |

## County Court Departments

| COUNTY           | PROBATION OFFICER<br>Wage/Salary                         | MAGISTRATE<br>Wage/Salary   | FRIEND OF COURT<br>Wage/Salary        | ASST. F.O.C.<br>Wage/Salary           | F.O.C. INVESTIGATOR<br>Wage/Salary                             |
|------------------|--|---|---------------------------------------|---------------------------------------|--|
| <b>Region 9</b>  |  |   |                                       |                                       |  |
| Alcona           | \$48,379   | \$40,626  | \$21.34/hr                            | n/a                                   | n/a  |
| Alpena           | \$40,267   | \$25,557  | \$41,495                              | n/a                                   | n/a  |
| Cheboygan        | \$23.25 - \$26.28/hr                                     | \$24.88/hr  | \$85,488                              | \$18.86/hr                            | \$19.23/\$20.05/\$20.93/hr                                     |
| Crawford         | \$34,624   | \$44,299  | \$58,998                              | n/a                                   | n/a  |
| Montmorency      | \$27,400   | \$46,620 Magistrate/Crt<br>Admin.                                     | Shared with Alpena                    | n/a                                   | n/a  |
| Oscoda           | \$40,400   | \$44,655  | \$39,949                              | n/a                                   | n/a  |
| Otsego           | \$19.17 - \$23.01/hr                                     | \$4,380 Yrly Stipend  | n/a                                   | n/a                                   | Case Manager<br>\$19.17 - \$23.01/hr                           |
| Presque Isle     | Shared with 89th District<br>Magistrate                  | \$46,471  | Shared with Cheboygan Co.             | \$44,720                              | Shared with Cheboygan Co.                                      |
| <b>Region 10</b> |  |   |                                       |                                       |  |
| Antrim           | Paid thru Grand Traverse Co.                             | Paid thru Leelanau Co.  | Paid thru Grand Traverse Co.          | Paid thru Grand Traverse Co.          | Paid thru Grand Traverse Co.                                   |
| Benzie           | \$42,516   | \$49,405  | Shared with Manistee                  | Shared with Manistee                  | n/a  |
| Charlevoix       | \$46,571   | \$64,189  | \$72,000                              | n/a                                   | \$42,557   |
| Emmet            | \$56,376   | \$76,220  | \$74,606                              | \$53,148                              | \$25.50/hr   |
| Grand Traverse   | Chief PO \$24.00 - \$30.01/hr<br>PO \$22.42 - \$28.05/hr | Chief Magistrate \$58,36 - \$72,951<br>Magistrate \$54,538 - \$68,190 | Admin. \$83,804                       | \$52,441                              | n/a  |
| Kalkaska         | \$15.10 - \$19.08/hr                                     | Stipend   | \$20.37 - \$24.29/hr                  | \$15.10 - \$18.75/hr                  | n/a  |
| Leelanau         | \$30.18/hr   | Contract w/ Grand<br>Traverse Co.                                     | Contract w/ Grand<br>Traverse Co.     | Contract w/ Grand<br>Traverse Co.     | Contract w/ Grand<br>Traverse Co.                              |
| Manistee         | \$57,186   | \$69,081  | \$102,514                             | n/a                                   | \$57,281   |
| Missaukee        | Pd through shared Wexford<br>Contract                    | \$51,494  | Pd through shared Wexford<br>Contract | Pd through shared Wexford<br>Contract | Pd through shared Wexford<br>Contract                          |
| Wexford          | \$22.71/hr   | \$28.46/hr  | \$62,127                              | \$27.46/hr                            | \$27.46/hr   |
| <b>Region 7</b>  |  |   |                                       |                                       |  |
| Iosco            | \$51,397   | \$41,787  | \$81,600                              | n/a                                   | \$40,950   |
| Ogemaw           | n/a  | 20 yrs \$49,502   | \$65,746                              | n/a                                   | n/a  |
| Roscommon        | \$19.98 - \$23.97/hr                                     | \$17.42 - \$20.90/hr  | \$50,406                              | n/a                                   | Level 1: \$17.42 - \$20.90/hr<br>Level 2: \$19.98 - \$23.97/hr |

## County Court Departments

| COUNTY           | F.O.C. CLERK<br>Wage/Salary           | PROB. CT. RECORDER/<br>REPORTER W/S | PROBATE CT. CLERK<br>Wage/Salary   | JUVENILE OFFICER<br>Wage/Salary           | DISTRICT COURT<br>DISTRICT NUMBER |
|------------------|---------------------------------------|-------------------------------------|------------------------------------|---|-----------------------------------|
| <b>Region 9</b>  |                                       |                                     |                                    |   |                                   |
| Alcona           | \$17.46/hr                            | \$35,773                            | \$28,740                           | \$33,000                                  | 81st                              |
| Alpena           | \$30,102                              | \$43,251                            | \$40,990                           | \$45,722                                  | 88th                              |
| Cheboygan        | \$16.44/\$16.84/\$18.27/hr            | \$21.42                             | \$18.64/hr                         | \$21.46 - \$23.88/hr                      | 89th                              |
| Crawford         | \$34,624                              | n/a                                 | n/a                                | n/a                                       | 87-C                              |
| Montmorency      | n/a                                   | n/a                                 | n/a                                | Shared with Alpena                        | 88th                              |
| Oscoda           | \$28,919                              | \$32,991                            | \$27,008                           | \$29,029                                  | 81st                              |
| Otsego           | Secretary \$15.32 - \$18.38/hr        | n/a                                 | Register - \$16.47 -<br>\$19.77/hr | Probation Officer<br>\$19.17 - \$23.01/hr | 87-A                              |
| Presque Isle     | \$14.56 - \$15.96/hr                  | \$29.00/hr                          | \$36,320 - \$44,405                | \$47,025                                  | 89th                              |
| <b>Region 10</b> |                                       |                                     |                                    |   |                                   |
| Antrim           | Paid thru Grand Traverse Co.          | \$48,434, stipend \$2,400           | \$23.62/hr                         | \$23.62/hr                                | 86th                              |
| Benzie           | n/a                                   | \$36,073                            | \$16.81/hr                         | n/a                                       | 85th                              |
| Charlevoix       | \$36,982                              | n/a                                 | \$38,875                           | \$44,720                                  | 90th                              |
| Emmet            | \$20.26/hr                            | n/a                                 | \$20.33/hr                         | \$21.82/hr                                | 90th                              |
| Grand Traverse   | \$14.46 - \$18.11/hr                  | n/a                                 | \$14.40 - \$18.00/hr               | \$20.90 - \$26.13/hr                      | 86th                              |
| Kalkaska         | \$12.47 - \$15.48/hr                  | n/a                                 | \$15.10 - \$18.75/hr               | \$15.10 - \$19.08/hr                      | 87th                              |
| Leelanau         | Contract w/Grand Traverse Co.         | \$21.78/hr                          | \$25.01/hr                         | \$35.73/hr                                | 86th                              |
| Manistee         | \$17.42/hr                            | n/a                                 | \$16.02/hr                         | \$45,090                                  | 85th                              |
| Missaukee        | Pd through shared<br>Wexford Contract | Contract                            | \$37,980                           | \$41,820                                  | 84th                              |
| Wexford          | \$13.05 - \$17.18/hr                  | n/a                                 | \$15.61/hr                         | \$30.73/hr                                | 84th                              |
| <b>Region 7</b>  |                                       |                                     |                                    |   |                                   |
| Iosco            | \$28,028                              | \$43,807                            | n/a                                | \$43,807                                  | 81st                              |
| Ogemaw           | 20 yr \$35,844                        | n/a                                 | 20 yr \$40,936                     | 20 yr \$40,936<br>Juvenile Officer        | 82nd                              |
| Roscommon        | \$15.27 - \$18.32/hr                  | \$15.27 - \$18.32/hr                | \$15.27 - \$18.32/hr               | \$19.98 - \$23.97/hr                      | 82nd                              |

## County Court General Information

| COUNTY           | DIST. CT. RECORDER/<br>REPORTER Wage & Salary | DISTRICT CT. CLERK<br>Wage/Salary                 | CIRCUIT COURT<br>CIRCUIT NUMBER | CIR. CT. RECORDER/<br>REPORTER Wage &<br>Salary | CIRCUIT CT. CLERK<br>Wage/Salary              |
|------------------|---|---|---------------------------------|---|---|
| <b>Region 9</b>  |   |   |                                 |   |   |
| Alcona           | n/a   | \$29,160  | 23rd                            | n/a   | \$15.78/hr                                    |
| Alpena           | \$43,251                                      | \$35,120  | 26th                            | n/a   | \$30,102                                      |
| Cheboygan        | \$21.16/hr                                    | \$19.02 - \$19.54/hr                              | 53rd                            | \$18.86/hr                                      | \$16.44/\$16.84/\$18.27/hr                    |
| Crawford         | n/a   | \$26,949  | 46th                            | n/a   | \$34,983                                      |
| Montmorency      | See Magistrate                                | \$26,720  | 26th                            | n/a   | See County Clerk                              |
| Oscoda           | \$28,919                                      | \$24,096  | 23rd                            | n/a   | n/a   |
| Otsego           | n/a   | Supervisor/Clerk of Court<br>\$20.62 - \$24.74/hr | 46th                            | n/a   | \$15.25 - \$19.09/hr                          |
| Presque Isle     | \$29.00/hr                                    | \$14.56/hr  | 53rd                            | \$29.00/hr                                      | \$14.56 - \$16.46/hr                          |
| <b>Region 10</b> |   |   |                                 |   |   |
| Antrim           | Paid thru<br>Grand Traverse Co.               | Paid thru<br>Grand Traverse Co.                   | 13th                            | Paid thru<br>Grand Traverse Co.                 | Paid thru<br>Grand Traverse Co.               |
| Benzie           | \$36,073                                      | \$14.82/hr  | 19th                            | \$54,525/Shared with<br>Manistee                | \$40,930.50/Shared with<br>Manistee           |
| Charlevoix       | n/a   | \$38,875  | 33rd                            | n/a   | \$41,038                                      |
| Emmet            | n/a   | \$16.59/hr  | 57th                            | n/a   | \$39,000                                      |
| Grand Traverse   | \$17.77 - \$22.17/hr                          | \$15.46 - \$19.37/hr                              | 13th                            | n/a   | \$14.32 - \$20.74/hr                          |
| Kalkaska         | n/a   | \$14.39 - \$17.83/hr                              | 46th                            | n/a   | Deputy County Clerk                           |
| Leelanau         | Contract w/<br>Grand Traverse Co.             | Contract w/<br>Grand Traverse Co.                 | 13th                            | Contract w/<br>Grand Traverse Co.               | Contract w/<br>Grand Traverse Co.             |
| Manistee         | n/a   | \$16.60/hr  | 19th                            | \$54,525  | \$16.20/hr                                    |
| Missaukee        | Contract                                      | \$29,960  | 28th                            | Contract  | n/a   |
| Wexford          | n/a. Handled by Staff                         | \$17.81/hr  | 28th                            | \$27.46/hr                                      | \$23.59/hr                                    |
| <b>Region 7</b>  |   |   |                                 |   |   |
| Iosco            | \$38,347                                      | \$37,929  | 23rd                            | \$41,361  | See Clerks Office                             |
| Ogemaw           | n/a   | 20 yr \$33,620                                    | 34th                            | n/a   | Paid via Roscommon Co.-<br>Shared Circuit Ct. |
| Roscommon        | \$15.27 - \$18.32/hr                          | \$15.27 - \$18.32/hr                              | 34th                            | \$15.27 - \$18.32/hr                            | \$15.27 - \$18.32/hr                          |

## County Court Fringe Benefits

| COUNTY           | HEALTH INS. PLAN                                 | DEPENDENT COVERAGE?                   | % COUNTY PAID                       | PRESCRIPTION PLAN   | AMT. LIFE INS.               |
|------------------|--|---------------------------------------|-------------------------------------|---|------------------------------|
| <b>Region 9</b>  |  |                                       |                                     |   |                              |
| Alcona           | Priority Health HSA/HRA                          | Yes                                   | Hard Caps                           | Yes   | \$10,000                     |
| Alpena           | Priority Health                                  | Yes                                   | 100%                                | \$20/\$60/\$80, 20% Co-Pay  | \$10,000                     |
| Cheboygan        | BCN  | After 3 years                         | 100%                                | Yes   | \$10,000                     |
| Crawford         | Priority Health                                  | Yes                                   | Hard Caps                           | \$10/\$40   | \$20,000                     |
| Montmorency      | BCBS   | If hired prior to 1/2011<br>Non-Union | 80%                                 | Yes   | \$15,000/\$2,000 Spouse      |
| Oscoda           | BCN  | Yes                                   | \$30 Single/\$50 Double/\$60 Family | Yes   | \$30,000                     |
| Otsego           | BCN  | Yes                                   | 80%                                 | Yes   | \$10,000                     |
| Presque Isle     | Priority Health                                  | Yes                                   | Hard Caps                           | 3 Tier  | \$15,000                     |
| <b>Region 10</b> |  |                                       |                                     |   |                              |
| Antrim           | Priority Health/Probate                          | Yes/Probate                           | Hard Caps/Probate                   | Priority Health/Probate   | \$25,000/Probate             |
| Benzie           | BCN/BCBS   | Yes                                   | 100%                                | 10/30/60/80/20%(\$200)/20%(\$300)   | \$25,000                     |
| Charlevoix       | Priority Health                                  | Yes                                   | 85%                                 | Yes   | n/a                          |
| Emmet            | BCBS   | Yes                                   | Hard Caps                           | Yes   | \$50,000                     |
| Grand Traverse   | HMO HDHP &<br>Health Savings Acct                | Yes                                   | 80%                                 | \$10 Copay after deductible<br>\$40 Copay after deductible<br>\$80 Copay after deductible<br>2X for 90 day Supply | One times salary or \$20,000 |
| Kalkaska         | BCBS/HEIM Wrap                                   | Yes                                   | Hard Caps                           | Yes   | \$15,000                     |
| Leelanau         | BCBS - self insured                              | Yes                                   | 100%                                | \$10/\$40   | \$50,000/\$10,000            |
| Manistee         | BCBS PPO   | Yes                                   | 91%                                 | \$10/\$20/\$80  | \$10,000                     |
| Missaukee        | BCBS Self-Insured                                | Yes                                   | 92%                                 | Yes   | 2.5x salary                  |
| Wexford          | Priority Health                                  | Yes                                   | 90%                                 | Yes   | \$15,000                     |
| <b>Region 7</b>  |  |                                       |                                     |   |                              |
| Iosco            | BCBS   | Yes                                   | Hard Caps                           | Yes   | \$30,000                     |
| Ogemaw           | Michigan Conference of Teamsters<br>Welfare Fund | No                                    | Hard Caps                           | Yes   | n/a                          |
| Roscommon        | Priority Health HMO                              | Yes                                   | 96%                                 | Yes   | \$10,000                     |

# County Court Fringe Benefits

| COUNTY           | TYPE OF RETIREMENT PLAN OFFERED                                 | VACATION PROB. PERIOD                              | VAC. DAYS EARNED @ 1, 3 AND 5 YRS.  | VAC. MAX. CARRY OVER DAYS        | VAC. AMOUNT PD. ON TERMINATION       |
|------------------|---|--|---|----------------------------------|--------------------------------------|
| <b>Region 9</b>  |   |  |   |                                  |                                      |
| Alcona           | MERS Defined Benefit  | 1 year   | 10, 15, 20  | 20                               | 100%                                 |
| Alpena           | MERS Defined Benefit  | 6 months   | 6 months-5 years = 4.85 hrs/pay,<br>5 years + = 6.25 hrs/pay<br>10 years + = 7.54 hrs/pay   | 154                              | All if employee gives 14 days notice |
|                  | MERS hybrid after 2016, DB before                               | 6 months   | 13, 13, 17  | Approval Needed                  | 100%                                 |
| Cheboygan        | MERS - DC   | 180 days   | 13/18/23  | 12                               | No                                   |
| Crawford         | MERS B2 B3  | 180 days   | 5, 10, 15   | 2 years                          | Yes                                  |
| Montmorency      | MERS  | 1 year   | <b>County, Court and Non-Union:</b><br>1-2 yrs - 9 days<br>2-3 yrs - 10 days<br>3-9 yrs - 12 days<br><b>Union:</b><br>1 yr but <2 yrs - 35 to 40 hrs<br>3 yrs but <7 yrs - Up to 96 hrs | 45                               | No                                   |
| Oscoda           | MERS  | 6 months   | 10 days   | Base Vacation Bank               | Yes, up to 15 days                   |
| Otsego           | MERS Defined Benefit  | 1 year   | 5, 10, 15   | 0                                | Yes Accrued                          |
| Presque Isle     |   |  |   |                                  |                                      |
| <b>Region 10</b> |   |  |   |                                  |                                      |
| Antrim           | MERS B4 and Hybrid/Probate                                      | 9 months/Probate                                   | 1=6.5,2=9.75,3=13+bonus days for service  | 20 days/Probate                  | 100% Probate                         |
| Benzie           | B-4, B-2 and DC Yr. 1 =2%, Yr. 2-3 = 4%, Yr. 4 = 6%, Yr. 5 = 7% | n/a  | 1=10 days, 5=15 days, 10=15 days  | 0                                | Full Accrual                         |
| Charlevoix       | B-4, F55/20   | 1 year   | 1-5, 3-10, 5-15   | n/a                              | Full amount accrued                  |
| Emmet            | Defined Contribution  | n/a  | 1/5, 2-4 10, 10-19/20, 20+ 25   | 0                                | All earned and accrued               |
| Grand Traverse   | MERS Defined Benefit  | 6 months   | 10, 12, 15  | 20 days                          | Up to 20 days                        |
| Kalkaska         | Hybrid-MERS   | 1 year   | 5, 10, 15 days  | 0/90 Day Extend                  | 100%                                 |
| Leelanau         | MERS Defined Benefit prior to 2013 B-4 or hired after 2013 B-2  | 1 year   | 1=6, 2=12, 5=18, 10=20, 15=22   | 30                               | Bank and accrual                     |
| Manistee         | MERS DB & Hybrid  | 2 days to start, 3 days at 6 months, & 5 at 1 year | 1=10, 5=15, 10=20   | No max, must be used by March 31 | Remaining and Earned                 |
| Missaukee        | MERS DC and DC Plus   | 6 months   | 5, 10, 13 days  | 5 days                           | 100%                                 |
| Wexford          | MERS  | 1 year   | 1year-10 days/ 3 years-10   | 250                              | Balance. Max payout 200              |
| <b>Region 7</b>  |   |  |   |                                  |                                      |
| Iosco            | MERS - ICW Union ONLY; Defined Contribution for New Hires       | 1 year   | 5, 10, 15   | 30                               | Balance                              |
| Ogemaw           | DC Plan/457 Plan  | 3 months   | 3-12 mths 2 days/1-6 yrs 5 days/7-14 yrs 10 days/<br>15+ yrs 15 days  | n/a                              | All time/current pay rate            |
| Roscommon        | MERS DB, Defined Contribution to new hires                      | 1 year   | 1 year-35 hrs 3 yrs-35 hrs,<br>5 yrs- 70 hrs  | 300                              | Depends on years of service, max 160 |



## County Court Fringe Benefits

| COUNTY           | VAC. AMOUNT PD. ON RETIREMENT            | LONGEVITY BONUS?                 | SICK LEAVE ELIGI. PERIOD              | SICK DAYS EARNED / YR      | SICK LEAVE MAXIMUM ACCUMULATION     |
|------------------|--|----------------------------------|---------------------------------------|----------------------------|-------------------------------------|
| <b>Region 9</b>  |  |                                  |                                       |                            |                                     |
| Alcona           | 100%                                     | After 15 years                   | 90 days                               | 12                         | 84                                  |
| Alpena           | All if employee gives 14 days notice     | Yes                              | 6 months                              | 4.85 hrs per pay           | 154 hrs                             |
| Cheboygan        | 100%                                     | Yes                              | 3 months                              | 12                         | 90 days                             |
| Crawford         | No                                       | Yes                              | No                                    | No                         | No                                  |
| Montmorency      | Yes                                      | No                               | 30 days                               | 8                          | 5                                   |
| Oscoda           | Yes                                      | No                               | 12 (PTO)                              | n/a                        | n/a                                 |
| Otsego           | Yes, up to 15 days                       | n/a                              | n/a                                   | Personal Days - 7 per year | n/a                                 |
| Presque Isle     | Accrued                                  | 5-15 yrs \$150<br>16+years \$300 | 1 month                               | 6                          | 1/2 paid over 96 hrs at end of year |
| <b>Region 10</b> |  |                                  |                                       |                            |                                     |
| Antrim           | 100%/Probate                             | No/Probate                       | 6 months/Probate                      | 10/Probate                 | 10/Probate                          |
| Benzie           | Full Accrual                             | Yes for employees hired          | n/a                                   | 8 days                     | 128 hrs                             |
| Charlevoix       | Full amount accrued                      | n/a                              | 30 days                               | 13                         | 200 hrs                             |
| Emmet            | All earned and accrued                   | No                               | n/a                                   | Gen. Leave 96 hrs          | 96 hrs                              |
| Grand Traverse   | Up to 20 days                            | n/a                              | n/a                                   | n/a                        | n/a                                 |
| Kalkaska         | 100%                                     | n/a                              | 1040 hrs/48 hrs                       | 10                         | 336                                 |
| Leelanau         | Bank and accrual                         | If hired prior to 2013           | 130 workdays/6 months (personal days) | 12 or 8 (personal days)    | None                                |
| Manistee         | Remaining and Earned                     | Yes                              | n/a                                   | n/a                        | n/a                                 |
| Missaukee        | 100%                                     | Yes, after 5 years               | Immediately                           | 12 days                    | 600 hrs                             |
| Wexford          | Balance. Max payout 200                  | If hired before 5/5/2011.        | 6 months                              | 72 hrs                     | 6 days                              |
| <b>Region 7</b>  |  |                                  |                                       |                            |                                     |
| Iosco            | Balance                                  | Yes                              | None                                  | 9                          | 9                                   |
| Ogemaw           | All time/current pay rate                | Yes                              | 30 days                               | 12 days                    | 60 days                             |
| Roscommon        | Depends on years of service, max 160 hrs | Yes, at 5 years                  | 6 months                              | 84                         | 960                                 |

## County Court Fringe Benefits

| COUNTY           | SICK LEAVE AMOUNT PD. ON TERMINATION  | SICK LEAVE AMOUNT PD ON RETIREMENT   | NUMBER OF PAID HOLIDAYS | TIME & 1/2 PAID FOR OVERTIME?  | COMP. TIME FOR OVERTIME? |
|------------------|---------------------------------------|--------------------------------------|-------------------------|--------------------------------|--------------------------|
| <b>Region 9</b>  |                                       |                                      |                         |                                |                          |
| Alcona           | Union = 100%, Non Union = 50%         | Union = 100%, Non Union = 50%        | 13                      | Yes                            | Yes                      |
| Alpena           | All if employee gives 14 days notice. | All if employee gives 14 days notice | 12                      | Yes                            | n/a                      |
| Cheboygan        | No                                    | No                                   | 13                      | n/a                            | Yes                      |
| Crawford         | No                                    | No                                   | 14                      | Yes                            | Yes                      |
| Montmorency      | Yes                                   | Yes                                  | 13                      | Yes                            | Yes                      |
| Oscoda           | n/a                                   | n/a                                  | 14.5                    | n/a                            | n/a                      |
| Otsego           | No                                    | No                                   | 13                      | n/a - do not work overtime     | Yes, when necessary      |
| Presque Isle     | 0                                     | 1/2 paid over 96 hrs at end of year  | 12.5                    | Yes                            | No                       |
| <b>Region 10</b> |                                       |                                      |                         |                                |                          |
| Antrim           | 0/Probate                             | 0/Probate                            | 12.5/Probate            | Yes/Probate                    | Yes/Probate              |
| Benzie           | 15 days @ 50% of pay                  | Full Accrual                         | 12                      | Yes                            | Yes                      |
| Charlevoix       | 25% of balance                        | 25% of balance                       | 10.50                   | Yes                            | n/a                      |
| Emmet            | Gen. Leave Earned and Accrued         | Gen. Leave Earned and Accrued        | 8.5                     | Yes                            | No                       |
| Grand Traverse   | Personal days, up to 5 days           | Personal days, up to 5 days          | 12                      | Yes                            | Yes                      |
| Kalkaska         | 50%                                   | 50%                                  | 14                      | Yes                            | Yes                      |
| Leelanau         | None (personal days)                  | None (personal days)                 | 11                      | After 40 hrs physically worked | No                       |
| Manistee         | n/a                                   | n/a                                  | 13                      | Yes                            | No                       |
| Missaukee        | May qualify for 1/6 of bank           | 1/6 of bank                          | 13 days                 | Yes                            | Yes                      |
| Wexford          | 50%                                   | 50%                                  | 13                      | Yes                            | n/a                      |
| <b>Region 7</b>  |                                       |                                      |                         |                                |                          |
| Iosco            | None-except what is in Legacy Bank    | None-except what is in Legacy Bank   | 13                      | Any over 40 hrs                | Yes                      |
| Ogemaw           | \$30 per day                          | \$30 per day                         | 13                      | No                             | Yes                      |
| Roscommon        | All hrs @ 50% of payrate              | All hrs @ 50% of payrate             | 14                      | Yes                            | Yes                      |

## County Court Fringe Benefits

| COUNTY           | TIME & 1/2 OR DBL. FOR SUNDAY & HOLIDAYS?     |  |  |  |  |
|------------------|---|--|--|--|--|
| <b>Region 9</b>  |   |  |  |  |  |
| Alcona           | Time & 1/2                                    |  |  |  |  |
| Alpena           | n/a   |  |  |  |  |
| Cheboygan        | n/a   |  |  |  |  |
| Crawford         | No  |  |  |  |  |
| Montmorency      | No  |  |  |  |  |
| Oscoda           | n/a   |  |  |  |  |
| Otsego           | No, do not work Sundays or Holidays           |  |  |  |  |
| Presque Isle     | n/a   |  |  |  |  |
| <b>Region 10</b> |   |  |  |  |  |
| Antrim           | Probate: Holidays Regular pay plus Time & 1/2 |  |  |  |  |
| Benzie           | Yes   |  |  |  |  |
| Charlevoix       | Time & 1/2                                    |  |  |  |  |
| Emmet            | 1.5 holidays                                  |  |  |  |  |
| Grand Traverse   | Time & 1/2                                    |  |  |  |  |
| Kalkaska         | Double  |  |  |  |  |
| Leelanau         | No  |  |  |  |  |
| Manistee         | No  |  |  |  |  |
| Missaukee        | Double  |  |  |  |  |
| Wexford          | n/a   |  |  |  |  |
| <b>Region 7</b>  |   |  |  |  |  |
| Iosco            | Time & 1/2                                    |  |  |  |  |
| Ogemaw           | n/a   |  |  |  |  |
| Roscommon        | No  |  |  |  |  |