

**LETTER OF UNDERSTANDING  
BETWEEN  
86<sup>th</sup> DISTRICT COURT  
- and -  
TEAMSTERS STATE, COUNTY, AND MUNICIPAL WORKERS  
LOCAL 214**

**WHEREAS**, the GRAND TRAVERSE COUNTY BOARD OF COMMISSIONERS and 86<sup>TH</sup> DISTRICT COURT (the "Employer") and the TEAMSTERS STATE, COUNTY AND MUNICIPAL WORKERS LOCAL 214 (the "Union") are parties to a collective bargaining agreement with a term running through December 31, 2019 (the "CBA"); and

**WHEREAS**, the CBA contains Article XX TERMINATION (p 32) which allowed either party to choose one proposal each for a re-opener in 2018 and two proposals each for a re-opener in 2019; and

**WHEREAS**, the Employer and the Union met to discuss the re-openers and have agreed to revise and replace the Wage and Salary Scale in Appendix A (p 34) to reflect a 3% wage increase effective the first full pay period on or after January 1, 2019.

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

1. Effective the first full pay period on or after January 1, 2019, Appendix A is amended to reflect a 3% wage increase to all steps of each classification, replacing the prior Appendix A in its entirety. The amended Appendix A is attached hereto and incorporated by reference into this Letter of Understanding.

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

86<sup>TH</sup> DISTRICT COURT

*[Signature]*

Hon. Michael Stepka, Chief Judge

Date: 2-8-19

*[Signature]*

Rob Hentschel, Chairperson  
County Board of Commissioners

Date: 2/8/19

*[Signature]*

Nathan Alger, County Administrator  
Grand Traverse County

Date: 2-8-19

TEAMSTERS STATE, COUNTY AND  
MUNICIPAL WORKERS LOCAL 214

*[Signature]*

Robert Donick, Business Representative

Date: 2/3/19

*[Signature]*

Steward

Date: 2/4/19

*[Signature]*

Steward

Date: 2-6-19

*[Signature]*

Steward

Date: 2-6-19

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

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

**APPENDIX A**  
**WAGE AND SALARY SCALE**

**HOURLY PAY SCALE**

EFFECTIVE January 1, 2019

Increase over 2018: 3%

	Training 1	Training 2	Start	1 Year	2 Year	3 Year	4 Year	5 Year
D	13.14	14.15	15.16	15.87	16.58	17.40	18.15	18.99
F	15.07	16.13	17.42	18.17	19.00	19.82	20.75	21.74
G	16.55	17.76	19.13	20.07	20.93	21.87	22.86	23.88
H	19.04	20.44	21.98	22.98	24.01	25.12	26.24	27.50
I	20.31	21.89	23.53	24.61	25.71	26.89	28.14	29.42

**EXEMPT PAY SCALE**

EFFECTIVE 2019

Increase over 2018: 3%

	Training 1	Training 2	Start	1 Year	2 Year	3 Year	4 Year	5 Year
1950 Hrs	39,630	42,713	45,900	48,002	50,148	52,464	54,853	57,350
	20.32	21.90	23.54	24.62	25.72	26.90	28.13	29.41
2080 Hrs	42,273	45,561	48,959	51,201	53,490	55,960	58,509	61,174
	20.32	21.90	23.54	24.62	25.72	26.90	28.13	29.41