



# POLICE OFFICERS LABOR COUNCIL

## Letter Of Agreement

This Letter of Agreement ("Agreement") is entered into by and among the Livingston County Sheriff Sergeants' Unit and the Livingston County Board of Commissioners (Employer) and the Police Officers Labor Council (Union).

**Whereas**, the EMPLOYER and the UNION are parties to Collective Bargaining Agreements dated January 1, 2023, through December 31, 2025,

**Whereas**, the parties wish to enter into an agreement regarding Article 8 Grievance and Arbitration Procedure, section 8.6 Election of Remedies.

**Now, Therefore**, the EMPLOYER and the UNION agree to the following:

1. Both parties having agreed that Article 8, section 8.6, of the current collective bargaining agreement requires additional language for clarification, and that language shall be as follows:

This provision shall not be interpreted to prohibit an employee from availing themselves of remedies provided under the Michigan Worker's Compensation Act or bringing a charge with the Equal Employment Opportunity Commission while pursuing a grievance.

\_\_\_\_\_  
**Christopher J. Hild**  
POLC Labor Representative

Date: \_\_\_\_\_

\_\_\_\_\_  
**Sgt. Ryan Vorhies**  
Union President / Sergeants' Unit

Date: \_\_\_\_\_

\_\_\_\_\_  
**Michael Murphy**  
Livingston County Sheriff

Date: \_\_\_\_\_

\_\_\_\_\_  
**Jennifer Palmbo**  
Human Resources / Labor Relations  
Director

Date: \_\_\_\_\_

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Michigan Association  
of Police Organizations



National Association of  
Police Organizations