

## MAC Employment Policies Survey - 4/20/20

County Name	Furlough: Y/N	Furlough: # of	Furlough: Length	Layoff: Y/N	Layoff: # of	Layoff: Length	Hazard Pay: Y/N	Hazard Pay: # of and by type	Hazard Pay: How much	If no on hazard pay, would you opt in if spending reimbursed?
Alcona										
Alger										
Allegan										
Alpena										
Antrim	Y	4 PT, 1 FT	to 6/1	N	n/a	n/a	N	n/a	n/a	Would need to include all essential employees and also would depend on the wording
Arenac	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	Unknown
Baraga	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	We would consider it
Barry	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	
Bay	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	It would be considered
Benzie	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	Would recommend the BOC discuss
Berrien										
Branch										
Calhoun	N	n/a	n/a	N	n/a	n/a	Maybe	considering up to 80 hours extra " Hazard PTO bank	n/a	Maybe
Cass										
Charlevoix										
Cheboygan	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	We would consider
Chippewa										
Clare	N	n/a	n/a	N	n/a	n/a	Y	COMP TIME	1/2 hour per hour	
Clinton	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	Y
Crawford	Y	15	indefinite	N	n/a	n/a	N	n/a	n/a	if absolutely guaranteed
Delta	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	Y
Dickinson	N			N			N			Y
Eaton	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	Would be discussed
Emmet	N	n/a	n/a	N	n/a	n/a	Considering	Frontline & Essential	5 days vacation -non booked, non paid out /cant cause OT /use by year end -Dept head approval	Y
Genesee	N	n/a	n/a	Y	140	n/a	N	n/a	n/a	Y
Gladwin	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	
Gogebic	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	Y
Grand Traverse	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	Perhaps. BOC will discuss this next week.
Gratiot	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	Not sure. We're not likely to do it without a funding source.
Hillsdale										
Houghton	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	Y
Huron	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	Possible
Ingham	N	n/a	n/a	N	n/a	n/a	Y?	# and amount TBD, ? subject to collective bargaining		
Ionia	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	Y
Iosco	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	It would depend; willing to listen

Iron	N	n/a	n/a	Y	7	not determined	N	n/a	n/a	not sure, would discuss if available
Isabella	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	We would consider it
Jackson										
Kalamazoo	N	n/a	n/a	n/a	N	n/a	n/a	n/a	n/a	Not unless we could provide for public health and all other essential workers
Kalkaska	N	n/a	n/a	n/a	N	n/a	n/a	n/a	n/a	Have had no discussion regarding this
Kent										
Keweenaw	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	Most likely
Lake	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	Would depend on the specifics
Lapeer										
Leelanau	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	Depending on the specific terms and it was a true and total reimbursement
Lenawee	N	n/a	n/a	Y	26	4 weeks	N	n/a	n/a	Prefer not to
Livingston	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	depends on language
Luce	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	Probably
Mackinac										
Macomb	N	n/a	n/a	N	n/a	n/a	Y	174 staff members are receiving \$1/hour and 502 staff members are receiving \$2/hour	"Hazard pay" is only available for those who must leave their home on behalf of the county. For those in a controlled environment where they can maintain social distance we pay \$1/hour for the full day. Those who cannot control their environment get \$2/hour	We would be interested in increasing "hazard pay" if we were reimbursed. In addition, we haven't been charging leave banks so we believe some monetary value should be assigned to that for the course of this shelter order/pandemic time.
Manistee	N	n/a	n/a	N	n/a	n/a	N	In discussion	N	Y
Marquette	N	n/a	n/a	Y	Approx. 27	Layoff will only take place if Stay at Home EO is Extended. For the duration of the extension.	No request has been received.	n/a	n/a	
Mason	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	Maybe
Mecosta	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	Y
Menominee	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	Maybe
Midland	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	Possibly
Missaukee	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	We would consider it
Monroe										
Montcalm	N	n/a	n/a	?	?	?	?	?	?	Y. Our POAM and FOP unions have already asked the Finance & Personnel Committee to consider hazard pay. However, we do not have a policy and no CBA addresses it; therefore, not sure the Board will choose to do it
Montmorency	N	n/a	n/a	N	n/a	n/a	N	n/a	n/a	Possible



Wexford

N

n/a

n/a

N

n/a

n/a

Y

Will be paid through 5/1 payroll to 51 active employees: corrections, deputies, command staff, and animal control officers. Note: command staff does not include the sheriff or undersheriff

n/a

n/a