

ALPENA COUNTY

-AND-

TPOAM

Letter of Understanding

Understanding that it is important to the County of Alpena to recognize and support current and future staff in achieving and obtaining additional education and training, especially as it benefits the County and that additional compensation for such training and education serves as both a retention tool for existing staff and a recruitment tool for new hires, the County and TPOAM agree as follows:

Additional Compensation for Certain Qualifications. The County agrees to pay an additional compensation as shown on the chart below, not part of the base wage, for any existing TPOAM member who currently meets the listed criteria.

The County additionally agrees that it may pay up to the additional listed compensation for any existing member who obtains the additional training/education after the execution of this agreement, or new hire, if the additional training and/or education is determined to add additional value to the County, (for example: additional training in the area in which they are working/employed). Determination of eligibility will be decided by agreement between the Department Head and the Salary & Personnel Board.

Additional compensation is not to exceed \$1.00 and pyramiding will not be allowed.

Average Years to Complete	Education/Training	Additional Wage
5+	Journeyman/Master License Mechanical Contractor Master's Degree	\$1.00
4	Bachelor's Degree	\$0.75
2.5	MMAO	\$0.55
2	Associate's Degree Apprenticeship (not tested yet)	\$0.50
1.5	MAAO	\$0.45
1	Microsoft Office Certification	\$0.40