

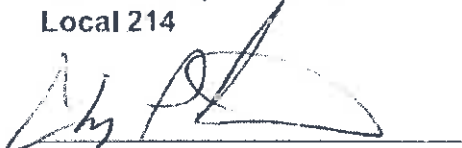
LETTER OF UNDERSTANDING

**GRAND TRAVERSE COUNTY DEPARTMENT OF HUMAN SERVICES
(GRAND TRAVERSE PAVILIONS/
GRAND TRAVERSE MEDICAL CARE)
-AND-**

**TEAMSTERS STATE, COUNTY AND MUNICIPAL WORKERS LOCAL 214
(GENERAL UNIT)**

In consideration of the parties' agreement concerning compensable time for mandatory in-service training completed outside of scheduled work hours. The parties acknowledge that certain employees completed required in-service training off the clock between November 3, 2024, and July 14, 2025, without reporting, grieving, or otherwise notifying management of the issue. In recognition of full satisfaction and settlement of all claims regarding this issue, each eligible employee identified in Appendix C shall receive a one-time payment of \$300.00, subject to all applicable taxes and issued as soon as administratively practicable. Acceptance of this payment constitutes acknowledgment of payment in full and waiver of any further claims related to this matter. Going forward, employees may not complete mandatory in-service training unless on campus and clocked in, unless express written authorization is provided by the Organization. This agreement represents a compromise of disputed matters, does not constitute an admission of wrongdoing by either party, and shall not establish precedent or past practice under the Collective Bargaining Agreement.

**Teamsters State, County
And Municipal Workers
Local 214**



Tony Pletscher,
Business Representative

Date: 10-29-25



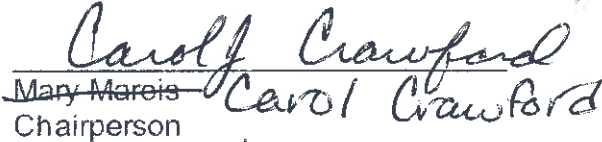
Bargaining Team



Bargaining Team



**Grand Traverse County
Department of Health and Human
Services Board (Grand Traverse
Pavilions/Grand Traverse/Medical Care)**


~~Mary Mareis~~ Carol Crawford
Chairperson

Date: 10/30/2025



Darrell Lavender, CEO



Levi Petrone, Human Resources

**GRAND TRAVERSE PAVILIONS
GRAND TRAVERSE MEDICAL CARE
APPENDIX C
GENERAL UNIT IN-SERVICE PAY SCHEDULE**

This Appendix C is incorporated by reference into the Letter of Understanding ("LOU") between Grand Traverse Medical Care and Teamsters Local 214 representing the General Unit. The following employees have been identified by the Employer as eligible to receive the one-time payment described in the LOU, based on verified completion of mandatory in-service training outside of scheduled work hours during the period of November 3, 2024, through July 14, 2025. Each employee listed below will receive a one-time payment of \$300.00, subject to applicable taxes and withholdings, representing full and final settlement of any claims related to compensable time for off-the-clock in-service training during the covered period.

Employee	Rate
Roy, Jaxon McKay	\$300.00
Harrison, Hannalore Anne-Marie	\$300.00
Lineses, Stephanie Buhawe	\$300.00
Everett, Catera Jane	\$300.00
Silkovskiy, Sophia Vladimirovna	\$300.00
Burch, Rebekah Jane	\$300.00
Olsen, Trinidy Skyy	\$300.00
Sexton, Cassie Lynn	\$300.00
Rowlett, Amber Marie	\$300.00
Hayden, Emma May	\$300.00
Paquette, Keely Rae	\$300.00
Davis, Darwin Wayne	\$300.00
Barrett, Marin Suzanne	\$300.00
Harris, Stephanie Ann	\$300.00
Blanchett, Alexandria Louise	\$300.00
Ferrill, Madalen Joyce	\$300.00
Silkovskiy, Nataliya Vladimirovna	\$300.00
Gebrehans, Selmawit Teweldebrahan	\$300.00
John, Kayla Marie	\$300.00
Moses, Kenneth Donald	\$300.00
Miller, Erin Michelle	\$300.00
Rittenhouse, Christine Lou	\$300.00
Garcia, Michelle Lee	\$300.00
Andrews, Marcos Ryan	\$300.00
Pashchuk, Emily Oleksandr	\$300.00
Everett, Tristan Edward	\$300.00
Johnson, Dominic J	\$300.00
Howard, Mollie Chartan	\$300.00
Hindenlang, Benjamin Adam	\$300.00
White, Fallon Renae	\$300.00
Chappel, Connor James	\$300.00
Seadorf, Amber May	\$300.00
Mathurin, Elda	\$300.00
Smith, Jenna Anne	\$300.00
Severance, Joseph Eldred	\$300.00
Bentley, Matthew Ray	\$300.00
Smith, Brooke Lynn	\$300.00

Watson, Joyce Marie	\$300.00
Polomsky, Angelina Laren	\$300.00
Wilkinson, Ashli Ann	\$300.00
Melton, Anna Jean	\$300.00
Patt, Jake Joseph	\$300.00
White, Jill Lee	\$300.00
Dean, Joshua Thomas	\$300.00
Wright, Samuwel	\$300.00
Handy, Brooke Kay	\$300.00
Bourbina, Shelby Barbara-Kay	\$300.00
Patty, Brooke Marie	\$300.00
OBrien, Jessica Ann	\$300.00
Yakimchick, Emily Renee	\$300.00
Fox, Kelsie Lynay	\$300.00
Worm, Emilie Louise	\$300.00
Gorsuch, Matthew Allyn	\$300.00
Dennis, Samuel J	\$300.00
Green, Jessie Sue	\$300.00
Taylor, Kyleigh Jazmine	\$300.00
Schultz, Vanek Michael	\$300.00
Jackson, Grace Margaret	\$300.00
Zeller, Samuel Payne	\$300.00
Remington, Kaylie Lynn	\$300.00
Allard, Jorys B	\$300.00
Mitchell, Kaylin Belle	\$300.00
Thole, Jacklyn Jean	\$300.00
Gore, Desmond	\$300.00
LaGrow, Mackenzie	\$300.00
Clouse, Kelly	\$300.00
Sutton, Kaiya Marie	\$300.00
Liebengood, Caitlyn	\$300.00
Corcoran, Daniel John	\$300.00
Sandoval, Ashley	\$300.00
Koon, Jada	\$300.00
McLain, Megan	\$300.00
Pelky, Stephanie	\$300.00
Wildfong, Alayna Lee	\$300.00
Oyer, Marilyn Elise	\$300.00
Mendoza, Ashley Nicole	\$300.00
Spoor, Madalynn Raye	\$300.00
Miller, Brooke Richelle	\$300.00
Straubel, Molly Elizabeth	\$300.00
Bakunets, Oksana	\$300.00
Cross, Sandy Lee	\$300.00
Stricker, Gwendolyn Santana	\$300.00
Hiscock, Mckaylee May	\$300.00
Shepard, Chanda Deniece	\$300.00
Crandall, April Marie	\$300.00
Joseph, Ashley Heather	\$300.00
Killeen, Xavier Brandon	\$300.00
Fazenbaker, Kimberly Ann	\$300.00

Birgy, Kourtnei Lynn	\$300.00
Green, Terramae Rose	\$300.00
Strong, Kendra Lee	\$300.00
Malkowski, Daniel Kenneth	\$300.00
Aprill, Carrie Lynn	\$300.00
Waldron, Benjamin M	\$300.00
Clark, Jamie AL	\$300.00
VanWingerden, Norah Irene	\$300.00
Thompson, April Koren	\$300.00
Kage-Weir, Nakiah Rae	\$300.00
Blackhurst, Marli Jane	\$300.00
Boyd, Joslyn Marie	\$300.00
Munguia, Joanna Kadiga	\$300.00
Goodwin, Alexandria J	\$300.00
Harner, Bryce J	\$300.00
Hendrickson, Roger L	\$300.00
Bruning, Mindy T	\$300.00
Reed, Adrian N	\$300.00
DaFermo, Michael J	\$300.00
Cunningham, Amanda Lee	\$300.00
Groves, Alisha M	\$300.00
Benner, Jessica L	\$300.00
Wixson, Tammie L	\$300.00
Cooper, Todd A	\$300.00
Marinello, Valerie	\$300.00
Graham, Keeley	\$300.00
Gothard, Destiny Jo	\$300.00
Sosnovchik, Natalya	\$300.00
Ponder, Mattie Ann	\$300.00
Bartz, Brent William	\$300.00
Shantz, Craig Dean	\$300.00
Harwood-Baker, Samantha Frances	\$300.00
Spear, Audrey Renee	\$300.00
Garza, Rosemary	\$300.00
Gallagher, Jennifer R	\$300.00
Hansen, Rebecca P	\$300.00
Woods, Erica M	\$300.00
Timerman, Derrick Allen	\$300.00
Peterson, Jennifer Catherine	\$300.00
Taint, Alden P	\$300.00
Jenkins, Michelle Nicole	\$300.00
Schaub, Justina May	\$300.00
Walton, Gabrielle R	\$300.00
Romatz, Karleen R	\$300.00
Corey, Nicole A	\$300.00
Johnson, Buckley Earl	\$300.00
Mallow, Kirk Richard	\$300.00
Aldape, Celeste R	\$300.00
Brook, Shelby P	\$300.00
Augenstein, Suha G	\$300.00
Rainey, Samantha L	\$300.00

Moreno, Arlette Yeannine	\$300.00
Finch, Heather Marie	\$300.00
Johnson, Luke Charles	\$300.00
Glazier, Arlene E	\$300.00
Kessler, Kyle J	\$300.00
Paulus, Debra A	\$300.00
Pelton, Amber F	\$300.00
Harner, Levi Thomas	\$300.00
Sheffele, Kendra Marie	\$300.00
Parks, Ashley M	\$300.00
Hockett, Jessica L	\$300.00
Silvas, Kimberly A	\$300.00
Gorsuch, Sheila R	\$300.00
Walters, Benjamin A	\$300.00
Meggison, Austin S	\$300.00
Prielipp, Kelsey E	\$300.00
Spencley, Drew J	\$300.00
Armstrong, Janine Marie	\$300.00
Mullen, Michelle R	\$300.00
Kevwitch, Brian A	\$300.00
Rice, Emily K	\$300.00
Vorpagel, David Alan	\$300.00
Graham, Nicole M.	\$300.00
Davis, Amelia L	\$300.00
Husby, Deborah Lynn	\$300.00
Potrafke, Edward C	\$300.00
Beeman, Mackenzie E	\$300.00
Potrafke, Sandra K	\$300.00
Lackie, Elena B	\$300.00
Potvin, Carmin Suzanne	\$300.00
Dean, Helen Morales	\$300.00
Hengartner, Niki Lyn	\$300.00
Ferguson, Nicole Eleanor	\$300.00
DeWitt, Gloria L	\$300.00
Tomlinson, Rhonda M	\$300.00
Kleinhenn, Kathryn E	\$300.00
Silkovski, Vladimir G	\$300.00
Gabler, Paul Matthew	\$300.00
Fisher, Teresa A	\$300.00
Porter, Marion L	\$300.00
Postaychuk, Oksana I	\$300.00
Burgess, Heather	\$300.00
Edinger, Angela	\$300.00
Hamer, Richard Thomas	\$300.00
Hickman, Jeanie R	\$300.00
Limbocker, Gretchen	\$300.00
Hultman, Penny L	\$300.00
Eason, Nicole Elizabeth	\$300.00
Riffle, Elizabeth M	\$300.00
Spaulding, Rebecca	\$300.00
Gillespie, Rhonda	\$300.00

Stokes, Donita K	\$300.00
Tiffany, Andrea N	\$300.00
Thompson, Tracy K	\$300.00