

Option 1 - FIRST AMENDMENT TO EMPLOYMENT CONTRACT

Section 3 “Compensation for Services Provided” of the Employment Contract executed between the Michigan Independent Citizens Redistricting Commission (“MICRC”) and Suann Courtright Hammersmith (“Employee”) on December 10, 2020, is hereby amended to add the following Subsections:

3.3 Paid Time Off. The employee shall accrue paid time off (“PTO”) of 2.0 business days per complete month of full-time work beginning August 1, 2021. PTO shall be similarly accrued during any extension of the initial contract term. Accrued PTO may be used as individual or consecutive days off during the contract term. PTO may be used as vacation time, sick time, or to take care of personal matters. Accrued PTO does not modify the “Rate of Pay” set forth in Subsection 3.1.

3.4 Holidays. The employee shall have the state observed holidays set forth in Legal Holidays, Public Act 124 of 1865, being MCL 435.101, *et seq.* off with pay. This does not modify the “Rate of Pay” set forth in Subsection 3.1. All state observed holiday paid time off shall be observed on the date set forth in state law. The holidays and the days they are observed are:

- New Year's Day, January 1.
- Martin Luther King, Jr. Day, Third Monday in January.
- President's Day, Third Monday in February.
- Memorial Day, Last Monday in May.
- Independence Day, July 4.
- Labor Day, First Monday in September.
- General Election Day, even-numbered years
- Veterans Day, November 11.
- Thanksgiving Day and the day after, the fourth Thursday and Friday in November.
- Christmas Eve and Christmas Day, December 24 and 25.
- New Year's Eve, December 31.

All remaining terms of the Employment Contract shall continue in full force and effect.

MICRC

Employee

Brittni Kellom, Chair, MICRC

Suann Courtright Hammersmith

Date: _____

Date: _____

Option 2 - FIRST AMENDMENT TO EMPLOYMENT CONTRACT

Section 3 “Compensation for Services Provided” of the Employment Contract executed between the Michigan Independent Citizens Redistricting Commission (“MICRC”) and Suann Courtright Hammersmith (“Employee”) on December 10, 2020, is hereby amended to add the following Subsections:

3.3 Paid Time Off. The employee shall accrue paid time off (“PTO”) of 2.0 business days per complete month of full-time work beginning August 1, 2021. PTO shall be similarly accrued during any extension of the initial contract term. Accrued PTO does not expire and may be used as individual or consecutive days off. PTO may be used as vacation time, sick time, or to take care of personal matters. Unused, accrued PTO shall be paid out via payroll at the expiration of the initial contract term or at the expiration of any subsequent extension thereof at a daily rate calculated based on annual gross pay set forth in in Subsection 3.1 “Rate of Pay.”

3.4 Holidays. The employee shall have the state observed holidays set forth in Legal Holidays, Public Act 124 of 1865, being MCL 435.101, *et seq.* off with pay. This does not modify the “Rate of Pay” set forth in Subsection 3.1. All state observed holiday paid time off shall be observed on the date set forth in state law. The holidays and the days they are observed are:

- New Year's Day, January 1.
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- President's Day, Third Monday in February.
- Memorial Day, Last Monday in May.
- Independence Day, July 4.
- Labor Day, First Monday in September.
- General Election Day, even-numbered years
- Veterans Day, November 11.
- Thanksgiving Day and the day after, the fourth Thursday and Friday in November.
- Christmas Eve and Christmas Day, December 24 and 25.
- New Year's Eve, December 31.

All remaining terms of the Employment Contract shall continue in full force and effect.

MICRC

Employee

Brittini Kellom, Chair, MICRC

Suann Courtright Hammersmith

Date: _____

Date: _____

Option 1 - FIRST AMENDMENT TO EMPLOYMENT CONTRACT

Section 3 “Compensation for Services Provided” of the Employment Contract executed between the Michigan Independent Citizens Redistricting Commission (“MICRC”) and Julianne V. Pastula (“Employee”) on January 8, 2021 and January 11, 2021 respectively is hereby amended to add the following Subsections:

3.3 Paid Time Off. The employee shall accrue paid time off (“PTO”) of 2.0 business days per complete month of full-time work beginning August 1, 2021. PTO shall be similarly accrued during any extension of the initial contract term. Accrued PTO may be used as individual or consecutive days off during the contract term. PTO may be used as vacation time, sick time, or to take care of personal matters. Accrued PTO does not modify the “Rate of Pay” set forth in Subsection 3.1.

3.4 Holidays. The employee shall have the state observed holidays set forth in Legal Holidays, Public Act 124 of 1865, being MCL 435.101, *et seq.* off with pay. This does not modify the “Rate of Pay” set forth in Subsection 3.1. All state observed holiday paid time off shall be observed on the date set forth in state law. The holidays and the days they are observed are:

- New Year's Day, January 1.
- Martin Luther King, Jr. Day, Third Monday in January.
- President's Day, Third Monday in February.
- Memorial Day, Last Monday in May.
- Independence Day, July 4.
- Labor Day, First Monday in September.
- General Election Day, even-numbered years
- Veterans Day, November 11.
- Thanksgiving Day and the day after, the fourth Thursday and Friday in November.
- Christmas Eve and Christmas Day, December 24 and 25.
- New Year's Eve, December 31.

All remaining terms of the Employment Contract shall continue in full force and effect.

MICRC

Employee

Brittni Kellom, Chair, MICRC

Julianne V. Pastula

Date: _____

Date: _____

Option 2 - FIRST AMENDMENT TO EMPLOYMENT CONTRACT

Section 3 “Compensation for Services Provided” of the Employment Contract executed between the Michigan Independent Citizens Redistricting Commission (“MICRC”) and Julianne V. Pastula (“Employee”) on January 8, 2021 and January 11, 2021 respectively is hereby amended to add the following Subsections:

3.3 Paid Time Off. The employee shall accrue paid time off (“PTO”) of 2.0 business days per complete month of full-time work beginning August 1, 2021. PTO shall be similarly accrued during any extension of the initial contract term. Accrued PTO does not expire and may be used as individual or consecutive days off. PTO may be used as vacation time, sick time, or to take care of personal matters. Unused, accrued PTO shall be paid out via payroll at the expiration of the initial contract term or at the expiration of any subsequent extension thereof at a daily rate calculated based on annual gross pay set forth in in Subsection 3.1 “Rate of Pay.”

3.4 Holidays. The employee shall have the state observed holidays set forth in Legal Holidays, Public Act 124 of 1865, being MCL 435.101, *et seq.* off with pay. This does not modify the “Rate of Pay” set forth in Subsection 3.1. All state observed holiday paid time off shall be observed on the date set forth in state law. The holidays and the days they are observed are:

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- President's Day, Third Monday in February.
- Memorial Day, Last Monday in May.
- Independence Day, July 4.
- Labor Day, First Monday in September.
- General Election Day, even-numbered years
- Veterans Day, November 11.
- Thanksgiving Day and the day after, the fourth Thursday and Friday in November.
- Christmas Eve and Christmas Day, December 24 and 25.
- New Year's Eve, December 31.

All remaining terms of the Employment Contract shall continue in full force and effect.

MICRC

Employee

Brittni Kellom, Chair, MICRC

Julianne V. Pastula

Date: _____

Date: _____

Option 1 - FIRST AMENDMENT TO EMPLOYMENT CONTRACT

Section 3 “Compensation for Services Provided” of the Employment Contract executed between the Michigan Independent Citizens Redistricting Commission (“MICRC”) and Edward Woods III (“Employee”) on January 21, 2021 and January 22, 2021 respectively is hereby amended to add the following Subsections:

3.3 Paid Time Off. The employee shall accrue paid time off (“PTO”) of 2.0 business days per complete month of full-time work beginning August 1, 2021. PTO shall be similarly accrued during any extension of the initial contract term. Accrued PTO may be used as individual or consecutive days off during the contract term. PTO may be used as vacation time, sick time, or to take care of personal matters. Accrued PTO does not modify the “Rate of Pay” set forth in Subsection 3.1.

3.4 Holidays. The employee shall have the state observed holidays set forth in Legal Holidays, Public Act 124 of 1865, being MCL 435.101, *et seq.* off with pay. This does not modify the “Rate of Pay” set forth in Subsection 3.1. All state observed holiday paid time off shall be observed on the date set forth in state law. The holidays and the days they are observed are:

- New Year's Day, January 1.
- Martin Luther King, Jr. Day, Third Monday in January.
- President's Day, Third Monday in February.
- Memorial Day, Last Monday in May.
- Independence Day, July 4.
- Labor Day, First Monday in September.
- General Election Day, even-numbered years
- Veterans Day, November 11.
- Thanksgiving Day and the day after, the fourth Thursday and Friday in November.
- Christmas Eve and Christmas Day, December 24 and 25.
- New Year's Eve, December 31.

All remaining terms of the Employment Contract shall continue in full force and effect.

MICRC

Employee

Brittni Kellom, Chair, MICRC

Edward Woods III

Date: _____

Date: _____

Option 2 - FIRST AMENDMENT TO EMPLOYMENT CONTRACT

Section 3 “Compensation for Services Provided” of the Employment Contract executed between the Michigan Independent Citizens Redistricting Commission (“MICRC”) and Edward Woods III (“Employee”) on January 21, 2021 and January 22, 2021 respectively is hereby amended to add the following Subsections:

3.3 Paid Time Off. The employee shall accrue paid time off (“PTO”) of 2.0 business days per complete month of full-time work beginning August 1, 2021. PTO shall be similarly accrued during any extension of the initial contract term. Accrued PTO does not expire and may be used as individual or consecutive days off. PTO may be used as vacation time, sick time, or to take care of personal matters. Unused, accrued PTO shall be paid out via payroll at the expiration of the initial contract term or at the expiration of any subsequent extension thereof at a daily rate calculated based on annual gross pay set forth in in Subsection 3.1 “Rate of Pay.”

3.4 Holidays. The employee shall have the state observed holidays set forth in Legal Holidays, Public Act 124 of 1865, being MCL 435.101, *et seq.* off with pay. This does not modify the “Rate of Pay” set forth in Subsection 3.1. All state observed holiday paid time off shall be observed on the date set forth in state law. The holidays and the days they are observed are:

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- Martin Luther King, Jr. Day, Third Monday in January.
- President's Day, Third Monday in February.
- Memorial Day, Last Monday in May.
- Independence Day, July 4.
- Labor Day, First Monday in September.
- General Election Day, even-numbered years
- Veterans Day, November 11.
- Thanksgiving Day and the day after, the fourth Thursday and Friday in November.
- Christmas Eve and Christmas Day, December 24 and 25.
- New Year's Eve, December 31.

All remaining terms of the Employment Contract shall continue in full force and effect.

MICRC

Employee

Brittni Kellom, Chair, MICRC

Edward Woods III

Date: _____

Date: _____