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CRAWFORD COUNTY
GRAYLING, MICH.

JUL 23 1974

A.M. P.M.
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Crawford, County of

CRAWFORD COUNTY
SHERIFF'S DEPARTMENT
and
BOARD OF COMMISSIONERS

TEAMSTERS

STATE, COUNTY AND MUNICIPAL WORKERS

LOCAL 214

FILED
COUNTY CLERK
CRAWFORD COUNTY
GRAYLING, MICH.

JUL 23 1974

A.M. P.M.
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*Leo C. Lovely
Crawford County Clerk
Grayling, Michigan 49738*

AGREEMENT

THIS AGREEMENT, made and entered into this 15th day of JANUARY A.D., 1944, by and between the Crawford Sheriff and Board of Commissioners located at Grayling, Michigan, party of the first part, and hereinafter termed the Employer, and Local Union No. 214, affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, located at 2301 Trumbull Avenue, Detroit, Michigan, party of the second part, hereinafter called the Union.

WHEREAS: both parties are desirous of preventing strikes and lockouts and other cessations of work and employment; and of maintaining a uniform wage scale, working conditions and hours of employees of the Employer; and facilitating peaceful adjustment of all grievances which may arise from time to time between the Employer and his employees; and of promoting and improving peaceful industrial and economic relations between the parties.

WITNESSETH:

ARTICLE I
RECOGNITION, AGENCY SHOP AND DUES

Section 1. The Employer recognizes and acknowledges that the Union is the exclusive representative in collective bargaining with the Employer of those classifications of employees covered by this Agreement and listed in the attached Schedules.

Section 2. Membership in the Union is not compulsory. Regular employees have the right to join, not join, maintain, or drop their membership in the Union, as they see fit. Neither party shall exert any pressure on or discriminate against any employee as regards such matters.

(a) Membership in the Union is separate, apart and distinct from the assumption by one of his equal obligation to the extent that he received equal benefits. The Union is required under this Agreement to represent all of the employees in the bargaining unit fairly and equally without regard to whether or not an employee is a member of the Union. The terms of this Agreement have been made for all employees in the bargaining unit and not only for members in the Union, and this Agreement has been executed by the Employer after it has satisfied itself that the Union is the choice of a majority of the employees in the bargaining unit.

Accordingly, it is fair that each employee in the bargaining unit pay his own way and assume his fair share of the obligation along with the grant of equal benefit contained in this agreement, including dues and initiation fee.

(b) In accordance with the policy set forth under paragraph (1) and (2) of this Section, all employees in the bargaining unit shall as a condition of continued employment, pay to the Union, the employee's exclusive collective bargaining representative, an amount of money equal to that paid by other employees in the bargaining unit who are members of the Union, which shall be limited to an amount of money equal to the Union's regular and usual initiation fees, and its regular and usual dues. For present regular employees, such payments shall commence thirty-one (31) days following the effective date or on the date of execution of this Agreement, whichever is the later, and for new employees, the payment shall start thirty-one (31) days following the date of employment.

(c) In the event that the agency shop agreement becomes the subject matter of litigation, it shall be the responsibility of the Union to furnish legal counsel and indemnify the Employer for any necessary and reasonable legal expenses which it must incur as a result of the aforementioned litigation.

ARTICLE II
DEDUCTION OF DUES

Section 1. During the period of time covered by this Agreement, the Employer agrees to deduct from the pay of any employee all dues and/or initiation fees of Local No. 214, provided, however, that the Union presents to the Employer authorizations, signed by such employees, allowing such deductions and payments to the Local Union. This may be done through the Steward of the Union.

(a) Amount of initiation fee and dues will be certified to the Employer by the Secretary-Treasurer of the Union.

(b) Monthly agency fees and initial will be deducted by the Employer and transmitted to the Union as prescribed above for the deduction and transmission of Union dues and initiation fees.

ARTICLE III
SUBCONTRACTING

For the purpose of preserving work and job opportunities for the employees covered by this agreement, the Employer agrees that no work or services presently performed or hereafter assigned to any classification or division of the bargaining unit will be sub-contracted, transferred, leased, assigned or conveyed in whole or in part to any other person or non-unit employees if it would cause a lay-off of any of its present employees in the division affected, excluding seasonal or temporary employees, in the bargaining unit at the date of this contract.

ARTICLE IV
EXTRA CONTRACT AGREEMENTS

Section 1. The Employer agrees not to enter into any agreement with another labor organization during the life of this Agreement with respect to the employees covered by this Agreement; or any agreement or contract with the said employees, individually or collectively, which in any way conflicts with the terms or provisions of this Agreement, or which in any way affects wages, hours, or working conditions of said employees, or any individual employee, or which in any way may be considered a proper subject for collective bargaining. Any such agreement shall be null and void.

Section 2. The Employer agrees to respect the jurisdiction of the Union and shall not direct or require their employees other than the employees in the bargaining units here involved, to perform work which is recognized as the work of the employees in said units, except emergency cases.

Section 3. The Employer recognizes the skills required of the Police Officer. The Employer further recognizes that in the event it becomes necessary by law, public demand or desirable at Employer's discretion to improve and upgrade methods, procedures, and/or equipment of the personnel in the Department, the County agrees to provide all schooling, training, or other method of upgrading the personnel while on County time and during their regular shift without loss of pay.

ARTICLE V
MANAGEMENT RIGHTS & RESPONSIBILITY

The Union recognizes the prerogative of the Employer to operate and manage its affairs in all respect and in accordance with its responsibilities and powers of authority except where expressly stated elsewhere in this Agreement.

It is the policy of the Employer to provide equal employment opportunities to qualified persons without regard to race, creed, religion, national origin or sex. Nor do the County or Sheriff discriminate because of age except by regulations applicable to all people that are prescribed from time to time by the Board of Commissioners and Sheriff.

ARTICLE VI
LEGAL ASSISTANCE

The Employer shall provide to the employee such legal assistance as may be required or needed as a result of the acts occurring when and while said employee is engaged in the performance of his duties and responsibilities.

The Employer further agrees to maintain, for each employee, false arrest insurance which will provide coverage of \$100,000 for each occurrence.

ARTICLE VII
GRIEVANCE PROCEDURE

Section 1. It is mutually agreed that all grievances, disputes or complaints arising under and during the term of this Agreement shall be settled in accordance with the procedure herein provided. Every effort shall be made to adjust controversies and disagreements in an amicable manner between the Employer and the Union.

Section 2. Should any grievance, disputes or complaints arise over the interpretation or application of the contents of this Agreement, there shall be an earnest effort on the part of the parties to settle such promptly through the following steps:

Step 1 By conference between the aggrieved employee, the Steward, or both, and department head. If not settled in this manner, it shall be the responsibility of the aggrieved to reduce any grievance to writing on the regular grievance form provided by the Local Union within five (5) working days of the alleged grievance and deliver same to the designated Employer representative.

Step 2 After receipt of the written grievance by the designated Employer representative, a conference between Union representatives and Employer representatives will be held within five (5) working days thereafter.

Step 3 If the grievance is not settled in Step 2, the Union may, within five (5) days deliver to the designated Employer representative a written request for a meeting between Union representatives and the Employer and/or their representatives to review the matter. Such meeting will be held within ten (10) working days from date of said written request and the Employer will render its decision within seven (7) working days thereafter.

Step 4 If the grievance has not been settled in the last step, the parties or either party, may submit such grievance to arbitration provided such submission is made within ten (10) working days after receipt of the last step answer. All matters submitted to arbitration shall be submitted to the American Arbitration Association in accordance with its Voluntary Rules and Regulations, then obtaining, within the time specified above and such rules shall govern the arbitration hearing. The arbitrator shall have no power or authority to alter, amend, add to or subtract from the terms of this Agreement. Both parties agree to be bound by the award of the arbitrator and that the costs of any arbitration proceeding under this provision shall be borne equally between the parties except that each party shall pay the expenses of its own witnesses.

Section 3. Any individual employee or group of employees who willfully violate or disregard the arbitration and grievance procedure set forth in Article III of this Agreement may be summarily discharged by the Employer.

ARTICLE VIII
DISCHARGE & SUSPENSION

The Employer shall not discharge nor suspend any employee without just cause, but in respect to discharge or suspension, shall give at least three (3) warning notices of the complaint against such employee to the employee, in writing, and a copy of the same to the Union and Steward.

ARTICLE IX
NO STRIKE NO LOCKOUT

- (a) It is agreed that there shall at no time be any strikes, lockouts, slow downs, walk outs or any other cessation of work.
- (b) It is further agreed that in all cases of any strike, slow down, walk out, or any unauthorized acts of its members, while the Union shall undertake every reasonable means to induce such employees to return to their jobs during any such period of unauthorized stoppage of work mentioned above, the Employer may discharge such employees for action taken by them during said twenty-four (24) hour period or thereafter.

ARTICLE X
STEWARDS

The Employer recognizes the right of the Local Union membership to elect one Job Steward and one alternate each from the Employer's seniority list. The authority of the Job's Steward and alternate so elected by the Local Union shall be limited to, and shall not exceed, the following duties and activities:

Section 1. The authority of the Steward and representative so designated by the Union shall be limited to and shall not exceed the following duties:

- (a) The investigation and presentation of grievances in accordance with the provisions of the collective bargaining Agreement.
- (b) The transmission of such messages and information which shall originate with, and are authorized by the Union or its officers, provided such messages and information
1. Have been reduced to writing, or,
 2. If not reduced to writing, are of a routine nature and do not involve work stoppages, slow-downs, or any interference with the work.

Section 2. The steward has no authority to take any action interrupting the efficient operation of the Sheriff's Department.

Section 3. The Employer agrees that they will allow the proper accredited representative of the Union access at any reasonable time for the purpose of policing the terms and conditions of this Agreement.

Section 4. The Union shall have the right upon reasonable notice to examine the compensation records of any employee whose pay is in dispute, or any other records pertaining to a specific grievance.

Section 5. The Employer recognizes the limitations upon the authority of Stewards and shall not hold the Union liable for any unauthorized acts. The Employer in so recognizing such limitations, shall have the authority to impose proper discipline up to and including discharge, in the event the Steward has taken strike action, slow-down, or work stoppage in violation of law of of this Agreement. (The Steward shall be permitted reasonable time to investigate, present and process grievances on the premises of the Sheriff's Department without loss of time or pay during their regular working hours.)

Section 6. The Employer agrees to grant necessary and reasonable time off, not to exceed three (3) days in a five year period, without pay, to employees (not to exceed 1) designated by the Union to attend any official Union function provided forty-eight (48) hours written notice is given to the Employer and Sheriff by the Union specifying length of time off. The Union agrees that in making its request for time

off for Union activities due consideration shall be given to the number of employees affected in order that there shall be no disruption of the Sheriff's Department's operation due to lack of available employees.

Section 7. The Union Steward shall be granted super-seniority for the purposes of lay-off and recall, providing he has the requisite ability and qualifications.

ARTICLE XI
SENIORITY & RELATED MATTERS

Section 1. Seniority rights for employees within the bargaining unit shall prevail. In reducing the work force because of lack of work, or other legitimate cause, the last employee hired shall be the first employee laid off, and the last employee laid off shall be the first employee recalled within the bargaining unit. In the laying off and the recalling of laid-off personnel, the particular work to be performed by said employee shall be considered as an important factor to the extent that the employees involved are qualified to perform the work required.

Section 2. Upon hire, a new employee shall work under the provisions of this Agreement but shall be employed only on a six (6) month trial basis during which period he may be discharged without further recourse, provided, however, that the Employer may not discharge a probationary employee for the purpose of evading this Agreement or discriminating against Union membership. After six (6) months, the employee shall be placed on the regular seniority list.

Section 3. The Employer shall maintain a list of employees, arranged in order of their seniority every twelve (12) months.

Section 4. Seniority shall be broken only by discharge or voluntary quit, retirement, failure to return from authorized leave or lay-off.

Section 5. Promotions within the Unit shall be based upon written and/or oral examinations to be given by the Sheriff. Decision shall not be arbitrary or capricious.

ARTICLE XII
PICKET LINE

Section 1. It shall not be a violation of this Agreement, and it shall not be cause for discharge or disciplinary action in the event an employee refuses to enter upon any property involved in a primary labor dispute, or refuses to go through or work behind any primary picket line, including the primary picket line of Union's party to this Agreement, and including primary picket lines at the Employer's place of business. Provided that this section shall not apply to firemen called to extinguish a fire or Police Officer in the performance of his police duties.

ARTICLE XIII
GENERAL

Section 1. Full time employees who are required to be bonded, the cost of said bond shall be borne by the Employer.

Section 2. The Employer shall provide a bulletin board in the facility where employees hereunder are employed for the posting of seniority and vacation lists and for use of the Union and Employer.

Section 3. If the Employer opens additional divisions of employment within the department or closes or combines existing divisions of the department, the employee's work assignment, seniority and classification are subject to negotiation with the Union.

on the Union's Joint board.

Section 4-B. The Employer will reserve the right to hire from outside, providing no employee in the bargaining unit bids on the opening.

Section 5. The Employer shall offer special assignment by seniority within the classification of a division of the bargaining unit contingent upon the employee holding such seniority is qualified.

Section 6. Employer agrees to furnish all necessary equipment needed to perform their assigned duties. The Employer agrees to keep said equipment in safe operating condition.

Section 7. The Employer will furnish First Aid Kits for each unit of equipment.

ARTICLE XIV SEPARABILITY & SAVINGS CLAUSE

Section 1. In the event that any provision of this Agreement shall at any time be declared invalid by any court of competent jurisdiction, the decision shall not invalidate the entire Agreement, it being the express intention of the parties that all other provisions shall remain in full force and effect.

Section 2. In the event that any provision of this Agreement, is held invalid, as set forth above, the parties shall enter into negotiations for the purpose of arriving at a mutually satisfactory replacement for the provision held invalid.

ARTICLE XV HOLIDAYS

Section 1. All probationary and regular employees will be eligible to receive holiday pay under the following regulations: Employees will be paid their current rate based on all hours worked on said holidays. In order to qualify for the holiday pay for the holiday so designated, an employee will be required to work the scheduled day prior to the holiday and scheduled day after the holiday or be on authorized leave of absence, excluding personal leave.

Paid holidays are designated as:

- | | |
|----------------------------------|--------------------------|
| (1) New Year's Day | (7) Veteran's Day |
| (2) George Washington's Birthday | (8) Thanksgiving Day |
| (3) Memorial Day | (9) Christmas Day |
| (4) July Fourth | (10) ½ day Good Friday |
| (5) Labor Day | (11) ½ day Christmas Eve |
| (6) Columbus Day | |

Section 2. Employees scheduled to work on any National or State Election days will be given one-half (½) hour off for the purpose of voting without loss of any pay upon presentation of proof of eligibility to vote and notice of their desire to vote given their immediate supervisor at least one (1) day in advance provided the employee is required to work the full time during which said polls are open. Time taken shall be either the first or last half (½) hour of the work day when polls are open.

Section 3. Employees working on any of the holidays established in the agreement shall be paid their regular rate of pay for said holiday. Employees working on said holiday shall be paid, in addition to the holiday pay, time and one-half (1½) for all hours worked.

ARTICLE XVI
HEALTH AND SAFETY

Section 1. The Employer shall not require employees to take out on the streets or highways any vehicle that is not in safe operating conditions or equipped with the safety appliances prescribed by law.

Section 2. Any employee involved in any accident shall immediately report said accident and any physical injury sustained. The employee, before starting his next shift shall make out an accident report, in writing, on forms furnished by the Employer and shall turn in all available names and addresses of witnesses to any accidents. Failure to comply with this provision shall subject such employee to disciplinary action by the Employer.

Section 3. Employee shall immediately, or at the end of their shift, report all defects of equipment. No employee shall be required to take out equipment that has been determined by a garage mechanic as being in an unsafe operating condition.

ARTICLE XVII
GUN ALLOWANCE

All employees required to carry a weapon shall have the option of receiving a county-owned revolver and off-duty weapon or receiving one hundred dollars (\$100) for the purchase of both weapons.

ARTICLE XVIII
HOURS OF WORK

Section 1. The regular work week is established as eight (8) hours per day, forty (40) hours per week inclusive of a thirty minute lunch period. The present work schedule and work week shall stay in existence for the duration of this agreement.

Section 2: Overtime will be one-and-one-half (1½) times the hourly rate for hours in excess of eight (8) hours in one day and in excess of forty (40) hours in one week.

Section 3. In the event an employee is called back to work after his normal scheduled day, he shall be guaranteed two (2) hours pay at the rate of one-and-one-half (1½) times his hourly rate. Reporting assignments shall include Court Time that an employee must spent on his cases while off duty.

Section 4. All employees covered by this agreement shall be paid bi-weekly. Each employee shall be provided with an itemized statement of his earnings and all deductions made for any purpose.

ARTICLE XIX
MAINTENANCE OF STANDARDS

The Employer agrees that all conditions of employment in his individual operation relating to wages, hour of work, overtime differentials and general working conditions shall be maintained at not less than the highest minimum standards in effect at the time of the signing of this Agreement, and the conditions of employment shall be changed wherever specific provisions for change are made elsewhere in this Agreement.

ARTICLE XX
SCHOOLING AND IN-SERVICE TRAINING

If the Employer requires an employee to attend school or to participate in in-service training, the employee will be paid at the rate called for in this agreement.

ARTICLE XXI
MILEAGE ALLOWANCE

When an employee is required by the Employer to provide his own transportation to and from a job location or to do other related duties, he shall receive an allowance of ten (10) cents a mile.

ARTICLE XXII
UNIFORMS AND UNIFORM MAINTENANCE

The Employer will provide all uniformed Deputies the following items of clothing and equipment and replace them as needed:

Deputies ----- 8 shirts
6 pants
3 ties
2 hats (1 winter, 1 summer)
2 jackets (1 winter, 1 summer)
1 hat badge
1 shirt badge
1 pocket badge
All necessary bars, strips, and patches

Dispatchers ----- 6 shirts
3 pants
2 hats (1 winter, 1 summer)
3 ties
2 jackets (1 winter, 1 summer)
1 hat badge
1 shirt badge
1 pocket badge
All necessary bars, strips, and patches

Employees shall be granted a uniform maintenance fee of seventy-five (\$75) per year payable on July 1 of each year.

ARTICLE XXIII
WORK IN HIGHER CLASSIFICATION

Any employee working in a higher classification for two hours or more will receive the higher rate of pay for the total time worked at the higher classification.

ARTICLE XXIV
FUNERAL LEAVE

Full-time employees will be paid for three (3) calendar days absence in the case of death in his immediate family and five (5) calendar days if such death occurs outside of the State. The immediate family is defined as father, mother, sister, brother, child, wife, husband, mother-in-law, father-in-law, step-parents, step-child, step-brother, step-sister, grandson, granddaughter, grandmother, grandfather, brother-in-law, sister-in-law, and dependents living at home.

ARTICLE XXV
WORKMEN'S COMPENSATION

The Employer will provide Workmen's Compensation for the employees in the Sheriff's Department. The Employer will also pay to the employee, for job-related injuries, the difference between the amount Workmen's Compensation pays and the employee's regular wage.

ARTICLE XXVI
LIFE INSURANCE AND MEDICAL INSURANCE

Section 1. The Employer agrees to pay the cost of a life insurance policy of \$5,000 for each employee with a rider of double indemnity for accidental death incurred while in the line of duty.

Section 2. The Employer will make available a semi-private Blue-Cross/Blue Shield MVF-I Plan for group hospital and medical coverage to all full-time employees. The Employer will pay the full premium for the employee, his wife (or her husband) and dependent children up to age of nineteen (19).

The Employer agrees to pay the full premium for life insurance and Blue Cross/Blue Shield for an employee while on job-related disability.

ARTICLE XXVII
SICK LEAVE

Section 1. The employer shall grant each employee one (1) sick day per month or twelve (12) days per year. The employee may accumulate up to a maximum of forty (40) days.

Section 2. Employees shall receive 100% of all accumulated sick leave not used at the termination of his employment if the employee is retiring, is leaving for medical reasons, or is deceased at which time the payment should be made to his dependent.

Section 3. Employees shall receive 75% of all accumulated sick leave not used at the termination of his employment if he is leaving this position for another position, no longer in the employ of the County and subject to a minimum of two-weeks notice being given to the Employer.

Section 4. Employees absent from work on legal holidays, during sick leave, vacation, or for disability arising from injuries sustained in the course of their employment or on special leave of absence with pay, shall continue to accumulate sick pay at the regular prescribed rate during such absence as though they were employed subject, however, to the maximum limitations herein provided.

Section 5. An employee eligible for sick leave with pay may use such sick leave upon approval of the Sheriff for absences due to: 1. Personal illness, dental care or physical incapacity caused by factors over which the employee has no reasonable control, or 2. Due to exposure to contagious disease by which the health of others would be endangered by attendance at work.

ARTICLE XXVIII
LONGEVITY PAY

The Employer will give each employee twenty-five dollars (\$25) per every year of service after four (4) years of service, effective January 1, 1973. No service prior to January 1, 1969 is to be considered.

ARTICLE XXIX
VACATIONS

Section 1. All regular full-time employees shall be entitled to vacation time with pay under the following schedule:

- (a) Employees who have completed one (1) full year of service shall receive six (6) days.
- (b) Employees who have completed two (2) through four (4) years of service shall receive ten (10) days.
- (c) Employees who have completed five (5) through nine (9) years of service shall receive fifteen (15) days.
- (d) Employees who have completed ten (10) through fourteen (14) years of service shall receive seventeen (17) days.
- (e) Employees who have completed fifteen (15) or more years of service shall receive twenty (20) days.

Section 2. Vacation time may accumulate in the amount not to exceed ten (10) at the end of each calendar year with the provision that the employee must take at least five (5) days vacation credit in that calendar year.

Section 3. All authorized accumulated unusual vacation is to be paid to the employee of his estate.

ARTICLE XXX
RETIREMENT

The Employer will become a member of the Municipal Employees retirement system and all full-time employees attaining three month's service shall become members of this retirement plan. Employees payments will be paid by payroll deduction.

Provisions will be made for a full-time employees to have his service time computed from the date of continuous employment and the employer will notify each new employee attaining three month's service of this provision.

ARTICLE XXXI
LEAVE OF ABSENCE

Any employee desiring a leave of absence from his employment shall secure written permission from the employer. The maximum leave of absence shall be for thirty (30) days and may be extended for like periods. Permission for extension must be secured from the employer.

During the period of absence, the employee shall not engage in gainful employment in the law enforcement field. Failure to comply with this provision will result in complete loss of seniority rights for the employee involved. Any such leaves of absence shall be without pay.

ARTICLE XXXII
MILITARY LEAVE

Employees covered by this Agreement inducted into military service under the provisions of the Federal Selective Service Training statute and amendments thereto or any similar Act in time of national emergencies, respectively, shall, upon being relieved of such service, be reemployed in accordance with the provisions of such laws.

ARTICLE XXXIII
DURATION OF AGREEMENT

Section 1 This agreement shall be in full force and effect from January 1, 1974 and including December 31, 1974 and shall continue in full force and effect from year to year thereafter unless written notice of desire to cancel or terminate the Agreement is served by either party upon the other at least sixty (60) days prior to date of expiration.

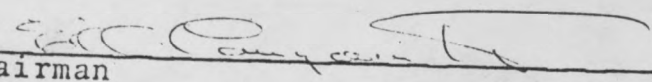
Section 2 In the event of an inadvertent failure by either party to give the notice set forth in Section 1 and 2 of this Article, such party may give such notice at any time prior to the termination of automatic renewal date of this Agreement. If a notice is given in accordance with the provisions of this Section, the expiration date of this Agreement shall be the sixty-first (61st) day following such notice.

Section 3 In the event of war, declaration of emergency, or imposition of civilian controls during the life of this contract either party may reopen the same upon sixty (60) days written notice and request re-negotiation of matters dealing with wages and hours. If Governmental approval of revisions should become necessary, all parties will cooperate to the utmost to attain such approval.

Section 4 The parties agree that the notice provided herein shall be accepted by all parties as compliance with the notice requirements of applicable law.

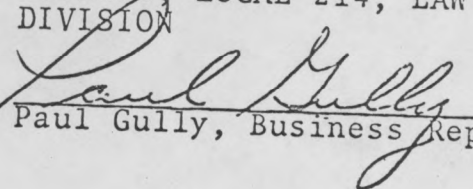
Section 5 If any Article of this contract, or of any riders thereto should be held invalid by operation of law, or by any tribunal pending a final determination as to its validity, the remainder of this contract and of any rider thereto or the application so such Article or Section to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be effected thereby. In the event that any Article or Section is held invalid or enforcement of compliance with which has been restrained, as above set forth, the parties affected thereby shall enter into immediate collective bargaining negotiations upon the request of the Union for the purpose of arriving at a mutually satisfactory replacement for such Article or Section during the period of invalidity or restraint.

CRAWFORD COUNTY BOARD OF COMMISSIONERS
CRAWFORD COUNTY SHERIFF'S DEPARTMENT


Chairman

Sheriff

TEAMSTERS STATE, COUNTY AND MUNICIPAL
WORKERS, LOCAL 214, LAW ENFORCEMENT
DIVISION


Paul Gully, Business Representative

SCHEDULE A

WAGES--Effective January 1, 1974

DEPUTY

Starting	\$7,700 = 3.70
6 Months	7,900 = 3.80
1 Year	8,100 = 3.89
2 Years	8,400 = 4.04
3 Years	8,800 = 4.23

DISPATCHER

Starting	\$6,800 = 3.27
6 Months	7,000 = 3.37
1 Year	7,200 = 3.46
2 Years	7,400 = 3.56
3 Years	7,500 = 3.61

SCHEDULE A

WAGES--Effective January 1, 1974

LIEUTENANT	\$9,750	=	4.6875	<i>Rate</i>
SERGEANT	9,300	=	4.47	
CORPORAL	9,050	=	4.35	
CHEMIST	\$ 12,000	=	5.77	
SECRETARY.	\$ 6,500	=	3.57	

375.00
6.00

357.69

438.08

461.54