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Ionia, County

AGREEMENT

BETWEEN

IONIA COUNTY BOARD OF COMMISSIONERS
and the IONIA COUNTY SHERIFF

-and-

FRATERNAL ORDER OF POLICE

MONTCALM COUNTY LODGE NO. 149

IONIA COUNTY SHERIFF DEPARTMENT DIVISION

1973-1975

LABOR AND INDUSTRIAL
RELATIONS LIBRARY
Michigan State University

*Phyllis Brown Lavolette
Ionia County Clerk
Ionia, Mich. 48846*

PREFACE

The county of Ionia and Lodge 149 of the Fraternal Order of Police recognize their moral and legal responsibilities under federal, state, and local laws relating to fair employment practices.

The county of Ionia and the Lodge recognize the moral principles involved in the area of civil rights and have reaffirmed in their collective bargaining agreement their commitment not to discriminate because of race, creed, color, national origin, age, sex, marital status, or number of dependents.

THIS AGREEMENT is entered into this 24th day of October, A.D., 1973 between the Ionia County Board of Commissioners and the Ionia County Sheriff, hereinafter referred to as the "Employer" and the Fraternal Order of Police, Montcalm County Lodge No. 149, Ionia County Sheriff Department Division, hereinafter referred to as the "Lodge."

ARTICLE I

RECOGNITION OF THE LODGE

Section 1. Recognition. Pursuant to and in accordance with all applicable provisions of Act No. 379 of the Public Acts of the state of Michigan of 1965, as amended, the Employer recognizes the Lodge as the sole and exclusive bargaining agent for all

employees covered by the bargaining unit.

Section 2. Definition of the Bargaining Unit. The bargaining unit consists of all regular, full-time employees of the Sheriff's Department of the county of Ionia including deputies and office clerical employees, but excluding supervisors.

All other employees in this department are excluded from recognition in this bargaining unit such as employees in positions classified as detective sergeant, sheriff and under sheriff.

ARTICLE II

MANAGEMENT RIGHTS

Except as otherwise specifically provided herein, the management of the Sheriff's Department and the direction of its work force, including, but not limited to, the right to hire; discipline or discharge for just cause; decide job qualifications for employment; lay off for lack of work or funds; abolish positions, make rules and regulations for the operation of the department; determine schedules of work, and the manner of performing work are vested exclusively in the Employer. The Employer, in exercising these functions, will not discriminate against any employee because of his or her membership in the Lodge.

ARTICLE III

MANAGEMENT SECURITY

The parties mutually recognize that the services performed

by the employees covered by this Agreement are services essential to the public health, safety, and welfare. The Lodge therefore agrees that there shall be no interruption of these services, for any cause whatsoever, by the employees it represents nor shall there be any concerted failure by them to report for duty nor shall they absent themselves from their work, stop work or abstain in whole or in part from the full, faithful, and proper performance of the duties of their employment or picket the Employer's premises. The Lodge further agrees that there shall be no strikes, sit-downs, slow-downs, stay-ins, stoppages of work or any acts that interfere in any manner or to any degree with the services of the county of Ionia, as long as this contract is in force.

ARTICLE IV

LODGE BARGAINING COMMITTEE

Section 1. The bargaining committee of the Lodge will include not more than three (3) representatives, two (2) of whom shall be members of the Lodge and one (1) non-member, who shall be designated by the Lodge.

Section 2. The time and date of any negotiating sessions shall be the sole responsibility of the Employer. However, should a session be scheduled during the on-duty hours of a Lodge member of its Bargaining Committee, he shall be paid his straight time for all on-duty hours spent in that negotiating session. He shall

also be credited with the number of hours spent in bargaining as time worked during his tour of duty of that day.

ARTICLE V

LODGE SECURITY AND CHECK-OFF

Section 1. The Employer will not discriminate against any employee because of membership in the Lodge.

Section 2. The Employer agrees to deduct from the salary of each individual employee in the bargaining unit who voluntarily becomes a member, the Lodge's dues subject to all of the following subsections:

A. The Lodge shall obtain from each of its members a completed Check-off Authorization Form which shall conform to the respective state and federal law(s) concerning that subject, or any interpretation(s) made thereof.

B. All Check-off Authorization Forms shall be filed with the Employer who may return any incompleated, or incorrectly completed form to the Lodge's treasurer, and no check-off shall be made until such deficiency is corrected.

~~C. All other employees covered under this Agreement who do not voluntarily choose membership in the Lodge shall have deducted from their wages a percentage of the membership dues which sum shall be less than 100% of said dues and which sum shall accurately represent the amount for said employee due the Lodge as their fair~~

share of costs attributable to negotiating the terms of this Agreement, which sum shall not include, by way of example but not by way of limitation, state, national, or other dues and assessments or other amounts for other Lodge activities.

D. The Employer shall check-off only obligations which come due at the time of check-off, and will make check-off deduction only if the employee has enough pay due to cover such obligation, and will not be responsible for refund to the employee if he has duplicated a check-off deduction by direct payment to the Lodge.

E. The Employer's remittance will be deemed correct if the Lodge does not give written notice to the Employer within two (2) calendar weeks after a remittance is sent, of its belief, with reason(s) stated therefor, that the remittance is incorrect.

F. Any employee covered by the terms of this Agreement may join or terminate membership in the Lodge by written notice to the Employer and the amount owing the Lodge shall reflect accordingly with the next payment from the employee due the Lodge.

G. The Lodge shall provide at least thirty (30) days written notice to the Employer of the amount of Lodge dues and/or representation fee to be deducted from the wages of the county employees as in accordance with this Article. Any change in the amounts determined will also be provided to the Employer at least thirty (30) days prior to its implementation.

H. The Lodge agrees to indemnify, defend and save the Employer harmless against any and all claims, suits or other forms of liability arising out of its deduction from an employee's pay of Lodge dues or in reliance on any list, notice, certification, or authorization furnished under this Article. The Lodge assumes full responsibility for the disposition of the deductions so made, once they have been sent to the Lodge.

I. The Lodge shall exclusively use the following Check-off Authorization Form as herein provided for:

**Check-off Authorization Form
Fraternal Order of Police, Lodge #149
Ionia County Division**

I hereby request and authorize you to deduct from wages hereafter earned by me while in the county's employ, my F.O.P. dues of \$ _____ per month. The amount deducted shall be paid to the treasurer of the Lodge, according to the agreement reached between the Employer and the Lodge.

This authorization shall remain in effect until by written notice to the Employer, I request its revocation.

PRINT: Rank _____ Last Name _____ First Name _____ Middle Initial _____

Signature _____

Date deduction is to start _____ Address _____

Month _____ Year _____ City _____ State _____

ARTICLE VI

GRIEVANCE PROCEDURE

Section 1. For the purpose of this Agreement, "grievance"

means any dispute regarding the meaning, interpretation or alleged violation of the terms and provisions of this Agreement, and the rules and regulations of the Sheriff.

Section 2. All grievances shall be in writing and shall include: time; date; the alleged contractual violation, or written rule or regulation that is the basis of the grievance; the facts that gave rise to the grievance; the remedy desired; and the signatures of the grievant and his Lodge Representative.

Step 1. Grievances shall be presented promptly, and in all cases no later than 48 hours after the date the grievance occurred, or 48 hours from the time the employee should have reasonably have known he had grounds for grievance.

The grievance shall first be presented to the Sheriff. The Sheriff shall acknowledge receipt of the grievance with his signature, and by entering the time and date received. A copy of the acknowledged grievance shall be returned to the grievant or his Representative.

The Sheriff shall give his written answer within 48 hours after receipt of the grievance.

Step 2. If the Sheriff's answer in Step 1 is unsatisfactory to the grievant, the grievant and the Lodge may, within three (3) days from receipt of the Sheriff's answer, appeal the matter to the Law Enforcement Committee of the Board of Commissioners. This appeal must be signed by the grievant and his Lodge Representative. For the purpose of this Agreement, grievant

The Law Enforcement Committee shall, within ten (10) days of the receipt of this appeal, schedule a meeting to hear the dispute and render a written decision. (This period shall not include Saturdays, Sundays, or Holidays). This meeting shall be with the Lodge Bargaining Committee, which shall, at the option of the Lodge, include, or not include, its non-Lodge member.

Any decision rendered by the Law Enforcement Committee, that is satisfactory to the grievant, shall be final and binding upon the Lodge and upon all concerned and involved County officials, either elected or appointed, including but not limited to, the Sheriff, the Undersheriff and any of his designated representatives.

Step 3. If the decision of the Law Enforcement Committee is unsatisfactory to the grievant he may, with the approval of the Lodge, appeal the matter to arbitration.

Within 7 days from receipt of the decision of the Law Enforcement Committee the Lodge shall request from the Employment Relations Commission, Department of Labor, State of Michigan, a panel of five qualified arbitrators. A copy of this request shall be given to the Sheriff and the Law Enforcement Committee. Upon receipt of this panel, the President of the Lodge and the Chairman of the Law Enforcement Committee shall alternately strike names from this list, with the right of first strike being decided by the flip of a coin. After two names have been struck by each

party, the one remaining will be the arbitrator. It shall be the responsibility of the Lodge to notify the Commission of the selection.

The arbitrator shall have no power to amend, add to, alter, ignore, change or modify and provisions of this Agreement, or the written rules or regulations of the Department, and his decision shall be limited to the application or interpretation of the above, and to the specific issue presented to him. No decision of the arbitrator shall contain a retroactive liability beyond the date of the written grievance. However, within the limitations of this provision, the arbitrator shall have the power to award to either party the remedies he considers appropriate to the circumstances.

The arbitrator shall render his decision in writing as soon after the hearing as possible, and the fee and expenses of the arbitrator shall be borne equally by the parties.

The decision of the arbitrator shall be final and binding upon the parties, including the Lodge, its members, and the employee(s) involved, and County and its officials, including the Board of Commissioners, the Sheriff, and their designated representatives.

Section 3. Time limits set forth in this grievance procedure shall be strictly adhered to unless such time shall be extended by mutual written agreement of the parties. Saturdays, Sundays, and Holidays shall not be counted for the purposes of submitting

written grievances or written decisions. If a time limit is not met in the filing or appeal of a grievance to the next step, the grievance shall be considered settled on the basis of the decision set forth in the last completed step.

ARTICLE VII

HOURS AND RATES OF PAY

Section 1. Work Day and Hours. Employees covered hereby shall continue working on the schedule presently in existence. Commencing January 1, 1974, the scheduled work week for all full time deputies shall be reduced to 43-1/2 hours (8.7 hours per day - 5 days per week), and effective January 1, 1975, to 40 hours per week (8 hours per day - 5 days per week). Such hours shall include one lunch break and two coffee breaks, one during the first half of the shift and one during the second half of the shift, but do not include a 15 minute briefing period prior to the start of the shift.

The personnel in all other classifications covered by this Agreement shall work 5-eight hour days (40 hours) for the life of this Agreement.

Section 2. Overtime. It is anticipated that the needs of the department may require an officer to work overtime. Overtime is defined as work performed by an officer over and above his normal scheduled work day or work week, when authorized by the

Sheriff, or his authorized representative. It does include training sessions, consultations with prosecuting officials, and signing of complaints, but does not include daily 15 minute pre-shift briefings.

Officers who work overtime shall be compensated according to the following: The Sheriff shall have the option of (1) paying the overtime at the rate of 1-1/2 times the regular hourly rate or, (2) providing an equal amount of compensatory time off within 60 days.

Section 3. Call Back. Employees covered hereby who are called back to work for reasons other than times spent in court testifying, time spent in signing complaints and official documents or writing reports, shall receive a two (2) hour minimum call back payment.

Section 4. Scheduling. A monthly work schedule showing the normal work days for every member of the bargaining unit shall be posted by the 25th day of the preceding month on the Sheriff Department's bulletin board. Such schedule is subject to change when required by the needs of the Department, and employees may change scheduled days off after the schedule has been posted with permission of the Sheriff.

Section 5. Pyramiding. Payments for overtime or call back time shall not be duplicated for the same hours worked as herein provided.

Section 6. Court Time. An off-duty officer, when required to appear in court for official business, shall receive straight time pay for the hours spent in court at his prorated hourly rate. An off-duty officer, for purposes of this provision, is one who is not scheduled to work during the same hours he is to be in court.

Those officers required to testify in court, whether they are on-duty or off-duty, shall not be entitled to witness fees, but shall be entitled to mileage.

Section 7. Authorization of Overtime. Any overtime and/or call back time worked by an employee without prior authorization of the Sheriff or Undersheriff will not be compensated for by the terms of this Agreement or any other Agreement, it being specifically noted that the authorization of any overtime is discretionary with the Sheriff or Undersheriff.

ARTICLE VIII

LONGEVITY PAY

All regular, full-time employees in the active service of the Employer as of December 1 of any year shall be entitled to receive longevity pay for length of continuous service with the Employer according to the following rules and schedule of payment.

Section 1. Longevity pay shall be computed as a percentage of employees' regular annual base salary or wage. Base salary or

wage shall be that salary or wage which an employee is being paid on the first regularly scheduled pay period of the calendar year in which the longevity pay is due. Base salary or wage shall not include overtime pay or premium pay. Longevity pay shall be based on full-time, continuous service.

Section 2. Longevity pay shall be prorated depending on the number of months in the year during which the employee had been in each category (e.g. an employee hired on June 1 shall receive 7/12 of 3% in December of his fifth year of service and 5/12 of 3% plus 7/12 of 6% in December of his tenth year of service, etc.).

Section 3. Longevity payments shall be made on the first pay day in December.

Section 4. Longevity Pay Schedule.

Continuous Service

Annual Longevity Pay

5 or more and less than 10 yrs.

3% of annual wage

10 or more and less than 15 yrs.

6% of annual wage

15 or more and less than 20 yrs.

8% of annual wage

ARTICLE IX

LIFE INSURANCE

Effective with the signing of this Agreement on Oct. 24, 1973 the Employer shall provide a life insurance policy for full-time Deputy Sheriffs and Sergeants in the amount of \$5,000 with accidental death benefits of \$10,000, while on official police

duty or while performing police functions. Other employees of the Department shall be furnished with \$3,000 life insurance.

ARTICLE X

RETIREMENT BENEFIT

The existing retirement plan provided by the Employer will be continued for the life of this Agreement and is incorporated in this contract by reference.

ARTICLE XI

LIABILITY INSURANCE

The Employer will continue the present liability insurance for employees of the Sheriff's Department. However, should there be any changes in the County's liability program, such changes will be applied to the Sheriff's Department.

ARTICLE XII

SENIORITY

Section 1. Definition. Seniority shall mean the status attained by continuous length of service in the department.

Section 2. Seniority List. The Employer shall maintain a roster of employees, arranged according to seniority showing name, position, class, and seniority date, and shall furnish a copy to the Lodge the first month of each year or as soon as

practicable the first year.

ARTICLE XIII

LOSS OF SENIORITY

Section 1. An employee shall lose his status as an employee and his seniority if:

1. He resigns or quits.
2. He is discharged or terminated.
3. He retires.
4. He is convicted of a felony or circuit court misdemeanor.
5. He has been on layoff for a period of time equal to his seniority at the time of his layoff or one (1) year, whichever is lesser.
6. He is absent from work including the failure to return to work at the expiration of a leave of absence, vacation, or disciplinary layoff, for two (2) consecutive working days without notifying the Employer, except when the failure to notify and work is due to circumstances beyond the control of the employee.
7. He fails to complete the Mid-Michigan Police Academy training school satisfactorily.

ARTICLE XIV

PROBATIONARY PERIOD

When a new employee is hired in the unit, he may be considered

as a probationary employee for the first ninety (90) days of his continuous, regular, full-time employment, after completion of the Mid-Michigan Police Academy training program.

ARTICLE XV

NEW OR CHANGED JOBS

Section 1. Transfers. In the event of a newly created position within the bargaining unit, employees will be given an opportunity to transfer on the basis of qualifications, ability to perform the work and seniority.

ARTICLE XVI

EXPERIENCE

On new employees, full credit to be given for previous police experience in order to determine the individual employee's starting salary rate, provided such employee satisfactorily completes his probationary work period.

ARTICLE XVII

LAYOFF AND RECALL

Section 1. Definition. Layoff shall mean the separation of employees from the active work force due to lack of work or funds or abolition of positions because of changes in organization.

Section 2. Where all other factors are equal, layoff shall

be in inverse order of seniority.

Section 3. An employee who is laid off will have his name remain on the recall list for a period of time equal to his seniority at the time of his layoff or one (1) year, whichever is lesser. Employees shall be recalled from layoff or shall be restored to positions from which demoted in the department before other persons are selected for employment or promotion in those ranks.

Section 4. Employees to be recalled from layoff shall be given a minimum of five (5) calendar days to respond after notice has been sent by certified mail to their last known address. Employees who decline recall or who, in absence of extenuating circumstances, fail to respond as directed within the times allowed, shall be presumed to have resigned and their names shall be removed from seniority and preferred eligible lists.

Section 5. Notice of Layoff. Employees to be laid off indefinitely are to be given at least one calendar week prior notice.

ARTICLE XVIII

Section 1. SCHEDULED DAYS OFF

Section 1. Definition. Because officers are required to work regardless of calendar weekends; i.e., Saturdays and Sundays, the Employer grants days off in lieu thereof and refers to these as "Scheduled Days Off."

Section 2. For the balance of 1973 the present scheduling of days off shall be continued.

Effective January 1, 1974 all employees referred to in Section 1, shall be scheduled to provide 2 Scheduled Days Off out of 7 so that the employee is scheduled off a total of 104 days per year. No employee shall be scheduled to work more than 8 consecutive days without a scheduled day off.

Section 3. Changing. Employees covered hereby may change a Scheduled Day Off after the Schedule has been posted, if they receive permission from the Sheriff.

Section 4. Emergencies. Scheduled Days Off, as herein provided for, may be postponed for emergency purposes, but Scheduled Days Off so postponed may be taken at a later date at the discretion of the employee, or paid for at his regular rate of pay. Providing, however, in the event the employee chooses to take a postponed Scheduled Day Off, such must be scheduled and approved by the Sheriff.

ARTICLE XIX

SICK LEAVE

Section 1. Each permanent employee covered hereby shall earn sick leave credit at a rate of one (1) work day with pay for each completed month of service beginning with his seventh month. regardless of calendar weekends, i.e., Saturdays and Sundays.

Employer grants days off in lieu thereof and refers to these as

'Scheduled Days Off.'

Section 2. Unused sick leave credit shall be cumulative to a maximum of ninety (90) work days.

Section 3. An employee eligible for sick leave may use such leave upon approval of the Sheriff for absence due to the employee's illness or injury. An employee taking sick leave shall inform his immediate superior of the fact and the reason thereof as soon as possible, and failure to do so within a reasonable time may be cause for denial of pay for the period of absence. The Sheriff may require proof of medical treatment when he deems it appropriate.

Section 4. Absence for a fraction or a part of a day that is chargeable to sick leave in accordance with these provisions shall be charged proportionately in an amount not smaller than one-half (1/2) day.

Section 5. Unused sick leave days shall be paid upon the retirement, resignation or dismissal of the employee from service of the Employer at a rate of one-half (1/2) the annual pay, based upon the previous January 1.

Section 6. One day of sick leave may be used each year when required for the employee's personal business if arrangements are made at least two (2) days in advance.

ARTICLE XX

HOSPITALIZATION AND MEDICAL COVERAGE

Section 1. The present Blue Cross-Blue Shield plan of

hospital and medical coverage, including the prescription drug rider, shall be continued through the calendar 1973 and 1974. On or before September 15, 1974, the parties will commence negotiations on this provision, the results of which to be effective January 1, 1975.

Section 2. If changes in health insurance benefits or the level of the Employer's contribution thereto is increased for any other group of County employees prior to January 1, 1975, such changes will automatically be applied to the employees of the Sheriff's Department.

ARTICLE XXI

VACATION LEAVE

Section 1. Vacation time shall be based on length of service, and each employee will become eligible for vacation according to the following schedule, upon the anniversary date of his employment.

1 year to 2 years	5 working days vacation
2 years to 10 years	10 working days vacation
10 years and over	15 working days vacation

Section 2. If a legal holiday falls within an employee's vacation, he will be given an extra day which will be added to the vacation.

Section 3. An approved leave of absence will not be considered a break in an employee's service record when determining

his vacation allowance under the vacation plan.

Section 4. Vacations may be taken at any time during the year, however, they are subject to scheduling according to the needs of the Department. Vacation requests must be filed in writing with the Sheriff at least 60 days prior to the period requested. If more employees request the same vacation time off then can be spared, seniority shall prevail.

Section 5. If requested by the Sheriff, an employee may, at his option, accept pay in lieu of vacation time off. However, every employee must take at least 50% of his earned vacation time actually off.

Section 6. If an employee quits the service of the Employer after completing at least one full year of continuous full-time service, he will receive vacation pay according to the above plan. However, said employee must leave in good standing and give the Employer at least two-weeks notice of his intent to leave. In case of death, the vacation money will be paid to the spouse or family of the deceased employee.

Section 7. Scheduled Days Off may be taken with vacations.

Section 8. An employee going on vacation who so requests, shall be paid in advance and shall make a pay assignment to the Sheriff in consideration thereof. Pay advances shall be for only that amount of vacation time actually to be taken, less any prior obligations.

Section 9. Upon notice on or before August 15, 1974, the parties will commence negotiations, on or before September 15, 1974, on the matter of vacation schedules. The results of this negotiation shall be effective January 1, 1975.

ARTICLE XXII

FUNERAL LEAVE

Section 1. If a death occurs among members of an employee's immediate family, the employee will be excused from work for three (3) days without loss of pay. If additional time off is needed, accumulated compensatory time may be used. Further time in extenuating circumstances may be allowed with permission of the Sheriff.

Section 2. The immediate family shall be: wife or husband, child, father, mother, sister, brother, father-in-law, and mother-in-law.

Section 3. The Employer is to be notified immediately of a death in the family and the extent of the expected absence.

Section 4. A personal leave day may be used for purposes of attending the funeral of an aunt, uncle, nephew, niece, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparent, grandchild, step parent or half brother or sister.

only that amount of vacation

prior obligations

ARTICLE XXIII

HOLIDAYS

Section 1. All employees shall receive the following paid

Holidays:

New Year's Day
Easter Sunday
Memorial Day
Independence Day

Labor Day
Veteran's Day
Thanksgiving
Christmas Day

For the balance of the calendar year 1973, any employee who is required to work any of the above Holidays shall be paid in accordance with the practice in effect as of August 30, 1973.

Section 2. Effective January 1, 1974, employees will receive 1-1/2 paid holidays in addition to the above, as follows:

The afternoon preceding Christmas Day
The day after Thanksgiving Day

Section 3. Effective January 1, 1975, employees will receive an additional 1-1/2 paid holidays as follows:

The afternoon of Good Friday
Washington's Birthday

Section 4. Effective January 1, 1974, and for the life of this Agreement, employees who are required to work on a paid holiday shall be paid time and one-half for hours worked on that holiday.

ARTICLE XXIV

LEAVE FOR LODGE CONFERENCES AND CONVENTIONS

Section 1. The Employer will grant leaves of absence without pay to Lodge members of the bargaining unit of the Fraternal Order

of Police for the following functions:

A. One (1) man for three (3) days every other calendar year to attend the F.O.P. national meetings.

B. One (1) man for three (3) days to attend the F.O.P. state of Michigan meetings each calendar year.

Section 2. Once a month the division president or one other designated employee may be excused for the local division meeting, without pay, if he is scheduled to work.

ARTICLE XXV

UNIFORMS AND CLOTHING

Section 1. In the selection, procurement and issuance of uniforms, the Employer will give due consideration to the items, numbers, materials, and quality consistent with the needs, use, function, and responsibility of the officer.

Section 2. Clothing Allowance. Any officer required to use ordinary street clothes as a part of his duties, shall receive a clothing allowance in the sum of \$250 per annum, prorated on a quarterly basis.

Section 3. Clothing Maintenance. The Employer shall be responsible for the dry cleaning and laundering of all uniforms issued by the department. Plain clothes officers shall be permitted the cleaning and laundering of civilian clothes used in departmental work.

ARTICLE XXVI

PARKING AND TRAVEL

Section 1. Mileage allowance based on the following plan shall be allowed:

a. All employees required to drive their own motor vehicles in the course of their employment with the department shall be paid at the rate of 10¢ per mile. Mileage accumulations shall be figured on a monthly basis.

b. Mileage shall always be figured on the basis of the shortest distance between the point of departure and the destination.

Section 2. In the procurement of motor vehicles for patrol purposes, the Employer shall use standard full-size police cruisers. Said vehicles shall be secured with equipment necessary for the officers to perform their duties and responsibilities related to the safety of the officer.

Section 3. Three (3) parking spaces, plus one (1) for the Sheriff shall be maintained in an area immediately adjacent to the jail. These parking spaces shall be marked: "For Sheriff Department Personnel Only", on a first come, first serve basis with no designation of names. This provision shall not become effective until completion of the new County parking lot.

ARTICLE XXVII

COMMUNICATIONS

All communication equipment shall be of standard quality and specifications and in good working order.

ARTICLE XXVIII

TERMS OF AGREEMENT

THIS AGREEMENT shall be effective January 1, 1973 and shall remain in effect through December 31, 1975, provided, however, that the salary schedule, hospitalization and medical coverage, and vacation allowance provisions may be reopened for renegotiations by notice given on or before August 15, 1974, with actual negotiations to commence on or before September 15, 1974, and the results of these negotiations to be effective January 1, 1975.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their duly authorized representatives this ____ day of October, 1973.

Witnesses:

Maurice Reiman
Burton Stensel

IONIA COUNTY BOARD OF COMMISSIONERS

Edwin Ash
Raymond Brown, Finance Clerk
John L. Westbrock

IONIA COUNTY SHERIFF

FRATERNAL ORDER OF POLICE, MONTCALM
COUNTY LODGE NO. 149, IONIA COUNTY
SHERIFF DEPARTMENT DIVISION

Quinn Dennis

APPENDIX A

Section 1. Effective with the signing of this Agreement, the following salary schedule will be effective, retroactive to January 1, 1973.

	<u>Start</u>	<u>6 Months</u>	<u>1 Year</u>	<u>2 Years</u>	<u>3 Years</u>
Deputy	7500	7750	8000	8250	8500
Deputy Matron/ Dispatcher	5200		5400	5600	5800
Clerks	4600	4800			
Housekeeper/ Matron	4800				
Sergeants	8085				

The above salary schedule is based upon a 47-1/2 hour work week for Deputies and Sergeants, and a 40 hour work week for all other classifications.

All overtime worked from January 1, 1973 to the effective date in March 1973 of the above schedule, shall be paid for at the employees straight time prorated hourly rate.

Section 2. Effective July 1, 1973, and for the balance of the calendar year 1973, the following salary schedule shall be effective.

	<u>Start</u>	<u>6 Months</u>	<u>1 Year</u>	<u>2 Years</u>	<u>3 Years</u>
Deputy	7875	8138	8400	8663	8925
Deputy Matron/ Dispatcher	5350		5550	5750	5950
Clerks	4750	4950			
Housekeeper/ Matron	4950				
Sergeants	9225				

The above schedule is based upon a 47-1/2 hour work week for Deputies and Sergeants, and a 40 hour work week for all other classifications.

All overtime worked from July 1, 1973 to the effective date of the above salary schedule shall be paid for at the employees straight time prorated hourly rate.

Appendix A - Con't.

Section 3. Effective January 1, 1974, the following salary schedule shall be applied:

	<u>Start</u>	<u>6 Months</u>	<u>1 Year</u>	<u>2 Years</u>	<u>3 Years</u>
Deputy	8269	8544	8820	9096	9371
Deputy Matron/ Dispatcher	5618		5828	6038	6245
Clerks	4988	5198			
Housekeeper/ Matron	5198				
Sergeant	9671				

The above salary schedule is based upon a 43-1/2 hour work week for Deputies and Sergeants, and a 40 hour work week for all other classifications.

This salary schedule is to be reopened for renegotiation upon notice by August 15, 1974; negotiations to commence by September 15, 1974 with the results to be effective January 1, 1975.