

Master

12-31-71

State + 4 copies

Contract- 4x 21

LABOR AND INDUSTRIAL
RELATIONS LIBRARY
Michigan State University
JAN 17 1975

CONTRACT

between

BOARD OF COMMISSIONERS OF THE COUNTY OF LAPEER

and

LAPEER COUNTY SHERIFF'S DEPARTMENT EMPLOYEES
CHAPTER OF LOCAL 1421
AFFILIATED WITH THE MICHIGAN COUNCIL #55
OF THE INTERNATIONAL UNION OF AMERICAN FEDERATION
OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO

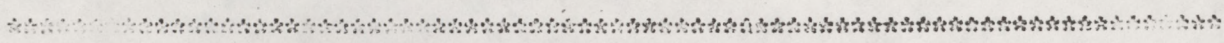
from

January 1, 1970

to

December 31, 1971

Lapeer, County of, BO. of Commissioners



AGREEMENT

THIS AGREEMENT entered into on this 1st day of January, 1970, between the Board of Commissioners of the County of Lapeer and the Lapeer County Sheriff (hereinafter referred to as the "EMPLOYER"), and the Lapeer County Sheriff's Department Employees, Chapter of Local 1421 affiliated with Michigan Council #55 of the International Union of American Federation of State, County and Municipal Employees, AFL-CIO, (hereinafter referred to as the "UNION").

(NOTE: The headings used in this agreement and the exhibits attached thereto neither add to nor subtract from the meaning, but are for reference only.)

PURPOSE AND INTENT

The general purpose of this agreement is to set forth terms and conditions of employment and to promote orderly and peaceful labor relations for the mutual interest of the employer, employees and the union. The parties recognize that the interest of the community and the job security of the employees depends upon the employer's success in establishing a proper service to the community. To these ends, the employer and the union encourage to the fullest degree friendly and cooperative relations between the respective representatives at all levels and among all employees.

ARTICLE I. Recognition. Employees Covered.

Prusuant to, and in accordance with, all applicable provisions of Act 379 of the Public Acts of 1965, as amended, the employer does hereby recognize the Union as the exclusive representative for the purpose of collective bar-

gaining in respect to rates of pay, wages, hours of employment, and other conditions of employment for the term of this agreement of all employees of the Sheriff's Department of the County of Lapeer, excluding the Sheriff, Under-Sheriff, matron, cooks and supervisors.

ARTICLE II. Aid to Other Unions.

The employer will not aid, promote or finance any labor group or organization which proposes to engage in collective bargaining, or make any agreement with any such group or organization for the purpose of undermining the Union.

ARTICLE III. Union Security. Requirement of Union Membership.

(a) Employees covered by this agreement at the time it becomes effective and who are members of the Union at that time shall be required as a condition of continued employment to continue membership in the Union for the duration of this agreement.

(b) Employees covered by this agreement who are not members of the Union at the time it becomes effective shall be required as a condition of continued employment to become members of the Union for the duration of this agreement, on or before the thirtieth (30th) day following such effective date.

(c) Employees hired, rehired, reinstated or transferred into the bargaining unit after the effective date of this agreement and covered by this agreement shall be required as a condition of continued employment to become members of the Union for the duration of this agreement, on or before the thirtieth (30th) day following the beginning of their employment in the unit.

(b) When deductions begin.

Check-off deductions under all properly executed Authorization for Check-off of Dues forms shall become effective at the time the application is signed by the Employee and shall be deducted from the _____ pay of the month and each month thereafter.

(c) Remittance of dues to financial officer.

Deduction for any calendar month shall be remitted to the designated financial officer of the Local Union with a list for whom dues have been deducted as soon as possible after the _____ day of the _____ month.

(d) Termination of Check-off.

An employee shall cease to be subject to Check-off deductions beginning with the month immediately following the month in which he is no longer a member of the bargaining unit. The Local Union will be notified by the Employer of the names of such employees following the end of each month in which the termination took place.

(e) Disputes concerning membership.

Any dispute arising as to an employee's membership in the Union shall be reviewed by the designated representative of the Employer and a representative of the Local Union, and if not resolved may be decided at the final step of the grievance procedure.

ARTICLE V. UNION REPRESENTATION.

It is mutually recognized that the principal of proportional representation which reflects an increase and decrease in the work force, is a sound and sensible basis for determining proper representation.

(a) Employees covered by this agreement shall be represented by a

Unit Chairman and two stewards.

(b) The officers and stewards shall be allowed time off during their working hours to present and investigate grievances after properly reporting off to the employer.

ARTICLE VI. SPECIAL CONFERENCES.

(a) Special conferences for important matters may be arranged between the chapter chairman and the employer, or its designated representative, upon the request of either party. Such meetings shall be between at least two representatives of the Union and at least two representatives of the Employer. Arrangements for such special conferences shall be made in advance, and an agenda of the matters to be taken up at the meeting shall be presented at the time the conference is requested. Matters taken up in special conference will be confined to those included in the agenda. Members of the union shall not lose time or pay for time spent in such special conferences. This meeting may be attended by a representative of the Council and/or a representative of the International Union.

ARTICLE VII. GRIEVANCE PROCEDURE.

It is the intent of the parties to this agreement that procedures set forth herein shall serve as a means for peaceful settlement of disputes that may arise between them as to the application or interpretation of this agreement.

Step 1. The grievance must be presented by the employee and/or the steward to the under-sheriff within 10 days of the knowledge of its occurrence in order to be a proper matter for the grievance procedure.

(a) If the matter is not disposed of in the above procedure,

it will be submitted, in writing, by the steward to the under-sheriff.

(b) The under-sheriff shall answer the grievance within five working days, in writing.

Step 2. (a) If the under-sheriff's answer is not satisfactory, the grievance may be submitted by the chapter chairman to the sheriff, in writing, within five working days.

(b) The sheriff shall answer the grievance within five working days, in writing.

Step 3. (a) If the sheriff's answer is not satisfactory, and the Union wishes to carry it further, it shall refer the matter to the Council and/or International Union, who may within thirty days of the sheriff's answer, request a meeting with the Employer. This meeting shall be attended by at least two representatives of the Employer and at least two representatives of the Union to discuss the grievance or grievances. If the grievance is not disposed of at this meeting, and the Union wishes to carry it further, it shall be determined by the American Arbitration Association in accordance with their rules.

(b) Any arbitrator selected shall have only the functions set forth herein. The fees and approved expenses of an arbitrator are to be paid by the parties equally.

(c) After a case has been referred to the arbitrator,

the case may not be withdrawn by either party except by mutual consent.

(d) Any arbitrator's decision shall be final and binding on the Union and its members, the employee or employees involved, and the employer.

(e) Any grievance not appealed within the time limits set forth in the grievance procedure shall be considered settled on the basis of the last answer and not subject to further review.

ARTICLE VIII. COMPUTATION OF BACK WAGES.

No claim for back wages shall exceed the amount of wages the employee would have otherwise earned at his regular rate.

ARTICLE IX. DISCHARGE AND DISCIPLINE

(a) Notice of discharge or discipline. The employer agrees, promptly upon the discharge or discipline of an employee, to notify in writing the steward in the district of the discharge or discipline.

(b) The discharged or disciplined employee will be allowed to discuss his discharge or discipline with the steward of the district, and the Employer will make available an area where he may do so before he is required to leave the property of the Employer. Upon request, the Employer or his designated representative will discuss the discharge or discipline with the employee and the steward.

(c) Appeal of Discharge or Discipline. Should the discharged or disciplined employee, or the steward, consider the discharge to be improper,

a complaint shall be presented in writing through the steward to the Employer within two regularly scheduled working days of the discharge or discipline. The Employer will review the discharge or discipline and give its answer within three regularly scheduled working days after receiving the complaint. If the decision is not satisfactory to the Union, the matter shall be referred to the grievance procedure.

ARTICLE X. SENIORITY.

Probationary Employees.

(a) New employees hired in the unit shall be considered as probationary employees for the first 90 days of their employment. The 90 days probationary period shall be accumulated in not more than 180 calendar days. When an employee finishes a probationary period by accumulating 90 days of employment within not more than 180 calendar days, he shall be entered on the seniority list of the unit and shall rank for seniority from the day 90 days prior to the day he completes the probationary period. There shall be no seniority among probationary employees.

(b) The Union shall represent probationary employees for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and other conditions of employment as set forth in Section 1 of this agreement, except discharged or disciplined employees for other than Union activities.

(c) Seniority shall be on an employer-wide basis in accordance with the employees' last date of hire.

ARTICLE XI. SENIORITY LIST.

(a) Seniority shall not be affected by race, sex, marital status, or

dependents of the employee.

(b) The seniority list on the date of this agreement will show the names and job titles of all employees of the unit entitled to seniority.

(c) The employer will keep the seniority list up to date at all times, and will provide the local union membership with up to date copies at least every 90 days.

ARTICLE XIII. LOSS OF SENIORITY.

An employee shall lose his seniority for the following reasons only:

(a) He quits.

(b) He is discharged and the discharge is not reversed through the procedures set forth in this agreement.

(c) He is absent for three consecutive working days without notifying the employer. In proper cases, exceptions shall be made.

After such absence, the employer will send written notice to the employee at his last-known address that he has lost his seniority, and his employment has been terminated. If the disposition made of any such case is not satisfactory, the matter may be referred to the grievance procedure.

(d) If he does return to work when recalled from lay-off, as set forth in the recall procedure, in proper cases exceptions shall be made.

(e) Returning from sick leave and leave of absence will be treated the same as (c) above.

Notwithstanding his position on the seniority list, the Chapter Chairman shall, in the event of lay-off of any type, be continued at work as long as there is a job which he can perform.

ARTICLE XIV. SUPPLEMENTAL AGREEMENTS.

All proposed supplemental agreements shall be subject to good faith negotiations between the employer and the union. They shall be approved or rejected within a period of ten days following the conclusion of negotiations.

ARTICLE XV. LAY-OFF DEFINED.

(a) The word "lay-off" means a reduction in the work force due to a decrease of work or a budget limitation.

(b) If it becomes necessary for a lay-off, the following procedure will be mandatory:

Probationary employees will be laid off on an employer-wide basis.

Seniority employees will be laid off according to seniority as defined in Section X and Section XIII. In proper cases, exceptions may be made. Disposition of these cases will be a proper matter for special conference, and if not resolved, it shall then be subject to the final step of the grievance procedure, (arbitration).

(c) Employees to be laid off for an indefinite period of time will have at least 7 calendar days notice of lay-off. The local union secretary shall receive a list from the employer of the employees to be laid off on the same day the notices are issued to the employees.

ARTICLE XVI. RECALL PROCEDURE.

When the work force is increased after a lay-off, employees will be recalled according to seniority as defined in Section X and Section XIII. Notice of recall shall be sent to the employee at his last-known address by registered or certified mail. If an employee fails to report for work within 10 days from the date of the mailing of notice of recall, he shall be considered a quit.

ARTICLE XVII. PROMOTIONS

(a) Promotions within the bargaining unit shall be made on the basis of qualifications and seniority. Job vacancies will be posted for a period of seven (7) calendar days setting forth the minimum requirements for the position in a conspicuous place on the bulletin board in the Squad Room. Employees interested shall apply within the seven (7) calendar day posting period. The senior employee applying for the promotion and who meets the minimum requirements and has the qualifications shall be granted a ninety (90) day trial period to determine:

1. His desire to remain on the job.
2. His ability to perform the job.

In the event the senior applicant is denied the promotion, reasons for the denial shall be given in writing to such employee's steward, in the event the senior applicant disagrees with the reasons for denial it shall be a proper subject for the grievance procedure.

(b) During the ninety (90) day trial period, the employee shall have the opportunity to revert back to his former classification. If the employee is unsatisfactory in the new position, notice and reasons shall be submitted to the Union in writing by the Employer with a copy to the employee. The matter may then become a proper subject for the second step of the grievance procedure.

(c) During the trial period employees will receive the rate of the job they are performing.

(d) Employees required to work in a higher classification for eight (8) hours or more shall be paid the rate of the higher classification.

ARTICLE XVIII. VETERANS, REINSTATEMENT OF.

The re-employment rights of employees and probationary employees will be in accordance with all applicable laws and regulations.

ARTICLE XIX. EDUCATIONAL LEAVE OF ABSENCE FOR VETERANS.

(a) Employees who are reinstated in accordance with the Universal Military Training Act, as amended, and other applicable laws and regulations, will be granted leaves of absence in order to attend school full time under applicable Federal law in effect on the date of this agreement.

(b) Employees who are in some branch of the Armed Forces or the National Guard will be paid the difference between their Reserve pay and their regular pay with the employer when they are on full-time active duty in the Reserve, or National Guard, provided proof of service and pay is submitted. A maximum of two weeks per year is the normal limit.

ARTICLE XX. LEAVE OF ABSENCE.

(a) Leaves of absence for periods not to exceed two (2) years will be granted, in writing, without loss of seniority for:

1. Serving in any elected position.

2. Maternity leave.
3. Illness leave (physical or mental).
4. Prolonged illness in immediate family.
5. Educational leave.

Such leave may be extended for like cause.

(b) Members of the Union elected to attend a function of the International Union, such as conventions or educational conferences, shall be allowed time off to attend such conferences and/or conventions.

ARTICLE XXI. SICK AND FUNERAL LEAVE.

(a) If an employee becomes ill and is unable to perform his work or in the case of illness or death in the immediate family, the Sheriff may allow the employee the necessary time off without loss of time or pay.

(b) The Sheriff shall have the right to request verification of sickness or death.

ARTICLE XXII. WORK DAY, WORK WEEK, AND PREMIUM PAY.

(a) The regular work day shall consist of 9 hours per day, with coffee breaks and lunch included in the 9 hour period.

(b) The normal work week shall consist of 45 hours per week, in accordance with Section (c) of this Article.

(c) The Sheriff or an immediate supervisor shall prepare a work schedule.

(d) Shift Preference. Shift preference shall be granted on the basis of seniority and ability.

Changes in shifts will be made the first week in July, 1970, and each six (6) months thereafter and will be for a six (6) months' duration.

Vacancies may be filled on a temporary basis for ninety (90) days, but thereafter they shall be filled on the basis of seniority and ability within the classifications.

(e) \$4.00 per hour shall be paid for all hours worked over the regular work day of 9 hours and work week of 45 hours.

(f) Clerks work day shall be 8 hours per day, 40 hours per week, Monday through Friday. Deputy clerks shall receive the rate of \$4.00 per hour as an overtime rate for over 8 hours per day and 40 hours per week.

ARTICLE XXIII. VACATION ELIGIBILITY.

Employees will earn vacation with pay in accordance with the following schedule:

- (a) One year of employment - 1 week.
- (b) Two years to seven years of employment - 2 weeks.
- (c) Seven years and over of employment - 3 weeks.

ARTICLE XXIV. VACATION PERIOD.

(a) Vacations will be granted at such times during the year as are suitable, considering both the wishes of the employees and the efficiency of the operation of the department concerned. In case of conflict, vacation periods shall be granted according to seniority.

(b) Vacations will be taken in a period of consecutive days. Vacations may be split into one or more weeks, provided such scheduling does not

drastically interfere with the operation of the department.

(c) When a holiday is observed by the employer during a scheduled vacation, the vacation will be extended one day continuous with the vacation.

(d) The vacation may not be waived by an employee and extra pay received for work during that period.

(e) If an employee becomes ill and is under the care of a duly licensed physician during his vacation, his vacation will be rescheduled. In the event his incapacity continues through the year, he will be awarded payment in lieu of vacation.

ARTICLE XXV. PAY ADVANCE.

(a) If a regular payday falls during an employee's vacation, he will receive that check in advance before going on vacation. Should an employee change his vacation, he must make a request for his check two weeks before leaving, if he desires to receive it in advance.

(b) If an employee is laid off, or retired, or upon severance of employment, he will receive any unused vacation credit including that accrued in the current calendar year. A recalled employee who received credit at the time of lay-off for the current calendar year will have such credit deducted from his vacation the following year.

(c) Rates during vacation. Employees will be paid their current rate, based on their regular scheduled day while on vacation, and will receive credit for any benefits provided for in this agreement.

ARTICLE XXVI. HOLIDAY PROVISION.

(a) The following paid holidays are designated as:

New Years Day, Easter, Memorial Day, Fourth of July,
Labor Day, Thanksgiving Day, and Christmas Day.

(b) The above holidays shall be grouped at the end of each year.

Employees who worked the holidays shall receive the equivalent time off for all holidays worked.

(c) The employer shall attempt to schedule holidays on a rotating basis through the year.

(d) Employees required to work on holidays shall receive \$4.00 per hour for all hours worked, plus the holiday pay.

(e) Should a holiday fall on Sunday, Monday shall be considered as a holiday for clerks. If a holiday falls on Saturday, Friday shall be considered a holiday.

ARTICLE XXVII. UNION BULLETIN BOARDS.

(a) The employer will provide bulletin boards in the building which may be used by the union for posting notices of the following types:

1. Notice of recreational and social events.
2. Notice of elections.
3. Notice of results of elections.
4. Notice of meetings.

ARTICLE XXVIII. RATES FOR NEW JOBS.

When a new job is placed in a unit, and cannot be properly placed in an existing classification, the employer will notify the Union prior to establishing a classification and rate structure. In the event the Union does not agree that the description and rate are proper, it shall be subject to negotiations.

ARTICLE XXIX. TEMPORARY ASSIGNMENT.

Temporary assignments for the purpose of filling vacancies of employees who are on vacation, absent because of illness, etc., will be granted to the senior employee who meets the requirements for such job. Such employee will receive the rate of pay of the higher classification for hours worked while filling such vacancy.

ARTICLE XXX. SAFETY COMMITTEE.

A safety committee of employees and the employer representative is hereby established. This committee will include the stewards, and shall meet at least once per month during the regular daytime working hours for the purpose of making recommendations to the employer.

ARTICLE XXXI. WORKMEN'S COMPENSATION. On-the-job-injury.

Each employee will be covered by applicable Workmen's Compensation laws, and the employer further agrees that any employee being eligible for Workmen's Compensation will receive, in addition to his Workmen's Compensation income, an amount to be paid by the employer sufficient to make up the difference between Workmen's Compensation and his regular weekly income, based on 45 hours per week.

ARTICLE XXXII. HOSPITALIZATION MEDICAL COVERAGE.

The employer agrees to pay the full premium of hospitalization medical coverage for the employee and his family, the plan to be Blue Cross-Blue Shield MVF-1. This coverage shall apply to all seniority employees.

ARTICLE XXXIII. FALSE ARREST INSURANCE.

Employer shall provide false arrest insurance for all employees.

ARTICLE XXXIV. LIFE INSURANCE.

Employer shall provide each employee with \$3,000.00 term insurance for the year 1970, and \$6,000.00 for each employee for the year 1971.

ARTICLE XXXV. COMPUTATION OF BENEFITS:

All hours paid to an employee shall be considered as hours worked for the purpose of computing any benefits under this agreement.

ARTICLE XXXVI. GENERAL PROVISIONS.

The following general provisions are incorporated and made a part of this agreement:

General Provision A	Pensions
General Provision B	Uniforms and Uniform Allowance
General Provision C	Reserve Officers
General Provision D	Matrons
General Provision E	Department Policy and Work Rules

ARTICLE XXXVII. APPENDIX.

The following appendix is incorporated and made a part of this agreement:

Appendix A	Classifications and Rates
------------	---------------------------

ARTICLE XXXVIII. TERMINATION AND MODIFICATION.

This agreement shall continue in full force and effect until December 31, 1971, except as to the salary schedule for the year 1971, which the parties agree to negotiate, it being understood that any negotiated schedule will be retroactive to January 1, 1971.

(a) If either party desires to amend and/or terminate this agreement, it shall, 60 days prior to the above termination date, give written notification of the same.

(b) If neither party shall give such notice, this agreement shall continue in effect from year to year thereafter, subject to notice of amendment or termination by either party, on 60 days written notice prior to the current year's termination date.

(c) If notice or amendment of this agreement has been given in accordance with the above paragraphs, this agreement may be terminated by either party on 10 days' written notice of termination.

(d) Any amendments that may be agreed upon shall become and be a part of this agreement without modifying or changing any of the other terms of this agreement.

(e) Notice of Termination or Modification. Notice shall be in writing and shall be sufficient if sent by certified mail, addressed, if to the Union, to ^{1034 N. WASHINGTON} ~~4601 W. Saginaw Street~~, Lansing, Michigan 48917; and if to the Employer, addressed to the Lapeer County Board of Commissioners, Lapeer County, Lapeer, Michigan 48446, or to any such address as the Union or the Employer may make available to each other.

(f) The parties hereby agree that the first meeting will be held by November 7, 1971.

ARTICLE XXXIX SERVICIBILITY.

The parties hereby agree that in the event a court of competent jurisdiction rules that the County Board of Commissioners were without legal authority to negotiate a specific article, section, or portion thereof of this agreement, such decision of

the court shall apply only to the specific article, section, or portion thereof directly specified in the decision; upon the issuance of such a decision, the parties agree immediately to negotiate a substitute for the invalidated article, section, or portion thereof.

ARTICLE XXXIX. SUCCESSOR CLAUSE.

This agreement shall be binding upon the employer's successor, whether such succession be effected voluntarily or by the operation of law, and in the event of the employer's merger or consolidation with another employer, this agreement shall be binding upon the merged or consolidated employer.

ARTICLE XXXXI. EFFECTIVE DATE.

This agreement shall become effective as of its date of execution except for the following provisions:

Contract retroactive, including wages, benefits, and dues, to
January 1, 1970.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed on the day and year first above written.

IN THE PRESENCE OF:

FOR THE EMPLOYER:

Karl W. Moldenhauer

Daniel J. Polshinski
Lyons F. Stewart

FOR THE SHERIFF:

IN THE PRESENCE OF:

FOR THE UNION:

Karl O. Mollenhauer
Sam A. Fenner
Edward Greene

GENERAL PROVISIONS

A
PENSIONS

To be covered under the plan the employees now have. The employer shall give the union a written copy of the pension plan, the plan to be Michigan Municipal Employees Retirement System Plan.

B
UNIFORMS AND UNIFORM ALLOWANCE

(a) All employees shall be furnished uniforms and equipment by the employer, and the employer further agrees to pay for the cleaning and maintenance of said uniforms to be used only while on duty for the department.

(b) Detectives shall have a clothing allowance of \$125.00 per year, to take the place of the uniforms.

C
RESERVE OFFICERS

The reserve officers are to ride with deputies so as to make possible two (2) men cars. They are to assist the deputy in carrying out the deputies assignment.

The reserve officers are to be used at the discretion of the Sheriff in extreme emergencies.

D
MATRONS

In the absence of the regular matrons, the employer hereby agrees to use the female members of the bargaining unit to serve in that capacity, it being understood that it shall be the employees' responsibility to keep the Sheriff advised

as to their whereabouts when on call, so that he may reach them.

E

DEPARTMENT POLICY AND WORK RULES

(a) The sheriff shall have the right to establish and uniformly enforce department policy and/or work rules that do not conflict with or modify the existing agreement.

(b) New work rules or the establishment of or changes in existing department policy shall be presented to the union, in writing, through its chapter chairman at least ten (10) working days prior to the effective date of the rule or policy.

(c) In the event the proposed work rule or policy is in conflict with or modifies the existing agreement, or the union feels it is unjust, the conference committee shall be convened to discuss and amend or correct the proposed work rule or policy.

(d) All work rules or policies established now or hereafter shall be published by being sent to each employee covered by the rule or policy.

(e) The sheriff agrees to maintain a file of established work rules, and department policies. Such file shall be reviewed and updated once every two fiscal years. This file shall be available to the proper union officials.

APPENDIX A

CLASSIFICATION AND RATES

DEPUTY CLERK I -

Starting:	\$3,850.00
One Year:	4,250.00
Two Years:	4,650.00
Three Years:	5,050.00

DEPUTY CLERK II -

Starting:	\$4,650.00
One Year:	5,050.00
Two Years:	5,450.00
Three Years:	5,850.00

DEPUTY SHERIFF -

Starting:	\$6,700.00
One Year:	7,100.00
Two Years:	7,500.00
Three Years:	8,000.00

DETECTIVE -

Starting:	\$7,100.00
One Year:	7,500.00
Two Years:	8,000.00
Three Years:	8,400.00

SERGEANT -

Starting	\$7,200.00
One Year:	7,600.00
Two Years:	8,100.00
Three Years:	8,500.00

CHIEF DEPUTY -

Starting:	7,200.00
One Year:	7,600.00
Two Year:	8,100.00
Three Year:	8,500.00

Table V

Analysis of Panel's Award

<u>Position</u>	<u>Current Salary</u>	<u>Percent Increase</u>	<u>Salary Increase</u>	<u>New Salary</u>	<u>No. at Salary</u>	<u>New Money</u>
Deputy Clerk I	\$5,050	9	\$454.50	\$5,504.50	1	\$454.50
Deputy Clerk II	5,850	9	526.50	6,376.50	1	526.50
Deputy Sheriff						
Starting:	6,700	9	603.00	7,303.00	4	2,412.00
1 year:	7,100	9	639.00	7,739.00	1	639.00
2 years:	7,500	9	675.00	8,175.00	1	675.00
3 years:	8,000	9	720.00	8,720.00	5	3,600.00
Detective						
3 years:	8,400	9	756.00	9,156.00	1	756.00
Sergeant						
3 years:	8,500	9	765.00	9,265.00	2	1,530.00
Corporal	8,250	9	742.50	8,992.50	<u>2</u>	<u>1,485.00</u>
					18	12,078.00

All final rates