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12/31/98

COLLECTIVE BARGAINING AGREEMENT

between

THE COUNTY OF JACKSON,

THE SHERIFF OF JACKSON COUNTY

and

POLICE OFFICERS LABOR COUNCIL

January 1, 1996 through December 31, 1998

Jackson County

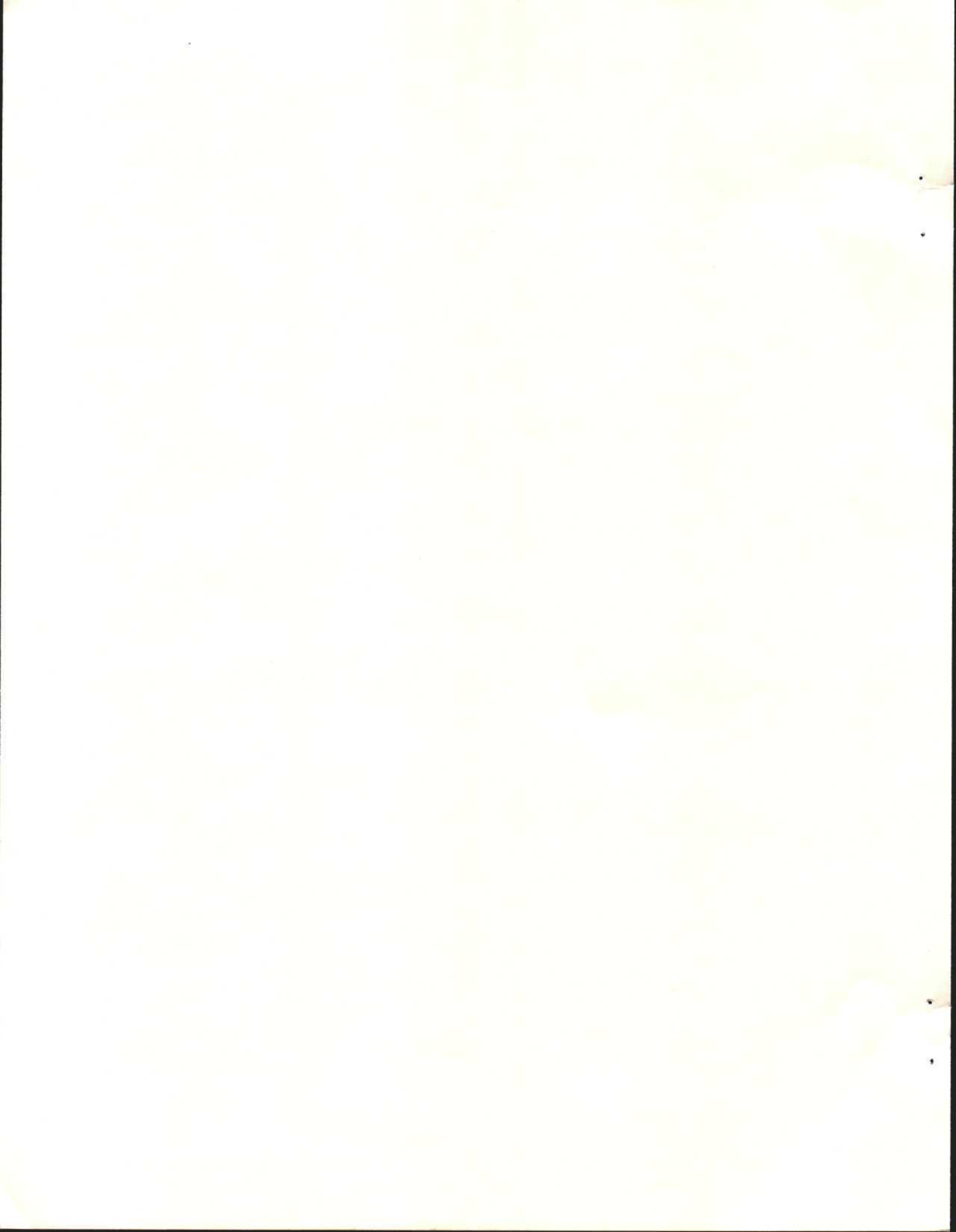
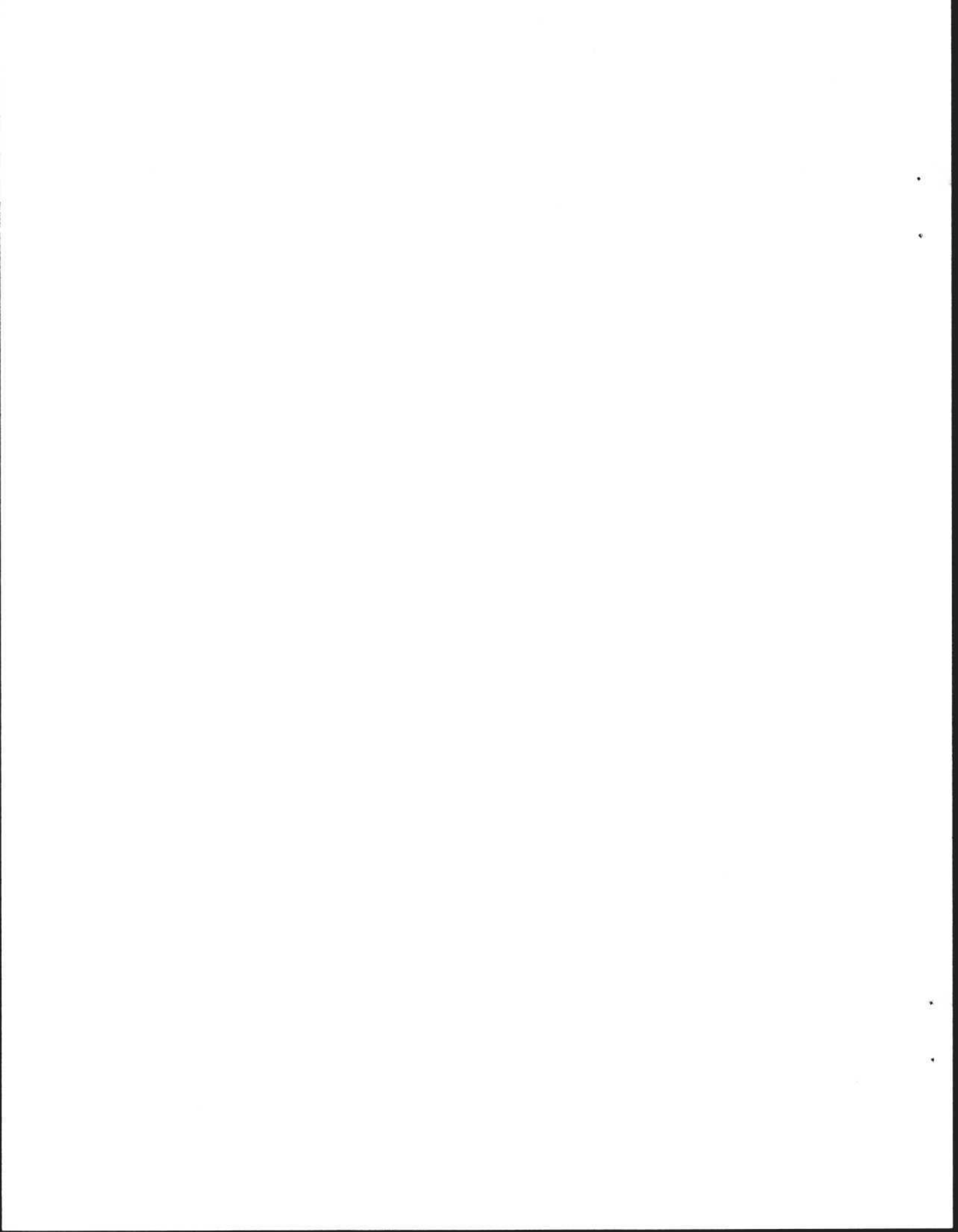


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ARTICLE 1

AGREEMENT

THIS AGREEMENT is made and entered into this _____ day of _____, 1996, by and between the **COUNTY OF JACKSON** and the **SHERIFF OF JACKSON COUNTY**, hereinafter referred to collectively as the Employer or County and the **POLICE OFFICERS LABOR COUNCIL**, hereinafter referred to as the Union.

ARTICLE 2

RECOGNITION

Pursuant to and in accordance with Act No. 176 of the Public Acts of 1939, as amended, or Act 336 of the Public Acts of 1947, as amended, the Employer recognizes the Union as the exclusive representative for the purpose of collectively bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment for all regular full-time Communication Technician/Clerk Typists (hereinafter referred to as "employees") but excluding all elected officials, supervisors, part-time, temporary, casual and co-op employees, and all other employees of the Employer.

This article is strictly limited to recognition of the Union as the bargaining agent as required under the laws of the State of Michigan and shall not be interpreted or expanded in any other manner or for any other purpose.

ARTICLE 3

UNION SECURITY AND CHECKOFF

1. Agency Shop or Union Membership. It is the intent of this Agreement to make a legal provision for the voluntary payment of all the members of the bargaining unit of a representative fee or for voluntary Union membership as they shall choose. The County and the Union agree that they will not discriminate against any employee as set forth in this Agreement, in regard to hire terms or conditions of employment in order to encourage or discourage membership in the Union.

A. Present employees who are members of the Union shall be deemed to be continuing members subject to the provisions of this Agreement and shall, if they desire, remain members for the duration of this Agreement. Employees not members of the Union on the effective date of this Agreement may become members, if they desire, and they may file an agreement for checkoff of dues and fees as hereinafter provided. Such dues and fees shall be collected according to the terms of such agreement in the form attached. The union will accept into

membership all employees who are subject to the provisions of this Agreement who apply for the same and tender dues and fees as uniformly required as a condition of the membership.

2. Service Fee. Employees covered by this Agreement who are not members of the Union shall pay a representation or service fee to the Union, which in no case may exceed the amount of dues uniformly required for membership.

3. Commencement of Dues. On or before the 31st day following the beginning of employment, or thirty-one (31) days from the time this Agreement is executed, whichever is later, each employee covered by this Agreement shall decide whether or not to apply for membership in the Union by executing membership and dues authorization cards as may be required by the Union, or not to apply for membership; meaning, in which event, employees may execute the representation fee authorization checkoff card, also hereinafter referred to, and shall pay monthly Union dues or the representation fee.

4. Checkoff. The County shall commence deduction of the Union membership fees and dues as authorized by the employee or the deduction of the representation fee assessed against its non-members on a uniform basis. Employees shall either remain members of the Union for the duration of this Agreement, or in lieu thereof, shall pay the representation fee as a condition of continued employment.

5. Maintenance of Membership. Employees who fail to remain members of the Union or in the alternative fail to pay the representation fees, shall be discharged by the County within thirty (30) days after receipt of written notice to the County and the employee from the Union, unless the County is otherwise notified by the Union in writing within such period that such default has been rectified.

This provision with respect to Union membership shall in no way affect the County's rights with respect to exercise of the provisions of this contract as they relate to the retention or termination of the employees, including probationary employees, as long as such employees maintain Union membership or pay the representation fee as herein provided.

6. New Hires. The Controller's Office or Personnel Office will furnish the Union a list of all the hires at the end of each pay period.

7. Laws, Court Rulings. In the event of amendment to the existing laws or change in court rulings, which would authorize other forms of Union Security Agreements for public employees in this State, either party may give notice to the other party of a desire to negotiate a provision with respect thereto, and both parties agree to meet within fifteen (15) days from date of receipt of such notice and to negotiate on substitute or

amended Union Security provisions as may be allowed by law. Nothing in the Collective Bargaining Agreement shall be deemed to bar such amendment or negotiation, or other action to enforce such right to amendment; however, all of the other provisions of the Agreement shall remain in full force and effect, irrespective of whether the parties agree or disagree on a new Union Security Agreement.

8. Security and Checkoff. The County agrees to deduct from the wages of any employee who is a member of the Union all Union membership dues and initiation fees uniformly required, if any, and further agrees to deduct from the wages of any employee who is not a member of the Union the Union representation fee, as provided in a written authorization which has been duly executed by the employee in accordance with the standard form provided by the Union. The written authorization for Union dues deduction or for representation fee deduction may remain in full force and effect during the period of this contract and may be revoked only by written notice given during the period thirty (30) days immediately prior to the expiration of the contract or subsequent to the expiration of this contract or as required by law. Termination notice must be given both to the County and the Union. Union dues and initiation fees will be certified to the County by the Secretary-Treasurer of the local Union, but shall not exceed the amount authorized in the checkoff agreement, if any, as signed by the employee. Such checkoff and remittance of fees shall be made by the County to the Union without charge. Union dues and representation fees will be deducted commencing with the first pay of the month following the month in which the employee's payroll deduction authorization is provided to the Employer, and in the first pay of each month thereafter.

9. Hold Harmless. The Union agrees to indemnify and hold the Employer harmless against any and all claims or liabilities, including court costs and attorney fees, that arise out of the Employer's compliance with the Union security and payroll deduction provisions of this Agreement.

ARTICLE 4

UNION REPRESENTATION

1. For purposes of negotiations, the Employer will recognize a bargaining committee of three (3) employees, which committee will be selected in a manner determined by the employees and the Union. Non-employee representatives may also be present.

2. For purposes of processing grievances under the Grievance Procedure, the Employer will recognize one (1) Steward per shift who shall represent the employees in the bargaining unit.

3. The Steward shall be selected in any manner determined by the Union provided that no one shall be eligible to serve as a Steward unless he or she is a seniority employee of the County.

4. The County agrees to recognize the Steward for the purpose specified in paragraph 2. after the Union provides the Employer with written notification of the Steward's appointment.

5. In the event a Steward is laid off, the County agrees that the Union may select another person to replace the laid off Steward.

6. No employee, including the Steward, shall stop his or her assigned work for any reason related to the processing of grievances at any step of the Grievance Procedure without first obtaining permission of his or her immediate supervisor.

7. The right of an employee or Steward to leave his or her work during working hours without loss of pay is limited to attendance at scheduled grievance meetings with representatives of the Employer and is extended with the understanding that time will be devoted to the prompt processing of legitimate grievances and will not be abused.

ARTICLE 5

MANAGEMENT RESPONSIBILITIES

1. It is expressly recognized and agreed that the management of the County, the control of its properties, and the maintenance of order and efficiency are the sole responsibility of and shall remain vested exclusively in the County. Other rights and responsibilities belonging solely to the County include, merely by way of illustration and not by way of limitation, the right to decide on the methods, process and means of performing any and all work; the right to change or introduce new or improved operations, methods, means or process for carrying out the work, including automation; the right to determine the number, location and type of facilities; the right to determine the type, content, nature and extent of the work to be performed; the right to select uniforms and equipment to be used; the right to decide matters related to the maintenance and repair of facilities and equipment; the right to determine the amount of supervision that is necessary; the right to establish schedules of work and the days of the workweek; the right to select and purchase materials; the right to purchase the regular service of others and to determine whether to discontinue the enter business operation or any part thereof; the right to establish, maintain and enforce work rules and regulations; and the right to establish the starting and quitting time, and the number of hours to be worked.

2. It is further recognized, also by way of illustration and not by way of limitation, that the selection, composition, assignment and direction of the working force, including the right to determine the qualifications of employees (including physical qualifications and conditions), the right to hire, the right to discipline, suspend, demote and discharge employees for just cause, the right to assign, promote, and transfer employees, the right to determine the amount of overtime to be worked, and the size of the working force, the right to relieve employees from duty because of lack of work or other reasons, the right to assign work, to establish and require employees to observe the County's rules and regulations, the right to determine the size of the management organization, its functions, authority, amount of supervision and organization structure, and the right to maintain discipline and efficiency of employees, is the sole responsibility of the County.

3. The exercise of the powers, rights, authority, duties and responsibilities of the County, the adoption of policies, rules, regulations and practices in the furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms are in conformance with the Constitution and laws of the State of Michigan, and the Constitution and laws of the United States.

ARTICLE 6

NON-DISCRIMINATION

The Employer and the Union agree that neither shall unlawfully discriminate against any employee because of race, religion, color, national origin, age, sex, height, weight, marital status, handicap, political belief, or membership, or non-membership in a union, nor shall the Employer or the Union, its agents, or its membership unlawfully discriminate against any employee because of exercising his/her rights under PERA or this Agreement as required by law.

ARTICLE 7

PROHIBITED ACTIVITY

1. No Strike Pledge. During the life of this Agreement, the Union will not authorize, sanction, cause or support a strike as that term is defined in the Hutchinson Act, nor will any employee or employees take part in a strike, intentional slowdown of services, picketing, boycott, work stoppage, concerted refusal to work overtime, or any other interference with the County's services. Neither shall the Union or any employee refuse

to cross any picket line by whomever established, where such refusal would interfere with or impede the performance of the employee's duties as an employee of the County.

2. Affirmative Action. The Union agrees that as a part of the consideration of this Agreement, upon receipt of notice from the County, it will take immediate steps to end any work stoppage, strike, slowdown, or suspension of work in violation of this Agreement.

3. No Lockout Pledge. During the life of this Agreement, the County agrees it will not cause or sanction a lockout.

ARTICLE 8

WORK RULES

1. Work Rules. The Employer has the right to establish and enforce reasonable work rules.

2. Publication of Work Rules. Work rules shall be published by being provided to each employee by the Employer.

3. Safety Devices. Employees shall use all safety devices as may be specified by the Employer.

4. Safe and Healthful Working Conditions. The Employer agrees that it will take reasonable steps to assure safe and healthful working conditions and the Union agrees to assist the Employer in its efforts to have the employees comply with all safety, sanitary and fire regulations.

ARTICLE 9

GRIEVANCE PROCEDURE

1. Intent/Definition. It is the intent of the parties to this Agreement that the procedure set forth herein shall serve as a means for peaceful settlement of disputes that may arise between the employees, the Union and the Employer as to the application, interpretation or compliance with the provisions of this Agreement pertaining to wages, hours and other conditions of employment. Both parties shall make an earnest effort to settle such differences.

2. Default Settlement of Grievance. Any grievance not initiated within the time limits herein provided shall be barred. Any grievance not appealed within the time limits herein provided shall be considered settled on the basis of the Employer's last answer to the grievance and shall not be subject to further review. If the Employer fails to answer a grievance within the time limits herein provided, the Union may appeal the grievance to the next step of the grievance procedure.

3. Withdrawal of Grievance. Grievances may be withdrawn at any stage of the proceedings by written mutual consent of the parties.

4. Extension of Time Periods. The parties may extend the time periods within the grievance procedure by mutual written agreement.

5. Working Day Definition. Working days pertaining to the grievance procedure shall be defined as Monday through Friday excluding holidays.

6. Retroactive Payment of Wages. Any grievance relating to payment of wages or benefits shall not be retroactive beyond the pay period preceding the filing of the grievance.

7. Meetings Concerning Grievances. The Union representative shall meet at reasonable times with representatives of the Employer to discuss and adjust unsettled grievances or other matters which shall properly come up for discussion. Meetings shall be held at mutually agreed upon times. The Union representative shall attend such meetings with pay.

8. Attendance by Grievant(s) at Grievance Meetings. The grievant(s) shall be allowed to attend, with no loss of time or pay, all steps of the grievance procedure.

STEP 1.

a. Oral Presentation of Grievance to Shift Supervisor. An employee having a grievance shall present it, with the steward, orally to their Shift Supervisor within five (5) working days of the date the employee first becomes aware or reasonably should have become aware of its occurrence.

b. Written Presentation of Grievance to Shift Supervisor. If the grievance is not settled orally, the Steward and the employee shall reduce the grievance to writing, stating the grievance, the contract provision(s) allegedly violated and the remedy desired. They shall each sign the grievance and submit it to the Shift Supervisor or authorized representative within five (5) working days of the Supervisor's response to the original grievance. The Shift Supervisor shall

respond to the grievance in writing within five (5) working days of the date of receipt of the written grievance.

c. Class Action. In the event the Grievance Chairperson wishes to present a class action grievance on behalf of the Union, the grievance shall be presented in writing directly to the Sheriff in lieu of the Step I (a) procedure.

STEP 2.

Written Presentation of Grievance to Sheriff. If the Shift Supervisor's answer is not satisfactory, the grievant shall be referred by the Steward to the Union's Field Representative who may then submit the grievance to the Sheriff within ten (10) working days of the date of the Shift Supervisor's receipt of the written grievance. The Sheriff shall answer the grievance within five (5) working days of the date of his receipt of the written grievance.

Representatives of the Employer or the Union may assist at this or any other stage of the grievance procedure.

STEP 3.

a. Written Presentation of Grievance to County Administrator. If the grievance is not settled at Step 2, and the Union's Field Representative wishes to proceed further with the grievance, the Field Representative shall submit a signed written appeal to the County Administrator within ten (10) working days from the date of receipt of the Sheriff's written response.

b. Meeting to Discuss Pending Grievance. The County Administrator, the Sheriff or his/her representative, two (2) representatives of the Union, and the grievant shall meet at a mutually agreeable time within ten (10) working days of the date of receipt by the County Administrator of the written appeal.

c. Mutual Decision. A mutual agreement in writing may be given within ten (10) working days of the meeting.

d. County Administrator's Decision. In the event that a mutual decision cannot be reached, the County Administrator shall respond in writing within ten (10) working days of the meeting.

STEP 4.

a. Submission to Arbitration. If the grievance is not settled at Step 3, and either party believes the matter should be carried to arbitration, the matter shall be referred to the American Arbitration Association.

b. Settlement of Matter Submitted to Arbitration. The Union and Employer shall have full authority to settle any matter subject to arbitration before, during, or after the matter has been submitted, and the employee will be bound thereby, providing that the Union has fulfilled its duty of fair representation.

c. Notice of Intent. Notice of Intent to submit to arbitration shall be given within fifteen (15) working days from the end of Step 3, together with a request for an arbitrator from the American Arbitration Association.

d. Selection of Arbitrator. The arbitrator shall be selected under the rules of the American Arbitration Association.

e. Decision of Arbitrator. The decision of the arbitrator shall be final and binding on all parties so long as the arbitrator has not exceeded his /her authority. No claim for back wages involved in any grievance shall exceed the amount of wages the employee would have otherwise earned at his/her regular rate of pay, less his/her actual earnings for the period in question.

f. Arbitrator's Fees and Expenses. The fees and expenses of the arbitrator shall be paid equally by the Union and the Employer. All other expenses shall be borne by the individual parties.

ARTICLE 10.

DISCIPLINE AND DISCHARGE

1. In cases of discharge and discipline of non-probationary employees, a representative of the County shall give prompt notice to the employee and to the President of the Union.

2. The affected non-probationary employee shall be allowed to discuss his or her discharge or discipline with the Steward, or other Union representative, and the County will make available an area where they may do so.

3. In imposing any discipline on a current charge, the County will not take into account any minor infractions resulting in a disciplinary penalty less than suspension,

which occurred more than two (2) years previously. Every non-probationary employee shall be entitled to notice of the basis for disciplinary action up to and including discharge of such employee by the County.

4. The Employer shall not discipline or discharge any non-probationary employee except for just cause.

5. Written notice of disciplinary action or discharge shall, where applicable, cite the specific sections of rules and regulations and/or appropriate law(s) or ordinance(s) which the employee is alleged to have violated.

6. A non-probationary employee against whom charges have been made by the Employer shall be represented by a Union representative upon request of the employee.

ARTICLE 11

SENIORITY

1. Probationary Period. All new employees shall be considered probationary employees for a period of twelve (12) months of work, provided, however, that such probationary period shall be extended for a period of time equal to the time that an employee is absent from duty, if such period of absence is greater than fifteen (15) work days. Upon completion of the probationary period, an employee shall be placed on the seniority list and shall have seniority dating from his/her last date of hire. The Union shall represent probationary employees for the purpose of collective bargaining; however, probationary employees may be laid off, disciplined, suspended, or terminated by the Employer at any time without regard and without recourse to this Agreement. Probationary employees may be terminated from employment for any reason or no reason and are employees at will.

2. Waiver of Probationary Period. The Employer may grant a probationary employee seniority status prior to the end of the probationary period. If such status is granted, the Union shall be notified in writing.

3. Seniority Status. Upon successful completion of the probationary period, or upon waiver of the probationary period by the Employer, the employee shall have seniority status. The employee's seniority date shall be determined in accordance with Section 4. below.

4. Seniority Date. Each employee's seniority date shall be the employee's last date of hire as a regular continuous full-time employee in the bargaining unit.

5. Anniversary Date. Each employee's anniversary date shall occur at one (1) year intervals from the employee's last date of hire as a regular continuous full-time employee in the bargaining unit.

6. Seniority List. The Employer shall prepare and maintain a seniority list which shall list the name, classification, and anniversary date of each employee with seniority status. The Employer shall submit the seniority list to the Union prior to July 15 and December 30 each year. The seniority list shall be posted in the Department.

7. Superseniority of Union Representatives. The Bargaining Committee Chairperson and the Grievance Chairperson shall be entitled, in the event of layoff, notwithstanding their position on the seniority list, to be continued at their work as long as there is a job in their department which they can perform either on the basis of their past qualifications, having held the positions, their experience, training, and physical, educational or technical qualifications. The Chairpersons shall be entitled to continue work if they have the necessary qualifications to perform the work, and if work is available in their department. Similarly, in the event they are laid off, they shall be recalled to work in the event of layoff on the first open job in the department which they can perform within their established classification.

8. Loss of Seniority. An employee's seniority and his/her employment relationship with the Employer shall automatically terminate for any of the following reasons:

a. The employee quits or is discharged for just cause.

b. The employee is absent for three (3) consecutive working days without good cause and without notifying the Employer and obtaining a leave of absence. The Employer will issue a termination notice in such case.

c. An employee is notified by personal notice, e.g., telephone or personal communication, to report to work and fails to report for five (5) working days after he/she was notified of the recall, or in the event notice is given by telegram or registered or certified mail, sent to the employee's last known address on record with the Employer, and the employee fails to report to work for five (5) working days following the time he/she was supposed to report for work, based on the postmark of the notice. Notice will be given the Union in the even the employee's termination under this provision.

d. The employee fails to report back within three (3) days following the expiration of a leave of absence, vacation or holiday.

e. Falsification of reasons for leave of absence or statements on the employee's application.

f. He/she is convicted or pleads guilty or nolo contendere to a felony or a circuit court misdemeanor, or a misdemeanor which results in sentenced jail time excluding traffic misdemeanors;

g. If he/she fails to return on the required date following an approved leave of absence, vacation or a disciplinary layoff, unless an excuse acceptable to the Sheriff is presented;

h. If he/she makes an intentionally false statement on his/her employment application or other Employer document.

9. Seniority Status/Military Service. The Employer agrees to comply with all provisions of any statutes of the United States or the State of Michigan concerning the re-employment or reinstatement of veterans.

ARTICLE 12

LAYOFF AND RECALL

1. Layoff Priorities. Full-time probationary employees shall be laid off prior to the layoff of full-time seniority employees. The order of layoff of probationary employees shall be at the discretion of the Employer. Full-time seniority employees shall be laid off in seniority order, least senior first.

2. Layoff Notification. Except in emergency situations (e.g., Acts of God, unforeseen reduction in revenues, etc.), employees shall be provided at least five (5) days advance written notice of layoff. The union shall be given a list of such laid off employees at the same time.

3. Recall. When the work force is increased after layoff, full-time seniority employees shall be recalled according to seniority, most senior first.

4. Notice of Recall. Employees will be recalled in the order of their seniority. Failure to accept recall shall constitute a waiver to recall and a voluntary resignation. Recalled employees must return to work within ten (10) work days of receipt of the notice of recall. Failure to return within ten (10) work days constitutes voluntary resignation.

Employees on layoff shall notify the Human Resources Department of their current address within forty-eight (48) hours of layoff and immediately subsequent thereto of any change of address in order to afford the Human Resources Department the ability to notify employee of recall. Failure to do so by the employee shall constitute a waiver by the employee of the employee's right to recall.

ARTICLE 13

HOURS OF WORK

1. Work Week/Work Day.

a. The normal work week for full-time employees shall consist of forty (40) hours per calendar week. The normal work day for full-time employees shall consist of eight (8) hours, inclusive of a paid thirty (30) minute lunch period.

b. Each full-time employee shall be entitled to a paid, fifteen (15) minute rest period during the first half of an eight (8) hour work shift, and a paid, fifteen (15) minute rest period during the second half of an eight (8) hour work shift. Work breaks may not be accumulated and shall not be paid if not taken. Neither may breaks be used to start work late or finish work early.

c. The time of rest and lunch periods shall be determined by the Employer.

d. This article shall in no way be construed as a guarantee of work or pay or restrict the assignment of overtime.

2. Work Shifts and Shift Premiums.

a. The hours of a normal day, afternoon and midnight shifts shall be periodically determined and posted by the Employer.

b. Employees regularly performing work on the afternoon or midnight shifts shall receive a premium of thirty-five cents (35¢) per hour. Effective January 1, 1997, that rate shall be forty cents (40¢) per hour.

c. Shift premium shall be added to total wages but shall not increase the hourly or weekly salary rates. Shift premiums shall be paid only for hours actually worked by an employee and shall not be paid for holidays, vacation, sick leave or other periods for which the individual is paid but does not actually work.

3. Overtime.

a. Hours worked in excess of eight (8) hours per day or forty (40) hours per week shall be considered overtime. Employees shall be paid at the rate of one and one-half times their regular hourly rate of pay for overtime hours worked.

b. A paid holiday, paid sick leave, paid vacation day, or other authorized paid leave shall not be counted as time worked for the purpose of computing overtime pay for over eight (8) hours per day but shall be counted for the purpose of computing overtime pay for over forty (40) hours per week.

c. All overtime work shall be approved in advance and shall be worked as directed by the employee's supervisor.

d. The decision to assign or not assign overtime work shall be at the sole, and exclusive, discretion of the Employer.

e. The assignment of overtime to employees inside or outside of the bargaining unit shall be at the sole and exclusive discretion of the Employer, subject to the following limitations.

(1) In those situations where the Employer decides to replace an employee in the bargaining unit whose absence on sick leave is unscheduled and is reasonably expected to be of three (3) days or less duration, the work shall first be offered to part-time employees who are expected to work less than 32 hours in the workweek. Overtime work arising after available part-time employees have acquired 32 hours in the workweek, shall then be offered to employees in the bargaining unit who have volunteered for overtime assignments.

(2) In those situations where an employee is absent on sick leave which is unscheduled and is reasonably expected to exceed three (3) days duration, or in those situations where an employee is absent by reason of funeral leave, vacation, meetings, conferences, and other scheduled absences, the Employer may, at its discretion, assign such work to temporaries, casuals, or other non-bargaining unit employees, with the exception of supervisors who may only be assigned such work in accordance with the provisions of Article 14, paragraphs b - e.

(3) Voluntary Overtime. When the employer has at least four (4) days notice of an upcoming shift vacancy that will require overtime bargaining unit staffing, such overtime will be offered to those employees on

the voluntary overtime call list, commencing with the most senior operator first. Those on the list must decide whether to accept such assignment by the end of their shift during which the posting was made or when notified if not working. If an employee does not decide, it shall be treated as a refusal. The Employer shall not be required to notify those employees on personal, sick or vacation days. If the employer notifies by telephone and receives an answering machine response, it shall be treated as a refusal. Voluntary overtime shall be offered in four (4) hour blocks. Where there is less than four (4) day notice, the Employer may assign the overtime as provided in the non-voluntary section.

(4) Non-Voluntary Overtime. When it is necessary to order employees to work overtime the following procedure shall be used:

(a) Blocks of time shall generally be four (4) hours. However, this shall not be construed as limiting the Employer to only four (4) hour blocks in unusual circumstances.

(b) The first four (4) hours will be assigned to the least senior regularly scheduled operator on duty.

(c) The remaining four (4) hours will be assigned to the least senior regularly scheduled operator on the shift following. If the least senior operator cannot be contacted, the next operator with least seniority who is regularly scheduled on the following shift shall be contacted, etc.

(d) In the event no operators who are regularly scheduled to a shift can be reached, the supervisor will call in the least senior employee and move up the list until the position is filled.

(e) Operators will not be ordered in on personal, sick or vacation days.

(f) Operators will not be ordered to work more than sixteen hours in any twenty-four (24) hour period.

Nothing in this section shall be construed as limiting other provisions of this contract.

4. Time Change.

a. Full-time employees will be paid seven (7) hours pay for seven (7) hours work during the Spring time change but may take one (1) hour personal time in order to be paid for eight (8) hours.

b. Full-time employees will be paid eight (8) hours straight time and one (1) hour overtime for the nine (9) hours worked during the Fall time change.

5. Call-Pay. If an employee is scheduled in by the Employer for duty not scheduled in advance and which is outside of and not continuous with the employee's regular work period, the employee shall be guaranteed a minimum of two (2) hours work or two (2) hours pay.

6. Work Schedules. The Employer agrees to post a work schedule in the 9-1-1 Center within the Sheriff's Department thirty (30) days in advance of its first becoming effective. If revisions occur in the posted schedule subsequent to its initial posting, the affected employee(s) shall be notified of said revisions.

7. Shift Rotation. Employees with less than one (1) year of service shall be assigned shifts at the discretion of the Employer. After one (1) year of service, an employee shall have preference in shift selection over less senior employees provided he/she has the qualifications, ability and training to immediately assume the job duties on such shift. Shift assignment preference may be exercised every seven (7) full pay periods. Lists for exercising shift assignment preference (including available pass days) shall be completed and posted a minimum of fifteen (15) calendar days prior to shift preference assignments taking effect. Once shift preference assignments have been made, any change requested by an employee shall be at the discretion of the Employer.

Vacations shall be selected from those available and shall be submitted to the Employer at the time designated for shift selection. Vacation requests made at any time other than as specified herein shall be authorized at the discretion of the Employer in the order in which requests are submitted. Once vacation has been approved by the Employer, it shall not thereafter be canceled except in emergencies.

8. Tardiness. Employees late in reporting for work will be docked one-tenth of an hour for each six (6) minutes or portion thereof which they are late.

ARTICLE 14

COMPENSATORY TIME OFF

Employees shall have the option of taking compensatory time off in lieu of overtime payment or in lieu of payment for time worked on a holiday at the rate of time and one-half for each hour worked. Employees selecting compensatory time off in lieu of payment, shall notify the Shift Supervisor of their selection in writing at the time of recording of the time worked. Compensatory time off must be used within the calendar year, except that a maximum of forty (40) hours may be carried over to the following calendar year. The Employer may direct payment at any time when accrued compensatory time is in excess of forty (40) hours at the time overtime is worked. The scheduling of compensatory time off shall be by mutual agreement of the employee and the Shift Supervisor.

ARTICLE 15

WORK BY NON-BARGAINING UNIT EMPLOYEES

Non-bargaining unit employees shall not be assigned to work normally performed by employees in the Bargaining Unit except as otherwise set forth in the provisions of this Agreement.

It is expressly agreed and understood that non-bargaining unit employees be used as follows:

1. For the purposes set forth in Article 13., Hours of Work;
2. During periods of instruction, testing and emergencies;
3. When replacing employees for the remainder of a work shift they have started but do not complete;
4. During the time required to replace a bargaining unit member who is absent from the job with another bargaining unit member (the Employer agrees to make a reasonable effort to secure replacements); and
5. Augmenting the regular work force to meet the requirements of the Employer that may be occasioned by employee terminations or dismissals, temporary increased workloads, or other conditions that may create short-term staffing requirements.

ARTICLE 16

SICK LEAVE

1. Entitlement. To be entitled to paid sick leave, employees must be employed in the Bargaining Unit for a minimum of ninety (90) calendar days.

2. Accumulation. Employees shall be credited with three (3) days of sick leave after they have been employed in the Bargaining Unit for a maximum of ninety (90) calendar days. Thereafter, employees earn one (1) day of sick leave for each completed month of service. Employees may accumulate sick leave up to nine hundred sixty (960) hours.

3. Authorization. Any utilization of sick leave by employees must have the approval of their supervisor. On any occasion sick leave is utilized, the employee may be required to establish the reason therefor.

4. Utilization. Sick leave may be utilized upon approval of the supervisor for any of the following reasons:

a. Illness, injury, temporary disability, or exposure to contagious disease endangering others.

b. Illness, injury, or temporary disability in the immediate family which necessitates the employee's absence from work.

c. Appointments with a doctor, dentist, or other recognized professional.

d. While drawing Workers' Compensation, an employee may elect to draw upon accumulated sick leave in an amount which, when added to his/her Workers' Compensation payment, will not exceed his/her regular take home pay at the time of injury.

5. No Advance Credit. Sick leave shall not be allowed in advance of being earned.

6. Notification of Employer. Employees shall provide the Employer with two (2) hours notice prior to use of sick leave. Failure to do so may be cause for disciplinary action and denial of sick leave pay for the period of absence.

7. Physician's Certification. The Employer may require a written statement by a reputable physician certifying the personal or family condition preventing the employee

from performing the duties of his/her position prior to granting payment for sick leave in excess of three (3) consecutive work days. In cases where the Employer has cause to suspect abuse of sick leave, the Employer may require a physician's written statement without regard to the three (3) consecutive day limitation.

8. Absence for Fraction of Day. Employees absent on sick leave for a fraction or part of a day shall be charged for sick leave at integrals of not less than one (1) hour.

9. Payment Upon Separation from Service. Upon separation from service, the employee shall receive payment for one-half accumulated unused sick leave at his/her current rate of pay at the time of separation.

ARTICLE 17

FUNERAL LEAVE

1. Employees Entitled to Paid Funeral Leave. To be entitled to paid funeral leave, employees must be employed in the bargaining unit for a minimum of ninety (90) calendar days.

2. Immediate Family. Employees shall be allowed three (3) paid working days (excluding pass days) as funeral leave days not to be deducted from sick leave, for a death in the immediate family, which is defined as follows:

Mother, father, sister, brother, spouse, son, daughter, stepchild, mother-in-law, father-in-law, grandparents, or a member of the employee's household for whose financial or physical care the employee is principally responsible.

3. Others. Employees serving as pallbearer, or attending the funeral of a grandchild, sister-in-law, brother-in-law, aunts, uncles, stepfather or stepmother, will be allowed one (1) funeral day with pay.

4. Extension of Funeral Leave. In exceptional cases, the Employer may approve an extension of time for attendance at a funeral referenced in paragraphs 2 or 3 above, which time shall be chargeable to the employee's sick leave, if available.

ARTICLE 18

JURY DUTY

1. Notification of Department Head. An employee receiving a jury duty summons shall notify the Shift Supervisor as soon as possible.

2. Time-Off with Pay. An employee serving on jury duty shall receive time-off with pay provided the employee reimburses the Employer the jury pay received, less mileage.

An employee serving on jury duty shall be assigned to the first shift for the duration of jury duty. The employee will report to the 9-1-1 Center daily when released from jury duty.

3. Use of Leave. An employee may utilize accumulated annual leave or personal leave during the period he/she serves on jury duty and retain the jury pay received.

ARTICLE 19

COURT TIME

1. Employees subpoenaed into any Court or official hearing during off-duty hours on any matter related to their work for the County shall receive time and one-half their regular hourly rate of pay and mileage.

2. Other Court Appearances. Any Court appearance which is unrelated to County employment, shall be covered with annual or personal leave or time off without pay.

If the Court appearance is during off-duty hours, the employee will not be compensated.

ARTICLE 20

LEAVE OF ABSENCE

1. Family and Medical Leave. Each party has the right to exercise its rights under the Family and Medical Leave Act, notwithstanding any contrary provision under this contract.
2. Gainful Employment. No employee shall be granted a leave of absence for the purpose of self-employment or to serve as an employee of another company or corporation.
3. Return to Former Position. An employee returning from an approved leave of absence shall be entitled to return to the bargaining unit in accordance with his/her accumulated seniority.
4. Falsification of Applications for Leave of Absence. An employee who falsifies an application for leave of absence is subject to discipline up to and including discharge.

ARTICLE 21

MILITARY LEAVE

1. Regular Military Leave. Employees shall be granted military leave pursuant to applicable state and federal laws.
2. Temporary Military Leave. Any employee with seniority status who is a member of a reserve component of the Armed Forces of the United States of America or National Guard shall be entitled to a temporary military leave of absence when ordered to attend active duty training and shall be entitled to pay in an amount equivalent to the difference between the employee's regular County compensation and the military service pay for each day of absence from scheduled County employment, provided proof of military service and pay is submitted. Such leave shall not exceed two (2) weeks of absence from scheduled employment in any calendar year.
 - a. Duty in Excess of Two Weeks. If active duty training exceeds two (2) weeks in any calendar year, the employee shall be entitled to a military leave of absence without pay.
 - b. Holiday Occurring During Temporary Military Leave. An employee shall be entitled to holiday pay for a paid holiday which occurs or is observed during

a temporary military leave. Military pay earned on a holiday shall not be considered in determining the employee's salary for the holiday.

3. Emergency Military Leave. Any employee with seniority status who is a member of a reserve component of the Armed Forces of the United States of America and is ordered to perform state emergency duty, by compulsory call of the Governor or the President shall be entitled to an emergency military leave of absence. Such leave shall be with pay equivalent to the difference between the employee's regular County compensation and military service pay, provided proof of military service pay is submitted. Such leave shall not exceed two (2) weeks of absence from scheduled employment.

ARTICLE 22

PERSONAL LEAVE DAYS

1. Employees Entitled to Personal Leave. To be entitled to paid personal leave, employees must be employed in the bargaining unit for a minimum of ninety (90) calendar days.

2. Personal Leave Accumulation. Employees shall be granted five and one-half (5 1/2) days (including one (1) day of personal leave for their birthday) of personal leave upon each anniversary date of hire. Personal leave shall not accumulate from year to year.

3. Personal Leave Utilization. Personal leave shall not be used in integrals of less than one (1) hour.

4. Purpose of Personal Leave. Personal leave shall be allowed for personal purposes including time off for voting, religious observance, funerals of persons not covered under the funeral leave provisions of the Agreement, and other personal business.

5. Personal Leave on a Holiday. Personal leave shall not be utilized on holidays.

6. Authorization. Employees desiring personal leave shall request the approval of their supervisor not less than twenty-four (24) hours prior to the date the leave is desired to commence. The approval of the leave shall be at the discretion of the supervisor, which approval shall not be unreasonably withheld.

7. Rate of Pay. Employees will be paid for personal leave at the rate of pay they are earning when the personal leave is taken.

ARTICLE 23

VACATIONS

1. Accumulation. All employees covered by this Agreement who are on the seniority list of the County shall on each anniversary of their date of hire be entitled to a vacation with pay as follows:

a. Employees with one (1) year but less than seven (7) years of continuous service on their anniversary date shall be entitled to ten (10) days vacation with pay at their regular rate.

b. Employees with seven (7) years but less than twelve (12) years of continuous service on their anniversary date shall be entitled to fifteen (15) days vacation with pay at their regular rate.

c. Employees with twelve (12) years but less than sixteen (16) years of continuous service on their anniversary date shall be entitled to twenty (20) days vacation with pay at their regular rate.

d. Employees with sixteen (16) years or more continuous service on their anniversary date shall be entitled to twenty-five (25) days vacation with pay at their regular rate.

2. Vacation Carry-Over. Earned vacation days shall be utilized within one (1) year after the employee's anniversary date, except that a maximum of five (5) vacation days may be carried over to the next year on any anniversary date.

3. Request for Vacation Pay in Advance. If a regular payday occurs during the employee's scheduled vacation, the employee may receive his/her paycheck prior to going on vacation by submitting a written request to his/her department head at least two (2) weeks before the scheduled vacation.

4. Holiday During Vacation. If a paid holiday occurs during an employee's vacation, he/she shall have the option of taking one (1) additional day of vacation for each such holiday.

5. Other Uses. Employees who are absent on account of sickness, injury or disability in excess of that allowed under the leave of absence provisions may, at the request of the employee and in the discretion of the Employer, be allowed to charge the same against their vacation allowance.

6. Payment Upon Death, Retirement and Termination. Employees who die, retire or otherwise terminate their employment with the Employer shall be entitled to payment of their unused vacation at their current rate of pay.

7. No Advance Credit. Vacation shall not be allowed in advance of being earned.

ARTICLE 24

HOLIDAYS

1. Employees Entitled to Holiday Pay. To be entitled to holiday pay, employees must be employed in the bargaining unit for a minimum of ninety (90) calendar days and must have worked the last scheduled work day before and the next scheduled work day after the observance of the holiday.

2. Paid Holidays. All employees shall be entitled to a paid holiday based on their regular rate of pay and regular work day, exclusive of shift premium, on the following days:

New Year's Day	January 1
Martin Luther King Day	3rd Monday in January
Washington's Birthday	3rd Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	1st Monday in September
Columbus Day	2nd Monday in October
Veteran's Day	November 11
Thanksgiving Day	4th Thursday in November
Christmas Eve Day	December 24
Christmas Day	December 25

3. Holidays Occurring on Payday. If a paid holiday occurs on payday, employees shall receive their paycheck prior to the holiday.

4. Holidays Occurring on Saturday, Sunday, or Regularly Scheduled Work Day.

a. When an employee works on a paid holiday, the employee shall receive holiday pay plus time and one-half for the hours actually worked on the holiday.

b. When a holiday occurs on an employee's regular day off, the employee shall receive eight (8) hours pay.

5. Failure to Report for Holiday Work Assignment. Employees who are assigned to work on a holiday and fail to report for work without just cause shall be subject to disciplinary action and, further, shall forfeit pay for the holiday.

6. Holiday Occurring While on Paid Sick Leave or Vacation. Employees on paid sick leave or vacation when a holiday occurs shall receive holiday pay and shall not be charged sick leave or vacation for the holiday.

7. Additional Paid Holidays. In the event that the Employer proclaims a day or part of a day as a holiday, all employees shall be entitled to equivalent benefits as set forth above.

ARTICLE 25

INSURANCE

1. Hospital and Medical Coverage. The Employer shall pay the full premium for Blue Cross-Blue Shield MVF 1 group medical benefits, with Master Medical Option 1 (the Plan pays 80% of the reasonable cost of health care expenses and includes a \$100 per person, \$200 maximum per family, annual deductible), Second Medical Opinion, Pre-Determination and \$5.00 Co-Pay Prescription Drug rider for full-time employees and their families.

Coverage shall commence upon the employee's completion of ninety (90) calendar days of service in the Bargaining Unit. The Employer may change carriers after consulting with the Union provided that the coverage under the new carrier's policy is substantially similar to, or better than, the coverage under the above referenced Blue Cross - Blue Shield Plans.

The County shall pay for each employee hired on or after January 1, 1996, ninety percent (90%) of the entire cost of Blue Cross/Blue Shield coverage and the employee shall pay the remaining ten percent (10%) of the cost of such coverage, with employees hired on or after January 1, 1996, to begin paying ten percent (10%) thirty (30) days after contract approval.

2. Hospital and Medical Coverage/Retirees. Employees must be immediately eligible for retirement benefits and retire. Retirees shall receive the same health coverage

options as active employees, if available, with a co-payment on health insurance premiums the same as for active employees. Employees who were members of the bargaining unit on December 31, 1995 will not be required to make co-payments on health insurance premiums. Health and hospitalization coverage supplementing Medicare shall be provided for retirees eligible for Medicare. Any cost over the Employer's premium obligation shall be paid for by the retiree on a monthly basis.

The obligation of the County shall cease in the event that comparable health insurance is available to the retiree through another Employer or source, such as a spouse. Further, there shall be a requirement to coordinate with other available health insurances, Medicare, Medicaid, Federal insurance or any other health insurance which may be available in part or in total to the retired employee.

Retirees losing medical coverage from another source shall notify the County Human Resources Department in time so that person can be re-enrolled the first of the month following their loss of alternate coverage. A retiree may choose to continue coverage through the County even though alternative coverage is available by paying the premium her/himself.

All questions of eligibility shall be determined by the regulations and rules established by the carrier providing such coverage.

The retiree shall apply for Medicare, Medicaid or similar federal program benefits as soon as he/she is eligible. As of that date, all benefits payable by the County shall be reduced by an amount equal to federal benefits pertaining at that time and shall be supplemental to such coverage. In the event the name of any of the coverages/benefits referred to herein shall be changed, this section shall be deemed to apply to any and all similar or replacement programs subsequently designated.

3. Life Insurance. The Employer agrees to pay the full premium cost of group term life insurance in the amount of \$25,000, and accidental death and dismemberment insurance in an equal amount, for full-time employees commencing upon the employee's completion of ninety (90) calendar days service in the Bargaining Unit.

4. Life Insurance/Retirees. The Employer agrees to pay the full premium for group term life insurance of \$12,500 for full-time employees who retire from County employment.

5. Dental/Optical. Effective January 1, 1991, the Employer shall reimburse each full-time employee up to \$350 annually for dental optical expenses incurred by the employee, spouse, and dependent children of the employee living with the employee through December 31 of the year in which their nineteenth (19th) birthday occurs. Unexpended annual credit from the prior year will be carried over. A request for reimbursement must be made within ninety (90) days after the service is rendered and

must be accompanied by a written statement signed by the individual performing the service. Such statement shall specify the service(s) performed and the date of the service(s). The coverage shall commence upon the employee's completion of ninety (90) calendar days of service in the Bargaining Unit.

If the County increases the amount of dental/optical reimbursement funds to other collective bargaining units, eligible employees represented by POLC will receive the increased amount.

ARTICLE 26

RETIREMENT

1. Employees shall participate in the Jackson County Employee's Retirement System, subject to the terms and conditions referenced therein.

2. Employees may receive retirement benefits at age sixty (60) with eight (8) or more years of service. Benefits are based on two percent (2%) of Final Average Compensation (FAC) with a maximum County finance portion of seventy-five percent (75%) of FAC.

An employee who meets the retirement requirements of age fifty-five (55) with ten (10) years of service during June, 1991 may retire during the period June 1, 1991 through December 1, 1991.

An employee who meets the retirement requirements of age fifty-five (55) with ten (10) years of service during November, 1993 may retire during the period November 1, 1993 through May 1, 1994.

Effective 12/31/95 employees may receive retirement benefits at age fifty-seven (57) with ten or more years of service.

3. A financial report pertaining to the Retirement System will be presented to each employee each year.

4. Effective January 1, 1989, employees shall contribute pursuant to payroll deduction 2.5% of compensation to the retirement system.

ARTICLE 27

COMPENSATION

1. Wage Rates. Employees shall be compensated on an hourly basis in accordance with the rates specified in attached Schedule A.

2. Wage Shortage. If there is a shortage in gross pay of more than ten dollars (\$10), it shall be corrected by the Employer no later than the following Wednesday. If there is a shortage in gross pay of ten dollars (\$10) or less, it shall be corrected on the next paycheck.

3. Wage Overpayments. If there is an overpayment of gross pay it shall be corrected in the employee's next paycheck.

ARTICLE 28

LONGEVITY

Employees shall be paid a longevity payment in a lump sum on the first payday in December of 1996, 1997 and 1998 as follows:

<u>Anniversary Date</u>	<u>Percent of Annual Pay</u>
5th through 9th	2%
10th through 14th	3%
15th and more	4%

For purposes of this section, annual pay means actual hours paid from January 1 through November 30 plus projected hours for December. Necessary adjustments will be made in January. In order to be eligible for any longevity pay, the employee must be on the payroll on November 30.

The longevity payment shall be determined by the length of service occurring between December 1, and November 30 of each year.

Employees hired after January 1, 1996, will not be eligible for longevity pay.

ARTICLE 29

UNIFORMS AND CLEANING

1. The Employer shall provide all uniforms (excluding shoes) that the employee is required to wear during working hours. The Employer will replace uniforms on a direct exchange, as needed basis.

2. The Employer shall annually provide a cleaning and shoe allowance to be used during the following year. The payment shall be made each January in the amount of \$300.

If an employee quits or is terminated or goes on leave of absence during the year, he/she shall reimburse the Employer a prorated amount based on the percentage relationship of the time worked during the year and 2,080. The amount to be reimbursed to the Employer shall be deducted from the employee's final pay from the Employer. This allowance shall be paid to all employees. New employees shall receive a prorated portion of the allowance based on the amount of time working in the calendar year.

If the County increases the amount of Uniform and Cleaning allowance to other collective bargaining units, eligible employees represented by POLC will receive the increased amount.

3. Sweaters may be worn by employees provided the color and design is first approved by the Employer. The cost of sweaters shall be borne by the employees.

ARTICLE 30

PHYSICAL EXAMS

The Employer shall provide and pay for physical and/or mental examinations and chest x-rays it requires an employee to take, except for certification of sick leave which shall be the employee's responsibility.

ARTICLE 31

MILEAGE AND PARKING

1. Rate. Employees required and authorized to have available and operate their own vehicles in the conduct of County business shall be paid an automobile

allowance on the basis of the rate of reimbursement established by the County for the use of personal vehicles.

2. Parking. The Employer will furnish all employees a free parking area within the general vicinity of the County Building.

ARTICLE 32

BULLETIN BOARDS

1. Bulletin Boards.

a. Portions of a bulletin board in each building where employees report to work shall be made available to the Union for its notices.

b. Notices shall be restricted to the following types:

Notices of Union Social or Recreational Events

Notices of Union Elections and Results

Notices of Union Meetings

Notices of Union Educational Classes, Conferences, or Conventions

c. The name and number of the Union shall be put on the board by the Employer.

ARTICLE 33

CREATION OR MODIFICATION OF JOB CLASSIFICATION

In the event new job classifications are created or current positions are substantially modified, the Employer shall notify the Union in writing and the rate of pay shall be subject to negotiation between the Employer and the Union. The Union shall notify the Employer of its desire to negotiate as above provided within ten (10) working days of receipt of written notice of a newly created or substantially modified position. The Union's failure to notify the Employer of its desire to negotiate as above provided shall constitute acceptance of the rate of pay established by the Employer.

Searches of female prisoners will be an incidental duty and shall generally be limited to initial admission to the jail during the booking process. Communications

Technicians may also be used to assist in transporting females. However, they shall not be left alone with such transportee.

Attempts will be made to have searches done by sworn female personnel who are readily available. A log of such searches/transportations shall be maintained.

Proper medical protective equipment will be made available, i.e., gloves and mask.

When a Communication Technician is used for search, request will be made of working Communication Technicians for a volunteer. If no one volunteers, the Communications Technician working the Control Center will do the search.

ARTICLE 34

RESIDENCY

Effective immediately, all persons hired by the County of Jackson will be required to become and remain residents of the County within six (6) months from the first date of employment.

In the event of extenuating circumstances, the situation will be reviewed by the Salary and Labor Committee.

This provision shall become null and void if the County should adopt a general policy on non-residency.

ARTICLE 35

COPIES OF AGREEMENT

The Employer will make a copy of this Agreement available to all employees. The cost of copying the Agreement shall be borne equally by the Employer and the Union.

ARTICLE 36

ENTIRE AGREEMENT

1. This Agreement constitutes the sole and entire existing Agreement between the parties with respect to rates of pay, wages, hours of work, and other conditions of employment which shall prevail during the term of the Agreement. This contract is subject to amendment, alteration or additions only by written mutual agreement between and executed by the Union and the Employer. The waiver of any breach, term or condition of the Agreement by either party shall not constitute a precedent in the future enforcement of its terms and conditions.

2. If any provision of this Agreement, or any application of this Agreement to any employee, shall be found contrary to law, then such conflicting provision or application shall be deemed void and inoperative and said provision shall be subject to negotiation between the parties to bring it into conformance with law. All other provisions shall continue in full force and effect.

3. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of the right and opportunity are set forth in this agreement. Therefore, the County and the Union for the life of this Agreement each voluntarily and unqualifiedly waives the right and agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter referred to or covered by this Agreement.

ARTICLE 37

DURATION AND AMENDMENT

This Agreement shall expire December 31, 1998. Should either party to this Agreement serve notice upon the other (not more than 120 days prior to the expiration of this Agreement) that a renewal or modification of this Agreement is desired, the Employer and Union shall meet for the purpose of negotiation and shall commence consideration of proposed changes or modifications in the Agreement not less than sixty (60) days prior to the expiration of the Agreement.

If pursuant to such negotiation, an Agreement on the renewal or modification of this Agreement is not reached prior to the expiration date, this Agreement shall expire at the

expiration date unless it is extended for a specified period by mutual agreement of the parties.

IN WITNESS WHEREOF, this Agreement has been executed by the parties by their duly authorized representatives this 20th day of February, 1996.

COUNTY OF JACKSON

Michael Reed
Vernon L. Webster
Gene G. Gue

POLICE OFFICERS LABOR COUNCIL

[Signature]
Lisa Kool
Karen L. Merrill
Cheryl Smith

JACKSON COUNTY SHERIFF

H. Zavala

APPENDIX A

Communication Technician/Clerk Typist

<u>Effective</u>	<u>Start</u>	<u>After Probation</u>	<u>18-months</u>	<u>3-years</u>	<u>5-years</u>
1/01/96*	10.21	10.50	11.54	12.14	12.34
1/01/97	10.41	10.71	11.77	12.38	12.59
7/01/97	10.46	10.76	11.83	12.44	12.65
1/01/98	10.72	11.03	12.13	12.75	12.97

* Retroactive for employees employed on the date of ratification.

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