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**COLLECTIVE BARGAINING AGREEMENT BETWEEN
THE COUNTY OF MONROE,
THE MONROE COUNTY SHERIFF,**

AND

**THE POLICE OFFICERS LABOR COUNCIL,
MONROE COUNTY COMMUNICATIONS CENTER ASSOCIATION**

(COMMUNICATIONS SPECIALISTS, COMMUNICATIONS SPECIALISTS/SUPERVISORS)

Monroe County

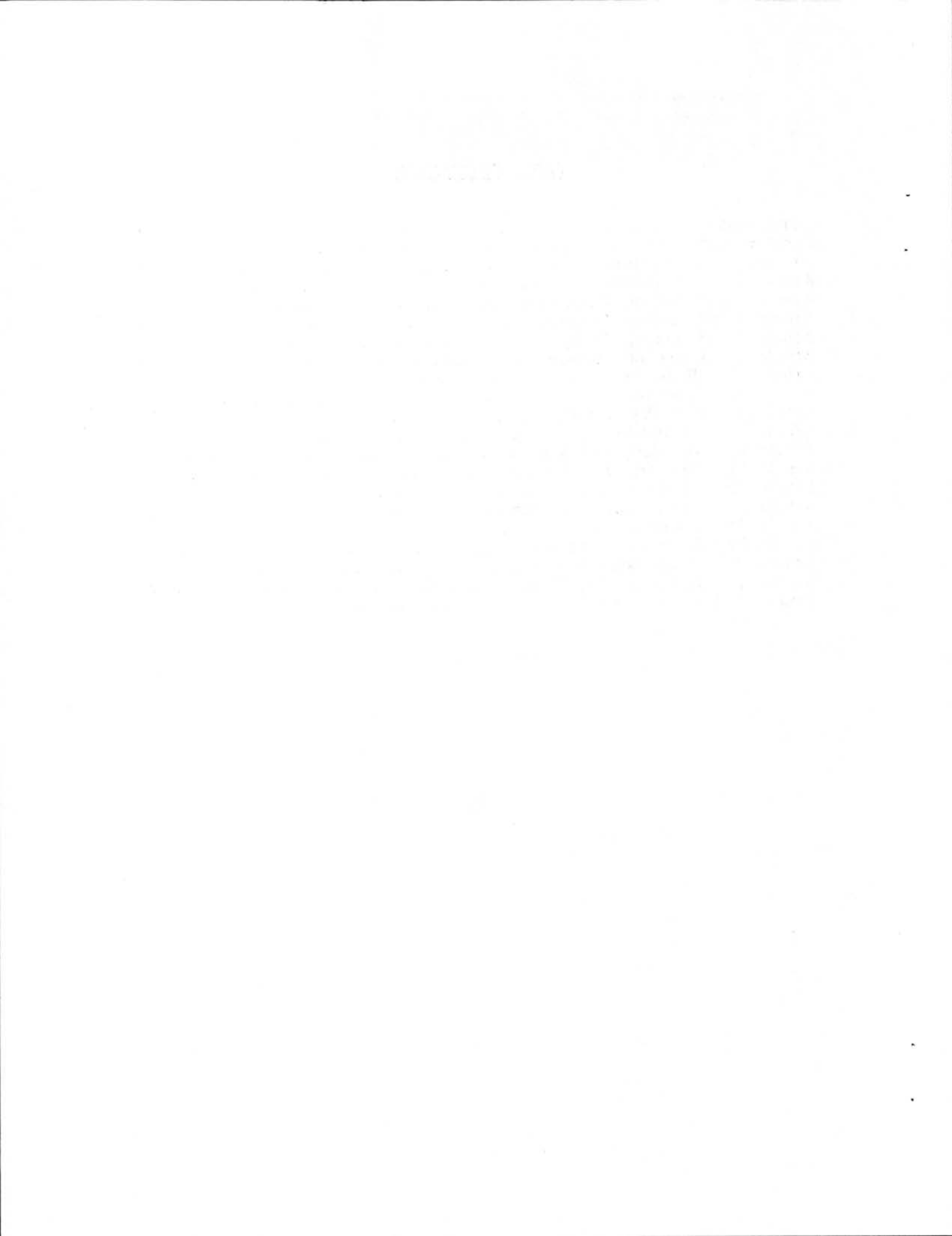


JANUARY 1, 1995 THROUGH DECEMBER 31, 1998



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AGREEMENT

This AGREEMENT, entered into the seventh day of February, 1996, by and between the COUNTY OF MONROE ("County"), the Monroe County Sheriff ("Sheriff"), and the POLICE OFFICERS LABOR COUNCIL, representing the Monroe County Communications Center Association, ("Labor Council").

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 County, the Sheriff, the employees and the Labor Council.

The parties recognize that the essential public service here involved and the interest of the community and the job security of the employees depend upon the County's and the Sheriff's success in establishing and maintaining a proper and uninterrupted service to the community.

The parties mutually recognize the responsibility of both the employees and the Sheriff to the public requires that any disputes arising between the employees and the Sheriff and/or the County be adjusted and settled in an orderly manner without interruption of such service to the public.

To these ends, the County, the Sheriff, and the Labor Council, encourage to the fullest degree friendly and cooperative relations between their respective representatives at all levels and among all employees.

ARTICLE 1 Recognition

Section 1.1 (The bargaining unit) Pursuant to and in accordance with all applicable provisions of Act 379 of the Public Acts of 1965, as amended, the County and the Sheriff do hereby recognize the Police Officers Labor Council as the exclusive representative for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment for the term of this Agreement for the following employees: communications specialists, communications specialists/supervisors.

Section 1.2 (Definitions) For the purpose of this Agreement, certain words and phrases, wherever they appear herein, shall be deemed to have the following meaning, unless a contrary meaning is clearly evidenced by the context in which the words or phrases are used:

(a) "County" - The Board of Commissioners of Monroe County, Michigan, and its designated agents or representatives.

(b) "Sheriff" - The duly elected or appointed Sheriff of Monroe County, Michigan, or someone designated by him to act for him under the terms of this Agreement.

(c) "Labor Council" - Officers, representatives and members of the Police Officers Labor Council.

(d) "Bargaining Unit" - As outlined in Section 1.1 of this Agreement.

(e) "Employee" - Members of the Monroe County Communications Center included in the Bargaining Unit.

(f) "Union" - Same meaning as the term Bargaining Unit.

ARTICLE 2 Representation

Section 2.1 (Bargaining Committee) The employee shall be represented by a bargaining committee of three (3) members, one of whom shall be the chairperson, who shall be elected in any manner determined by the employees. All members of the bargaining committee shall be seniority employees of the Communications Center. The bargaining committee shall represent the employees in connection with negotiations leading to this collective bargaining agreement and any amendments, modification, renewals or replacements of this collective bargaining agreement. The Labor Council and the County and the Sheriff may each have such outside representatives as they may choose present in connection with meetings between them and the bargaining committee.

Section 2.2 (Stewards) The members of the bargaining committee shall also serve as stewards for the purpose of administering this Agreement in accordance with the grievance procedure established herein. The bargaining committee may designate alternates to act as stewards on shifts or in areas where no regular steward is scheduled or available.

Section 2.21 (Steward's Authority) The authority of a steward and alternates, so designated by the Labor Council, shall be limited to and shall not exceed the investigation and presentation of grievances in accordance with the provisions of the grievance procedure set forth in this Agreement.

Section 2.22 (Steward's grievance investigation) Stewards, during working hours, without loss of time or pay, may, in accordance with the terms of this Section, investigate legitimate grievances in accordance with the grievance procedure set forth in this Agreement and present such grievances in the manner provided herein. An employee who wishes to discuss a grievance with his steward shall notify his supervisor and the supervisor shall notify the steward's supervisor that his presence is required. The steward shall not leave his assigned work until he has been notified by his supervisor that his presence is required in connection with the handling of a grievance. Permission to leave work for purposes of investigating a grievance shall not be unreasonably withheld, but to the extent possible, grievance investigation shall take place at the beginning or end of the shift. The steward shall be permitted a reasonable time to investigate, present and process such grievances. The steward shall record the time of leaving and returning to work in connection with this Section with his supervisor. The rights granted under this Section shall not be abused. In the event an employee is suspended or discharged, the Sheriff will make available his steward, or alternate, before requiring the employee to leave the premises, providing such steward is on duty and available.

Section 2.3 (Designation of Representatives) Promptly following the effective date of this Agreement, the Labor Council and the Sheriff shall provide to each other a written list of names and titles of their respective representatives and will, from time to time as changes occur, provide prompt notice of such changes.

ARTICLE 3
Rights and Responsibilities

Section 3.1 (No Strike) Employees shall not engage in any activity violative of Act 336, Public Acts of 1947, as amended, which provides as follows:

Section 1. As used in this act the word "strike" shall mean the concerted failure to report for duty, the willful absence from one's position, the stoppage of work, or the abstinence in whole or in part from the full, faithful and proper performance of the duties of employment, for the propose of inducing, influencing or coercing a change in the condition, or compensation, or rights, privileges or obligations of employment. Nothing contained in this act shall be construed to limit, impair or affect the right of any public employee to the expression or communication of a view, grievance, complaint or opinion of any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designed to and does not interfere with the full, faithful and proper performance of the duties of employment.

Section 2. No person holding a position by appointment or employment in the government of the State of Michigan, or in the government of any one or more of the political subdivisions thereof, or in the public school service, of any authority, commission, or board, or in any other branch of the public service, hereinafter called a "public employee" shall strike.

Section 3.11 In the event any one or more members of the bargaining unit shall fail to observe in any way the responsibility set forth in Section 3.1 above, the Labor Council shall immediately instruct the involved employees that their conduct is in violation of this Agreement and that they are subject to disciplinary action by the Sheriff, up to and including discharge, and instruct all such persons to immediately cease the offending conduct. Section 3.12 The Sheriff shall have the right to discipline any employee who instigates, participates in, gives leadership to, or in any other way violates the responsibilities set forth in Section 3.1 above, which disciplinary action may include any form of discipline up to and including discharge.

Section 3.2 (No Lockout) The County and the Sheriff agree that they will not lock out any employees in the bargaining unit during the term of this Agreement.

Section 3.3 (Management Rights) The Labor Council recognizes that the management of the operations of the Communciations Center is solely a responsibility of the Sheriff. However, this Agreement derives its statutory basis from the Michigan Public Employment Relations Act #379, P.A. 1965; shall be pursuant thereof; and shall supersede any prior law, ordinance, rule or regulation to the contrary.

Included in the rights of the Sheriff and/or the County, is the right to remove, demote, discipline and discharge for just cause only, thus giving reasonable assurance that continuity of employment is based upon performance of available work assignments, and adherence to reasonable rules of conduct, and not personal, political preferences, arbitrary actions, or other unreasonable yardsticks for disciplinary considerations.

Section 3.31 In addition to all such rights conferred by law, the County and the Sheriff reserve the right to manage its affairs efficiently and economically, including, but not by way of limitation, the right to determine the number and locations of buildings and work areas within buildings, the work to be performed within the bargaining unit, the

amount of supervision necessary, the methods of operations, the schedules of work, the right to purchase work, processes or services of others, the selection, procurement, design, engineering and control of equipment and materials, the discontinuance of any services, material or methods of operation, the quantity and quality of service, the right to hire, to suspend or discharge for just cause, to assign, promote or transfer employees, to determine the amount of overtime, if any, to be worked, to relieve employees from duty because of lack of work or for other legitimate reasons, to direct the work force, assign work and determine the number of employees assigned to each job classification to establish, change, combine or discontinue job classifications and prescribe and assign job duties, to adopt, revise and enforce working rules and regulations, subject to express provisions of this Agreement as herein set forth.

Section 3.32 (Extra Contract Agreements) The County and the Sheriff and the Labor Council agree not to enter into any agreement with another labor organization during the life of this Agreement with respect to the employees covered by this Agreement; or any agreement or contract with said employees, individually or collectively, which in any way conflicts with the terms or provisions of this Agreement, or which in any way affects wages, hours or working conditions of said employees, or any individual employee, or which in any way may be considered a proper subject for collective bargaining. Any such agreement shall be null and void.

Section 3.33 The Labor Council recognizes the right of the Sheriff to make reasonable rules and regulations, not in conflict with this Agreement, as it may from time to time deem best for the purpose of maintaining order, safety and/or effective operation of the Communications Center and to require compliance therewith by the employees. The County may also make rules and regulations in accordance with its statutory authority. The Labor Council reserves the right to question the reasonableness of the rules or regulations through the grievance procedure and through the arbitration procedure hereinafter provided.

ARTICLE 4 Grievance Procedure

Section 4.1 (Definition of Grievance) A grievance shall be deemed to exist only whenever there develops a disagreement between the County or the Sheriff and one or more of the employees represented by the Labor Council as to the interpretation, application or alleged violation of specific provisions of this Agreement.

Section 4.2 (Settlement of Grievances) All grievances shall be settled in accordance with the grievance procedure set forth below:

Step 1. Any employee having a grievance shall first take up the matter with his immediate supervisor. If the grievance is not settled during the work day it is discussed at Step 1, it shall be reduced to writing and signed by the grievant within ten (10) work days after discussion with the supervisor. If a grievance relates to a matter affecting several employees in a like manner, it may be signed by one affected employee and by mutual agreement may be moved automatically to Step 2.

Step 2. The written grievance shall be discussed between the grievant and the Sheriff or his designated representative. The grievant's steward shall be present during such meeting. The Sheriff's designated representative shall give his written decision on the grievance within the next ten (10) work days following this Step 2 discussion.

Step 3. In the event the grievance is not satisfactorily settled in Step 2, either party may request that the grievance be submitted to binding arbitration. Such arbitration shall be conducted in accordance with the provisions of Section 4.3 herein. Notice of such request for arbitration must be indicated on the grievance report form as used by the parties as well as filed in writing with the Sheriff, the Personnel Director and the County Clerk within ten (10) days after the date of the Step 2 answer. If such request for binding arbitration is not made within such ten (10) day period, the grievance will be considered closed on the basis of the Step 2 answer.

Section 4.3 (Arbitration Procedure) In the event that the arbitration provided in Step 3 of the grievance procedure is used, such arbitration shall be conducted in accordance with the procedure set forth below.

Section 4.31 (Selection of Arbitrator) The arbitrator shall be selected in accordance with the following procedure:

(a) The parties may mutually agree upon an arbitrator to hear the grievance provided they do so within ten (10) work days after the filing of request for binding arbitration as stated in step 3 above.

(b) If the parties are unable to mutually agree upon an arbitrator within such ten (10) work day period as stated above, then the party seeking arbitration shall within fifteen (15) work days after filing the request for binding arbitration submit a request to the Federal Mediation and Conciliation Service for a list of arbitrators and the arbitrator shall be selected in accordance with the rules of the Federal Mediation and Conciliation Service in effect as of the time of such request.

Section 4.32 (Arbitration Proceedings) After selection of the arbitrator, whether by mutual agreement or through the use of the Federal Mediation and Conciliation Service, the arbitration proceedings shall be conducted in accordance with the rules of the Federal Mediation and Conciliation Service relating to the arbitration of grievances.

Section 4.33 (Arbitration Costs) The arbitrator's fees and expenses shall be paid by the party (Labor Council or County) against whom the arbitrator's decision shall be rendered, provided, however, that the arbitrator, in the event there is more than one issue involved or in the event that the decision of the arbitrator is not entirely in favor of one party or against the other party, shall have the right to apportion the expenses of arbitration and they shall be borne accordingly by the Labor Council and the County. The Labor Council and County shall be responsible for their own expenses, if any, in connection with the arbitration proceedings.

Section 4.34 (Power of the Arbitrator) The decision of the arbitrator must be based on an interpretation of one or more of the provisions of this Agreement or any supplement or amendment thereto. The arbitrator shall have no power to add to, take from, modify or alter this Agreement or any supplement or amendment thereto. Any matter submitted to arbitration over which the arbitrator has no power to rule shall be referred back to the parties without decision.

Section 4.35 (Effect of Arbitrators Decision) The arbitrator's decision shall be final and binding on the County, the Sheriff, the Labor Council and any employee or employees involved, and cannot be changed by any individual.

Section 4.4 (Limitation on Grievance Procedure) The entire grievance procedure shall be subject to the following limitations:

Section 4.41 No action on any matter shall be considered the subject of a grievance unless it is reduced to writing and signed by the grievant within ten (10) work days of its occurrence.

Section 4.42 In the event a grievance is not appealed or processed from a decision in any of the steps of the grievance procedure to the next step in the grievance procedure and within the time limits as prescribed in said step, it shall be considered closed on the basis of the last written decision on the grievance. Grievances not answered at Step 2 and beyond within the time limits will be deemed granted.

Section 4.43 The time limits at any level of the grievance procedure may be extended by mutual agreement of the parties set forth in writing.

Section 4.44 Any employee reinstated after discharge or disciplinary layoff shall be returned to the same job classification he held at the time of the discharge or disciplinary layoff and paid the same rate of pay, unless it is otherwise mutually agreed upon.

Section 4.45 No claim for back wages shall exceed the amount of wages the employee would have otherwise earned at his regular rate, less any compensation he may have received from any source whatsoever during the period of time in question with the exception of income an employee has earned from other employment. The employer will not be allowed a set-off of such earned outside income as the employee has received from accepting other employment during the period of time in question. The employer will be allowed a set-off for all other sources of income, including, but not limited to unemployment compensation, etc.

Section 4.46 Special meetings to discuss areas of mutual concern regarding the operation of the Communications Center and/or possibly dispose of emergency problems or grievances may be held whenever mutually agreed.

Section 4.5 As used in the grievance procedure, "work day" means Monday, Tuesday, Wednesday, Thursday or Friday, but excluding any such day if it is one of the holidays listed in Article 10, Section 10.1, or if the County Clerk's office is closed for the day due to an act of God.

Section 4.6 (Grievance Settlements) Neither the County, the Sheriff nor the Labor Council, or any of its representatives, can settle a grievance on any basis contrary to the provisions of this Agreement, unless such settlement is reduced to writing and ratified or approved by the employees in the unit and by the Monroe County Board of Commissioners or its designated representative. Any grievance settlement reached contrary to the provisions of this Agreement shall be null and void and shall be returned to the point in the grievance procedure where such improper settlement was made for the purpose of processing the grievance through the grievance procedure in the proper manner.

ARTICLE 5 Hours of Work

Section 5.1 (Work Period) The normal work week for employees covered by this Agreement shall be eight (8) hours per day unless specific positions listed for ten (10) hours per day. Employees shall be scheduled for an average of forty (40) hours per week over seven (7) days or eighty (80) hours per fourteen (14) day period, for a total of 2,080

hours per year. The Communications Center will operate on a twenty-eight (28) day cycle for scheduling purposes.

Section 5.11 (Schedules) The Sheriff shall have the right to establish the work schedule and to assign personnel as required and necessary to fulfill the duties and obligations of the Communications Center. The Sheriff shall publish a schedule of regular work shifts a reasonable period of time in advance (usually four (4) weeks) of the effective date of said shifts. Schedule changes which cannot be met because of bona fide emergencies may be made by the Sheriff without notice in order to meet conditions existing at any given time.

Section 5.12 Personnel will be permitted to exchange days off, and/or shifts, provided such exchanges are on a voluntary basis and do not interfere or conflict with normal operations of the Communications Center. All such exchanges shall be subject to the prior approval of the Sheriff or his authorized representative.

Section 5.13 On November 1st of each year the Sheriff will post all shift selections covering members of the bargaining unit. All employees shall make application for the shift of their preference prior to the closing of such posting. The posting will close on November 10th of each year. All employees who fail to make application pursuant to such posting will be assigned a shift by the Sheriff and shall have no ability to contest such assignment. On December 1st of each year, the Sheriff shall post the shift assignments which will become effective at the beginning of the first full pay period subsequent to January 1st of each year. The Sheriff shall assign all shift selections to the particular shift, be it permanent or rotating, that the employees have requested based upon their classification seniority, to the extent that it will not unduly hinder the operation, control, effectiveness, and efficiency of the particular involved shift. In the event an employee feels that he/she has been improperly denied a shift request, he/she may file a grievance in accordance with Article 4 of this Agreement. However, the Sheriff's determination of shift selections pursuant to the provisions of this section shall not be changed by an arbitrator unless such arbitrator finds that the Sheriff's determination was made in an arbitrary, capricious or discriminatory manner, or made for no reason at all. The Sheriff shall make every reasonable effort to assign employees to the shift selection of their preference.

Section 5.2 (Employee Attendance) Employees shall be regular in their attendance and observe their scheduled working hours established by the County and the Sheriff. The County may install a time clock system or other time recording device for the purpose of documenting employee attendance. Arrangements for time off must be made with the employee's supervisor in advance and in accordance with the provisions under which time off is to be taken. If, for legitimate reason, an employee is unable to report for work at his scheduled starting time, the Communications Center must be notified prior to the starting time, unless physically impossible. Failure to do so shall result in disciplinary action.

Section 5.3 (Extra Compensation) Employees shall receive time and one half (1 1/2) their regular hourly rate of pay for all time worked in excess of forty (40) hours in any one (1) work week.

Section 5.31 (Payment of Extra Compensation) Employees covered by this Agreement who are entitled to extra compensation under the terms of this Agreement, shall receive such payment as part of the employee's pay received on the first pay day following completion of the work period in which the extra compensation was earned. For the purposes of computing the payment of extra compensation to entitled employees under the terms of this Agreement, such employees will receive credit for all hours

rightfully earned, including hours accredited to such employees as the result of valid sick leave, funeral leave, holiday or vacation pay. Likewise, disciplinary action resulting in loss of time will not cause this lost time to be deducted from earned overtime unless it is specifically included in the disciplinary penalty.

Section 5.4 (Change of Shift Structure) In the event the Sheriff determines that the shift structure for employees covered by this Agreement shall be changed to a substantially different structure than existed as of the date of execution of this Agreement, such as a four (4) day/ten (10) hour shift, the Sheriff agrees to meet with representatives of the Labor Council, upon request, for the purpose of discussing and reviewing any problems which may result from such change.

Section 5.5 (In-Service Training) If any employees covered by this Agreement are required to attend in-service training programs during off-duty hours, they will be paid for the actual time spent in the training program during non-duty hours at their straight-time hourly rate up to a maximum of one hundred twenty (120) hours per calendar year. In the event an employee is required to attend more than one hundred twenty (120) hours of in-service training during off-duty hours, he will be compensated for all non-duty hours actually required in excess of one hundred twenty (120) hours per calendar year at one and one-half (1 1/2) times his hourly rate for the excess hours. All time required by the Sheriff to be spent in in-service training during off-duty hours shall count towards the payment of extra compensation in accordance with Section 5.3 of this Agreement. The determination of the amount of in-service training time shall be made by the County and the Sheriff.

Section 5.6 All shift assignments for employees affected by this Agreement, who work within the Monroe County Communications Center will be allocated in conformance with Section 5.13 herein.

ARTICLE 6 Leave of Absence

Section 6.1 (Military Leave) Employees who enter the armed forces of the United States while employed by the Employer shall be given all benefits accorded them by applicable federal law.

Section 6.2 (Labor Council Leave) The Sheriff will grant a leave of absence for a period not to exceed five (5) calendar days in any calendar year to an employee elected by the Labor Council to attend a labor convention or educational conference. A four (4) week advance notice in writing may be required for any such leave. Not more than one (1) employee shall be entitled to a leave under this Section at any one time. Such leave shall be without pay.

Section 6.3 (Funeral Leave) An employee will be granted funeral leave without loss of pay for three (3) scheduled work days, to permit the employee to attend the funeral of any member of his/her immediate family. The employee will not be compensated under this Section if he does not attend the funeral. For the purpose of this Section "immediate family" means: Father, mother, sister, brother, child, spouse, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparents and stepchildren. An employee will be granted one day of funeral leave without loss of pay on the day of the funeral if it is a scheduled work day and the employee attends the funeral of an aunt, uncle, brother-in-law, sister-in-law, or grandchild. The County may require reasonable proof of such attendance.

Section 6.31 In the event a death of a member of an employee's immediate family occurs while the employee is on a scheduled vacation, the employee may terminate such vacation and request funeral leave, in which case he shall then be entitled to funeral leave benefits in accordance with Section 6.3. To the extent that an employee takes funeral leave during a scheduled vacation, the vacation time lost shall be rescheduled at a later date.

Section 6.4 (Maternity Leave) Employees who become pregnant shall be entitled to a maternity leave of absence to be obtained by filing a request therefore with the Sheriff accompanied by a statement from her personal physician indicating the fact of pregnancy and the approximate date of delivery. A maternity leave shall commence when an employee is no longer able to perform her regular duties of her job classification due to such pregnancy and shall terminate when the employee is able to resume her regular job duties following termination of the pregnancy. An employee will furnish as much notice as is reasonably possible of the date the pregnancy leave is to commence and the date of her return to work following termination of the pregnancy. The employee shall present a statement from her personal physician at the conclusion of the maternity leave, stating that her physical condition permits her to return to work upon a full-time basis.

Section 6.6 Employees on approved leaves will accumulate seniority except as specifically stated otherwise in this Agreement.

Section 6.7 (Personal Leave Days) Effective January 1st of each year, full-time seniority employees shall be entitled to a maximum of five (5) personal leave days during the following twelve (12) month period, with pay to be computed at the employee's then current straight-time hourly rate, exclusive of premium of any sort whatsoever as of the day such personal leave day is taken. Except in cases of family emergency precluding notification, an employee will notify the Sheriff at least 72 hours prior to the day the employee wishes to take as a personal leave day. The Sheriff shall only be obligated to allow one employee per shift off on a personal leave day at any one time. If two or more employees make request for the same personal leave day, the employee whose request was first received by the Sheriff shall be granted the personal leave day. If two or more requests are received by the Sheriff within a 24 hour period, the employee with the most classification seniority will be granted the personal leave day. If an employee is denied a personal leave day request and the employee feels that such request has been improperly denied, the employee, if the grievance procedure as defined in Article 4 of this Agreement would not operate quickly enough to address such concern, may in addition to filing a grievance, immediately make such request in person to the Sheriff to reconsider such denial. Personal leave days shall not accumulate from one yearly period to another and, if not used during the twelve (12) month period referred to above, shall be cancelled at the end of the calendar year, and thereafter employees shall have no right to take any such unused days and shall have no right for any pay for any such unused days.

Each newly hired member of the bargaining unit who successfully completes his probationary period will, on his first anniversary date of hire, be given personal leave days on a pro rated basis for the remainder of such calendar year to be taken before the end of that calendar year.

ARTICLE 7 Seniority

Section 7.1 (Definition of Seniority) Employees covered by this Agreement shall have Communications Center seniority which is defined as as employee's total service with the Communications Center as a full-time regular employee from the employee's last date of hire, and classification seniority, which is defined as an employee's continuous service

in a job classification covered by this Agreement. Communications Center seniority shall be used in determining the amount of benefits an employee is entitled to receive in regards to his/her vacation, sick pay, pay schedule in a job classification, pension and longevity pay benefits, but for no other purpose. Classification seniority shall be used in determining the employee's layoff and recall rights in that job classification, as well as vacation selection, job bidding, and shift selection, but for no other purpose. All rights and privileges accruing to employees on the basis of seniority are as set forth herein. The parties have agreed to the respective seniority dates for all employees covered by this Agreement as of its effective date and the same are as set forth in Section 7.3 herein. Employees who terminate their employment with the Communications Center and who are subsequently rehired shall be treated in all respects as a new hire as of the date of rehire and shall not be entitled to any credit for seniority purposes or benefits of any kind based upon prior service with the County or the Communications Center.

Section 7.2 (Acquiring Seniority) An employee subject to this Agreement who has completed his/her probationary period shall have his name entered upon the seniority list as described in section 7.3. All newly hired employees shall have a probationary period of one (1) year.

Section 7.21 An employee subject to this Agreement who has not completed his/her probationary period shall be a probationary employees without seniority until he/she has completed the probationary period.

Section 7.22 A probationary employee may be laid off or terminated, without regard to any provisions of this Agreement and without recourse to the grievance procedure. The probationary period of employment for new employees shall remain one (1) year. However, any new employee with more than six (6) months, but less than one (1) year of employment, who is given a disciplinary suspension or discharge, may grieve his/her disciplinary suspension or discharge up to and including arbitration, provided, however, the scope of the arbitrator's authority in an arbitration of a disciplinary suspension or discharge of new employee, shall be confined and restricted to the following determination: Was the basis of the Sheriff's decision to discipline, suspend, and/or discharge the employee arbitrary, capricious, or done in bad faith or for discriminatory purposes. An arbitrator shall only have the authority to rescind a disciplinary suspension and/or discharge if it is established that the Sheriff's actions were based upon arbitrary, capricious, discriminatory, or bad faith reasons or motives.

Section 7.23 Temporary employees shall not acquire seniority. The employer agrees that temporary employees will only be utilized in instances of scheduled absences or vacancies. Such scheduled absences or vacancies are defined as instances where the employer has at least 72 hours notice of the requirement for additional personnel. In all instances where the employer has less than 72 hours notice of the requirement for additional personnel, the employer agrees to offer such work to bargaining unit personnel in the first instance and will only utilize temporary employees if there are no qualified bargaining unit personnel willing to work such assignments.

Section 7.24 All employees promoted into a job classification covered by this Agreement shall serve a probationary period in such promoted position of 6 months. Such probationary period can be extended for an additional 3 months by the employer in its sole discretion. All employees on such probation have the option of reverting to their old classification if they so indicate in writing to the Sheriff during their probationary period. All employees who do not successfully complete their probationary period after being promoted will revert back to their old job classification.

Section 7.3 (Seniority Lists) The County shall prepare and maintain a seniority list which will indicate the following:

1. The date of hire and total departmental seniority of each employee of the bargaining unit.

2. The classification seniority of each employee of the bargaining unit in each job classification in which the employee has served.

A copy of such seniority list shall be given to the Labor Council, not later than thirty (30) calendar days after the effective date of this Agreement and every six (6) months thereafter during the term of this Agreement, and unless the Labor Council objects in writing to any listing in such seniority list within ten (10) calendar days of the receipt of such seniority lists, they shall be deemed correct and the County may rely upon such seniority list for all purposes.

Section 7.4 (Termination of Seniority) An employee shall have his/her seniority rights and his/her employment terminated if:

- (a) he/she quits;
- (b) he/she retires or is retired;
- (c) he/she is discharged for just cause;
- (d) he/she is absent for three (3) consecutive work days without notifying the Sheriff, unless he/she was physically unable to give such notice or to have someone to give such notice on his/her behalf or due to other emergency circumstances;
- (e) he/she is absent for three (3) consecutive work days without a reason satisfactory to the Sheriff for such absence;
- (f) he/she falsifies a material fact on his/her application for employment or gives a false reason to obtain a leave of absence;
- (g) he/she fails to report for work upon termination of any leave of absence;
- (h) he/she fails to report for work from a layoff after being notified to report to work;
- (i) he/she is laid off for a period of twenty four (24) consecutive months;
- (j) he/she works for another employer while on any leave of absence, unless such employment is mutually agreed to in advance.

Section 7.5 (Layoff and Recall) When it is necessary to make a reduction of the number of employees the following procedure shall be used in making such reduction:

Section 7.51 Temporary employees shall be laid off first.

Section 7.52 Probationary employees shall be laid off next, in any order.

Section 7.53 If additional layoff are required, seniority employees shall be laid off in the reverse order of their seniority.

Section 7.54 Recalls from layoff shall be by order of seniority.

Section 7.541 Recalls from layoff shall be made by written notice sent by certified mail to the employee's last address of record. All employees are required to notify the County and the Sheriff of their proper post office address or change of address. The County and the Sheriff shall be entitled to rely upon the address shown upon its record for all purposes.

Section 7.6 (Seniority Exceptions) Exceptions to the foregoing seniority provisions may be made by mutual agreement of the County and the Sheriff and the Labor Council. Such exceptions include the following:

Section 7.61 (Preferred Seniority) Stewards elected pursuant to the terms of this Agreement shall head the seniority list for the purposes of recall and layoff only during their terms as steward and shall not be laid off while any work is available in the Communications Center which they have the ability to perform. Stewards shall be returned to their regular standing on the seniority lists upon termination of service as such steward.

Section 7.62 (Transfer Out of the Unit) Any employee who is transferred out of this bargaining unit into another position within the Monroe County Sheriff's department, or who is appointed to a sworn position, but who continues as an employee of the Monroe County Communications Center or the Monroe County sheriff's department, shall retain his or her seniority within the job classification held at the time of such promotion and/or appointment. In the event that he/she vacates that position, he/she may exercise his/her seniority and return to the bargaining unit. This provision shall not apply to voluntary transfers out of the bargaining unit to non-sworn positions within a different bargaining unit.

Section 7.7 (Promotions) Promotions to the position of Communications Specialists/Supervisor are to be determined by the Sheriff. When the Sheriff determines that such a promotion is to be made, written notice will be posted for a minimum of ten (10) working days. All promotions to the position of Communications Specialists/Supervisor will be made by the Sheriff from among non-probationary members of the bargaining unit unless no such employees apply for the promotion, in which case the Sheriff may promote from outside the bargaining unit.

All employees promoted to the position of Communications Specialist/Supervisor shall serve a promotional probationary period of six (6) months in their new job classification. If, in the opinion of the Sheriff, they do not successfully complete their probationary period, they shall revert back to their previous job classification without recourse to the grievance procedure. Any such promoted employee shall also have the option of voluntarily reverting back to their previous job classification if they so indicate in writing to the Sheriff during their probationary period.

All employees promoted shall be upgraded to the next salary step on the wage scale as listed in Exhibit "A" that would guarantee at least a ten cent (10¢) per hour increase.

ARTICLE 8 Vacations

Section 8.1 Each full-time employee who has been employed six (6) qualified calendar months is eligible for five (5) working days vacation. Each full-time employee with at least one (1) year of continuous employment with the Employer shall be entitled to a vacation with pay as follows:

Length of Continuous Service	Earned Vacation Days
From.....7 calendar months to	18 calendar months.....8 days/yr
From....19 calendar months to	60 calendar months.....10 days/yr
From.....61 calendar months to	84 calendar monthths.....13 days/yr
From.....85 calendar months to	144 calendar months.....15 days/yr

From.....145 calendar months to 180 calendar months.....18 days/yr
From.....181 calendar months to 240 calendar months.....20 days/yr
From.....241 calendar months and over.....25 days/yr

Section 8.2 For the purposes of determining the length of continuous service, an employee shall be credited with a full month of service if he works at least fifteen (15) days within the calendar month and is on the Employer's payroll lists for the first and last day of such calendar month. Time lost by an employee by reason of absence without pay or time otherwise not worked or paid for shall not be considered in computing earned credits for vacation, but an employee shall have paid holidays, paid vacation and paid sick leave credited as time worked for the purpose of this Section.

Section 8.3 Employees shall be eligible for vacation benefits as of their anniversary date of hire. The determination of vacation pay benefits shall be determined for each employee as of his anniversary date and such vacation benefits as he may be entitled to receive as of that date shall be taken within the twelve (12) month period following the County's calendar year unless mutually agreed upon by the Sheriff and the Labor Council. Vacations may not be accumulated from one vacation year to another and shall be scheduled as provided in Section 8.4 below.

Section 8.4 Vacation schedules shall be set up by the Sheriff so as to permit the continued operation of the Communications Center without interference with the efficiency of such operation. Employees will be given preference according to seniority by shift to select available vacation periods so long as such does not interfere with the efficiency or operation of the communications center. Vacation schedules shall be posted and after selections have been approved, they shall be final except for good cause. No special vacation pay will be made, but checks will be issued as of the normal pay dates as they occur. Vacation pay shall be determined as of the employee's current salary at the time the vacation is earned.

Section 8.5 In the event of an employee's death, voluntary quit, discharge for just cause or his/her termination of seniority and employment for other reasons permitted by this Agreement, any unused vacation pay earned as of his/her anniversary date immediately preceding such termination, but not taken as of the date of termination, will be paid as part of his/her wages.

Article 9 Sick Pay Benefits

Section 9.1: All non-probationary employees of the bargaining unit are covered by the County of Monroe's short and long term disability plan. The amount of disability income benefits provided for eligible employees shall be 67% of the employee's gross basic monthly earnings, with a maximum monthly benefit of \$4,000.00 and a minimum monthly benefit of \$100.00. Such gross basic monthly earnings will be calculated based upon the number of regular scheduled hours such employee would otherwise have worked, exclusive of overtime. An employee will be eligible for disability benefits under the provisions of this Article after a waiting period of one (1) day for accidents and seven (7) calendar days for illness. An employee who continues to be disabled may draw disability benefits for up to a maximum of two (2) years. After such two (2) year period, all benefits will cease.

Section 9.2: An employee will not be eligible for disability benefits unless he/she is under the care of a physician who certifies, in writing, that said employee is disabled from performing his/her job responsibilities. Such written certification must be provided to the

personnel department and must indicate what specific physical or mental limitations or restrictions disable the employee from so performing such responsibilities, and the length of time that such employee is expected to be disabled. The County has the unlimited right, in its sole discretion, to offer "favored work" to any employee so disabled, so long as such "favored work" is within the employee's limitations and restrictions as certified. The County will attempt to offer such "favored work" within the Communications Center, but reserves the right to make such "favored work" offer in any department within the County. Such "favored work" offer may direct the employee to work any scheduled shift and/or job assignment notwithstanding any other provision of this Agreement. Any employee who refuses such "favored work" offer will not be eligible for disability benefits. Any employee performing such "favored work" will be compensated in accordance with the following:

1. For the first 60 calendar days of "favored work" - 90% of salary as defined in Exhibit A of this agreement.
2. For the 61st through 120th calendar day of "favored work" - 85% of salary as defined in Exhibit A of this agreement.
3. For the 121st through 240th calendar day of "favored work" - 80% of salary as defined in Exhibit A of this agreement.
4. For the 241st through 730th calendar day of "favored work" - 67% of salary as defined in Exhibit A of this agreement.

No employee will be eligible for "favored work" beyond 730 calendar days.

Section 9.3: The County retains the unlimited right to direct any employee, at any time, as a condition of receiving disability benefits, to an examining physician of its designation. Such examination will be at the County of Monroe's expense. Should such examining physician disagree with the opinion of the employee's treating physician as to the disability of such employee, or the extent of the restrictions or limitations of such employee, the employee will be cited to an independent third physician for examination and evaluation. This physician will be selected by the County's physician and the employee's physician and his/her examination will be at County expense. The opinion of such physician will be final and binding on the parties herein and all further examinations as may be directed by the County as to said employee will done by such physician.

Section 9.4: All employees of the bargaining unit shall receive six (6) "sick days" annually, to be credited as of January 1st of each year. Such annual "sick days" shall not accumulate from one year to the next, but at the end of each year the employee shall receive payment at his/her regular hourly rate for 50% of all such unused annual "sick days". Employees may utilize such annual sick days only if the employee or someone on his/her behalf notifies the department before he/she is scheduled to report to work on each day that he/she will be absent from work, unless it is physically impossible for such report to be made. The Sheriff may require a physician's certificate showing that the use of such annual sick days was due to actual non-occupational illness or injury and that such illness or injury was disabling to the extent that the employee could not perform his/her regular work duties. The requirement of a physician's certificate for use of such annual sick days shall not apply to absences of one or two days unless such short periods of absence are habitual with the employee. Employees must exhaust their annual "sick days" before receiving disability benefits pursuant to the provisions of this Article. In addition, any employee who has earned and accumulated "sick days" in his/her "sick day bank" under the provisions of previous collective bargaining agreements will keep all such accumulated "sick days" in his/her "bank". Said employee may, as an alternative to receiving disability benefits under the provisions of this Article, utilize such "sick days". At the exhaustion of said employee's "sick bank", he/she may apply for and receive disability benefits under the

provisions and limitations of this Article. Documentation of the employee's decision to utilize such "sick day bank" must be provided, in writing, to the Personnel Director, at the time of disability. At the time of the employee's termination of employment or retirement, the employee will receive payment for 50% of all such unused days as accumulated in his/her "sick day bank". Said payment will be calculated at the hourly rate of the employee at the time of his/her termination or retirement.

Section 9.5: Any employee who receives disability benefits pursuant to this Article will continue to accrue seniority as defined in Article 7 of this Agreement for up to a maximum period of one year. At the end of such one (1) year period, if the employee continues to be disabled, he/she shall have his/her seniority frozen and will receive no further employment benefits beyond such one (1) year period with the specific exception of insurance benefits pursuant to Article 13 of this Agreement and sick and accident benefits under this Article. The employee, if he/she continues to be disabled, will be eligible to receive disability benefits pursuant to this Article for up to the maximum period of two (2) years. At the end of such two (2) year period, if the employee is unable to return to and perform his/her regular job responsibilities without limitations or restrictions, said employee will have his/her seniority terminated and receive no further employment benefits pursuant to this Agreement.

If the County so directs, any employee receiving disability benefits pursuant to this Article may be required to apply for other income benefits for which he/she may be eligible. The County of Monroe's obligation to provide disability benefits pursuant to this Article shall be subject to reduction by any of the following other income benefits for which the employee may receive:

- 1) Social Security disability benefits.
- 2) Workman's Compensation benefits.
- 3) Pension benefits.
- 4) Disability benefits under any "no fault" automobile reparation insurance law.

Documentation of such application for, denial and/or receipt of, such benefits must be promptly provided to the Personnel Director.

Section 9.6: In the event that an employee receives benefits pursuant to the provisions of this Article, and it is determined that said employee was not ill or disabled or has in any way misused such benefits and/or falsified his/her condition, said employee will be subject to disciplinary action up to and including discharge. No employee shall engage in any gainful employment whatsoever while they are receiving disability benefits pursuant to the provisions of this Article unless they have obtained the prior written approval of the Personnel Director. Any employee who has improperly received benefits pursuant to the provisions of this Article must, in addition to any discipline that may be imposed, reimburse the County for the amount of such benefits as improperly received.

Section 9.7: No employee will be returned to employment, with the exception of "favored work" as defined in Section 9.2 herein, after the receipt of disability benefits pursuant to this Article, unless he/she has provided a physician's certification that he/she is capable of resuming his/her job responsibilities without limitations or restrictions. Such physician's certification must be presented, in writing, to the personnel department.

ARTICLE 10
Holidays

Section 10.1 Full-time employees who meet all of the eligibility rules set forth in this Article shall be eligible for holiday pay for the following holidays:

New Year's Day
Martin Luther King Day
President's Day
Easter Day
Memorial Day
Independence Day
Labor Day
Veteran's Day
Thanksgiving Day
Christmas Day
Christmas Eve
New Year's Eve

Section 10.2 Employees shall be entitled to holiday pay provided they meet all of the following eligibility rules:

(a) The employee must work the last scheduled work day before and the next scheduled work day after the holiday or the day of observance of the holiday, unless he has an excused absence or is on vacation.

(b) The employee would otherwise have been scheduled to work on such day if it had not been observed as a holiday.

(c) The employee must have at least ninety (90) days of employment with the Employer.

Section 10.3 (Holiday Pay) All employees covered by this Agreement will receive their regular hourly pay on the above named holidays when not working and their regular hourly pay, plus time and one-half on the above named holidays when working.

Section 10.4 (Holiday work assignments) The Sheriff, or his designated representative, will determine the staffing levels required for each shift for all holidays. Employees desiring to work a given holiday will submit a written request to the Sheriff or his designated representative at least forty five (45), but no more than sixty (60) days prior to such holiday. The Sheriff will fill such holiday work assignments first from employees who submit written requests. If more employees submit written requests than are required to fill the holiday work assignments, preference for such assignments will be given by classification seniority among employees who submit written requests. If there are not enough employees who have submitted written requests to fill the staffing requirements as determined by the Sheriff, such will be filled by reverse classification seniority. No employee may submit a written request to work any other shift than his/her normal shift assignment as determined according to Section 5.13 of this Agreement. The parties mutually agree that while it is desirable to have a supervisor on every shift the Employer cannot guarantee any minimum staffing levels.

ARTICLE 11
Accidents and Reports

Section 11.1 Any employee involved in any accident during his working hours or relating to his employment shall report said accident as soon as possible, but in all events not later than the employee's next regularly scheduled work day. Such report shall set forth the nature of the accident, the physical injury, if any, sustained, the witnesses to the accident and other such details as may be reasonably requested by the County. The employee shall make out an accident report in writing on forms furnished by the County and shall file a report with the Personnel Department. Failure to comply with this provision shall subject such employee to disciplinary action by the Sheriff.

Section 11.2 Employees shall report as soon as possible, but in any event not later than the end of their work shifts, all defects known to them in connection with any equipment they have used during the work shift. Such reports shall be made on a suitable form furnished by the Sheriff and shall be made in multiple copies with one copy to be retained by the employee. The County shall have the defect inspected by a competent person before requesting any employee to use equipment that has been reported in an unsafe operation condition.

ARTICLE 12
Discharge and Suspension

Section 12.1 (Rules and Regulations) The Sheriff may from time to time establish rules and regulations relating to the maintenance of order, safety and discipline among its employees, together with disciplinary penalties for their enforcement. Any employee who violates such policy, rule or regulation or any provision of this Agreement may be subject to discipline up to and including discharge. All such discipline will only be imposed for just cause and is subject to the provisions of Article 4 of this Agreement. When discipline is imposed upon an employee, he/she will be given a written statement by the Sheriff or his designated representative setting forth the extent of the imposed discipline, and the reasons why such discipline is being imposed, including the policy, rule or regulation or provision of this Agreement the employee has violated. Any employee who is discharged from his/her employment with the Monroe County Communications Center may immediately file a grievance starting at step 3 of Section 4.2 of Article 4 herein. The parties agree to do everything possible to expedite the processing and arbitration of such grievances involving the discharge of an employee.

Section 12.2 In imposing disciplinary action, the Sheriff will not consider previous disciplinary action or record of previous violation of Communications Center rules and regulations which occurred more than two (2) years prior to the incident for which disciplinary action is to be taken. While the Employer need not destroy and/or remove evidence of prior disciplinary action from the employees' personnel record after a period of two (2) years, the Employer shall not and will not be able to rely upon those prior actions in imposing discipline upon an employee for a current incident or matter. The parties hereby agree that counseling notices may be placed and remain in an employee's personnel file, but will not be considered the imposition of discipline. Counseling notices are for the purpose of documenting, in writing, that an employee has had a discussion with his/her superior in regards to his/her work performance. Every discussion an employee may have with his/her superior will not necessarily result in a written counseling notice.

ARTICLE 13
Insurance

Section 13.1 (Insurance program) The County shall establish and maintain during the term of this Agreement an Insurance Program providing the insurance as outlined in this section below. The County will enter into a master policy or policies with an insurance company or companies of its choice to provide such insurance coverage. The County, The Labor Council, and all employees covered by this agreement shall be bound by the terms of the master policy. When an employee becomes eligible for insurance, he/she may subscribe for such insurance and will at the same time execute and cause to be delivered to the County such documents as may be required in connection with such insurance coverage the benefits for the term of the agreement to be as follows:

Insurance Program

For eligible employees only:

(a) Blue Cross/Blue Shield PSG-1, hospital, medical, surgical benefits with Master Medical Option-1 (150/300, 80/20), mammograms, pap-smear, FAE-RC, Hospice, Ind. Case Mgt., preferred RX \$5 copay (mail order 50% of co-pay) for all employees and their eligible dependents after the employee has completed 90 days of service subject to such terms, conditions, exclusions, limitations, deductables, co-payments and other provisions of the plan.

(b) Life insurance with double indemnity - \$25,000.00.

(c) Effective January 1, 1979, employees covered by this Agreement will be eligible to participate in the County Optical Insurance Program currently in effect for County employees, the provisions being as outlined in §13.5 below. Such participation shall be upon the same terms and conditions as other County employees.

(d) Effective January 1, 1980, the County will provide a 75-25 Co-Pay Dental Plan through a carrier of its choice equal to Blue Cross Dental Plan 3.

For County Pension retirees who retired on or after January 1, 1973 but prior to February 7, 1996 only:

(a) Life Insurance - \$4,000.00.

For eligible employees, employee's spouse and/or eligible dependents:

(b) Blue Cross/Blue Shield, MVF-1 family coverage with Master Medical and \$2.00 Co-Pay Prescription Drug Plan or its substantial equivalent.

Hospitalization for Retirees:

The Employer agrees to maintain the Monroe County Employee's Retirement System Ordinance now in effect for all employees covered by this Agreement who are present participants in the Plan or who become participants in the Plan during the term of this Agreement.

The Employer shall provide retirees who are receiving benefits under the Monroe County Employee's Retirement System Ordinance, Blue Cross/Blue Shield PSG-1, hospital, medical, surgical benefits with Master Medical Option-1 (150/300, 80/20), mammograms, pap-smear, FAE-RC, Hospice, Ind. Case Mgt., preferred RX \$5 copay, for the retiree only (mail order drugs at 50% of copay), or equal or better coverage, subject to such terms, conditions, exclusions, limitations, deductibles, co-payments and other provisions of the plan. At age 65, the retiree must enroll in part B Medicare program. The Employer will thereafter pay the cost of Blue Cross and Blue Shield Complimentary

Coverage Option-2 plus 1, with prescription Co-Pay program, or equal or better coverage. The Employer shall pay 100% of the health care costs for the retiree only.

A participating retiree's spouse and eligible* dependents shall also be permitted to participate in the above described Retiree Health Care Plan; provided, however, a retiree's spouse who has health care benefits available from the spouse's employer shall not be allowed to participate in this Employer sponsored Retiree Health Care Plan. The Employer shall pay 50% of the illustrated premium for a participating retiree's spouse and eligible* dependents and the retiree shall pay the difference; provided, however, the Employer shall pay an additional 2.94% of the retiree spouse's and eligible* dependents health care illustrated premiums for each year of credited service in excess of eight (8) years of credited service, not to exceed a total of twenty-five (25) years credited service or 100% of the applicable illustrated premium.

The retiree's spouse shall be allowed to continue to receive health care benefits following the death of the retiree as long as the spouse is covered by the Retiree Health Care Plan at the time of the retiree's death and continues to receive the deceased retiree's retirement allowance. If a deceased retiree's spouse remarries, health care benefits shall not be available to the new spouse.

Dependent children of the retiree are also eligible for continued health care coverage after the retiree's death, provided the dependent children are covered by the retiree's health care plan at the time of the retiree's death and continue as dependents of the surviving spouse of the retiree who is receiving the deceased retiree's retirement allowance.

In the event a dependent child is named the deceased retiree's beneficiary, continues to receive the deceased retiree's retirement allowance, and is also enrolled in the retiree's health care plan at the time of the retiree's death, the deceased retiree's dependent child shall continue to receive health care coverage through the end of the year in which the dependent child reaches age 19.

Retiree Health Care Fund: The Employer shall begin to immediately pre-fund the Retiree Health Care Plan by establishing a separate fund called the "Retiree Health Care Fund". The Employer shall annually budget sufficient funds to contribute to the Retiree Health Care Fund, based upon the actuarially determined amount to be reserved for the future cost of retiree health care premiums.

Employees hired after the effective date of this Agreement shall contribute three percent (3%) of their bi-weekly base pay to this fund. Such monies shall be deposited into the "Retiree Health Care Fund" to fund future health care benefits for the retiree, spouse and eligible* dependents. If the employee quits or leaves County employment for any reason prior to becoming eligible for retirement benefits and/or retiree health care benefits, the employee shall be refunded the amount the employee has contributed to the Retiree Health Care Fund, along with accumulated interest thereon as determined by the Employer.

*Eligible dependents as referenced herein shall include the retiree's children until the end of the year in which such children reach age 19, or any age if totally or permanently disabled by either a physical or mental condition prior to age 19. Children as used herein include the retiree's children by birth, legal adoption, or legal guardianship (while in the retiree's custody and dependent on the retiree).

The insurance benefits set forth in this section above are subject to all the provisions of Article 13 of the Collective Bargaining Agreement.

Section 13.2 (Eligibility) Full-time employees shall be eligible for the insurance coverage provided herein and such insurance coverage shall become effective 12:01 a.m. on the first day following the employee's ninetieth (90) day of employment. All employees who are eligible as of the execution of this Agreement shall be covered as of the effective day of this Agreement. Continued eligibility to receive insurance coverage shall be governed by the specific provisions of this Agreement. In the event insurance coverage is terminated as to any employee and the employee subsequently becomes re-eligible for such

insurance coverage, the coverage shall become effective as of the first day of the respective policy month following the date he becomes re-eligible.

Section 13.3 (Claims) All claims shall be filed through the Personnel Department. Each employee is responsible for notifying that office of any change in his status which might affect his insurance coverage or benefits.

Section 13.4 (Retirement Plan) The County agrees to maintain the Monroe County Employees Retirement Plan now in effect during the term of this Agreement for all employees covered by this Agreement who are present participants in the Plan or who become eligible for participation during the term of this Agreement.

(a) The pension plan is to be computed by taking two and one quarter percent (2.25%) of the employee's final average compensation multiplied by the years of service not to exceed seventy-five percent (75%) of the final average compensation. An employee can select any three (3) consecutive years out of his last ten (10) years of service for the purpose of determining his/her final average compensation.

(b) For employees covered by the terms of this Agreement, the eligibility requirements of sixty (60) years of age and eight (8) or more years of service are modified to fifty (50) years of age and twenty-five (25) years of service.

(c) Effective January 1, 1985, employees shall at retirement be allowed to withdraw the contributions they have made into the retirement system and will subsequently receive an actuarially reduced pension in accordance with actuarial computations based upon the assumption rate contained in the actuary's report for the period of time immediately preceding the employee's retirement.

Section 13.5 (Vision Coverage) Schedule of allowances:

Examination or survey and analysis, limited to one such examination or survey and analysis in any one period of twelve (12) consecutive months. \$35.00 for employees and their dependents.

Frames	\$40.00
Lenses (per pair) Single vision	\$30.00
Bifocal (Single)	\$45.00
(Double)	\$75.00
Trifocal	\$65.00
Lenticular including Aspheric	\$125.00
Contacts	\$125.00

In no case shall benefits be provided more than once in any twelve (12) consecutive months for the purchase of frames; nor more than once within any twelve (12) consecutive months for the purchase of lenses. No benefits shall be payable hereunder with respect to:

(a) Services rendered as a result of sickness or injury arising out of and in the course of employment.

(b) Services required by the Employer as a condition of employment or rendered through a medical department clinic, or other similar service provided or maintained by the Employer.

(c) Sunglasses, even if by prescription.

(d) Contact lenses unless the visual acuity cannot be made 20/70 or better with spectacle lenses but can be so improved with contact lenses.

(e) Services covered in whole or in part under the Primary Contract or provided for the Subscriber under any other group coverage furnished by or arranged through any employer.

(f) Services rendered after the date the Subscriber ceases to be covered hereunder.

ARTICLE 14
Labor Council Membership

Section 14.1 (Labor Council Membership - Agency Shop) All employees hired on or after the signing of this Agreement by the parties and as a condition of continued employment by the County shall either:

(a) Sign and deliver to the County an assignment authorizing deduction of membership fee and regular dues commencing with completion of a thirty (30) day period from the date of hire;

(b) It is understood the Labor Council will represent these employees during their probationary period for hours, wages and conditions of employment;

(c) Those employees who are currently on the payroll and who have completed the period mentioned above and who are not members of the Labor Council must cause to be paid to the Labor Council a representation fee equivalent to the initiation fee and dues of the Labor Council by authorizing the deduction of such in writing within thirty (30) days of the date of this Agreement, whichever is later.

In the event that any employee shall fail to comply with either of the three (3) preceding sub-paragraphs, the County, upon receiving a signed statement from the Labor Council indicating the employee has failed to comply therewith, shall immediately notify said employee that his services shall be discontinued within thirty (30) days of the date of said notice. The refusal of any employee to contribute fairly to the cost of negotiation and administration of this and subsequent agreements is recognized as just and reasonable cause for termination of employment.

Section 14.2 (Deduction of Dues and Fees) The County shall forward to the Labor Council all dues and representation fees deducted from the employees pursuant to the authorization within thirty (30) days after such deduction has been made, together with a list of the names of those employees for whom the deductions have been made.

Section 14.3 (Indemnity Agreement) The Labor Council agrees to indemnify and save the County and the Sheriff harmless against any claims, demands, suits, and any and all other forms of liability which may attach or accrue to the County or the Sheriff by reason of any challenge to the validity or legality of the provisions of Sections 14.1 and 14.2 of this Agreement.

ARTICLE 15
General

Section 15.1 (Pay Periods) Employees will be paid wages due by check every two (2) weeks. Each employee shall be provided with an itemized statement of his earnings and of all deductions made for any purpose.

Section 15.2 (Separability Clause) In the event that any provision of this Agreement shall at any time be declared invalid by any court of competent jurisdiction, the decision shall not invalidate the entire Agreement, it being the express intention of the parties that all other provisions shall remain in full force and effect.

Section 15.3 (No Discrimination) The parties agree that there shall be no discrimination against any employee in connection with the application of this Agreement because of race, religion, national origin, ancestry, color, age or sex.

Section 15.4 (Supplemental Agreements) The County and the Labor Council have agreed to a wage scale for all members of the bargaining unit as stated herein as Exhibit A, and a Longevity Pay Plan as stated herein as Exhibit B, the provisions of which shall be applicable to employees covered by this Agreement subject to the specific eligibility provisions and terms and requirements set forth in each of said exhibits.

Section 15.5 (Civil Liability Insurance) The County agrees to continue the existing civil liability insurance at its expense in the amount of \$500,000.00 for one person and \$1,000,000.00 for one occurrence.

Section 15.6 (Examinations) The County and the Sheriff reserve the right to require each new hire to pass an appropriate medical examination at the County's expense as a condition of hire. Prospective employees who do not take the required examination or who fail the required examination will not be hired. The Sheriff reserves the right to have each employee examined in connection with any condition which may affect his ability to properly perform his duties in the Communications Center. Such examination shall be conducted by persons selected by the County and the Sheriff at the expense of the County. Results of any such examinations shall be filed with the County Personnel Director.

Section 15.7 (Court Time) When an employee is required to be present in court as part of his/her official duties at a time other than his/her normally scheduled duty hours, he/she shall be compensated at the rate of one and one-half (1 1/2) times his/her basic hourly rate for the reasonable and necessary time required in court, with a minimum payment of two (2) hours. This provision is applicable to all courts in Monroe County, as well as required appearances in Monroe County in connection with quasi-criminal proceedings, such as license appeal board, liquor control commissions, etc. The provision of this Section shall also apply to required appearances by employees in criminal courts in Detroit, Ann Arbor and Toledo. In the event any employee receives a subpoena fee for such court appearance, he/she shall promptly remit such fee to the County. In the event an employee is required in line of duty to travel outside of Monroe, Wayne and Washtenaw Counties, he/she shall be reimbursed at his/her straight-time hourly rate for reasonable travel time to and from the assigned location and for reasonable time at the location to conduct the required business. The Sheriff shall advise such employee prior to leaving as to the amount of the reasonable travel and business time. An employee shall be reimbursed for reasonable expenses incurred in lodging and meals when required and authorized in advance. There shall be no payment for overnight stopovers which may be required in out-of-town trips.

Section 15.8 (Lost or Damaged Property) In the event an employee covered by this Agreement shall, in the line of duty during scheduled work hours, lose an article of personal property or have such an article of personal property damaged, the Employer agrees to repair or replace such item of personal property. Repair shall be made when the item or personal property can be restored to a usable state. If replacement is required, the item shall be replaced with an item of comparable value. Repair or replacement of personal property, lost or damaged in accordance with this Section, shall be required only when the personal property is of the type which is required to be in the possession of the employee and if the employee makes note of the loss or damage in his official report relative to the duty matter resulting in the loss or damage. In the case of damaged items of personal property which cannot be repaired, the damaged item will be turned in to the Personnel Department of the County of Monroe prior to replacement, within sixty (60) days.

Section 15.9 The Sheriff will designate the equipment required to be used by employees covered by this Agreement, and each such employee shall be issued required equipment and receipt therefore. Employees shall be responsible for the proper care and maintenance of such equipment. Lost or damaged equipment shall be charged to the responsible employee if due to neglect or careless use which may be subject to the grievance procedure.

Section 15.10 (Shift premium) A shift premium shall be given to all employees covered by this agreement in the amount of 20¢/hour for all employees working the midnight shift and a shift premium in the amount of 25¢/hour for all employees working the afternoon shift.

In addition to the shift premium as described above, all full-time non-probationary employees of the bargaining unit who work a shift with an employee who has less than 960 hours of work experience in the Communications Center will receive an additional twenty cents (20¢) per hour for each hour so worked as compensation for performing training and supervisory responsibilities.

Section 15.11 (Call-in compensation) Employees called in prior to their regular shift or called back following their regular shift, shall be entitled to receive a minimum of two (2) hours pay regardless of the hours worked, but may be required to perform two (2) hours of duties if such work is available. Such call-ins or call-backs shall be authorized only by the Sheriff or his designated representative.

Section 15.12 (Dress policy) Discretion in style of dress is essential to the efficient operation of the Communications Center. Employees are, therefore, required to dress in appropriate attire and use good judgment in their choice of work clothes. Permitted and prohibited dress will be established by the Sheriff and violations of such standards will be grounds for discipline. The union has the right to grieve such dress standards as established by the Sheriff and any discipline as imposed thereto under Article 4 of this Agreement, however, an arbitrator has no authority to alter the dress standards as established or any discipline as imposed unless he/she finds that such are unreasonable, arbitrary or capricious. The Sheriff, the County and the Labor Council do hereby agree, that employees of the bargaining unit are allowed to wear blue jeans while working the the Monroe County Communications Center, providing that such blue jeans are neat, clean, free from tears, holes, patches, decorations, etc., and in all other respect comply with the standard as set forth in the dress code policy. The employer reserves the right to at any time issue the members of the bargaining unit uniforms at employer expense and discontinue the practice of allowing the employees the right to wear civilian clothing.

Section 15.13 The parties to this Agreement hereby agree that in the event the employer wishes to create a new job classification within the Communications Center during the terms of this Agreement, the employer will bargain with the union regarding the wages to be paid to employees in such new classification, as well as the manner of selecting such employees to fill such newly created positions.

ARTICLE 16 Term of Agreement

Section 16.1 This Agreement shall become effective as of February 7, 1996. This Agreement shall remain in full force and effect until 11:59 p.m., December 31, 1998, and for successive yearly periods thereafter, unless notice is given in writing by either the Labor Council or the County or the Sheriff, given to the other party at least sixty (60) days

prior to December 31, 1998, or any anniversary date thereof, of its desire to amend, modify or terminate the Agreement. If such notice is given, this Agreement shall be open to amendment, modification or termination as such notice may indicate on January 1, 1999, or the subsequent anniversary date, as the case may be.

Section 16.2 (Scope of Agreement) This Agreement includes all of the provisions of the Agreement between the parties in connection with wages, hours, and other terms and conditions of employment and revokes all and every previous agreement, practice, privilege and benefit relating to the employees or any one or more of them covered by this Agreement, which were in effect prior to the execution hereof.

Section 16.3 (Waiver) 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 Agreement arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement, and that there are no other agreements, either oral or written, express or implied, covering the relationship of the parties. Each party hereby expressly waives the right to require the other to enter into further negotiations on any matter whatsoever, either covered in this Agreement or not, or where such subject matter was or was not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this Agreement.

Section 16.4 All employees working in the Monroe County Communications Center will operate under the direction and authority of the Sheriff of the County of Monroe and the Monroe County Board of Commissioners. There will be no transferring or "bumping" of employees into or out of the Monroe County Communications Center from the Monroe County Sheriff's department as a result of necessary layoffs, or for any other reason. All employees hired into the Monroe County Communications Center after August 14, 1986 will only accumulate seniority within the Communications Center. As stated in Section 7.1 herein, all Monroe County Communication Center employees who, prior to August 14, 1986 worked for the Monroe County Sheriff's department, shall continue to accumulate their Monroe County sheriff's department seniority.

IN WITNESS HEREOF, the parties herein have caused this Agreement, consisting of pages 1 - 31, including all Exhibits and Letters of Understanding as attached hereto, to be executed upon this 3rd day of May, 1996.

FOR THE EMPLOYER:

FOR THE LABOR COUNCIL:

[Signature] Jean A. Stewart
Raymond L. Webb Ronald C. Burns
[Signature] Michael P. Somers

EXHIBIT A
1995 WAGE SCALE
Communications Specialist

Service Time (months)

0 - 6.....	\$25,958.40
	\$12.48
6-12.....	\$26,353.60
	\$12.67
12-18.....	\$26,956.80
	\$12.96
18-24.....	\$27,456.00
	\$13.20
24-30.....	\$27,892.80
	\$13.41

Communications Specialist/Supervisor

0 - 6.....	\$27,913.60
	\$13.42
6-12.....	\$28,433.60
	\$13.67
12-18.....	\$28,912.00
	\$13.90
18-24.....	\$29,473.60
	\$14.17
24-30.....	\$29,933.60
	\$14.42

EXHIBIT A
1996 WAGE SCALE
Communications Specialist

Service Time (months)

0 - 6.....	\$26,728.00
	\$12.85
6-12.....	\$27,144.00
	\$13.05
12-18.....	\$27,768.00
	\$13.35
18-24.....	\$28,288.00
	\$13.60
24-30.....	\$28,724.80
	\$13.81

Communications Specialist/Supervisor

0 - 6.....	\$28,745.60
	\$13.82
6-12.....	\$29,286.40
	\$14.08
12-18.....	\$29,785.60
	\$14.32
18-24.....	\$30,368.00
	\$14.60
24-30.....	\$30,888.00
	\$14.85

All employees who are full time members of the bargaining unit as of February 7, 1996 will receive a one time cash payment of one thousand dollars (\$1,000.00). This will be paid as soon as possible after February 7, 1996.

EXHIBIT A
 1997 WAGE SCALE
 Communications Specialist

Service Time (months)

0 - 6.....	\$27,539.20	\$13.24
6-12.....	\$27,955.20	\$13.44
12-18.....	\$28,600.00	\$13.75
18-24.....	\$29,140.80	\$14.01
24-30.....	\$29,577.60	\$14.22

Communications Specialist/Supervisor

0 - 6.....	\$29,598.40	\$14.23
6-12.....	\$30,160.00	\$14.50
12-18.....	\$30,680.00	\$14.75
18-24.....	\$31,283.20	\$15.04
24-30.....	\$31,824.00	\$15.30

EXHIBIT A
1998 WAGE SCALE
Communications Specialist

Service Time (months)

0 - 6.....	\$28,371.20 ✓
	\$13.64
6-12.....	\$28,787.20 ✓
	\$13.84
12-18.....	\$29,452.80 ✓
	\$14.16
18-24.....	\$30,014.40
	\$14.43
24-30.....	\$30,472.00
	\$14.65

Communications Specialist/Supervisor

0 - 6.....	\$30,492.80 ✓
	\$14.66
6-12.....	\$31,075.20
	\$14.94
12-18.....	\$31,595.20
	\$15.19
18-24.....	\$32,219.20
	\$15.49
24-30.....	\$32,780.80
	\$15.76

EXHIBIT B
Longevity Pay Plan

The County agrees to make longevity payments for continuous service with the County to all employees covered by this Agreement who meet each of the following eligibility requirements:

(a) Longevity pay adjustments are to be based upon continuous service with the County determined as of December 1, of each calendar year;

(b) Employees with less than five (5) years of continuous service with the County as of December 1 of any calendar year shall receive no longevity pay;

(c) Employees covered by this Agreement with five (5) or more years of continuous service with the County as of December 1, of any calendar year shall receive longevity pay of \$125.00, plus an additional sum of \$25.00 for each additional year of continuous service in excess of five (5) years;

(d) Employees shall not be entitled to any longevity pay if their employment or seniority with the County is terminated for any reason prior to December 1 of any calendar year;

(e) If an employee does not receive compensation for at least one thousand (1,000) hours during the twelve (12) month period immediately preceding December 1 of each calendar year, no longevity pay shall be due for that calendar year;

(f) Any employee whose salary is paid by the United States of America or any of its agencies, the State of Michigan or any of its agencies and/or is supplemented by the County, is not entitled to longevity pay.

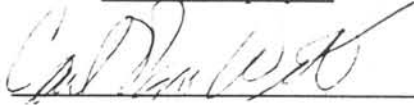
(g) The County desires to eliminate the concept of longevity pay. As such, through negotiations, the parties herein agree that all employees who enter the bargaining unit after January 22, 1991 shall not be eligible for longevity payments in any amount whatsoever. All employees who are members of the bargaining unit as of January 22, 1991 will receive longevity benefits as defined in (a) through (f) above.

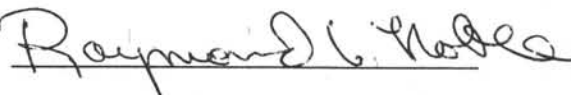
Letter of Understanding

The parties to this letter of understanding, the County of Monroe, the Monroe County Sheriff and the Police Officers Labor Council, have negotiated a collective bargaining agreement which defines their relative employer - employee relationship, to which this Letter of Understanding is attached. Pursuant to such collective bargaining agreement, the employer provides certain health, optical and dental care benefits to employees of the bargaining unit. The parties hereby agree to the following concerning such benefits:


1. Any employee who can secure such benefits from another source and desires to withdraw from the County of Monroe's benefit plan may submit a request to so withdraw, in writing, to the County personnel department.
2. The County personnel department will review all such written requests as received and respond to such in writing, within 15 calendar days of receipt of such request. The County personnel department will indicate the approval or denial of the request, and such decision will be made in his sole discretion.
3. If the County personnel department approves an employee's request to withdraw from the County's plan, such approval will indicate the effective date that the County will no longer provide such benefits to such employee. This date will be binding on all parties.
4. An employee who has withdrawn from the County of Monroe's plan subject to the provisions of this Letter of Understanding, will receive a cash payment of \$1,000.00, per year, payable in the last pay period of each calendar year. Any employee who has withdrawn from the County's plan for a portion of such calendar year will receive a pro-rated amount of such \$1,000.00 payment.
5. An employee who has withdrawn from the County of Monroe's plan may apply to be reinstated back into the County's plan, provided he/she demonstrates that he/she can no longer receive such benefits from another source. All such applications for reinstatement shall be made, in writing, to the County personnel department. The County personnel department will respond to such requests within 15 calendar days of receipt of the request. Such response will indicate the effective date that the employee is once again covered under the County of Monroe's health, optical and dental care plan, and the County shall have no obligation whatsoever prior to such effective date as stated in the County personnel department's response.
6. All Parties to this Letter of Understanding hereby agree that the terms and conditions as defined herein are at all times subject to the Master Policies between the County and its insurance carriers. The County agrees to notify the Union of any changes in such Master Policies.


For the Employer:

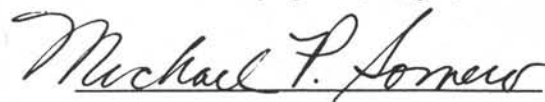




For the Union:







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