

3909

12/31/2000

**AGREEMENT
BETWEEN THE
CHARTER TOWNSHIP OF SHELBY
AND
DEPARTMENT HEADS' AGREEMENT**

Shelby Township

For the term expiring December 31, 2000

The Charter Township of Shelby and the Department Heads of the Charter Township of Shelby, agree to the following for the period of January 1, 1996 through December 31, 2000.

1. The Department Heads will receive a signing bonus of One Thousand Five Hundred (\$1,500.00) Dollars for the extension of the Agreement from June 30, 1995 to January 1, 1996. Thereafter, the Contract date will be January 1 of each year consistent with the appropriations resolution of the Township Board.
2. The Department Heads will receive wage increases as follows:
 - A. A three and one-fourth (3-1/4%) increase for the year January 1, 1996 through December 31st 1996.
 - B. A three and one-fourth (3-1/4%) increase for the year January 1, 1997 through December 31st 1997.
 - C. A three and one-fourth (3-1/4%) increase for the year January 1, 1998 through December 31st 1998.
 - D. A three and one-fourth (3-1/4%) increase for the year January 1, 1999 through December 31st 1999.
 - E. A three and one-fourth (3-1/4%) increase for the year January 1, 2000 through December 31st 2000.
3. All insurance coverages and conditions of such coverage will be in accordance with the Shelby Township Municipal Employees Unit of the UAW and the Shelby Township Supervisory Employee Unit of the UAW.
4. The Department Heads will also be covered under the sick leave plan established for the Shelby Township Employees Unit of the UAW and the Shelby Township Supervisory Employees Unit of the UAW.
5. Annual leave (vacation) will be accumulated in accordance with the Bargaining Agreement established between the Shelby Township Employees' Unit of the UAW, the Shelby Township Supervisory Employee Unit of the UAW and the Charter Township of Shelby Department Heads. Department Heads may cash in vacation days at the rate of one hundred (100%) percent. The days cashed must not exceed fifty (50%) percent of earned vacation time.
6. Holidays for Department Heads will be granted in accordance with the bargaining agreements established between the Shelby Township Municipal Employees Unit of the UAW, the Shelby Township Supervisory Employees Unit of the UAW and the Charter Township of Shelby.

7. For the purpose of retirement, all days approved over the two (2) years prior to retirement will be paid at one hundred (100%) percent.
8. The Township will provide a Ten Thousand (\$10,000.00) Dollar Term Life Insurance Policy for persons retiring on or after July 1, 1983.
9. Sick days will be paid off at the 1996 rate of pay.
10. One month of pro-rated longevity will be paid in December.
11. Deferred compensation in lieu of Health Insurance will be limited to One Thousand Five Hundred (\$1,500.00) Dollars.

IN WITNESS WHEREOF; the underwigned have executed this Agreement this 11th day of November, 1995.

WITNESS:

CHARTER TOWNSHIP OF SHELBY


JAMES VAN HEVEL, SUPERVISOR


KAREN SCHULTZ, CLERK


TERRI KOWAL, TRUSTEE


GILBERT PARKER, TRUSTEE


KATHLEEN MITICHELL, CHAIRPERSON


WILLA TAYLOR
DIRECTOR OF PERSONNEL/GRANTS


DELIGHT DEAN
LIBRARY DIRECTOR


KIRK MAAS
DIRECTOR OF PUBLIC WORKS


DAVID MOORE
DIRECTOR OF BUILDING & GROUNDS


HARRY REESE
BUILDING DIRECTOR

ADDENDUM A
JANUARY 1, 1996

Department Heads
(37.5 Hours per week)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5
25	41673	43199	44865	46604	48414
	21.371	22.153	23.008	23.899	24.828
26	43199	44865	46604	48414	50301
	22.153	23.008	23.899	24.828	25.796
27	44865	46604	48414	50301	52270
	23.008	23.899	24.828	25.796	26.805
28	46604	48414	50301	52270	54320
	23.899	24.828	25.796	26.805	27.856
29	48414	50301	52270	54320	56455
	24.828	25.796	26.805	27.856	28.951
30	50301	52270	54320	56455	58680
	25.796	26.805	27.856	28.951	30.092
31	52270	54320	56455	58680	60996
	26.805	27.856	28.951	30.092	31.280

ADDENDUM B
JANUARY 1, 1997

Department Heads
(37.5 Hours per week)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5
25	43027 22.065	44603 22.873	46323 23.756	48119 24.676	49987 25.635
26	44603 22.873	46323 23.756	48119 24.676	49987 25.635	51936 26.634
27	46323 23.756	48119 24.676	49987 25.635	51936 26.634	53969 27.676
28	48119 24.676	49987 25.635	51936 26.634	53969 27.676	56085 28.762
29	49987 25.635	51936 26.634	53969 27.676	56085 28.762	58290 29.892
30	51936 26.634	53969 27.676	56085 28.762	58290 29.892	60587 31.070
31	53969 27.676	56085 28.762	58290 29.892	60587 31.070	62978 32.297

ADDENDUM C
JANUARY 1, 1998

Department Heads
(37.5 Hours per week)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5
25	44425 22.782	46052 23.617	47829 24.528	49682 25.478	51612 26.468
26	46052 23.617	47829 24.528	49682 25.478	51612 26.468	53624 27.500
27	47829 24.528	49682 25.478	51612 26.468	53624 27.500	55723 28.576
28	49682 25.478	51612 26.468	53624 27.500	55723 28.576	57908 29.696
29	51612 26.468	53624 27.500	55723 28.576	57908 29.696	60184 30.864
30	53624 27.500	55723 28.576	57908 29.696	60184 30.864	62556 32.080
31	55723 28.576	57908 29.696	60184 30.864	62556 32.080	65025 33.346

ADDENDUM D
JANUARY 1, 1999

Department Heads
(37.5 Hours per week)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5
25	45869	47549	49383	51297	53289
	23.523	24.384	25.325	26.306	27.328
26	47549	49383	51297	53289	55367
	24.384	25.325	26.306	27.328	28.393
27	49383	51297	53289	55367	57534
	25.325	26.306	27.328	28.393	29.505
28	51297	53289	55367	57534	59790
	26.306	27.328	28.393	29.505	30.662
29	53289	55367	57534	59790	62140
	27.328	28.393	29.505	30.662	31.867
30	55367	57534	59790	62140	64589
	28.393	29.505	30.662	31.867	33.123
31	57534	59790	62140	64589	67138
	29.505	30.662	31.867	33.123	34.430

ADDENDUM E
JANUARY 1, 2000

Department Heads
(37.5 Hours per week)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5
25	47360 24.287	49094 25.177	50988 26.148	52964 27.161	55021 28.216
26	49094 25.177	50988 26.148	52964 27.161	55021 28.216	57166 29.316
27	50988 26.148	52964 27.161	55021 28.216	57166 29.316	59404 30.464
28	52964 27.161	55021 28.216	57166 29.316	59404 30.464	61733 31.658
29	55021 28.216	57166 29.316	59404 30.464	61733 31.658	64160 32.902
30	57166 29.316	59404 30.464	61733 31.658	64160 32.902	66688 34.199
31	59404 30.464	61733 31.658	64160 32.902	66688 34.199	69320 35.549