

# County of Washtenaw

and

## AFSCME Local 2733

### Unit B



*Washtenaw County*

### 1994 - 1997

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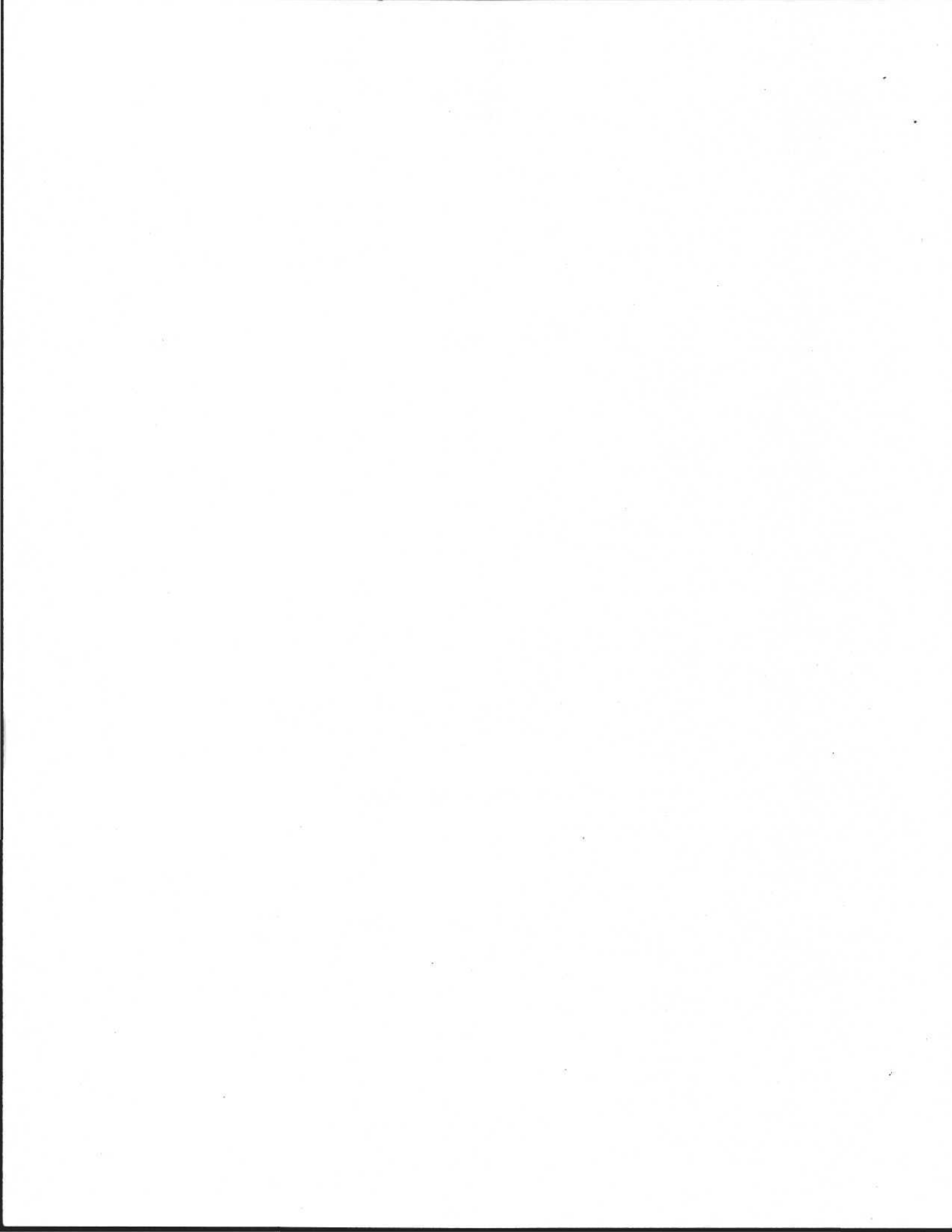
## TABLE OF CONTENTS

ARTICLE 68	ACT OF GOD .....	36
	AGREEMENT .....	1
ARTICLE 2	AID TO OTHER UNIONS .....	1
	APPENDIX A - Classifications .....	40
	APPENDIX B - Letters of Understanding .....	42
	APPENDIX C - Salary Schedules .....	43
ARTICLE 49	CAR OR MILEAGE ALLOWANCE .....	28
ARTICLE 9	COMPUTATION OF BACK WAGES .....	7
ARTICLE 38	COMPUTATION OF BENEFITS .....	25
ARTICLE 72	CONFERENCES, WORKSHOPS AND SEMINARS .....	38
ARTICLE 44	CONSOLIDATION OR ELIMINATION OF JOBS .....	26
ARTICLE 39	CONTINUING BENEFITS OR DEDUCTIONS .....	25
ARTICLE 41	CONTRACTING AND SUB-CONTRACTING .....	25
	OF WORK	
ARTICLE 10	DISCIPLINARY ACTION .....	7
ARTICLE 52	DISCRIMINATION .....	29
ARTICLE 59	DISTRIBUTION OF AGREEMENT .....	33
ARTICLE 73	DURATION OF AGREEMENT .....	39
ARTICLE 20	EDUCATIONAL LEAVE OF ABSENCE FOR .....	13
	VETERANS	
ARTICLE 27	EQUALIZATION OF OVERTIME HOURS .....	17
ARTICLE 70	EMPLOYEE PERFORMANCE EVALUATIONS .....	37
ARTICLE 65	EXCLUDED EMPLOYEES .....	35
ARTICLE 31	FUNERAL LEAVE .....	20
ARTICLE 69	GLOSSARY .....	36
ARTICLE 8	GRIEVANCE PROCEDURE .....	5
ARTICLE 66	HEALTH AND SAFETY .....	35
ARTICLE 33	HOLIDAY PROVISIONS .....	21
ARTICLE 36	HOSPITALIZATION - MEDIAL - DENTAL .....	23
	COVERAGE	
ARTICLE 25	JURY DUTY .....	17
ARTICLE 16	LAYOFFS .....	10
ARTICLE 21	LEAVES OF ABSENCE WITHOUT PAY .....	13
	LETTERS OF UNDERSTANDING .....	40
ARTICLE 37	LIFE INSURANCE .....	24
ARTICLE 61	LONGEVITY .....	34
ARTICLE 57	LONG-TERM DISABILITY .....	31
	(Sick and Accident Insurance)	
ARTICLE 13	LOSS OF SENIORITY .....	9
ARTICLE 51	LUNCHROOM FACILITIES AND UNION .....	28
	OFFICE SPACE	
ARTICLE 62	MANAGEMENT RIGHTS AND RESPONSIBILITIES .....	35
ARTICLE 63	NO STRIKE CLAUSE .....	35
ARTICLE 50	ON-CALL OR STANDBY .....	28
ARTICLE 32	OVERTIME WORK .....	20





ARTICLE 48	PARKING FACILITIES .....	27
ARTICLE 54	PAY PERIODS .....	31
ARTICLE 47	PERSONAL BUSINESS .....	27
ARTICLE 55	PERSONAL TELEPHONE CALLS .....	31
ARTICLE 64	PRONOUNS - Use of .....	35
	PURPOSE AND INTENT .....	1
ARTICLE 23	RATES FOR NEW JOBS .....	17
ARTICLE 17	RECALL PROCEDURE .....	11
ARTICLE 1	RECOGNITION - Employees Covered .....	1
ARTICLE 5	REMITTANCE OF DUES AND FEES .....	3
ARTICLE 43	REORGANIZATION .....	26
ARTICLE 53	RETIREMENT OR PENSION PLAN .....	29
ARTICLE 26	SAFETY COMMITTEE .....	17
	SALARY SCHEDULES .....	43
ARTICLE 12	SENIORITY LISTS .....	9
ARTICLE 15	SENIORITY OF OFFICERS AND STEWARDS .....	9
ARTICLE 11	SENIORITY - Probationary Employees .....	8
ARTICLE 14	SHIFT PREFERENCE .....	9
ARTICLE 30	SICK LEAVE .....	18
ARTICLE 7	SPECIAL CONFERENCES .....	5
ARTICLE 45	SUCCESSOR CLAUSE .....	26
ARTICLE 24	TEMPORARY ASSIGNMENTS .....	17
ARTICLE 42	TEMPORARY OR SEASONAL EMPLOYMENT .....	26
	STATUS	
ARTICLE 71	TERMINATION .....	37
ARTICLE 67	TERMINATION AND MODIFICATION .....	36
ARTICLE 18	TRANSFERS, PROMOTIONS, JOB POSTINGS .....	12
	AND BIDDING PROCEDURES	
ARTICLE 58	TUITION REIMBURSEMENT .....	32
ARTICLE 40	UNEMPLOYMENT COMPENSATION .....	25
ARTICLE 56	UNIFORMS OR UNIFORM ALLOWANCE .....	31
ARTICLE 22	UNION BULLETIN BOARDS .....	16
ARTICLE 4	UNION DUES, INITIATION FEES, OR .....	3
	SERVICE CHARGE AND P.E.O.P.L.E CHECK-OFF	
ARTICLE 6	UNION REPRESENTATION .....	4
ARTICLE 3	UNION SECURITY .....	1
ARTICLE 34	VACATION ELIGIBILITY .....	22
ARTICLE 35	VACATION PAY ADVANCE .....	22
ARTICLE 19	VETERANS - Reinstatement of .....	13
ARTICLE 60	WAIVER CLAUSE .....	34
ARTICLE 46	WORK PERFORMED BY SUPERVISORS .....	27
ARTICLE 28	WORKER'S COMPENSATION - On-the-Job-Injury .....	18
ARTICLE 29	WORKING HOURS, SHIFT PREMIUM AND HOURS .....	18



## AGREEMENT

This Agreement entered into on this 6<sup>th</sup> day June 1945 between the County of Washtenaw (hereinafter referred to as the "EMPLOYER") and the Washtenaw County Employees Local No. 2733, Unit B, affiliated with Council No. 25, AFSCME, AFL-CIO (hereinafter referred to as the "UNION").

### PURPOSE AND INTENT

The general purpose of this Agreement is to set forth terms and conditions of employment, and to promote orderly and peaceful labor relations for the mutual interest of the Employer, the employees and the Union.

The parties recognize that the interest of the community and the job security of the employees depend upon the Employer's success in establishing a proper service to the community.

To these ends the Employer and the Union encourage to the fullest degree of friendly and cooperative relations between the respective representatives at all levels and among all employees.

## ARTICLE 1

### RECOGNITION—Employees Covered

Pursuant to and in accordance with all applicable provisions of Act 379 of the Public Acts of 1965, as amended, the Employer does hereby recognize the Union as the exclusive representative for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and other conditions of employment for the term of this Agreement of all employees of the Employer included in the bargaining unit described below:

#### **UNIT B**

"All Washtenaw County employees excluding executives, supervisors, administrative, professional employees, employees presently represented by collective bargaining representatives, Circuit, Probate and District Court employees, Corporation Counsel's Office, Human Resources, confidential employees and those employees mutually agreed to by the Union and the Employer."

## ARTICLE 2

### AID TO OTHER UNIONS

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

## ARTICLE 3

### UNION SECURITY

- (a) **Maintenance of Membership.** Employees covered by this Agreement at the time it becomes effective and who are members of the Union at the time shall be required to continue membership in the Union for the duration of this Agreement. Employees covered by this Agreement who become members of the Union during the life of this Agreement shall be required to continue membership in the Union for the duration of this Agreement. Employees who shall continue to tender, or for whom there is tendered until the expiration of this Agreement, the dues uniformly required as a condition of retaining membership, shall be deemed to meet the conditions of this subsection.

If a member of the Union desires to withdraw from Union membership, he/she may do so by giving notice to the Union and to the County's Human Resources Office during the ten (10) days immediately prior to the expiration of this Agreement. Such notice must be in writing and must be signed by the member.

- (b) **Agency Shop.** Employees covered by this Agreement who are not members of the Union at the time it becomes effective shall be required, as a condition of continued employment, to join the Union or pay an amount equal to the monthly Union dues to the local Union for the service and administration of this contract for the duration of this Agreement.

Employees covered by this Agreement who are not members of the Union at the time they are hired, rehired, reinstated or transferred into the bargaining unit after the effective date of this Agreement, shall be required as a condition of continued employment to join the Union or pay an amount equal to the monthly Union dues to the local Union for the service and administration of this contract for the duration of this Agreement.

An employee who shall tender an initiation fee (if not already a member) and the periodic dues uniformly required as a condition of acquiring or retaining membership, or an employee who pays the equivalent of dues as a service fee, shall be deemed to meet the conditions of this section.

- (c) **Termination Penalty for Delinquency in Paying Dues.** Employees shall be deemed to be members of the Union or Agency within the meaning of this section if they are not more than sixty (60) days in arrears in payment of membership dues or service charge.

No employee shall be terminated under Section (a) or (b) of this Article unless:

- (1) The Union first has notified the employee by registered letter, explaining that he/she is delinquent in not tendering either periodic and uniformly required Union dues or the service charge in an amount equivalent to periodic and uniformly required Union dues, and specifying the sixty (60) day delinquency, and warning him/her that unless such dues or service charge is tendered within thirty (30) calendar days, he/she will be reported to the County for termination as provided in this Article, and
  - (2) The Union has furnished the County with written proof that the procedure of Section (c) (1) of this Article has been followed or has supplied the County with a copy of the letter sent to the employee and notice that he/she has not complied with the request. The Union must specify further, when requesting the County to terminate the employee, the following by written notice: "The Union certifies that (name) \_\_\_\_\_ has failed to tender either the periodic and uniformly required Union dues or service charge required as a condition of employment under the collective bargaining agreement and that, under the terms of the Agreement, the County shall terminate the employee."
- (d) The Union shall indemnify and save the County harmless against any and all claims, demands, suits, or other forms of liability arising out of this section, or Article 5.

#### ARTICLE 4

#### UNION DUES, INITIATION FEES, OR SERVICE CHARGE AND P.E.O.P.L.E CHECK-OFF

- (a) **Payment by Check-off.** During the life of this Agreement and in accordance with the terms of the Form of Authorization of Payroll Deduction of Dues or Service Charge, hereinafter set forth, the Employer agrees to deduct a uniform amount as Union membership dues or service charge levied in accordance with the Constitution and By-laws of the Union from the pay of each employee who executes or has executed the following Authorization for Payroll Deduction Form.

#### AUTHORIZATION FORM

To: \_\_\_\_\_  
EMPLOYER

I hereby request and authorize you to deduct from my earnings, one of the following:  
 An amount established by the Union as monthly dues.  
 An amount equivalent to monthly dues, which is established as a service fee.

The amount deducted shall be paid to Michigan Council 25, AFSCME, AFL-CIO on behalf of Local \_\_\_\_\_  
Date started union position \_\_\_\_\_

CLOCK/ EMPLOYEE # \_\_\_\_\_  
(PLEASE PRINT)

By: \_\_\_\_\_  
FIRST NAME \_\_\_\_\_ INITIAL \_\_\_\_\_  
LAST NAME \_\_\_\_\_  
STREET NUMBER \_\_\_\_\_ STREET NAME AND DIRECTION \_\_\_\_\_  
CITY \_\_\_\_\_ ZIP CODE \_\_\_\_\_  
AREA CODE \_\_\_\_\_ TELEPHONE \_\_\_\_\_ SOCIAL SECURITY NUMBER \_\_\_\_\_

\_\_\_\_\_  
SIGNATURE EMPLOYER'S COPY DATE \_\_\_\_\_

- (b) **P.E.O.P.L.E. Check-Off.** The Employer agrees to deduct from the wages of any employee who is a member of the Union a PEOPLE deduction as provided for in a written authorization. Such authorization must be executed by the employee and may be revoked by the employee at any time by giving written notice to both the Employer and the Union. The Employer agrees to remit any deductions made pursuant to this provision promptly to the Union together with an itemized statement showing the name of each employee from whose pay such deductions have been made and the amount deducted during the period covered by the remittance.
- (c) **Disputes Concerning Membership.** Any dispute arising as to an employee's membership in the Union shall be reviewed by the designated representative of the Union, and if not resolved, may be decided through grievance procedure or a special conference.

#### ARTICLE 5

#### REMITTANCE OF DUES AND FEES

- (a) **When Deductions Begin.** Check-off deductions under all properly executed authorizations for check-off shall become effective at the time the application is signed by the employee and shall be deducted from the first pay period of the month and each month thereafter. An employee hired after the end of the first pay period of a month shall not have deductions begin until the first pay period of the following month. An employee terminating during or after the first pay period of the month shall have a deduction made for that month.

**(b) Remittance of Dues to Financial Officer.**

1. Deductions for any calendar month shall be remitted to such address designated to the designated financial officer of Michigan Council No. 25, AFSCME, AFL-CIO, with an alphabetical list of names and addresses of all employees from whom deductions have been made no later than the fifth (5th) day of the month following the month in which they were deducted. At the same time, a copy of the list shall be sent to the Local Secretary-Treasurer.
2. The Employer shall additionally indicate the amount deducted and notify the financial officer of the Council, as well as the Local Secretary-Treasurer, of the names and addresses of employees who, through a change in their employment status, are no longer subject to deductions and further advise said financial officer by submission of an alphabetical list of all new hires since the date of submission of the previous month's remittance of dues.

**ARTICLE 6**

**UNION REPRESENTATION**

**1. Chapter Chairperson, Chief Steward, Stewards and Alternate Stewards.**

- (a) The employees in Unit B covered by this Agreement will be represented by a Chief Steward, eight (8) Stewards and nine (9) Alternate Stewards. The Union shall have the exclusive right to assign said Stewards and their locations to investigate.
- (b) The Employer will be notified of the names of the Chief Steward, Stewards and Alternate Stewards. Alternative Stewards will serve only in the absence of a regular Steward.
- (c) The Stewards (or Alternate Stewards), Chief Steward, Chapter Chairperson and local officers, at the level specified in the grievance procedure, during their working hours, without loss of time or pay, shall be allowed reasonable time to investigate, process and present grievances to the Employer. The Stewards shall check out with their immediate supervisor before leaving the work area and report back to their supervisor when returning from investigating a grievance. If replacing the Steward would impair the function of the department, a supervisor may deny the Steward permission to leave the work area, in which case the Alternate Steward, if he/she is not directly affected by the existing emergency, shall be advised and allowed to investigate in the Steward's inability. In any event the Steward shall be granted permission as soon as the operation or situation returns to normal. It should not be the intent of any Steward to abuse this privilege nor should it be the intent of any supervisor to deny the Steward, Chief Steward, Chapter Chairperson or Local Officer time off the job to investigate a grievance unless truly an emergency exists. Any alleged violations of this Article shall be subject to a special conference.
- (d) The Chapter Chairperson shall be permitted adequate time to investigate matters affecting the Chapter as a whole for special conference.

**2. Union Bargaining Committee.**

- (a) Employees in Unit B covered by this Agreement will be represented by five (5) members which constitutes the bargaining committee for the Union. In addition to these five (5), representatives of Council No. 25 or of the International Union, or both, may participate in the negotiations.
- (b) Members of the bargaining committee who are employees of the County shall suffer no loss of time nor pay for time spent in negotiations.



3. **Local President Representation.** The Local Union President will be allowed time off from his/her job without loss of time or pay, to investigate grievances at the fourth step and beyond, attend Board of Commissioner Committee Meetings when requested by the committee, attend special conferences and to prepare for arbitration. The privilege of the Local President leaving his/her work during working hours without loss of time or pay is subject to the understanding that the time will be devoted to the proper handling of the above mentioned matters and will not be abused; and the Local Union President will perform his/her regularly assigned work at all times, except when necessary to leave his/her work to handle matters as provided herein. Any alleged abuse by either party will be a proper subject for a special conference.

#### **ARTICLE 7 SPECIAL CONFERENCES**

Special conferences for important matters will be arranged between the Local President, Vice-President and Chapter Chairperson and the Employer or its designated representative, upon the request of either party. Such meetings shall be between not more than six (6) representatives of the local Union and six (6) representatives of the Employer. Arrangements for such special conferences shall be made in advance and an agenda of the matters to be taken up at the meeting shall be presented at the time the conference is requested. Also at that time the parties shall agree as to the starting time of the conference. In addition to the local union representatives, a conference may be attended by representatives of the Council and/or representatives of the International Union. Special conferences will be held at mutually agreeable times as requested by either the Employer or the Union. No more than twelve (12) special conferences may be held each year. It is understood that the limitations contained herein may be waived by mutual agreement of the parties.

#### **ARTICLE 8 GRIEVANCE PROCEDURE**

It is the intent of the parties to this Agreement that the grievance procedure set forth herein shall serve as a means for a peaceful settlement of disputes that may arise between them as to the application and interpretation of this Agreement. In order to be a proper matter for the grievance procedure, the grievance must be presented within fifteen (15) working days of the event giving rise to the grievance. The Employer will answer, in writing, any grievance presented to it, in writing, by the Union.

- I. The following four-step grievance procedure shall be followed for all grievances.

**STEP 1** Any employee having a grievance shall present to Employer as follows:

- (a) If any employee feels he/she has a grievance, she/he may discuss the grievance with the Steward or directly with his/her supervisor.
- (b) The Steward may discuss the grievance with the immediate supervisor.
- (c) If the matter is thereby not disposed of, it will be submitted in written form by the Steward to the immediate supervisor. Upon receipt of the grievance the supervisor shall sign and date the Steward's copy of the grievance.
- (d) The immediate supervisor shall give her/his answer to the Steward within three (3) working days of receipt of the grievance.

**STEP 2** If the answer is not satisfactory to the Union, it shall be presented in writing by the Chief Steward to the Department Head within five (5) working days after the immediate supervisor's response is due. The Department Head shall sign and date the Chief Steward's copy. The Department Head shall respond to the Chief Steward in writing within five (5) working days of receipt of the grievance.

**STEP 3** If the grievance remains unsettled, it shall be presented by the Chapter Chairperson, in writing, to the representative designated by the Employer within three (3) working days after the response of Step 2 is due. The designated representative shall sign and date the Chapter Chairperson's copy. The designated representative shall respond in writing to the Chapter Chairperson within ten (10) working days. The designated representative may gain an extension of time upon written request to the Chapter Chairperson.

**STEP 4:**

- (a) If the answer at Step 3 is not satisfactory, and the Union wishes to carry it further, the Chapter Chairperson shall refer the matter to Council No. 25.
  - (b) In the event Council No. 25 wishes to carry the matter further, it shall, within fifteen (15) calendar days from the date of the Employer's answer to Step 3 meet with the Employer for the purpose of attempting to resolve the dispute(s). The Employer shall respond in writing to the Union within ten (10) working days of the meeting. The Employer may gain an extension of time upon written request to the Chapter Chairperson. If the Employer's answer at Step 4 is not satisfactory to the Union, and the Union wishes to carry the grievance further, the Chapter Chairperson shall within thirty (30) calendar days from the date of receipt of the Employer's answer notify the Office of the Washtenaw County Corporation Counsel and Council No. 25 that the Union wishes to proceed to arbitration.
  - (c) The Office of Corporation Counsel will assign an arbitrator from the permanent panel and will arrange scheduling of the arbitration hearings, including assurance that the agreed upon dates are convenient for both parties.
  - (d) If the parties agree that there are two pending arbitrations which will likely take one-half day or less each, the parties will ask the designated arbitrator to hear both arbitration matters in one day.
- II.**
- (a) The parties agree to a permanent panel of arbitrators to be used on a rotating basis for all arbitrations.
  - (b) The arbitration proceedings shall be conducted in accordance with the American Arbitration Association Rules and Regulations. The decision of the arbitrator shall be binding on both sides. The expenses for the arbitrator shall be shared equally between the Employer and the Union.
  - (c) Notwithstanding any other provisions herein, individual employees may present their own grievances to the Employer without the intervention of the Union; provided, however, that the adjustment shall not be inconsistent with the terms of this Agreement and the bargaining representative has been given an opportunity to be present at such adjustment.
  - (d) An arbitrator shall have no power to add to, or to subtract from, to modify any terms of the Agreement.
  - (e) Any grievance not appealed by the Union within the time limits shall be deemed settled on the basis of the Employer's last answer.
  - (f) Any grievance at Step 1 or 2 not answered within the time limits by the Employer shall automatically go to the next step of the grievance procedure. If the Employer fails to answer the grievance at Step 3 within the time limits, it shall be deemed settled on the basis of the Union's last demand.



**ARTICLE 9  
COMPUTATION OF BACK WAGES**

A claim for back wages shall include a claim for back wages and all other benefits but shall not exceed the amount of wages the employee would have otherwise earned.

**ARTICLE 10  
DISCIPLINARY ACTION**

- A. The Employer agrees that it will not discharge or discipline employees without just cause.
- B. In any case where an employee displays behavior which is deemed by his/her Employer as inappropriate, or as a result some action creates undesirable results which requires disciplinary action, the Employer agrees to, where appropriate, follow the following disciplinary sequence.
1. Oral Warning.
  2. Written Reprimand.
  3. Suspension.
  4. Removal and Discharge.

However, if in the opinion of either the employee or management, personal problems on the part of the employee are interfering with his/her job performance, referral to the Employee Assistance Program (E.A.P.) may be offered to the employee. If the employee then chooses to utilize the E.A.P., all disciplinary action then pending will be held in abeyance for a period of three (3) months. During that time the Employer will be authorized to monitor the attendance and maintenance of effort of the employee in treatment. A "release of information" authorization will be signed by the employee. In the event that a reasonable rate of attendance and maintenance of effort are not evidenced, upon prior notification to the Union, the three (3) month grace period will immediately cease and the employee will be subject to normal disciplinary measures.

However, nothing in this section shall prevent the Employer from taking immediate and appropriate disciplinary action up to and including discharge should it be required by the circumstances and for just cause.

- C. Should it be necessary to reprimand an employee, the Employer shall attempt to give the reprimand in a way that will not cause embarrassment for the employee before other employees or the public.

**STEPS**

1. **ORAL WARNING:** Upon imposing an oral warning the Employer may place a notation of such warning in the employee's personnel file providing the employee has been given a copy of the same.
2. **WRITTEN REPRIMAND:** The Employer agrees upon imposing a written reprimand, the employee's Union steward or appropriate Union officer will be notified within three (3) working days in writing by the appropriate supervisor of the action taken. The employee shall be given a copy of all disciplinary action and a copy shall be placed in his/her personnel file.
  - (a) The employee shall have the right, if he/she so requests, to be represented by his/her steward or union officer at the time disciplinary action, excluding oral warning, is imposed. All disciplinary actions oral or written shall be subject to the normal grievance procedure, or the employee may seek such other legal remedies as may be available to him/her upon the employees elect.
  - (b) Employees may review their personnel file at reasonable times.

3. **SUSPENSION, REMOVAL OR DISCHARGE:** When an employee has engaged in conduct which could lead to discharge or discipline involving time off, the employee's Department Head or his/her designated representative will notify the employee of the events giving rise to the disciplinary action. If the employee requests, the Department Head or designated representative shall meet with the employee to discuss the matter. The employee shall have the opportunity to meet with his/her Union representative on the Employer's premises prior to meeting with the Department Head and to have his/her Union representative present when he/she meets with the Department Head. If disciplinary action is taken, the employee will be notified in writing with a copy to be given to his/her Union representative.

Should the discharged or disciplined employee consider the discharge or discipline to be improper, a written complaint specifying the reasons therefore and the provisions of the contract violated should be presented through the Chapter Chair within five (5) working days after the written receipt of the notice of the discharge or discipline to the Administrator or Board of Commissioner's designated representative. Either the affected employee or the Administrator or representative can request that a meeting be held to discuss the action taken. In the event that a meeting is requested it shall be held within ten (10) working days from the request and the Administrator or the designated representative shall give a written answer within five (5) working days following the meeting. If no meeting is requested, the Administrator or designated representative shall give a written answer within ten (10) working days of receiving the written complaint. If the Administrator's decision is not satisfactory to the employee and the Union, the matter shall be referred to the final step of the grievance procedure within thirty (30) calendar days of receipt of the Administrator's decision. This section is the exclusive contractual remedy for cases involving discharge and discipline.

In imposing a discharge or discipline on a current charge, the Employer will not base its decision upon any prior infractions which occurred more than two (2) years previously, or discharge or discipline an employee for falsification of his/her employment application after a period of two (2) years from his/her date of hire unless such falsification is related to the current charges.

Notification under this article shall be hand delivered, if possible, or by certified restricted delivery mail to the employee's last address in Human Resources.

## ARTICLE 11

### SENIORITY-Probationary Employees

- (a) New employees hired in Unit B shall be considered probationary employees for the first one hundred and five (105) days of their employment. Employees must receive and sign a written evaluation of their performance at the end of three (3) months of employment. When an employee finishes the probationary period, he/she shall be entered on the seniority list of the unit and shall rank for seniority from the day of hire. There shall be no seniority among probationary employees. In unusual situations, extensions may be granted by mutual consent of the Union and the Employer.
- (b) The Union shall represent probationary employees for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and other conditions of employment as set forth in Article 1 of this Agreement, except discharged and disciplined employees for other than Union activity.
- (c) During the monthly orientation program, the Employer shall arrange a period of time for the Union Representative to meet with those employees going through the orientation program. At this time, the Employer shall furnish each employee with a written copy of their job description.

**ARTICLE 12  
SENIORITY LISTS**

- (a) Seniority shall not be affected by the age, race, sex, sexual preference, marital status, physical handicap, or dependents of the employee.
- (b) The seniority list on the date of this Agreement will show the date of hire, names and job titles of all employees of the unit entitled to seniority.
- (c) The Employer will keep the seniority list up to date at all times and will provide the Local Union Treasurer with up-to-date copies at least monthly.
- (d) The Employer will notify the Union monthly of new hires and terminations.
- (e) The Employer will submit a list to the Union monthly of temporary employees and employees on leaves and leaves of absence.
- (f) The Department Head, within one working day of making a temporary assignment, shall notify the Chapter Chair in writing of the temporary assignment.

**ARTICLE 13  
LOSS OF SENIORITY**

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

- (a) He/she quits.
- (b) He/she is discharged and the discharge is not reversed through the procedure set forth in this Agreement.
- (c) He/she is absent for five (5) consecutive working days without notifying the Employer. In proper cases, exceptions shall be made. After such absence, the Employer will send written notification to the employee at his/her last-known address that he/she has lost his/her seniority, and his/her employment has been terminated. If the disposition made of any such case is not satisfactory, the matter shall be referred to the final step of the grievance procedure.
- (d) If he/she does not return to work when recalled from layoff as set forth in the recall procedure. In proper cases, exceptions shall be made.
- (e) Return from sick leave and leaves of absence will be treated the same as (c) above.
- (f) He/she retires.

**ARTICLE 14  
SHIFT PREFERENCE**

Employees covered by this Agreement shall be allowed each July and January to exercise shift preference within their job title and department on the basis of seniority. In the event of a vacant or open position, however, vacancies shall be posted and employees shall be allowed to bid and move on the basis of seniority.

**ARTICLE 15  
SENIORITY OF OFFICERS AND STEWARDS**

The officers of the Local Union, the Chapter Chairperson, the Chapter Secretary, the Chief Steward, and all Stewards, in that order, shall head the seniority list of the unit, for the purpose of layoff only during the term of the office, provided they are able and qualified to perform the remaining work.

## ARTICLE 16

### LAYOFFS

- (a) The word, "layoff" means a reduction in the work force due to reasons of lack of work, lack of funds, or the elimination of a position.
- (b) *Notice to the Union.* In the event it becomes necessary for a layoff, the Employer shall meet with the proper union representatives at least three (3) weeks prior to the effective date of layoff. At such meeting the Employer shall submit a list of the number of employees scheduled for layoff, their names, seniority, job titles and work locations. At this meeting the Employer will make known to the Union the reason for the layoff. This meeting will also be used to put into motion the procedure in Paragraph (d). The procedures in Paragraph (d) will be completed within two (2) weeks of the meeting.
- (c) *Notice of Layoff.* Employees to be laid off will receive at least fourteen (14) calendar days' advance notice of the layoff. The Chapter Chairperson will receive notice at the same time the employee receives notice. At the time a layoff occurs, the employee shall be informed of the position, if any, to which he/she would bump. The employee shall respond in writing within three (3) working days to the Employer his/her decision to bump or accept layoff. A lack of notification within three (3) working days shall result in a layoff.
- (d) *Order of Layoff.*
  1. The order of layoff shall start with the least senior employee in a job title within a department.
  2. A laid-off employee shall be transferred, conditioned upon being presently qualified to perform the work available, in the following priority:
    - a. To a vacancy, if any, in the same job title in another department.
    - b. To a vacancy, if any, in another job title in the same pay grade within the department;
    - c. To a vacancy, if any, in another job title in the same pay grade in another department;
    - d. To replace the least senior employee with less seniority, if any, in another job title in the same pay grade within the department;
    - e. To replace the least senior employee with less seniority, if any, in the same job title in another department;
    - f. To replace the least senior employee with less seniority, if any, in another job title in the same pay grade in another department;
    - g. To a vacancy, if any, in a job title assigned to the next lower pay grade within the department;
    - h. To a vacancy, if any, in a job title assigned to the next lower pay grade in another department;
    - i. To replace the least senior employee with less seniority, if any, in a job title assigned to the next lower pay grade within the department;
    - j. To replace the least senior employee with less seniority, if any, in a job title assigned to the next lower pay grade in another department.
  3. A laid-off employee not transferred as provided in (d) 2 above shall have the procedure set forth in (d) 2 9, h, i, j above applied to job titles assigned to each succeeding next lower pay grade until he/she is transferred or laid-off.
  4. The procedure set forth in 2 and 3 above shall be applied for an employee who is replaced as a result of the application of the above procedures until he/she is transferred or laid off. At no time during the procedure set forth in 2 and 3 will an employee's step change.
  5. In applying the above procedures, probationary employees shall be removed from the affected job titles or replaced, as the case may be, prior to removing or replacing non-probationary employees.
  6. In the event that a temporary employee is employed in a department, an employee, including a probationary employee unless he/she is terminated, who is to be removed from that department shall have the option of replacing the temporary employee, conditioned upon ability to perform the work available. An employee exercising this option shall become a temporary employee.
  7. Nothing shall prohibit any employee to elect to be laid off if he/she so chooses.
  8. A layoff shall not result in a transfer to a higher paying job.



- (e) **Time Limit.** An employee shall remain on layoff status for a period of time equal to the time he/she has had seniority with the County. After that time his/her name will be removed from any recall list.
- (f) For financial reasons, a department head, with the approval of the Human Resources Director and County Administrator, may temporarily lay off employees within the department for up to four (4) days in a calendar year. These temporary layoffs shall not exceed two (2) days in any one pay period unless a whole division or department is temporarily laid off. Any of these limitations may be waived by mutual agreement between the Union and the Employer. These temporary layoffs shall not be subject to the usual seniority and bumping set forth in paragraph (d), Order of Layoff, but notice of said layoff along with the reason for the layoff shall be given three (3) weeks in advance to the Union and two (2) weeks in advance to the employees involved. Such layoffs shall not be arbitrary or capricious, nor shall they be for disciplinary reasons. While bargaining unit seniority shall not govern for these layoffs, the Department Head shall attempt to give such layoffs to the least senior person within a classification within a division, on a rotating basis, on a voluntary basis, or by closing down an entire division within a department.
- (g) It is understood that certain positions within this bargaining unit are funded by state and/or federal grants and some of these positions will be funded for only short periods of time. For those positions the County shall notify the Union in advance and with Union concurrence, the position shall be designated "a special grant position." In the event the County and the Union do not agree on whether or not a position is to be designated as a special grant position then the position, if created, shall be a regular county position. For those positions filled by new county hires, or by voluntary promotions, transfers, or demotions, after the effective date of this contract, an employee will be notified in writing prior to employment or transfer, promotion, or demotion that when the grant ends or if funding is discontinued, his/her position will be eliminated and the person filling the position shall be laid off and will not have bumping rights. Any employee who is involuntarily placed into such a grant position shall retain their full seniority rights for purposes of layoff. Any Union member who is filling a special grant position shall be eligible to apply for any vacant County position that s/he is qualified for. If s/he is hired for the County position, s/he shall become a regular county employee and retain his/her full seniority retroactive to his/her original date of hire.

#### ARTICLE 17 RECALL PROCEDURE

When the working force is increased after a layoff, the last employee laid off within a job title shall be the first employee recalled. The employee shall be recalled to a position within the bargaining unit, and with the same pay grade as that from which the employee was laid off, providing the employee meets the qualifications.

The Employer before filling any vacant positions in a bargaining unit at the same or lesser grade, of those that are on layoff, shall give consideration to employees who are currently on layoff status and are capable of performing the job duties of the vacancy, and who applies for those positions.

Notice of recall shall be sent to the employee at their last known address by certified mail signed for by the employee. The employee shall accept or reject the position in writing through the Human Resources Department of the County within five (5) working days of receipt of the notification. If an employee fails to accept or reject within said five (5) day period or fails to report for work within ten (10) working days from the date of return receipt, the employee shall be considered a quit. In proper cases, exceptions may be made with the consent of the Employer.

## ARTICLE 18

### TRANSFERS, PROMOTIONS, JOB POSTINGS AND BIDDING PROCEDURES

- (a) If an employee transfers to a position under the Employer not included in the bargaining unit, and thereafter, within one year, transfers back to a position within the bargaining unit, he/she shall have his/her original seniority date minus the time he/she was out of the unit. Employees transferring under the above circumstances shall retain all rights accrued for the purpose of any benefits provided in this Agreement.
- (b) All vacancies and/or newly-created positions shall be posted by Human Resources within the Department and all County work locations for a period of seven (7) working days, setting forth the job title, rate of pay and description of duties to be performed. Copies of these postings will be forwarded to Union representatives or designated persons, and Chapter Chair of the Unit.
- (c) Employees who are interested in filling a vacancy shall apply for transfer or promotion within the seven (7) working days during which the position is posted. Application shall be filled from:
  1. Among the three (3) most senior qualified employees from within the Department having the vacancy. In case of equal qualification, seniority will prevail.
  2. In the event no one within the Department meets the minimum qualifications or applies, the position shall be awarded from the three (3) most senior employees within the bargaining unit who apply and meet the minimum qualifications. In case of equal qualifications, seniority will prevail. In the event no one within the bargaining unit applies or does not meet the minimum qualifications, the position may be awarded without regard to seniority or bargaining unit.
  3. In determining the qualifications for filling positions, the Human Resources Director upon consultation with the Department Head may take into account such factors as experience, training and education as applied to the specific vacancy and review of past performance.

### JOB POSTING LOCATIONS

Administration Building	Courthouse
110 N. Fourth Ave	ETCS (Towner Building)
Human Services Bldg (555 Towner, East & West wing)	Headstart (Bishop Walls Dr and Fletcher site)
Facilities Management (Central Garage, Warehouse)	Emergency Management Center
Environmental & Infrastructure Services (Svc Center)	Eastern County Governmental Center
Mental Health - Administration (555 Towner)	Mental Health - Assault Crisis Center
Mental Health - H.V. Child Guidance Center	Mental Health - Adult/Residential (Research Park Drive)
Mental Health - Development Center	O'Brien Center
Mental Health - 120 E. Cross Street, Ypsilanti	Service Center (Library - Union Board)
Service Center (Union Board near County Extension)	Juvenile Court
Multi-Service Center (East Ellsworth, Ann Arbor)	Parks & Recreation (Washtenaw Ave., Independence Lake, Rolling Hills)
Juvenile Detention	
Sheriff's Department	

- (d) If the vacancy and/or newly-created position is filled from another bargaining unit represented by this Union, that employee shall suffer no loss of seniority with respect to the computation of benefits; but for the purpose of layoff shall be entered at the bottom of the seniority list.
- (e) The employee awarded the position shall be granted a trial period of eight (8) weeks to determine:
  1. His/her desire to remain on the job.
  2. His/her ability to perform the job.During the eight (8) week trial period the employee shall have the opportunity to revert back to his/her former classification. If the employee is unsatisfactory in the new position, notice and reasons shall be submitted to the employee and his/her Steward in writing immediately. In the event the employee disagrees, it shall be proper subject for the grievance procedure.

- (f) The job shall be awarded or denied within three (3) weeks after the posting period. In the event the senior applicant is denied the job, reason for denial shall be given in writing by the department head to the appropriate Steward and at the time the position is filled. If the Union and the employee disagree with the reason, it shall be subject to the grievance procedure.
- (g) The maximum number of unsuccessful trial periods allowed per employee shall be two (2) per twelve (12) month period.
- (h) During the trial period employees will receive the rate of the job they are performing.
- (i) Probationary employees shall not qualify for promotion or transfer unless all seniority employees have been considered first.
- (j) There will be no forced lateral transfers without discussion with the Union.

**ARTICLE 19  
VETERANS—Reinstatement of**

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

**ARTICLE 20  
EDUCATIONAL LEAVE OF ABSENCE FOR VETERANS**

- (a) Employees who are reinstated in accordance with the Universal Military Training Act, as amended, and other applicable laws and regulations, will be granted leave of absence for a period not to exceed a period equal to their seniority in order to attend school full-time under applicable federal laws in effect on the date of this Agreement.
- (b) Employees who are in some branch of the Armed Forces Reserve or the National Guard will be paid the difference between their reserve pay and their regular pay when they are on full time active duty in the Reserve or National Guard, provided proof of service and pay is submitted. A maximum of two (2) weeks per year is the normal limit, except in the case of an emergency.

**ARTICLE 21  
LEAVES OF ABSENCE WITHOUT PAY**

The County shall abide by all provisions of the Family Medical Leave Act except in the cases where the existing contract provisions exceed those provided by the Act, in which case the contract will be followed.

**1. *Reasons for Leaves of Absence:***

- (a) Leaves of absence shall be granted for the following reasons provided the eligibility requirements are met:
  - 1. Illness Leaves (Physical or Mental);
  - 2. Maternity Leave;
  - 3. Prolonged Illness in the Immediate Family; and
  - 4. Public or Union Service Leave.
- (b) The following leaves may be granted by the discretion of the Employer:
  - 1. Educational Leave;
  - 2. Personal Leave; and
  - 3. Public Service Board, Agency or Project

**2. *Illness Leave:***

- (a) Application for Illness Leave must be made in writing and accompanied by a written statement from the employee's physician. Such leave shall be granted in up to ninety (90) day segments or lesser segments as determined by the employee's doctor, up to a period of one (1) year. A doctor's statement may be requested at each ninety (90) day interval, and reviewed by the Employer. However, in no case shall Illness Leave be denied until one (1) year has elapsed. An employee's position will be held open for him/her for six (6) months while he/she is on Illness Leave. After the six (6) month period the Employer shall attempt to place the person in County employment except those employees who have more than five (5) years service with the County will be granted a position within the bargaining unit of equal grade and step as that which was vacated by said employee. Illness leave shall be granted without loss of seniority for a period of one (1) year, and may be extended upon approval of the Employer.
- (b) An employee may elect to use accumulated sick leave before beginning an Illness Leave of absence.
- (c) Employees shall be allowed to take a one (1) year leave of absence due to pregnancy. Such leave of absence shall not affect continuous service or classification of the employee. Upon knowledge of pregnancy, the employee shall furnish the Employer with verification from a physician, indicating the approximate date of delivery and stating any restrictions on the nature of work she may be able to do and the length of time she may be allowed to work. An employee's position will be held open for her for six (6) months while she is on maternity leave. After the six (6) month period the Employer shall attempt to place the person in County employment except those employees who have more than five (5) years service with the County will be granted a position within the bargaining unit of equal grade as that vacated by the employee. Maternity leave shall be granted without loss of seniority for a period of one (1) year and may be extended upon approval of the Employer.
- (d) An employee may elect to use accumulated sick leave before beginning a maternity leave of absence.
- (e) Life insurance, hospitalization and dental coverage shall be continued with the employer paying the full cost of such life insurance, hospitalization and dental coverage [up to six (6) months] as are in effect for the benefit of the employees for the above mentioned leaves of absences.

**3. *Prolonged Illness in the Immediate Family:***

- (a) Application for leave for Prolonged Illness in the Immediate Family must be made in writing and must be accompanied by a statement from the doctor certifying the necessity of such leave. Such leave shall be granted in up to ninety (90) day segments, up to a period of one (1) year. A doctor's statement may be requested at each ninety (90) day interval and reviewed by the Employer. However, in no case shall Illness Leave for Prolonged Illness in the Immediate Family be denied until a one (1) year period has elapsed. An employee's position will be held open for him/her for up to six (6) months while he/she is on Illness in the Immediate Family leave. After such six (6) month period, the Employer shall attempt to place the employee within County employment. Prolonged Illness Leaves shall be granted with no loss of seniority for a period of up to one (1) year, and may be extended upon approval of the Employer.
- (b) Life insurance, hospitalization and dental coverage shall be continued with the employer paying the full amount for such life insurance, hospitalization and dental coverage, up to six (6) months as are in effect for the benefit of the employee as when he/she went on prolonged illness leave.
- (c) For the purpose of this Article the term immediate family is defined as the parent, parent of spouse, spouse, sibling, child, grandparent, grandchild, or someone with whom the employee has a legal guardian relationship, or a related member of the employee's household.



4. **Educational Leave**

- (a) An Educational Leave may be granted by the Employer to an employee who wishes to improve his/her work skills. Education Leave shall be granted in semesters or terms, up to one (1) year. An employee's position will not be held open for him/her while he/she is on Educational Leave. However, the Employer will provide the employee with a position within the bargaining unit of equal grade and step as that vacated by the employee.
- (b) An employee must have one (1) year of continuous full time employment with the County to be eligible for an Educational Leave.
- (c) Nothing in this Agreement shall prohibit Educational Leaves from being granted on a part time basis provided the employee is allowed to return to fulltime status at the end of the leave period.

5. **Public or Union Services Leaves:**

- (a) A Leave for the purpose of performing Public or Union Service shall be granted for periods of up to two (2) years. An employee's position will be held open for him/her while he/she is on a Public or Union Service Leave for a period of one (1) year; during the second year the employee will be granted a position within the bargaining unit of equal grade and step as that which was vacated by the employee. Public or Union Service Leave shall be granted without loss of seniority.
- (b) An employee who serves on a Public Service Board, Agency or Project may, at the Employer's discretion, be allowed time off with pay to attend such board, agency or project meeting and/or function providing the employee submits a written request three (3) days in advance.
- (c) Twelve (12) members of the Local elected to attend a function of the Council, such as conventions or educational conferences, shall be allowed time off with pay to attend such conferences and/or conventions. This allowance entitles these twelve (12) members to two (2) days each, with pay, to attend each function. Two (2) members of each Local Union elected to attend a function of the International Union, such as a convention; held every other year shall be allowed time off with pay to attend such convention. This allowance entitles these members to one (1) week each [five (5) working days] with pay to attend such convention. The above section does not, however, limit the amount of time off without pay, at the discretion of the Employer, for elected delegates to attend educational or Council activities.
- (d) Unit B will be allowed an additional four (4) days per year off with pay for designated members to attend labor-related conferences and/or conventions.
- (e) An employee must have one (1) year of continuous full time employment with the County to qualify for a Public or Union Service Leave.

6. **Personal Leaves:**

- (a) Personal Leaves may be granted by the Employer for periods of up to six (6) months. An employee must have one (1) year of employment with the County to be eligible for a Personal Leave. A request for Personal Leave must be made in writing.
- (b) **Child Care Leave:** An employee who becomes a parent, either by birth or adoption, may be granted by the Employer a leave of absence of up to six (6) months from the date of birth or adoption. An employee's position shall be held open for six (6) months for him/her while he/she is on Child Care Leave. Life insurance, hospitalization and dental coverage shall be continued with the Employer continuing to pay the full cost of such life insurance, hospitalization and dental coverage [up to six (6) months] as are in effect for the benefit of the employees while on Child Care Leave.
- (c) **Hardship Leave:** A member of the bargaining unit not eligible for Personal Leave may be granted a leave without pay for up to six (6) months for "hardship reasons."

**7. General Policies:**

- (a) All leaves of absence shall be requested in writing. Requests for leaves shall be made as far in advance as possible to allow for a smooth transition in department scheduling. One (1) month is considered sufficient time for the Employer to schedule.
- (b) No member of the bargaining unit shall apply for a leave of absence for the purpose of gaining regular full time employment with another employer. No employee shall be employed on a regular full time basis while on leave of absence. In certain cases exceptions to the employment rule may be granted by mutual agreement of the Employer and the Union.
- (c) All leaves of this Article shall be without pay except as specifically provided for.
- (d) The amount of sick time accrued by the employee before the effective date of leave shall be maintained. No additional time shall be accrued during the leave and none may be taken during the leave. An employee may elect to use accumulated sick leave before beginning a medical leave of absence.
- (e) During a leave, both the County's (if any) and the employee's retirement plan are discontinued as benefits do not accrue. Accrued benefits are not forfeited.
- (f) Employees whose life insurance, hospitalization and dental coverages are exhausted under the provisions of this Article shall be allowed to continue in the Group Plans by paying their own premiums, if permissible by Blue Cross/Blue Shield, Delta Dental and/or the Life Insurance carrier.
- (g) *Return from Leave:* Employees must return from leave on the specified date on the "Personnel Action Request" form. Failure to confirm the intention to return, or notify the County of intention to resign, two (2) weeks prior to expiration of the leave, and in writing, shall result in termination of employment and forfeiture of all benefits. Return to work prior to expiration of the leave will be permitted in the event the employee provides the County with a thirty (30) day notice of intent to return to work.
- (h) Extension of any leave beyond the limits specified in the above sections may be granted by the Employer.

**ARTICLE 22  
UNION BULLETIN BOARDS**

The Employer will provide bulletin boards in each building, where the Union has employees working which may be used only by the Union for posting notices pertaining to Union business. Board locations are:

Administration Building  
Human Services Bldg (East Wing, 1st & 2nd floors)  
CSA Headstart (Bishop Walls Dr and Fletcher site)  
Mental Health - Child Guidance  
Mental Health - Development Center  
Mental Health - Highpoint  
Mental Health - 120 E. Cross Street, Ypsilanti  
110 N. Fourth Avenue  
Juvenile Court  
O'Brien Center  
Environmental Services (Service Center)  
Cooperative Extension Building  
Sheriff's Department

Courthouse (first and third floors)  
Human Services Building (West Wing)  
Facilities Management (Hogback and Warehouse)  
Mental Health - South Prospect  
Mental Health - Children's Assertive Treatment  
(Carpenter Road)  
Mental Health - Research Park Drive  
Assault Crisis Center (1866 Packard, Ypsilanti)  
Multi-Service Center (2140 Ellsworth, Ann Arbor)  
Juvenile Detention  
Parks & Recreation (Main Building, Main Barn,  
Independence Lake, Rolling Hills)  
Library

**ARTICLE 23  
RATES FOR NEW JOBS**

When a new job, change in job or job duties as listed in the job description, change in education or experience or other requirements, or change in job title is being considered, the Human Resources Director shall notify the Union of the job title, and rate structure prior to its going to the Ways and Means Committee or becoming effective. In the event the Union requests, within one (1) week of notification, the rate shall be subject to negotiations. If the Employer determines that an emergency exists, it shall set the rate without prior notification or negotiations with the Union. Subsequent to the effective date of the rate, the Employer shall notify the Union of the rate. If the Union requests, within one (1) week of the notification, the rate shall be the subject of negotiations and if a different rate is agreed upon, it shall be retroactively applied.

**ARTICLE 24  
TEMPORARY ASSIGNMENTS**

Temporary assignments for the purpose of filling vacancies of employees who are on annual leave, sick leave or any leave may be granted by the Department Head and Human Resources Director to the senior employee within the department who meets the minimum requirements for such job. Such employee will receive the rate of the higher job title for all hours worked while filling such vacancy, provided, however, regardless of the number of hours worked, the employee will receive the higher rate for at least the balance of the shift. In each instance for a vacancy to exist, the Department Head and Human Resources Director must so declare in writing and designate the employee to fill that vacancy. If not declared as a temporary assignment and filled according to the provisions of this clause, the grievance procedure can be used to resolve the issue.

**ARTICLE 25  
JURY DUTY**

An employee who serves on jury duty or is subpoenaed as a witness will be paid the difference between that portion of his/her pay for jury duty or witness fee which represents a five (5) day work week and his/her regular pay. Mileage shall not be deducted from the portion which the County pays the employee.

**ARTICLE 26  
SAFETY COMMITTEE**

A Safety Committee comprised of four (4) Union members from Local 2733 appointed by the Local President and four (4) representatives appointed by the Board of Commissioners shall meet at least once a month for the purpose of making recommendations to the Employer regarding existing conditions and/or circumstances hazardous to the safety and/or health of employees and the public. The Committee shall follow guidelines established by OSHA and MIOSHA. The Employer shall submit, within ten (10) working days after receipt, a written response, with a copy to the Local Union President, to all recommendations.

**ARTICLE 27  
EQUALIZATION OF OVERTIME HOURS**

Overtime hours shall be divided as equally as possible among employees in the same classifications in their departments. A procedure to implement this will be worked out within each department.

## ARTICLE 28

### WORKER'S COMPENSATION—On-the-Job-Injury

- (a) Effective January 1, 1995, each employee will be covered by the applicable Worker's Compensation laws and the Employer further agrees that an employee eligible for Worker's Compensation will receive, in addition to his/her Worker's Compensation, an amount to be paid by the Employer sufficient to make up the difference between Worker's Compensation and his/her regular weekly income, for a period not to exceed six (6) months.
- (b) Effective January 1, 1995, an employee on Worker's Compensation for a period longer than six (6) months will be allowed to utilize any accrued sick leave and/or vacation to supplement his/her Worker's Compensation, in an amount sufficient to maintain his/her regular weekly income until said benefits are exhausted. When doing so, employees will be considered full-time employees and eligible for full medical insurance benefits.

## ARTICLE 29

### WORKING HOURS, SHIFT PREMIUM AND HOURS

- (a) Employees who work the shift that begins on or after 4:00 p.m. shall receive in addition to their regular pay for the pay period thirty (30) cents per hour shift premium effective July 3, 1986.
- (b) Employees who work on the shift that begins on or after 12:00 a.m. midnight shall receive in addition to their regular pay for the pay period thirty (30) cents per hour shift premium effective July 3, 1986.
- (c) No shift shall be changed unless there is notification to the Union prior to implementation and negotiations concerning such change and the employees affected by the change thirty (30) days prior to implementation. If agreement is not reached, the matter shall be subject to binding arbitration. In the case of a forced shift change, consideration will be given that a hardship will not be created for the employee involved.
- (d) Those employees and positions presently on a seven and one-half (7 1/2) hours work day and thirty-seven and one-half (37 1/2) hour work week shall remain the same. In the event the Employer wishes to change the schedules, thirty (30) days prior notification shall be given to the Union and the matter shall be subject to negotiation. If agreement is not reached, the matter will be submitted to binding arbitration.
- (e) The present practice as to lunch hours shall continue.
- (f) Employees may take a fifteen (15) minute coffee break in the a.m. and also a fifteen (15) minute coffee break in the p.m. for the first one-half and second one-half of their regular shift whichever may apply.
- (g) If the Employer undertakes flexible scheduling or so-called flex time (as discussed in negotiations) within any department within the bargaining unit, the Employer will negotiate with the Union the effects of such change in scheduling thirty (30) days prior to implementation.
- (h) A list shall be provided by the Employer of each employee whose day shift is not 8:30 a.m. to 5:00 p.m. and once examined by the Union, those hours for those employees shall remain the same unless any change is made and there is thirty (30) days prior notification to the Union and the employees affected by the change.

## ARTICLE 30

### SICK LEAVE

- (a) All employees covered by this Agreement shall accumulate one (1) sick leave day per month, not to exceed twelve (12) days per year. An employee while on paid sick leave will be deemed to be on continued employment for the purpose of computing all benefits referred to in this Agreement, and will be construed as days worked specifically.



- (b) For payment purposes, a County employee may accumulate a "bank" of one hundred-twenty (120) working days for sick leave. For use as sick time it shall be unlimited accumulation.
- (c) Sick leave is provided for protection against loss of income in the event of unavoidable absence resulting from illness, injury or death in the family. Use of sick leave for personal business is not allowed and its use as such may be cause for disciplinary action.
- (d) An employee eligible for sick leave with pay may use such sick leave for absence as follows:
  - 1. due to personal illness, dental care, or physical incapacity caused by factors over which the employee has no reasonable control.
  - 2. due to exposure to contagious disease by which the health of others would be endangered by attendance at work (a physician's statement recommending absence from work may be requested).
  - 3. due to illness in the immediate family which requires the care of the employee for their well being.
  - 4. due to lost time not covered by compensation if the employee is injured on the job.The term "immediate family" as used in this section, means spouse, parent, sibling, child, grandparent, or someone with whom the employee has a legal guardian relationship or a related member in an employee's household.
- (e) A physician's certificate of the employee's inability to work, or ability to return to work may be required:
  - 1. if it is necessary to be absent on sick leave in excess of five (5) days; or
  - 2. when an employee is ready to return to work following prolonged absence.If the Employer has not given advance notice that a physician's statement is necessary, an employee will be allowed time off to obtain said statement if it is necessary.
- (f) When an employee finds it necessary to be absent for any reason, he/she should cause the nature of the illness and expected length of absence to be reported to his/her Department as soon as possible, and where a relief employee is required, such report must be made before the hour to report for work, where possible. Failure to do so may be cause for denial of sick leave with pay for the period of absence.
- (g) Absence for a fraction or a part of a day that is chargeable to sick leave in accordance with these provisions shall be charged proportionately in an amount not smaller than one (1) hour, but need not be charged until at least one-half (1/2) day is accumulated.
- (h) Each Department Head will keep a record of sick leave for each of his/her employees and will report all sick leave absences to the Payroll Department each pay period.
- (i) Payment will be made for fifty (50) percent of unused sick days upon severance after five (5) years of continuous employment, except upon discharge for just cause.
- (j) An employee may accumulate in excess of one hundred-twenty (120) days for use only as sick time. There shall be no payment whatsoever for any days accumulated in excess of one hundred-twenty (120) days.

**ARTICLE 31  
FUNERAL LEAVE**

An employee shall be allowed three (3) working days, with pay, as funeral leave days, not to be deducted from sick leave or annual leave, for death in the immediate family. The immediate family is defined as spouse, parent, sibling, child, grandchild, grandparent, aunt, uncle, niece, nephew and parents and grandparents of employee's minor children, or someone with whom the employee has a legal guardian relationship or a related member in an employee's household and all such relatives of one's spouse. An additional two (2) funeral leave days with pay shall be granted in the event of the death of a spouse, parent or child of the employee or employee's spouse. An employee shall be allowed three (3) working days with pay, as funeral leave days, not to be deducted from sick leave or annual leave, for death of a declared significant other. A significant other is defined as one unrelated person living in the employee's household, who has the same type of relationship to the employee as a spouse, but does not have a marriage license. Declared means written notification to the Human Resources Department prior to the time of death. Any employee selected to be a pallbearer for a deceased employee will be allowed one (1) funeral leave day, with pay, not to be deducted from his/her sick leave or annual leave. The Chapter Chairperson, or her/his representative, shall be allowed one (1) funeral leave day, with pay, in the event of a death of a member of the Union who is a member of the bargaining unit, for the exclusive purpose of attending the funeral.

**ARTICLE 32  
OVERTIME WORK**

**Section 1. General Provisions**

- (a) From time to time overtime will be necessary to accomplish work responsibilities. Employees will be expected to assist the Department in overtime when requested as a normal part of their work responsibilities.
- (b) The use of compensatory time will be scheduled at the mutual convenience of the employee and the Department Head, and can be taken in amounts of one-half (1/2) hour or larger, including a full day, or two (2) or more consecutive days.
- (c) Each Department Head and Payroll will keep a complete record of all compensatory time earned and allowed his/her employees.

**Section 2. Non-Exempt Employees**

- (a) Overtime may be authorized by the employee's Department Head for FLSA non-exempt positions and is compensated at the rate of one and one-half (1 1/2) for hours worked in excess of:
  - 1. Forty (40) hours in a week for Departments normally working forty (40) hours per week or more; or
  - 2. Thirty-seven and one-half (37 1/2) hours in a week for Departments normally working thirty-seven and one-half (37 1/2) hours per week,
  - 3. Compensation for all hours worked on a designated holiday is at the rate of one and one-half (1 1/2);
  - 4. This policy shall apply to certain live-in jobs such as house parents.
- (b) For FLSA non-exempt employees, the accrual and payment requirements of compensatory time shall be governed by the FLSA.
  - 1. If overtime is required, the supervisor and employee shall agree about whether such time will be paid or will be in compensatory time off. If there is no agreement, the employee will be paid.
  - 2. Employees may not accrue more than two hundred-forty (240) hours of compensatory time. Any time worked over that amount must be paid.
  - 3. Upon termination employees shall be paid for unused compensatory time.

### Section 3. Exempt Employees

- (a) Overtime may be authorized by the employee's Department Head for FLSA exempt positions and is compensated on a straight time compensatory time off basis for hours worked in excess of regular hours [as specified in 2.(a)]. Holidays worked by an exempt employee shall be reimbursed at the rate of time and one-half (1 1/2) in compensatory time.
- (b) For FLSA exempt employees, compensatory time may be accumulated up to a maximum of ten (10) days or seventy-five (75) hours, or eighty (80) hours if an employee normally works forty (40) hours, in a week. Any unused compensatory time shall be lost as of December 31 of each year and shall not be carried over from year to year except for compensatory time earned in the month of November and December which may be taken during the following year. The ten (10) day maximum accumulation shall not apply to compensatory time earned and taken within the same or ensuing pay period. FLSA exempt employees shall not be paid for unused compensatory time.

### ARTICLE 33 HOLIDAY PROVISIONS

The paid holidays are designated as follows:

- New Year's Day (1/1 and 1/2 day before\*)
- Martin Luther King Day (Third Monday in January)
- \*\*Lincoln's Birthday (2/12)
- Washington's Birthday (Third Monday in February)
- Memorial Day (Last Monday in May)
- July 4th
- Labor Day (First Monday in September)
- Columbus Day (Second Monday in October)
- Veteran's Day (November 11)
- \*\*Thanksgiving Day (Fourth Thursday in November)
- Christmas Day (12/25 and 1/2 day before\*)
- Good Friday (12-5 p.m.)
- Easter Sunday - for those who actually work on that day

\*The 1/2 day off before New Year's Day and Christmas Day applies only when 12/25 and 1/1 fall normally on Tuesday, Wednesday, Thursday or Friday, except in 1990 only, in which there will be a full day off on the day before Christmas and the day before New Year's.

\*\*1989 - and thereafter - exchange Lincoln's birthday (2/12) for the day after Thanksgiving (the Friday following the fourth Thursday in November).

Should a holiday fall on Saturday, Friday shall be considered the holiday. Should a holiday fall on Sunday, Monday shall be considered as the holiday. Employees will be paid their current rate based on their regular scheduled work days for said holidays. This does not apply to Easter Sunday.

**ARTICLE 34  
VACATION ELIGIBILITY**

1. Employees covered by this Agreement shall be allowed vacation leave, with pay, in accordance with the following plan:
  - (a) Employees in their first year of continuous employment shall earn one (1) day per month, or a total of twelve (12) vacation days per year.
  - (b) Employees in their second through fifth year of continuous service, but less than six years, shall earn one and one-quarter (1 1/4) days per month, or a total of fifteen (15) days per year.
  - (c) Employees in their sixth through tenth year of continuous service, but less than eleven years, shall earn one and one-half (1 1/2) days per month, or a total of eighteen (18) days per year.
  - (d) Employees in their eleventh through fifteenth year of continuous service, but less than sixteen years, shall earn one and two-thirds (1 2/3) days per month, or a total of twenty (20) days per year.
  - (e) Employees in their sixteenth through twenty-first year of continuous service, but less than twenty-two years, shall earn one and five-sixths (1 5/6) days per month, or a total of twenty-two (22) days per year.
  - (f) Employees in their twenty-second and more years of continuous service shall earn two and one-twelfth (21/12) days per month, or a total of twenty-five (25) days per year.
  
2.
  - (a) An employee shall not be eligible for vacation during their probationary period but upon completion of said probationary period, an employee shall be credited with one (1) day of vacation for each month of continuous service, dating from his/her first day worked.
  - (b) The vacation allowance for permanent, salaried, part-time employees is pro-rated according to actual time worked. Temporary and permanent hourly-rated employees who work less than one-half time shall not be granted vacations with pay. All employees who work one-half time or more, but less than full time, will receive vacation on a pro-rated basis.
  - (c) Employees are encouraged to take yearly vacations. In no case will an employee accrue more than twice the amount of annual vacation to which he/she is entitled as of 1/1. If the amount of accrued vacation exceeds twice the amount of the annual vacation to which the person is entitled as of 12/31, any accrued days beyond twice the annual amount shall be lost.
  - (d) Scheduling of vacations will be worked out on a Departmental basis, giving preference to seniority as to choice times of vacation.
  - (e) When a holiday is observed by the Employer during a scheduled vacation, the vacation may be extended one (1) day continuous with vacation, or the employee will be allowed to "bank" such day(s) for future use.
  - (f) If an employee develops a major illness or incurs an injury and is under the care of a duly licensed physician during his/her vacation, his/her vacation will be rescheduled. In the event his/her incapacity continues through the year, he/she will be awarded payment in lieu of vacation, unless the employee chooses to accrue vacation in accordance with paragraph 2 (c).

**ARTICLE 35  
VACATION PAY ADVANCE**

If a regular payday falls during an employee's vacation, and he/she is to be on vacation for two (2) weeks or longer, he/she may request to receive that check in advance before going on vacation, provided the request is submitted by the employee not later than two (2) weeks prior to his/her scheduled vacation.

If two (2) regular paydays should fall within an employee's vacation, he/she shall be given one (1) check but the deductions from that check will be as though they were two (2) separate distinct pay periods.



**ARTICLE 36  
HOSPITALIZATION-MEDICAL-DENTAL COVERAGE**

**Effective July 1, 1995**

The County will establish and make available a Health Care Reimbursement Account and a Premium Reduction Account which enables an employee to pay for health care costs which are not covered by other health and dental plans and/or the premium cost to purchase health coverage on a salary reduction basis.

**For all employees hired prior to January 1, 1995:**

- (a) The Employer agrees to continue in full force and effect the existing Blue Cross-Blue Shield coverage on behalf of employees qualified for same.
- (b) The Employer agrees to pay the full premium for hospitalization-medical coverage for all full-time employees and employees working thirty (30) hours or more per week, and his/her family, the plan to be Blue Cross-Blue Shield, MVF I, Master Medical IMB-OB. This coverage shall be applied to all employees covered by the terms of this Agreement.
- (c) The Employer agrees to pay the full premium for hospitalization-medical coverage for the employee and his/her family during an employee's absence as a result of any injury, illness, or maternity, for the first six (6) months.
- (d) **Effective 1/1/1995**, Continue the same benefits with the County paying the full premium for the present benefits and for a \$3.00, co-pay preferred Rx prescription drug rider (maintenance drug rider);
- (e) The County will pay the full premium for the following dental benefits:  
100% of treatment costs for Preventive, Diagnostic (except Radiographs) and Emergency Palliative (Class I) services and 50% of the balance of Class I benefits paid by Delta and 50% of treatment costs paid by Delta on Class II benefits, with a \$750 maximum per person per contract year, plus Orthodontic benefits at 50% of treatment costs on Class III (Orthodontic) benefits, with a \$600 lifetime maximum per person.
- (f) Those employees who have insurance coverage elsewhere and elect not to be covered under the County hospitalization insurance plan for a period of one year, shall receive a payment of \$500 to be payable to the employee at the end of the one-year period. It is understood that if both a husband and wife are employed by Washtenaw County and are eligible for full insurance benefits, only one shall be covered and no special payment shall be received. The employee shall provide proof of coverage annually in order to activate payment.

**Effective 1/1/1996**

- (d) Continue the same benefits with the County paying the full premium for the present benefits and for a \$5.00, co-pay preferred Rx prescription drug rider (maintenance drug rider).

**For employees hired on January 1, 1995 and thereafter:**

- (a) The Employer agrees to pay the full premium for hospitalization-medical coverage for all full-time employees and employees working thirty (30) hours or more per week, and his/her family, the plan to be Blue Shield CMM 250. This coverage shall be applied for these employees for the first three (3) years of employment.
- (b) Employees hired on January 1, 1995 and thereafter, will be given the option to "buy up" to the Blue Cross/Blue Shield MVF I, Master Medical IMB-OB plan by paying the difference in premium costs, during the first three years of employment, through payroll deduction.
- (c) The Employer agrees to pay the full premium for hospitalization-medical coverage under Blue Shield CMM 250 for the employee and his/her family during the first three (3) years of employment during the employee's absence as a result of any injury, illness, or maternity for the first (6) months.
- (d) **Effective 1/1/1995** --> Continue the same benefits with the County paying the full premium for the present benefits and for a \$3.00, co-pay preferred Rx prescription drug rider (maintenance drug rider);

- (e) The County will pay the full premium for the following dental benefits:  
100% of treatment costs for Preventive, Diagnostic (except Radiographs) and emergency Palliative (Class I) services and 50% of the balance of Class I benefits paid by Delta and 50% of treatment costs paid by Delta on Class II benefits with a \$750 maximum per person per contract year, plus Orthodontic benefits at 50% of treatment costs on Class III (Orthodontic) benefits, with a \$600 lifetime maximum per person.
- (f) Upon the fourth year of employment, the employee shall be removed from Blue Shield CMM 250 and the Employer agrees to pay the full premium for hospitalization-medical coverage for all full-time employees and employees working thirty (30) hours or more per week, and his/her family, under the plan Blue Cross-Blue Shield, MVF I, Master Medical IMB-OB.
- (g) The Employer agrees to pay the full premium for hospitalization-medical coverage under Blue Cross/Blue Shield MVF I, Master Medical IMB-OB from the fourth year and thereafter, if any employee's absence is the result of any injury, illness, or maternity for the first six (6) months.
- (h) Those Employees who have insurance coverage elsewhere and elect not to be covered under the County hospitalization insurance plan for a period of one year, shall receive a payment of \$500 to be payable to the employee at the end of the one-year period. It is understood that if both a husband and wife are employed by Washtenaw County and are eligible for the same full insurance benefits, only one shall be covered and no special payment shall be received. The employee shall provide proof of coverage annually in order to activate payment.

**Effective 1/1/1996:**

- (d) Continue the same benefits with the County paying the full premium for the present benefits and for a \$5.00, co-pay preferred Rx prescription drug rider (maintenance drug rider).

### ARTICLE 37 LIFE INSURANCE

The Employer agrees to pay full cost of premiums for Life Insurance for permanent salaried and hourly-rate employees who work thirty (30) hours or more per week. This insurance also provides accidental death and dismemberment coverage. Coverage is effective six (6) months following hire. The amount of Life Insurance is based on one (1) times the annual base salary including longevity payments, *but excluding overtime payments*, adjusted to the next higher five hundred (500) dollars [if not already a multiple of five hundred (500)].

Examples:

1. All employees earning \$8,000 or less are insured for \$8,000.
2. All employees earning \$8,001-\$8,500 are insured for \$8,500; \$8,501-\$9,000 for \$9,000; \$9,001-\$9,500 for \$9,500, etc.
3. All employees earning \$16,000 and above are insured for \$16,000.

As of August 1, 1986, the maximum shall be increased to \$35,000.

The Employer agrees to provide a supplemental life insurance program for those employees who are desirous of participating. Any employee desiring to participate in such supplemental life insurance will be allowed to do so at the employee's expense and the County agrees that the expense for said insurance or the monthly premium may be deducted through payroll deduction upon authorization by the employee.

**ARTICLE 38  
COMPUTATION OF BENEFITS**

All hours paid to an employee shall be considered as hours worked for the purpose of computing any benefits under this agreement. Permanent employees shall receive all benefits on a prorated basis, commensurate with the number of hours worked.

- (a) In order to qualify for full employer payment of premium on health care, dental and life insurance, an employee must average 30 hours or more per week.
- (b) The Employer agrees to pay one-half of the premium for health care and dental insurance for those employees who work at least half-time (18.75 hours per week) but less than thirty (30) hours per week.
- (c) Employees working less than half-time (18.75 hours per week) shall be afforded the opportunity at the employee's expense, of participating in the group insurance plans if the County plans so allow.

**ARTICLE 39  
CONTINUING BENEFITS OR DEDUCTIONS**

All deductions allowed by the Employer prior to this Agreement shall continue unless canceled by the employee; such as, Group Car Insurance, Credit Union, etc.

**ARTICLE 40  
UNEMPLOYMENT COMPENSATION**

The Employer shall provide Michigan Employment Security Commission unemployment compensation unless otherwise negotiated with the Union. The Employer shall notify the employees as to the procedure they are to use, upon advising them of any layoff contemplated, in order that they may properly apply for unemployment compensation.

**ARTICLE 41  
CONTRACTING AND SUBCONTRACTING OF WORK**

If it is necessary to contract out or subcontract out bargaining unit work, the County will give written notification to the Union and the County will hold a special conference with the Union to discuss the County's rationale and justify its actions fifteen (15) days prior to any final action of the Board of Commissioners. Contracting out or subcontracting out work will not result in a layoff or demotion of employees or result in the loss of regular wages or benefits to a bargaining unit employee. The layoff or demotion of employees will not result in the immediate contracting out or subcontracting out.

The Employer agrees that it will, unless there is a prior negotiation with this Union, contract or subcontract out construction or maintenance work such as plumbing work which has been traditionally and historically subcontracted out to building trades. This clause shall not apply to ordinary maintenance or minor repairs.

#### **ARTICLE 42**

##### **TEMPORARY OR SEASONAL EMPLOYMENT STATUS**

Temporary employees are defined as employees hired to fill positions for a duration not to exceed six (6) months unless consented to by the Union. Temporary employees shall not be entitled to benefits under this contract.

Seasonal employees are defined as employees hired for a certain season in the Parks and Recreation and Drain departments for a duration not to exceed nine (9) months. Seasonal employees shall not be entitled to benefits under this contract.

All employees hired as temporary or seasonal employees shall be so designated and at the time of hire and the time of termination, those names will be available to the Union.

If a position which is filled by either a temporary or seasonal employee continues beyond the above-specified limits of duration, that position will become a regular permanent position and shall be posted in accordance with Article 18, Transfers, Promotions, Job Postings and Bidding Procedures. If the person who had been employed in this position as a temporary or seasonal employee is hired into it as a permanent position, his/her seniority date will revert back to the original date of hire.

In cases where temporaries are hired to fill vacancies resulting from leaves, the duration of temporary status may be extended beyond six (6) months until the termination of such leave.

#### **ARTICLE 43**

##### **REORGANIZATION**

Should management find it necessary in the course of business to institute a reorganization, they shall contact the bargaining unit fifteen (15) days in advance and discuss same.

#### **ARTICLE 44**

##### **CONSOLIDATION OR ELIMINATION OF JOBS**

If the Employer finds it necessary to consolidate or eliminate jobs within this bargaining unit, notice of the proposed consolidation or elimination shall be given to the Union in writing fifteen (15) days prior to any final action of the Board of Commissioners. A special conference shall be held within five (5) days of notification to the Union for the purpose of discussing and explaining the proposed consolidation or elimination. A copy of proposed consolidation or elimination shall be provided to the Union prior to this special conference.

#### **ARTICLE 45**

##### **SUCCESSOR CLAUSE**

This Agreement shall be binding upon the Employer's successors, assignees, purchaser, lessee or transferees, whether such succession, assignment or transfer is affected voluntarily or by the operation of law; and in the event of the Employer's merger or consolidation with another employer, this Agreement shall be binding upon the merged or consolidated employer.



**ARTICLE 46  
WORK PERFORMED BY SUPERVISORS**

Supervisors shall not perform work of the bargaining unit beyond the standard or usual established time developed by past practice.

**ARTICLE 47  
PERSONAL BUSINESS**

Employees shall be allowed to utilize five (5) vacation days as personal business days, which may be taken one (1) day at a time. The employees utilizing vacation as personal business time must notify his/her supervisor at least three (3) days in advance when possible, but in any event no later than the starting time of the employee's regular shift.

Employees at their option may charge two (2) of their personal leave days to sick rather than vacation.

**ARTICLE 48  
PARKING FACILITIES**

1. Parking at present County work locations will be free of charge except for those areas such as downtown Ann Arbor, where charges are customary in other adjacent parking facilities.
2. Effective January 1, 1990, downtown parking will be governed by the following:
  - A. The fee shall be \$10 or \$20 per month for all downtown parking, payable by payroll deduction for the first two pay periods of the month.
  - B. New employees hired after 1/1/90 will pay \$20 for downtown parking.
  - C. Existing employees will continue to pay the rate they are paying as of December 31, 1989.
  - D. Senior employees—Those with a hire date of 1/1/81 or earlier will pay \$10 per month if they are transferred to a downtown work location.
  - E. The priorities for the downtown Ann Arbor lots will be as follows:
    - 1.) Handicapped.
    - 2.) Elected Officials and Department Heads.
    - 3.) Those who work in the downtown locations and make frequent use of their vehicles (at least five (5) times a week in County business; trips outside normal working hours, evening meetings, work on weekends, etc. are excluded); and
    - 4.) Certain outlying employees who must frequently come downtown on County business.
3. At the time the new parking structure is completed, it is expected that there will be sufficient parking for all downtown employees. However, if there are not sufficient spaces, the priorities set forth in paragraph 2.E shall apply.
4. Anyone who has a parking pass at the time this Agreement becomes effective will not lose parking privileges unless an employee is transferred to a different County location not in the downtown area.
5. If a person leaves County employment, the pass shall be reissued using the priorities set forth in paragraph 2.E.
6. In the event there is a major renovation of the existing Courthouse and Catherine Street Annex parking lots, parking passes may be suspended for the duration of the renovation.
7. Local 2733 will have a voting representative on the committee that administers parking.
8. The priority list and an entire list of employees who have parking passes shall be available in the Human Resources Department.
9. All employees who park in the City of Ann Arbor structures must abide by their rules and procedures. A copy of these rules and procedures is available in the Human Resources Department.
10. If the City spaces at Fourth and William or the other leased spaces become unavailable, the County will not be obligated to fund other parking before the new city parking structure at Ann and Ashley is completed.

**ARTICLE 49  
CAR OR MILEAGE ALLOWANCE**

Effective January 1, 1995, the Employer agrees to reimburse employees for use of their personal cars while on assignment, at the rate allowed by the Internal Revenue Service (IRS). All changes in this allowance shall become effective with the effective date given by the IRS.

The County of Washtenaw Standardized Travel Regulations Policy shall remain in effect for the life of this contract.

**ARTICLE 50  
ON-CALL OR STANDBY**

The County agrees to continue the same standards for employees who are required to be on-call or standby as was in force prior to this Agreement.

Employees who work out of doors and whose ability to perform the job is significantly reduced in inclement weather conditions shall observe the following procedures:

At the start of each assigned shift, regardless of weather conditions, each employee shall be expected to report for work. If foul weather persists and the supervisor determines that the work cannot be performed, he/she will release such employees for the remainder of that day. In such a circumstance, the released employees shall be paid, at a minimum, four (4) hours pay. For each hour worked past four (4) hours, the employees shall be paid at the rate of one (1) hour's pay for one (1) hour's work.

It is understood that when sanitarians are called into work, they will receive a minimum of three (3) hours overtime.

**ARTICLE 51  
LUNCHROOM FACILITIES AND UNION OFFICE SPACE**

At the discretion of the Department Head, an employee will be permitted to eat lunch in an area designated by the appropriate Department Head. The County will provide a lunch area at the following locations:

Administration Building	County Courthouse (2 locations)
Service Center	Eastern County Government Center
110 N. Fourth Avenue	120 E. Cross Street, Ypsilanti
Headstart (Bishop Walls Dr. and Fletcher site)	Mental Health (Prospect)
Mental Health (Child Guidance)	Multi-Service Center (East Ellsworth)
Juvenile Court (court & detention use)	O'Brien Center
Cooperative Extension Building (lower level)	County Farm Park (picnic table in maintenance area)
County Recreation Center	Independence Lake (picnic table in maintenance building)
(Employee lounge & kitchen area)	Parker Mill (picnic table in grist mill)
Park Lyndon (picnic table in pavilions)	Rolling Hills Park (employee lounge in maintenance building)
Park Northfield (picnic table in pavilions)	
Superior Center Park (picnic tables in park)	

At the County Courthouse location, room B-10 shall be used as an employees' lunchroom. The Employer will provide a refrigerator and an appropriate range of vending machines for use in said lunchroom (i.e. soft drinks, coffee, snacks, etc.).

Permanent AFSCME Union office space will be provided by the Employer in the Administration Building. The exact size of this office is to be a matter of joint consultation between the Employer and the Union. A desk and 4 chairs will be provided by the Employer for use in said office.

#### **ARTICLE 52 DISCRIMINATION**

No persons employed by the County, nor applicants for County employment, shall be discriminated against because of race, sex, sexual preference, creed, color, national origin, physical handicap or political affiliation or beliefs; nor shall the Employer discriminate because of age except by regulations applicable to all employees by law. Active efforts shall be made to encourage applicants for County employment in all Departments, from both sexes, all racial and national groups.

The Employer shall take steps to assure that employment assignments are given on an equal, non-discriminatory basis. The Employer shall take steps to insure that management and supervision follow the terms of the collective bargaining agreement.

Nothing in the section shall be construed to prevent an employee alleging discrimination from exercising constitutional or statutory rights which may be available. Local 2733 supports the affirmative action plan adopted by the County on June 6, 1984.

#### **ARTICLE 53 RETIREMENT OR PENSION PLAN**

**Effective January 1, 1988 to December 31, 1988:**

A retirement program exists and deductions are made each pay day for deposit to the Employees Retirement Plan. Deductions start at the beginning of an employee's service with the Employer and equal three (3) percent of the first four thousand two hundred (4,200) dollars of his/her annual compensation and five (5) percent of the portion of his/her annual compensation in excess of four thousand two hundred (4,200) dollars. The Employer also contributes each year an amount that presently is approximately one and one-half (1 1/2) times the employee's contributions.

Benefits are based on salary and length of service, being equal to one and two tenths (1.2) percent of final average salary up to four thousand two hundred (4,200) dollars, one and seven tenths (1.7) percent of salary above four thousand two hundred (4,200) dollars, multiplied by the number of years of service upon retirement. The result of this computation is the amount of annual retirement benefit.

Final Average Compensation is the average of the compensation paid the employee by the Employer *during the period of five (5) consecutive years of service which produces the highest average*. The five (5) consecutive years must be within your last ten (10) years of credited service.

Benefits are payable upon normal retirement at any time after age sixty (60). Any employee who works until retirement and is over sixty (60) must have eight (8) years of service to qualify for pension. Any employee who leaves before age sixty (60) and has eight (8) years of service credit may leave his/her pension contributions in the fund and begin drawing pension benefits at age sixty (60).

Employees may retire at age fifty-five (55) with reduced benefits providing he/she has twenty-five (25) or more years of service.

In the event employment with the Employer is severed for any reason before an employee qualifies for retirement benefits, a refund of all contributions made by the employee, plus interest compounded annually, will be made on request.

A Retirement Commission administers the Retirement System and any questions about retirement should be directed to the Chairperson of the Retirement Commission in writing.

Deferred retirees will be allowed to participate, at their own expense in the County Blue Cross/Blue Shield program, once they are placed on the County retirement rolls.

The Employer agrees to pay the premium for Blue Cross and Blue Shield hospitalization insurance presently in effect for regular County employees, for retirees from the age of their 62nd birthday until they reach their 65th birthday.

The Employer agrees to pay premiums for Blue Cross-Blue Shield Medical Supplement Insurance and for \$2,000 of life insurance for employees retiring. The Employer also agrees to pay the Blue Cross and Blue Shield for the retiree's spouse when it pays for the retiree's medical insurance.

During 1988 the Employer will calculate the present value of benefits for each employee in the Employees Retirement Plan (Plan A).

Those employees who are now on disability retirement or those who go on disability retirement before January 11, 1989 will receive Blue Cross and Blue Shield hospitalization insurance.

Effective January 1, 1989 the Employee's Retirement Plan (Plan A) will be modified for those employees who retire or leave Plan A after January 1, 1989, as follows:

1. Deductions start at the beginning of an employee's service with the Employer and equal six (6) percent of his/her annual compensation.
2. Benefits are based on salary and length of service, being equal to two (2) percent of salary, multiplied by the number of years of service upon retirement. The result of this computation is the amount of annual retirement benefit.
3. The Employer agrees to pay the premium for Blue Cross and Blue Shield hospitalization insurance presently in effect for regular County employees, for retirees from the date of their retirement until they reach their 65th birthday.

Effective January 1, 1989 current employees will have the option of:

1. remaining in the Employees Retirement Plan (Plan A);
2. freezing their benefits in Plan A and participating in the Washtenaw County Money Purchase Pension Plan (MPPP);
3. withdrawing from Plan A and participating in the MPPP.

All employees hired on January 1, 1989 and thereafter will be covered by the MPPP and not Plan A.

For those in the MPPP, deductions start at the beginning of an employee's service with the Employer and equal five (5) percent of his/her pay. The Employer also contributes an amount equal to five (5) percent of the employee's pay.



Except as otherwise provided herein, the provisions of the MPPP as set forth in the "Washtenaw County OPTION C RETIREMENT PLAN Primary Features of 401(a) (Money Purchase Pension Plan) and the (Washtenaw County Money Purchase Pension Plan) both adopted by the Washtenaw County Board of Commissioners on December 19, 1984 are incorporated herein and made a part hereof.

The Local Union will be notified prior to employee educational sessions on pensions and have representation at said sessions.

A committee shall be established outside of negotiations to study the following: early retirement programs/options, including but not limited to: (1) 25 years and out, (2) employees who opted out of Plan A and are currently in MPPP have the option of reverting back to Plan A, and (3) any early retirement options or programs offered to employees. Proposed committee structure: a representative from each bargaining unit of AFSCME Local 2733, President of AFSCME Local 2733, and a minimum of three (3) representatives from the County. Representatives from other bargaining units and each Pension Board may also be appropriate. The committee will begin not later than thirty (30) days after ratification of the contract. The findings of the committee shall be subject to future negotiations.

**ARTICLE 54  
PAY PERIODS**

All employees in the bargaining unit shall be paid in pay periods of two (2) weeks, on every other Friday. One (1) week of the employee's pay shall be held in reserve by the Employer and shall be paid to the employee upon severance.

**ARTICLE 55  
PERSONAL TELEPHONE CALLS**

The Employer agrees that employees will be allowed to make and receive necessary phone calls on the Employer's phones but such calls should be held to a minimum time and number. The employees shall not be required to pay for local calls.

**ARTICLE 56  
UNIFORMS OR UNIFORM ALLOWANCE**

Employees or positions in the bargaining unit which, prior to this Agreement, received either the issuance of a uniform or compensation for same, shall continue to receive same for the life of this Agreement.

In cases where protective clothing is necessary to fulfill the job requirements such protective clothing will be provided at the expense of the Employer.

**ARTICLE 57  
LONG TERM DISABILITY (Sick and Accident Insurance)**

The Employer agrees to provide a group plan for long-term disability if a sufficient number of employees are desirous of participating. Any employee desiring to participate in such group plan will be allowed to do so at the employee's expense, and the County agrees that the expense for the long-term disability or the monthly premium will be deducted through payroll deduction, upon authorization by the employee.

**ARTICLE 58  
TUITION REIMBURSEMENT**

The following is the tuition reimbursement policy for all employees:

**Policy:**

Improvement of the worth of staff members of Washtenaw County by the efforts and initiative of each is encouraged. Each staff member who acts to study subjects or train himself/herself in skills that will increase his/her value to the County, and to himself/herself, will receive encouragement in the form of financial assistance. The County expects service from staff members in return that is adequate to compensate for outlay of governmental expenditures.

**Scope:**

**Eligible Staff:**

Any person having employment status as a permanent, full-time employee of Washtenaw County is eligible for financial assistance under this Tuition Reimbursement Program. Further, staff members must have held employment status as a permanent, full-time employee for Washtenaw County for a period of no less than twelve (12) consecutive months on the date of starting an approved course.

**Courses Approved:**

Eligible staff shall receive tuition reimbursement provided that the course meets one of the following conditions:

The course is directly related to the assigned duties of the staff member in his/her present position and a direct application of knowledge to be gained in the course can be clearly stated; or  
The course is in preparation for a related degree or possible future duties that may be assigned the staff member in his/her present position or is a course that would qualify her/him for a promotion in the bargaining unit or into other County positions. Appropriate courses are those necessary to complete a degree or elective courses which will be accepted by the relevant institution toward procural of a degree.

The above criterion is subject to the requirements as stipulated below.

A grade of "C" or better, or if no grades are given for the course, certification of completion of course requirements, is necessary and copy of evidence is to be presented to the Human Resources Director, in conjunction with proof of total payment for tuition, in order to receive any tuition reimbursement from Washtenaw County.

**NOTE:** Courses, conferences, seminars, in-service training, and other programs whereby staff members are sent by the County, or attendance by the staff member is beneficial to his/her position, and all costs of attending such programs are paid by the Employer, are not subject to provisions of this Tuition Reimbursement Program.

**Approval:**

The approving body for courses under the Tuition Reimbursement Program shall consist of the Human Resources Director and the head of the department in which the course applicant is employed. Tie votes may be decided by the appropriate Committee of the Board of Commissioners. In the event the course applicant is himself/herself a department head, approval in his/her stead shall be by the Board of Commissioners or the appropriate Human Resources Committee.

**Responsibility:**

The Human Resources Director is assigned as the coordinator of the Tuition Reimbursement Program.

**General:**

1. Time of the employee away from work is to be made up. Absence time is to be approved by the department head.
2. Courses must be approved in writing by the approved body prior to starting classes.
3. Course work and related reports must be completed within six (6) months from starting classes.
4. The County expects that an employee will continue employment for at least one (1) year following completion of classes or a program of study. If a voluntary quit occurs, the employee will be expected to repay to Washtenaw County the full amount received from the County. If such payment is not made, said amount shall be withheld from the employee's final pay check.
5. Reimbursement under this program shall be 50% of tuition only upon satisfactory completion of an approved course. Books, supplies, transportation, or other costs of attending classes are not to be paid by the County.
6. Any stipend, grant, scholarship, etc. which contributes toward the tuition payment shall be deducted on a pro-rata basis from the County's assistance payment.

**Procedure:**

1. Each course applicant shall complete and sign an Application for Approval of Reimbursement for Tuition Form. Adequate answers must be provided to each question. Copies of the form may be obtained in the County Human Resources Office. Three (3) copies are to be submitted to the County Human Resources Office.
2. The department head and the Human Resources Director may meet with the course applicant, discuss the proposed course, and approve or reject the application.
3. Upon conditional approval, the course applicant shall receive the third copy of the approved application, and the Human Resources Office shall retain the first and second copies. In addition, one (1) financial assistance verification form shall be requested with respect to each course being applied for.
4. Where additional course work, diploma, degree or license becomes necessary as a condition of employment the Employer shall, under the provisions of this plan, pay fifty (50%) for the necessary courses.
5. Upon successful completion of the course, and presentation of satisfactory evidence of course completion, including the grade received, together with proof of payment of tuition, the second copy of the Application for Approval of Reimbursement for Tuition will be approved by the Human Resources Director for payment and forwarded to the County Controller who shall make payment to the employee.
6. The first copy, with evidence of course completion, as outlined in number 5 above, shall be entered in the personnel folder of the staff member and retained as a permanent record.

**ARTICLE 59  
DISTRIBUTION OF AGREEMENT**

Arabic numerals will be used in place of Roman numerals after contract articles and title of articles will be agreed to and listed alphabetically in the contract. The Employer agrees to give to each employee a copy of this Agreement within four (4) weeks after the final draft has been approved and signed, a copy of this Agreement and to provide a copy of the same Agreement to all new employees as part of the County Orientation. Each unit's contract cover shall be of distinct color.

**ARTICLE 60  
WAIVER CLAUSE**

During negotiations leading to this Agreement, each party had the opportunity to make demands and proposals regarding any lawful subject of collective bargaining. For the life of this Agreement, each party agrees that the other is not obligated to bargain collectively regarding any subject, whether or not referred to in this Agreement, except by mutual agreement. This shall be true even though such subject may not have been within the contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

**ARTICLE 61  
LONGEVITY**

- A. All employees covered by this Agreement in the active pay status of the Employer as of October 1 of any year shall be entitled to receive longevity pay for length of continuous service with the Employer according to the following paragraphs and schedule of payment.
- B. Longevity pay shall be computed as a percentage of Form W-2 Gross Earnings, exclusive of any amount for prior longevity payments, for the calendar year preceding the year of payment in accordance with the following schedule of payment:

<u>CONTINUOUS SERVICE</u>	<u>PERCENTAGE OF FORM W-2 GROSS EARNINGS</u>
5 or more and less than 10 years	3%
10 or more and less than 15 years	5%
15 or more and less than 20 years	7%
20 or more years	9%

- C. Following completion of five (5) years of continuous full or at least 50% part-time active pay status by October 1 of any year and in subsequent years of such service, each Friend of the Court employees covered under this agreement shall receive annual longevity payments as provided in the schedule. Circuit Court employees covered under this agreement shall receive longevity pay on a pro rata basis throughout the year.
- D. To be eligible for longevity payment subsequent to the first payment, an employee must have completed continuous active pay status equal to the service required by original eligibility plus a minimum of one additional year of such continuous active pay status for each payment.
- E. Payment to employees who become eligible by October 1 of any year shall be paid no later than December 15 in each year.

For purposes of this section, continuous service means service calculated from the employee's hiring date as a regular full-time employee in active pay status either in or out of this Bargaining Unit. Continuous service shall be broken by:

- 1) Quitting
- 2) Discharge for cause
- 3) Removal from active pay status
- 4) Retirement
- 5) Employees absent from work due to layoff, public or union service leave, educational leave or personal leave, for a period of more than one (1) month shall not be credited with, or continue to accumulate continuous service, however, these employees shall receive a prorated benefit as long as the employee has had some continuous service during that year for any period thereafter until they are returned to active pay status. When an employee returns to active pay status, he/she will

begin to accumulate continuous service credit based upon, and added to his/her previous service accumulation. For the purpose of this Agreement, employees utilizing paid sick leave, vacation, funeral leave, or unpaid illness, maternity, or prolonged illness in the immediate family shall be deemed as time worked.

- G. Should an employee leave employment with the County for any reason, the employee's longevity will be paid on a prorated basis for each completed month of service with the County from October 1.

**ARTICLE 62  
MANAGEMENT RIGHTS AND RESPONSIBILITIES**

The Employer reserves and retains, solely and exclusively, all rights to manage and direct its work forces, except as expressly abridged by the provision of this Agreement, including by way of illustration, but not limitation, the determination of policies, operations, assignments, schedules, layoffs, etc., for the orderly and efficient operation of the County.

**ARTICLE 63  
NO STRIKE CLAUSE**

It is the intent of the parties to this Agreement that the grievance procedure herein shall serve as a means for the peaceable settlement of all disputes that may arise between them. Recognizing this fact, the Union agrees that during the life of this Agreement, neither the Union, its agents, nor its members will authorize, instigate, aid or engage in a work stoppage, slow-down or a strike against the County. The management agrees that during the same period there will be no lockout.

**ARTICLE 64  
PRONOUNS—Use Of**

When the male gender is used in this Agreement it shall be applied equally to the female gender.

**ARTICLE 65  
EXCLUDED EMPLOYEES**

The Employer will supply twice a year, in January and July, a list of all County employees with a designation of their bargaining unit, if any, and department code and job code. If AFSCME Local 2733 questions any of the employees excluded from their bargaining units, it shall be the subject to a special conference.

**ARTICLE 66  
HEALTH AND SAFETY**

Should an employee feel that his/her work requires him/her to work under unsafe conditions, he/she shall report the conditions to his/her supervisor and his/her Steward for the proper action. If the matter is not adjusted satisfactorily, a special conference will be held.



**ARTICLE 67  
TERMINATION AND MODIFICATION**

This Agreement shall continue in full force and effect until midnight, December 31, 1997.

- (a) If either party desires to amend and/or terminate this Agreement, it shall, sixty (60) days prior to the above termination date, give written notification of same.
- (b) If neither party shall give such notice, this Agreement shall continue in effect from year to year thereafter, subject to notice of amendment or termination by either party, on sixty (60) days' written notice prior to the current year's termination date.
- (c) If notice of amendment of this Agreement has been given in accordance with the above paragraphs, this Agreement may be terminated by either party on ten (10) days' written notice of termination.
- (d) Any amendments that may be agreed upon shall become and be a part of this Agreement without modifying or changing any of the other terms of this Agreement.
- (e) *Notice of Termination or Modification.* Notice shall be in writing and shall be sufficient if sent by certified mail, addressed, if to the Union, to Michigan Council No. 25, 1034 N. Washington, Lansing, Michigan 48906; and if the Employer addressed to the County of Washtenaw, County Administration Building, P.O. 8645, Ann Arbor, Michigan 48107-8645, or to any such address as the Union or the Employer may make available to each other.

**ARTICLE 68  
ACT OF GOD**

If the County Administrator declares that certain County buildings cannot be opened or operated in their usual manner due to weather conditions, natural disaster, civil disturbance, or any officially declared emergency, an employee who is assigned to such locations shall not be subject to any deduction in pay and the time lost will not be taken from any accumulated annual, sick or compensatory time.

**ARTICLE 69  
GLOSSARY**

**ANNIVERSARY DATE:** The date of hire or the date an employee assumes a new job title and duties. Change of job title within a grade, or demotion, do not change this date. However, an employee on an approved leave shall have a new anniversary date which shall be the old anniversary date minus the length of time on leave which shall reflect a reduction of credit months equal to the length of time on leave.

**DEMOTION:** When an employee moves from one classification to a job classification of a lower pay grade.

**HIRE DATE:** Hire date is the most recent date of hire with the County.

**INCREMENT DATE (ANNUAL):** Corresponds to anniversary date.

**JOB TITLE:** References to job title in general or to specific job titles shall apply to all employees within that title.

**PROMOTION:** When an employee moves from their existing job classification to a job which has a higher pay grade. A promotion results in the equivalent of a two-step increase from the current pay scale unless this is not possible within the pay scale of the new position.

**RECLASSIFICATION:** The changing of the pay grade of an existing job title because of change of duties of the job or where a change of grade is found necessary because of market conditions for persons with the required skills. If a job is reclassified down, it should be without loss of pay, with the understanding that if the position is vacated, it will go to the new grade.

**SENIORITY DATE:** Seniority date and date of hire are one and the same except as provided for elsewhere in this agreement.

**STEP INCREASE:** Represents movement within a pay grade at annual intervals. However, an employee may be denied his/her step increase for documented unsatisfactory job performance.

**TERMINATION DATE:** The date an employee separates from County employment as a result of resignation, retirement or discharge.

**TRANSFERS:** A transfer occurs when an employee moves from one department to another. Involuntary transfers shall not result in loss of pay to an employee.

**TRANSFERS WITHIN SAME CLASSIFICATION:** When an employee is transferred from one job to another job which both have the same classification, the anniversary date does not change as a result of the transfer.

#### **ARTICLE 70 EMPLOYEE PERFORMANCE EVALUATIONS**

Once an employee has completed his/her probationary period a performance evaluation must be completed. Prior to the employee's anniversary date, an employee shall receive an evaluation for the purpose of evaluating his/her performance. The fact that an evaluation is not done by an employee's anniversary date will not delay a step increase.

The Employer is encouraged to evaluate the employee following a written reprimand for the purpose of advising the employee of his/her progress in the areas of the reprimand.

The Union will be notified about any change in the evaluation form prior to implementation.

The Employer agrees that performance evaluations shall be used for the purpose of complimenting a performance, as well as constructive criticism. The evaluation form shall be filled out completely, indicating to the employee both satisfactory and unsatisfactory areas of performance as they apply, and specifying those areas which need improvement.

#### **ARTICLE 71 TERMINATION**

Employees should give at least two (2) weeks notice of termination.

**ARTICLE 72**  
**CONFERENCES, WORKSHOPS AND SEMINARS**

Improvement of the worth of staff members of Washtenaw County by the efforts of each is encouraged. Each staff member is encouraged to train himself/herself in skills that will increase his/her value to the County.

Employees are encouraged to attend conferences, workshops or seminars in which the training is directly related to the employee's assigned duties or the training is required to maintain a professional license or registration.

Requests for approval to attend educational conferences, workshops and seminars shall be made to the Department in accordance with policies and guidelines developed by the Department Head.

Employees shall be allowed time off with pay to attend approved conferences, workshops or seminars. Reimbursement for expenses are subject to budgetary allocations and the discretion of the Department Head.

ARTICLE 73  
DURATION OF AGREEMENT

This agreement shall be in full force and effect, retroactive to January 1, 1994, except as otherwise noted.

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

FOR THE UNION

By: Rosemary Smith  
Rosemary Smith  
Michigan AFSCME Council 25

By: Dwight E. Walls  
Dwight E. Walls, President  
Washtenaw County Employees  
AFSCME Local 2733

Unit B Negotiating Team:

By: Gay Dalton  
Gay Dalton, Chair  
AFSCME Local 2733, Unit B

By: Helen Johnson  
Helen Johnson

By: Donna Millen  
Donna Millen

By: Cathey Taylor  
Cathey Taylor

By: Dwight Walls  
Dwight Walls

FOR THE EMPLOYER

By: Grace Shackman  
Grace Shackman, Chair  
Washtenaw County Board of Commissioners

Attested to:

By: Peggy M. Haines  
Peggy M. Haines  
Washtenaw County Clerk/Register

Co-Employers:

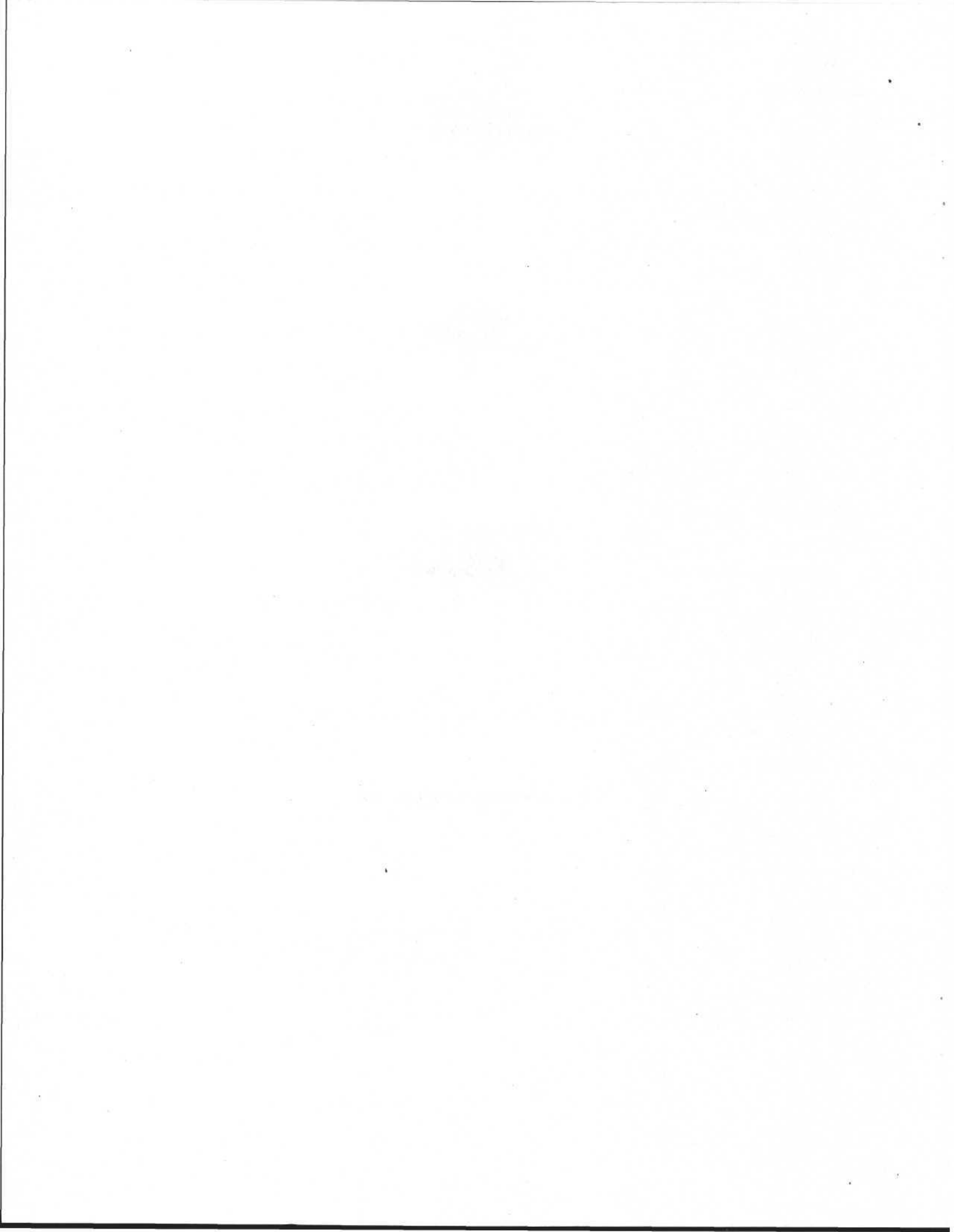
By: Peggy M. Haines  
Peggy M. Haines  
Washtenaw County Clerk/Register

By: Lawrence Gass  
Lawrence Gass  
Washtenaw County Treasurer

By: Janis Bobrin  
Janis Bobrin  
Washtenaw County Drain Commission

By: Brian Mackie  
Brian Mackie  
Washtenaw County Prosecuting Attorney

By: Ronald J. Schebil  
Ronald J. Schebil  
Washtenaw County Sheriff





Unit B - Appendix A  
Revised 3/1/95

**Grade 7**

- \* Headstart Trainee Assistant
- \* Senior Headstart Trainee Assistant

**Grade 8**

Clerk Typist I

**Grade 10**

Teacher Aide  
Microfilm Clerk  
High Speed Copier Operator  
Courier/Driver - Library  
Receptionist

**Grade 11**

Records Services Clerk  
Health Screening Assistant  
Mental Health Attendant  
\* Nutrition Site Coordinator  
\* Mail Courier  
Human Services Outreach Worker I  
Clerk / Dispatcher I

**Grade 12**

Records Clerk  
Data Entry Clerk  
Clerk Typist II  
Stock/Warehouse Clerk  
Weatherization Program Assistant  
Senior Services Program Assistant  
Records Management Assistant  
\* Building Maintenance Worker I +  
Clerk / Dispatcher II  
\* Bus / Van Driver  
Human Services Outreach Worker II  
Buyer Assistant  
\* Customer Satisfaction Assistant  
\* Legal Clerk I +  
\* Hearing/Vision Technician I +

**Grade 13**

Account Clerk  
Community Organizer  
Phototypesetter  
Senior Clerk Typist  
\* Building Maintenance Worker II +  
\* Fiscal Assistant I +

**Grade 14**

Records Management Specialist  
Park Maintenance Worker  
Executive Secretary  
4-H Program Assistant  
Production Assistant - Mental Health  
Elections Clerk  
\* Building Maintenance Worker III +  
Pre-Audit Clerk  
Permits Coordinator  
\* JTPA Intake Specialist  
Clerical Assistant - Finance  
WIC Program Specialist  
\* Senior Bus/Van Driver  
\* Legal Clerk II +  
\* MICH Care Program Specialist  
\* Customer Satisfaction Survey Specialist  
\* Hearing/Vision Technician II +

**Grade 15**

Deputy Circuit Court Clerk  
\* Environmental Assistant I +  
Data Coordinator  
Human Services Specialist I  
Child Health Representative  
Building Operator Trainee +  
(See Grade 19 Building Operator)  
\* Library Technical Assistant  
\* Fiscal Assistant II +

**Grade 16**

Senior Account Clerk  
Computer Operator  
Horticultural Program Assistant  
Soil Erosion Control Assistant  
Personal Health Bureau Assistant  
\* Home Visitor  
\* Building Maintenance Worker IV +

**Grade 17**

\* Jury Management Coordinator  
Victim/Witness Coordinator  
Senior Records Management Specialist  
Senior Elections Clerk  
Property Description Technician  
Human Services Specialist II  
Senior Payroll Clerk  
Park & Building Maintenance Worker  
\* Environmental Assistant II +  
\* Family Resource Assistant I +

Unit B - Appendix A  
Revised 3/1/95

**Grade 18**

Head Start Teacher  
Administrative Secretary  
Drain Inspector  
Account Clerk Coordinator - Treasurer  
Legal Secretary  
Program Liaison Specialist  
\* Senior Fiscal Assistant

**Grade 19**

Building Operator +  
Quality Assurance Specialist  
\* Family Resource Assistant II +

**Grade 20**

\* Compliance Specialist  
\* Contracts Office Monitor

**Grade 21**

Plumbing Inspector  
Electrical Inspector  
Building Inspector  
Senior Building Operator

**Grade 23**

Plumbing/Mechanical Inspector  
Building/Plumbing Inspector  
Mechanical/Electrical Inspector

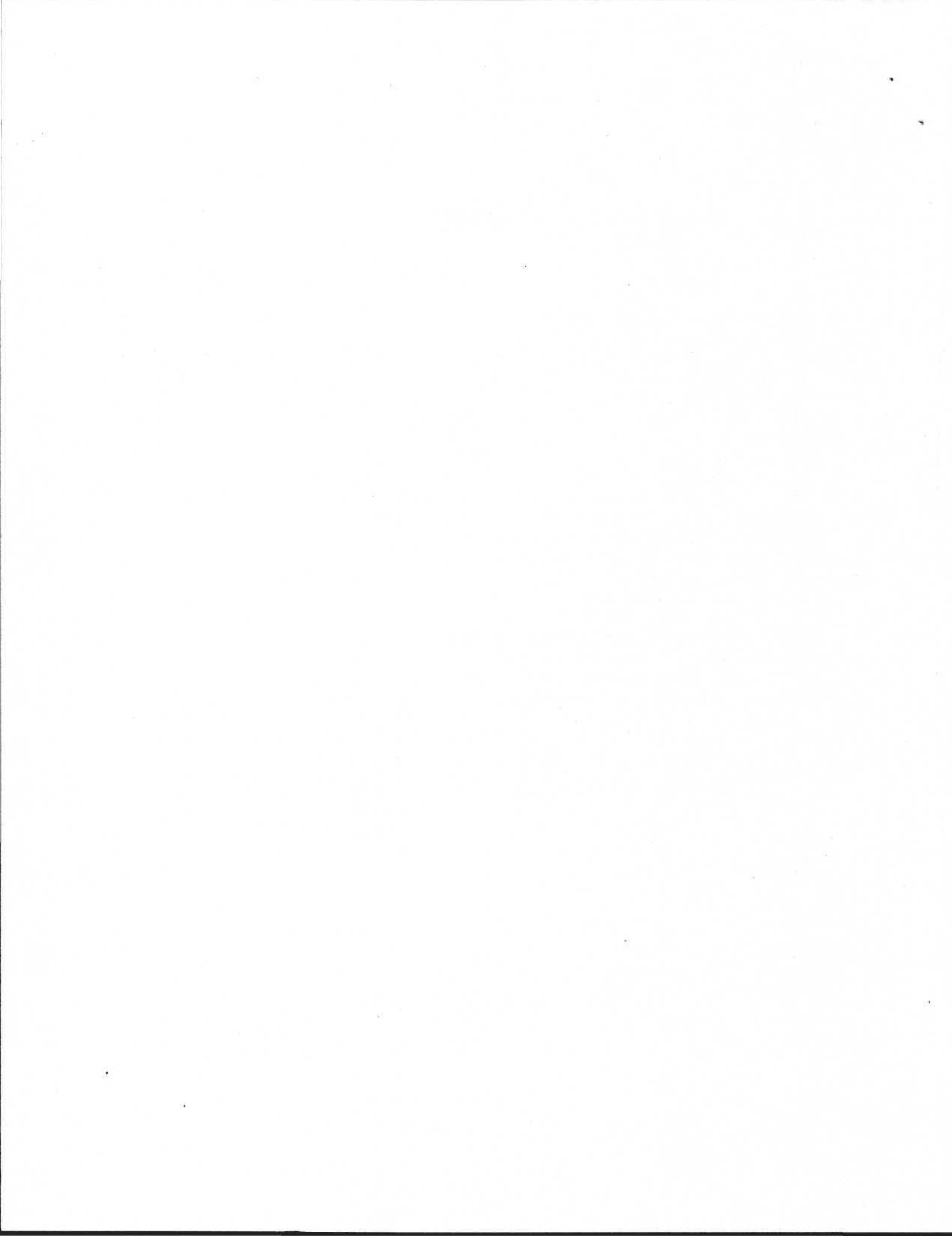
**Grade 28**

Carpenter/Maintenance Worker

\* effective 1/1/95  
+ tiered position

**APPENDIX B**  
**LETTERS OF UNDERSTANDING**  
**UNIT B**

1. Drain Inspector's Schedule and Uniform Allowance
2. Employees having equal seniority
3. CSA Weatherization Program
4. CSA Headstart Program - Child Development Center staff
5. Hearing-Vision Technicians
6. EPSDT/WIC staff - flexible hours
7. Mental Health Sheltered Workshop
8. Permanent Panel of Arbitrators
9. WALTEC reorganization
10. WALTEC reclassifications
11. WALTEC reorganization - 1989
12. Hepatitis
13. Retirement Study Committee
14. Word Processing Dissolution
15. Dwight Seals and Gaylord Williams - Voluntary demotion and promotion
16. Temporary Layoffs - A & B, Juvenile Detention and Juvenile Court
17. Park & Building Maintenance Workers Schedule
18. Flexible Schedules / County Wide: Unit B
19. Unit B Transportation Employees
20. Facilities Management Department
21. Headstart Trainee Assistant
22. Human Services Specialist I/II - Unit clarification
23. Human Services Reorganization - 1994 (grids)
24. Waiving of Normal Posting Procedures / Public Defender's Office
25. Environmental Services Uniform Allowance



**SCHEDULE D  
EFFECTIVE 1/1/95  
FOR**

**15 - AFSCME 2733 - JUVENILE DETENTION - 75 HOUR EMPLOYEES  
11, 12, 13, 14, 15, 19 - AFSCME 2733**

STEPS GRADES	1	2	3	4	5	6	7	8
7	\$17,843 \$686.25 \$9.15	\$18,369 \$706.50 \$9.42	\$18,935 \$728.25 \$9.71	\$19,520 \$750.75 \$10.01	\$20,124 \$774.00 \$10.32	\$20,768 \$798.75 \$10.65		
8	\$18,369 \$706.50 \$9.42	\$18,935 \$728.25 \$9.71	\$19,520 \$750.75 \$10.01	\$20,124 \$774.00 \$10.32	\$20,768 \$798.75 \$10.65	\$21,431 \$824.25 \$10.99		
9	\$18,935 \$728.25 \$9.71	\$19,520 \$750.75 \$10.01	\$20,124 \$774.00 \$10.32	\$20,768 \$798.75 \$10.65	\$21,431 \$824.25 \$10.99	\$22,133 \$851.25 \$11.35		
10	\$19,520 \$750.75 \$10.01	\$20,124 \$774.00 \$10.32	\$20,768 \$798.75 \$10.65	\$21,431 \$824.25 \$10.99	\$22,133 \$851.25 \$11.35	\$22,874 \$879.75 \$11.73		
11	\$20,124 \$774.00 \$10.32	\$20,768 \$798.75 \$10.65	\$21,431 \$824.25 \$10.99	\$22,133 \$851.25 \$11.35	\$22,874 \$879.75 \$11.73	\$23,654 \$909.75 \$12.13	\$24,473 \$941.25 \$12.55	
12	\$20,768 \$798.75 \$10.65	\$21,431 \$824.25 \$10.99	\$22,133 \$851.25 \$11.35	\$22,874 \$879.75 \$11.73	\$23,654 \$909.75 \$12.13	\$24,473 \$941.25 \$12.55	\$25,311 \$973.50 \$12.98	
13	\$21,431 \$824.25 \$10.99	\$22,133 \$851.25 \$11.35	\$22,874 \$879.75 \$11.73	\$23,654 \$909.75 \$12.13	\$24,473 \$941.25 \$12.55	\$25,311 \$973.50 \$12.98	\$26,228 \$1,008.75 \$13.45	
14	\$22,133 \$851.25 \$11.35	\$22,874 \$879.75 \$11.73	\$23,654 \$909.75 \$12.13	\$24,473 \$941.25 \$12.55	\$25,311 \$973.50 \$12.98	\$26,228 \$1,008.75 \$13.45	\$27,164 \$1,044.75 \$13.93	
15	\$22,874 \$879.75 \$11.73	\$23,654 \$909.75 \$12.13	\$24,473 \$941.25 \$12.55	\$25,311 \$973.50 \$12.98	\$26,228 \$1,008.75 \$13.45	\$27,164 \$1,044.75 \$13.93	\$28,158 \$1,083.00 \$14.44	
16	\$23,654 \$909.75 \$12.13	\$24,473 \$941.25 \$12.55	\$25,311 \$973.50 \$12.98	\$26,228 \$1,008.75 \$13.45	\$27,164 \$1,044.75 \$13.93	\$28,158 \$1,083.00 \$14.44	\$29,192 \$1,122.75 \$14.97	
17	\$24,473 \$941.25 \$12.55	\$25,311 \$973.50 \$12.98	\$26,228 \$1,008.75 \$13.45	\$27,164 \$1,044.75 \$13.93	\$28,158 \$1,083.00 \$14.44	\$29,192 \$1,122.75 \$14.97	\$30,284 \$1,164.75 \$15.53	
18	\$25,311 \$973.50 \$12.98	\$26,228 \$1,008.75 \$13.45	\$27,164 \$1,044.75 \$13.93	\$28,158 \$1,083.00 \$14.44	\$29,192 \$1,122.75 \$14.97	\$30,284 \$1,164.75 \$15.53	\$31,453 \$1,209.75 \$16.13	
19	\$26,228 \$1,008.75 \$13.45	\$27,164 \$1,044.75 \$13.93	\$28,158 \$1,083.00 \$14.44	\$29,192 \$1,122.75 \$14.97	\$30,284 \$1,164.75 \$15.53	\$31,453 \$1,209.75 \$16.13	\$32,663 \$1,256.25 \$16.75	
20	\$27,164 \$1,044.75 \$13.93	\$28,158 \$1,083.00 \$14.44	\$29,192 \$1,122.75 \$14.97	\$30,284 \$1,164.75 \$15.53	\$31,453 \$1,209.75 \$16.13	\$32,663 \$1,256.25 \$16.75	\$33,911 \$1,304.25 \$17.39	\$35,217 \$1,354.50 \$18.06
21	\$28,158 \$1,083.00 \$14.44	\$29,192 \$1,122.75 \$14.97	\$30,284 \$1,164.75 \$15.53	\$31,453 \$1,209.75 \$16.13	\$32,663 \$1,256.25 \$16.75	\$33,911 \$1,304.25 \$17.39	\$35,217 \$1,354.50 \$18.06	\$36,582 \$1,407.00 \$18.76
22	\$29,192 \$1,122.75 \$14.97	\$30,284 \$1,164.75 \$15.53	\$31,453 \$1,209.75 \$16.13	\$32,663 \$1,256.25 \$16.75	\$33,911 \$1,304.25 \$17.39	\$35,217 \$1,354.50 \$18.06	\$36,582 \$1,407.00 \$18.76	\$37,967 \$1,460.25 \$19.47
23	\$30,284 \$1,164.75 \$15.53	\$31,453 \$1,209.75 \$16.13	\$32,663 \$1,256.25 \$16.75	\$33,911 \$1,304.25 \$17.39	\$35,217 \$1,354.50 \$18.06	\$36,582 \$1,407.00 \$18.76	\$37,967 \$1,460.25 \$19.47	\$39,468 \$1,518.00 \$20.24

R Debe  
1/2/95



**SCHEDULE D**  
**EFFECTIVE 11/85**  
**FOR**  
**15 - AFSCME 2733 - JUVENILE DETENTION - 75 HOUR EMPLOYEES**  
**11, 12, 13, 14, 15, 19 - AFSCME 2733**

STEPS GRADES	1	2	3	4	5	6	7	8
24	\$31,453 \$1,209.75 \$16.13	\$32,663 \$1,256.25 \$16.75	\$33,911 \$1,304.25 \$17.39	\$35,217 \$1,354.50 \$18.06	\$36,582 \$1,407.00 \$18.76	\$37,967 \$1,460.25 \$19.47	\$39,468 \$1,518.00 \$20.24	\$41,028 \$1,578.00 \$21.04
25	\$32,663 \$1,256.25 \$16.75	\$33,911 \$1,304.25 \$17.39	\$35,217 \$1,354.50 \$18.06	\$36,582 \$1,407.00 \$18.76	\$37,967 \$1,460.25 \$19.47	\$39,468 \$1,518.00 \$20.24	\$41,028 \$1,578.00 \$21.04	\$42,666 \$1,641.00 \$21.88
26	\$33,911 \$1,304.25 \$17.39	\$35,217 \$1,354.50 \$18.06	\$36,582 \$1,407.00 \$18.76	\$37,967 \$1,460.25 \$19.47	\$39,468 \$1,518.00 \$20.24	\$41,028 \$1,578.00 \$21.04	\$42,666 \$1,641.00 \$21.88	\$44,382 \$1,707.00 \$22.76
27	\$35,217 \$1,354.50 \$18.06	\$36,582 \$1,407.00 \$18.76	\$37,967 \$1,460.25 \$19.47	\$39,468 \$1,518.00 \$20.24	\$41,028 \$1,578.00 \$21.04	\$42,666 \$1,641.00 \$21.88	\$44,382 \$1,707.00 \$22.76	\$46,176 \$1,776.00 \$23.68
28	\$36,582 \$1,407.00 \$18.76	\$37,967 \$1,460.25 \$19.47	\$39,468 \$1,518.00 \$20.24	\$41,028 \$1,578.00 \$21.04	\$42,666 \$1,641.00 \$21.88	\$44,382 \$1,707.00 \$22.76	\$46,176 \$1,776.00 \$23.68	\$48,068 \$1,848.75 \$24.65
29	\$37,967 \$1,460.25 \$19.47	\$39,468 \$1,518.00 \$20.24	\$41,028 \$1,578.00 \$21.04	\$42,666 \$1,641.00 \$21.88	\$44,382 \$1,707.00 \$22.76	\$46,176 \$1,776.00 \$23.68	\$48,068 \$1,848.75 \$24.65	\$50,057 \$1,925.25 \$25.67
30	\$39,468 \$1,518.00 \$20.24	\$41,028 \$1,578.00 \$21.04	\$42,666 \$1,641.00 \$21.88	\$44,382 \$1,707.00 \$22.76	\$46,176 \$1,776.00 \$23.68	\$48,068 \$1,848.75 \$24.65	\$50,057 \$1,925.25 \$25.67	\$52,143 \$2,005.50 \$26.74
31	\$41,028 \$1,578.00 \$21.04	\$42,666 \$1,641.00 \$21.88	\$44,382 \$1,707.00 \$22.76	\$46,176 \$1,776.00 \$23.68	\$48,068 \$1,848.75 \$24.65	\$50,057 \$1,925.25 \$25.67	\$52,143 \$2,005.50 \$26.74	\$54,347 \$2,090.25 \$27.87
32	\$42,666 \$1,641.00 \$21.88	\$44,382 \$1,707.00 \$22.76	\$46,176 \$1,776.00 \$23.68	\$48,068 \$1,848.75 \$24.65	\$50,057 \$1,925.25 \$25.67	\$52,143 \$2,005.50 \$26.74	\$54,347 \$2,090.25 \$27.87	\$56,648 \$2,178.75 \$29.05
33	\$44,382 \$1,707.00 \$22.76	\$46,176 \$1,776.00 \$23.68	\$48,068 \$1,848.75 \$24.65	\$50,057 \$1,925.25 \$25.67	\$52,143 \$2,005.50 \$26.74	\$54,347 \$2,090.25 \$27.87	\$56,648 \$2,178.75 \$29.05	\$59,066 \$2,271.75 \$30.29
34	\$46,176 \$1,776.00 \$23.68	\$48,068 \$1,848.75 \$24.65	\$50,057 \$1,925.25 \$25.67	\$52,143 \$2,005.50 \$26.74	\$54,347 \$2,090.25 \$27.87	\$56,648 \$2,178.75 \$29.05	\$59,066 \$2,271.75 \$30.29	\$61,620 \$2,370.00 \$31.60
35	\$48,068 \$1,848.75 \$24.65	\$50,057 \$1,925.25 \$25.67	\$52,143 \$2,005.50 \$26.74	\$54,347 \$2,090.25 \$27.87	\$56,648 \$2,178.75 \$29.05	\$59,066 \$2,271.75 \$30.29	\$61,620 \$2,370.00 \$31.60	\$64,292 \$2,472.75 \$32.97
36	\$50,057 \$1,925.25 \$25.67	\$52,143 \$2,005.50 \$26.74	\$54,347 \$2,090.25 \$27.87	\$56,648 \$2,178.75 \$29.05	\$59,066 \$2,271.75 \$30.29	\$61,620 \$2,370.00 \$31.60	\$64,292 \$2,472.75 \$32.97	\$67,041 \$2,578.50 \$34.38
37	\$52,143 \$2,005.50 \$26.74	\$54,347 \$2,090.25 \$27.87	\$56,648 \$2,178.75 \$29.05	\$59,066 \$2,271.75 \$30.29	\$61,620 \$2,370.00 \$31.60	\$64,292 \$2,472.75 \$32.97	\$67,041 \$2,578.50 \$34.38	\$69,947 \$2,690.25 \$35.87
38	\$54,347 \$2,090.25 \$27.87	\$56,648 \$2,178.75 \$29.05	\$59,066 \$2,271.75 \$30.29	\$61,620 \$2,370.00 \$31.60	\$64,292 \$2,472.75 \$32.97	\$67,041 \$2,578.50 \$34.38	\$69,947 \$2,690.25 \$35.87	\$72,969 \$2,806.50 \$37.42

HR Dept  
VJL

**SCHEDULE D  
EFFECTIVE 1/1/96  
FOR  
15 - AFSCME 2733 - JUVENILE DETENTION - 75 HOUR EMPLOYEES  
11, 12, 13, 14, 15, 19 - AFSCME 2733**

STEPS GRADES	1	2	3	4	5	6	7	8
7	\$18,194 \$699.75 \$9.33	\$18,740 \$720.75 \$9.61	\$19,305 \$742.50 \$9.90	\$19,910 \$765.75 \$10.21	\$20,534 \$789.75 \$10.53	\$21,177 \$814.50 \$10.86		
8	\$18,740 \$720.75 \$9.61	\$19,305 \$742.50 \$9.90	\$19,910 \$765.75 \$10.21	\$20,534 \$789.75 \$10.53	\$21,177 \$814.50 \$10.86	\$21,860 \$840.75 \$11.21		
9	\$19,305 \$742.50 \$9.90	\$19,910 \$765.75 \$10.21	\$20,534 \$789.75 \$10.53	\$21,177 \$814.50 \$10.86	\$21,860 \$840.75 \$11.21	\$22,581 \$868.50 \$11.58		
10	\$19,910 \$765.75 \$10.21	\$20,534 \$789.75 \$10.53	\$21,177 \$814.50 \$10.86	\$21,860 \$840.75 \$11.21	\$22,581 \$868.50 \$11.58	\$23,322 \$897.00 \$11.96		
11	\$20,534 \$789.75 \$10.53	\$21,177 \$814.50 \$10.86	\$21,860 \$840.75 \$11.21	\$22,581 \$868.50 \$11.58	\$23,322 \$897.00 \$11.96	\$24,122 \$927.75 \$12.37	\$24,960 \$960.00 \$12.80	
12	\$21,177 \$814.50 \$10.86	\$21,860 \$840.75 \$11.21	\$22,581 \$868.50 \$11.58	\$23,322 \$897.00 \$11.96	\$24,122 \$927.75 \$12.37	\$24,960 \$960.00 \$12.80	\$25,818 \$993.00 \$13.24	
13	\$21,860 \$840.75 \$11.21	\$22,581 \$868.50 \$11.58	\$23,322 \$897.00 \$11.96	\$24,122 \$927.75 \$12.37	\$24,960 \$960.00 \$12.80	\$25,818 \$993.00 \$13.24	\$26,754 \$1,029.00 \$13.72	
14	\$22,581 \$868.50 \$11.58	\$23,322 \$897.00 \$11.96	\$24,122 \$927.75 \$12.37	\$24,960 \$960.00 \$12.80	\$25,818 \$993.00 \$13.24	\$26,754 \$1,029.00 \$13.72	\$27,710 \$1,065.75 \$14.21	
15	\$23,322 \$897.00 \$11.96	\$24,122 \$927.75 \$12.37	\$24,960 \$960.00 \$12.80	\$25,818 \$993.00 \$13.24	\$26,754 \$1,029.00 \$13.72	\$27,710 \$1,065.75 \$14.21	\$28,724 \$1,104.75 \$14.73	
16	\$24,122 \$927.75 \$12.37	\$24,960 \$960.00 \$12.80	\$25,818 \$993.00 \$13.24	\$26,754 \$1,029.00 \$13.72	\$27,710 \$1,065.75 \$14.21	\$28,724 \$1,104.75 \$14.73	\$29,777 \$1,145.25 \$15.27	
17	\$24,960 \$960.00 \$12.80	\$25,818 \$993.00 \$13.24	\$26,754 \$1,029.00 \$13.72	\$27,710 \$1,065.75 \$14.21	\$28,724 \$1,104.75 \$14.73	\$29,777 \$1,145.25 \$15.27	\$30,888 \$1,188.00 \$15.81	
18	\$25,818 \$993.00 \$13.24	\$26,754 \$1,029.00 \$13.72	\$27,710 \$1,065.75 \$14.21	\$28,724 \$1,104.75 \$14.73	\$29,777 \$1,145.25 \$15.27	\$30,888 \$1,188.00 \$15.84	\$32,078 \$1,233.75 \$16.45	
19	\$26,754 \$1,029.00 \$13.72	\$27,710 \$1,065.75 \$14.21	\$28,724 \$1,104.75 \$14.73	\$29,777 \$1,145.25 \$15.27	\$30,888 \$1,188.00 \$15.84	\$32,078 \$1,233.75 \$16.45	\$33,326 \$1,281.75 \$17.09	
20	\$27,710 \$1,065.75 \$14.21	\$28,724 \$1,104.75 \$14.73	\$29,777 \$1,145.25 \$15.27	\$30,888 \$1,188.00 \$15.84	\$32,078 \$1,233.75 \$16.45	\$33,326 \$1,281.75 \$17.09	\$34,593 \$1,330.50 \$17.74	\$35,919 \$1,381.50 \$18.42
21	\$28,724 \$1,104.75 \$14.73	\$29,777 \$1,145.25 \$15.27	\$30,888 \$1,188.00 \$15.84	\$32,078 \$1,233.75 \$16.45	\$33,326 \$1,281.75 \$17.09	\$34,593 \$1,330.50 \$17.74	\$35,919 \$1,381.50 \$18.42	\$37,323 \$1,435.50 \$19.14
22	\$29,777 \$1,145.25 \$15.27	\$30,888 \$1,188.00 \$15.84	\$32,078 \$1,233.75 \$16.45	\$33,326 \$1,281.75 \$17.09	\$34,593 \$1,330.50 \$17.74	\$35,919 \$1,381.50 \$18.42	\$37,323 \$1,435.50 \$19.14	\$38,727 \$1,489.50 \$19.86

**SCHEDULE D  
EFFECTIVE 11/1/96  
FOR  
15 - AFSCME 2733 - JUVENILE DETENTION - 75 HOUR EMPLOYEES  
11, 12, 13, 14, 15, 19 - AFSCME 2733**

STEPS GRADES	1	2	3	4	5	6	7	8
23	\$30,888 \$1,188.00 \$15.84	\$32,078 \$1,233.75 \$16.45	\$33,326 \$1,281.75 \$17.09	\$34,593 \$1,330.50 \$17.74	\$35,919 \$1,381.50 \$18.42	\$37,323 \$1,435.50 \$19.14	\$38,727 \$1,489.50 \$19.86	\$40,248 \$1,548.00 \$20.64
24	\$32,078 \$1,233.75 \$16.45	\$33,326 \$1,281.75 \$17.09	\$34,593 \$1,330.50 \$17.74	\$35,919 \$1,381.50 \$18.42	\$37,323 \$1,435.50 \$19.14	\$38,727 \$1,489.50 \$19.86	\$40,248 \$1,548.00 \$20.64	\$41,847 \$1,609.50 \$21.46
25	\$33,326 \$1,281.75 \$17.09	\$34,593 \$1,330.50 \$17.74	\$35,919 \$1,381.50 \$18.42	\$37,323 \$1,435.50 \$19.14	\$38,727 \$1,489.50 \$19.86	\$40,248 \$1,548.00 \$20.64	\$41,847 \$1,609.50 \$21.46	\$43,524 \$1,674.00 \$22.32
26	\$34,593 \$1,330.50 \$17.74	\$35,919 \$1,381.50 \$18.42	\$37,323 \$1,435.50 \$19.14	\$38,727 \$1,489.50 \$19.86	\$40,248 \$1,548.00 \$20.64	\$41,847 \$1,609.50 \$21.46	\$43,524 \$1,674.00 \$22.32	\$45,279 \$1,741.50 \$23.22
27	\$35,919 \$1,381.50 \$18.42	\$37,323 \$1,435.50 \$19.14	\$38,727 \$1,489.50 \$19.86	\$40,248 \$1,548.00 \$20.64	\$41,847 \$1,609.50 \$21.46	\$43,524 \$1,674.00 \$22.32	\$45,279 \$1,741.50 \$23.22	\$47,093 \$1,811.25 \$24.15
28	\$37,323 \$1,435.50 \$19.14	\$38,727 \$1,489.50 \$19.86	\$40,248 \$1,548.00 \$20.64	\$41,847 \$1,609.50 \$21.46	\$43,524 \$1,674.00 \$22.32	\$45,279 \$1,741.50 \$23.22	\$47,093 \$1,811.25 \$24.15	\$49,023 \$1,885.50 \$25.14
29	\$38,727 \$1,489.50 \$19.86	\$40,248 \$1,548.00 \$20.64	\$41,847 \$1,609.50 \$21.46	\$43,524 \$1,674.00 \$22.32	\$45,279 \$1,741.50 \$23.22	\$47,093 \$1,811.25 \$24.15	\$49,023 \$1,885.50 \$25.14	\$51,051 \$1,963.50 \$26.18
30	\$40,248 \$1,548.00 \$20.64	\$41,847 \$1,609.50 \$21.46	\$43,524 \$1,674.00 \$22.32	\$45,279 \$1,741.50 \$23.22	\$47,093 \$1,811.25 \$24.15	\$49,023 \$1,885.50 \$25.14	\$51,051 \$1,963.50 \$26.18	\$53,177 \$2,045.25 \$27.27
31	\$41,847 \$1,609.50 \$21.46	\$43,524 \$1,674.00 \$22.32	\$45,279 \$1,741.50 \$23.22	\$47,093 \$1,811.25 \$24.15	\$49,023 \$1,885.50 \$25.14	\$51,051 \$1,963.50 \$26.18	\$53,177 \$2,045.25 \$27.27	\$55,439 \$2,132.25 \$28.43
32	\$43,524 \$1,674.00 \$22.32	\$45,279 \$1,741.50 \$23.22	\$47,093 \$1,811.25 \$24.15	\$49,023 \$1,885.50 \$25.14	\$51,051 \$1,963.50 \$26.18	\$53,177 \$2,045.25 \$27.27	\$55,439 \$2,132.25 \$28.43	\$57,779 \$2,222.25 \$29.63
33	\$45,279 \$1,741.50 \$23.22	\$47,093 \$1,811.25 \$24.15	\$49,023 \$1,885.50 \$25.14	\$51,051 \$1,963.50 \$26.18	\$53,177 \$2,045.25 \$27.27	\$55,439 \$2,132.25 \$28.43	\$57,779 \$2,222.25 \$29.63	\$60,255 \$2,317.50 \$30.90
34	\$47,093 \$1,811.25 \$24.15	\$49,023 \$1,885.50 \$25.14	\$51,051 \$1,963.50 \$26.18	\$53,177 \$2,045.25 \$27.27	\$55,439 \$2,132.25 \$28.43	\$57,779 \$2,222.25 \$29.63	\$60,255 \$2,317.50 \$30.90	\$62,849 \$2,417.25 \$32.23
35	\$49,023 \$1,885.50 \$25.14	\$51,051 \$1,963.50 \$26.18	\$53,177 \$2,045.25 \$27.27	\$55,439 \$2,132.25 \$28.43	\$57,779 \$2,222.25 \$29.63	\$60,255 \$2,317.50 \$30.90	\$62,849 \$2,417.25 \$32.23	\$65,579 \$2,522.25 \$33.63
36	\$51,051 \$1,963.50 \$26.18	\$53,177 \$2,045.25 \$27.27	\$55,439 \$2,132.25 \$28.43	\$57,779 \$2,222.25 \$29.63	\$60,255 \$2,317.50 \$30.90	\$62,849 \$2,417.25 \$32.23	\$65,579 \$2,522.25 \$33.63	\$68,387 \$2,630.25 \$35.07
37	\$53,177 \$2,045.25 \$27.27	\$55,439 \$2,132.25 \$28.43	\$57,779 \$2,222.25 \$29.63	\$60,255 \$2,317.50 \$30.90	\$62,849 \$2,417.25 \$32.23	\$65,579 \$2,522.25 \$33.63	\$68,387 \$2,630.25 \$35.07	\$71,351 \$2,744.25 \$36.59
38	\$55,439 \$2,132.25 \$28.43	\$57,779 \$2,222.25 \$29.63	\$60,255 \$2,317.50 \$30.90	\$62,849 \$2,417.25 \$32.23	\$65,579 \$2,522.25 \$33.63	\$68,387 \$2,630.25 \$35.07	\$71,351 \$2,744.25 \$36.59	\$74,432 \$2,862.75 \$38.17

**SCHEDULE D  
EFFECTIVE 7/1/96**

**FOR  
15 - AFSCME 2733 - JUVENILE DETENTION - 75 HOUR EMPLOYEES  
11, 12, 13, 14, 15, 19 - AFSCME 2733**

<b>STEPS GRADES</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
7	\$18,564 \$714.00 \$9.52	\$19,110 \$735.00 \$9.80	\$19,695 \$757.50 \$10.10	\$20,300 \$780.75 \$10.41	\$20,943 \$805.50 \$10.74	\$21,606 \$831.00 \$11.08		
8	\$19,110 \$735.00 \$9.80	\$19,695 \$757.50 \$10.10	\$20,300 \$780.75 \$10.41	\$20,943 \$805.50 \$10.74	\$21,606 \$831.00 \$11.08	\$22,289 \$857.25 \$11.43		
9	\$19,695 \$757.50 \$10.10	\$20,300 \$780.75 \$10.41	\$20,943 \$805.50 \$10.74	\$21,606 \$831.00 \$11.08	\$22,289 \$857.25 \$11.43	\$23,030 \$885.75 \$11.81		
10	\$20,300 \$780.75 \$10.41	\$20,943 \$805.50 \$10.74	\$21,606 \$831.00 \$11.08	\$22,289 \$857.25 \$11.43	\$23,030 \$885.75 \$11.81	\$23,790 \$915.00 \$12.20		
11	\$20,943 \$805.50 \$10.74	\$21,606 \$831.00 \$11.08	\$22,289 \$857.25 \$11.43	\$23,030 \$885.75 \$11.81	\$23,790 \$915.00 \$12.20	\$24,609 \$946.50 \$12.62	\$25,467 \$979.50 \$13.06	
12	\$21,606 \$831.00 \$11.08	\$22,289 \$857.25 \$11.43	\$23,030 \$885.75 \$11.81	\$23,790 \$915.00 \$12.20	\$24,609 \$946.50 \$12.62	\$25,467 \$979.50 \$13.06	\$26,325 \$1,012.50 \$13.50	
13	\$22,289 \$857.25 \$11.43	\$23,030 \$885.75 \$11.81	\$23,790 \$915.00 \$12.20	\$24,609 \$946.50 \$12.62	\$25,467 \$979.50 \$13.06	\$26,325 \$1,012.50 \$13.50	\$27,281 \$1,049.25 \$13.99	
14	\$23,030 \$885.75 \$11.81	\$23,790 \$915.00 \$12.20	\$24,609 \$946.50 \$12.62	\$25,467 \$979.50 \$13.06	\$26,325 \$1,012.50 \$13.50	\$27,281 \$1,049.25 \$13.99	\$28,256 \$1,086.75 \$14.49	
15	\$23,790 \$915.00 \$12.20	\$24,609 \$946.50 \$12.62	\$25,467 \$979.50 \$13.06	\$26,325 \$1,012.50 \$13.50	\$27,281 \$1,049.25 \$13.99	\$28,256 \$1,086.75 \$14.49	\$29,289 \$1,126.50 \$15.02	
16	\$24,609 \$946.50 \$12.62	\$25,467 \$979.50 \$13.06	\$26,325 \$1,012.50 \$13.50	\$27,281 \$1,049.25 \$13.99	\$28,256 \$1,086.75 \$14.49	\$29,289 \$1,126.50 \$15.02	\$30,381 \$1,168.50 \$15.58	
17	\$25,467 \$979.50 \$13.06	\$26,325 \$1,012.50 \$13.50	\$27,281 \$1,049.25 \$13.99	\$28,256 \$1,086.75 \$14.49	\$29,289 \$1,126.50 \$15.02	\$30,381 \$1,168.50 \$15.58	\$31,512 \$1,212.00 \$16.16	
18	\$26,325 \$1,012.50 \$13.50	\$27,281 \$1,049.25 \$13.99	\$28,256 \$1,086.75 \$14.49	\$29,289 \$1,126.50 \$15.02	\$30,381 \$1,168.50 \$15.58	\$31,512 \$1,212.00 \$16.16	\$32,721 \$1,258.50 \$16.78	
19	\$27,281 \$1,049.25 \$13.99	\$28,256 \$1,086.75 \$14.49	\$29,289 \$1,126.50 \$15.02	\$30,381 \$1,168.50 \$15.58	\$31,512 \$1,212.00 \$16.16	\$32,721 \$1,258.50 \$16.78	\$33,989 \$1,307.25 \$17.43	
20	\$28,256 \$1,086.75 \$14.49	\$29,289 \$1,126.50 \$15.02	\$30,381 \$1,168.50 \$15.58	\$31,512 \$1,212.00 \$16.16	\$32,721 \$1,258.50 \$16.78	\$33,989 \$1,307.25 \$17.43	\$35,276 \$1,356.75 \$18.09	\$36,641 \$1,409.25 \$18.79
21	\$29,289 \$1,126.50 \$15.02	\$30,381 \$1,168.50 \$15.58	\$31,512 \$1,212.00 \$16.16	\$32,721 \$1,258.50 \$16.78	\$33,989 \$1,307.25 \$17.43	\$35,276 \$1,356.75 \$18.09	\$36,641 \$1,409.25 \$18.79	\$38,064 \$1,464.00 \$19.52
22	\$30,381 \$1,168.50 \$15.58	\$31,512 \$1,212.00 \$16.16	\$32,721 \$1,258.50 \$16.78	\$33,989 \$1,307.25 \$17.43	\$35,276 \$1,356.75 \$18.09	\$36,641 \$1,409.25 \$18.79	\$38,064 \$1,464.00 \$19.52	\$39,507 \$1,519.50 \$20.26

**SCHEDULE D**  
**EFFECTIVE 7/1/96**  
**FOR**  
**15 - AFSCME 2733 - JUVENILE DETENTION - 75 HOUR EMPLOYEES**  
**11, 12, 13, 14, 15, 19 - AFSCME 2733**

STEPS GRADES	1	2	3	4	5	6	7	8
23	\$31,512 \$1,212.00 \$16.16	\$32,721 \$1,258.50 \$16.78	\$33,989 \$1,307.25 \$17.43	\$35,276 \$1,356.75 \$18.09	\$36,641 \$1,409.25 \$18.79	\$38,064 \$1,464.00 \$19.52	\$39,507 \$1,519.50 \$20.26	\$41,048 \$1,578.75 \$21.05
24	\$32,721 \$1,258.50 \$16.78	\$33,989 \$1,307.25 \$17.43	\$35,276 \$1,356.75 \$18.09	\$36,641 \$1,409.25 \$18.79	\$38,064 \$1,464.00 \$19.52	\$39,507 \$1,519.50 \$20.26	\$41,048 \$1,578.75 \$21.05	\$42,686 \$1,641.75 \$21.89
25	\$33,989 \$1,307.25 \$17.43	\$35,276 \$1,356.75 \$18.09	\$36,641 \$1,409.25 \$18.79	\$38,064 \$1,464.00 \$19.52	\$39,507 \$1,519.50 \$20.26	\$41,048 \$1,578.75 \$21.05	\$42,686 \$1,641.75 \$21.89	\$44,402 \$1,707.75 \$22.77
26	\$35,276 \$1,356.75 \$18.09	\$36,641 \$1,409.25 \$18.79	\$38,064 \$1,464.00 \$19.52	\$39,507 \$1,519.50 \$20.26	\$41,048 \$1,578.75 \$21.05	\$42,686 \$1,641.75 \$21.89	\$44,402 \$1,707.75 \$22.77	\$46,176 \$1,776.00 \$23.68
27	\$36,641 \$1,409.25 \$18.79	\$38,064 \$1,464.00 \$19.52	\$39,507 \$1,519.50 \$20.26	\$41,048 \$1,578.75 \$21.05	\$42,686 \$1,641.75 \$21.89	\$44,402 \$1,707.75 \$22.77	\$46,176 \$1,776.00 \$23.68	\$48,029 \$1,847.25 \$24.63
28	\$38,064 \$1,464.00 \$19.52	\$39,507 \$1,519.50 \$20.26	\$41,048 \$1,578.75 \$21.05	\$42,686 \$1,641.75 \$21.89	\$44,402 \$1,707.75 \$22.77	\$46,176 \$1,776.00 \$23.68	\$48,029 \$1,847.25 \$24.63	\$49,998 \$1,923.00 \$25.64
29	\$39,507 \$1,519.50 \$20.26	\$41,048 \$1,578.75 \$21.05	\$42,686 \$1,641.75 \$21.89	\$44,402 \$1,707.75 \$22.77	\$46,176 \$1,776.00 \$23.68	\$48,029 \$1,847.25 \$24.63	\$49,998 \$1,923.00 \$25.64	\$52,065 \$2,002.50 \$26.70
30	\$41,048 \$1,578.75 \$21.05	\$42,686 \$1,641.75 \$21.89	\$44,402 \$1,707.75 \$22.77	\$46,176 \$1,776.00 \$23.68	\$48,029 \$1,847.25 \$24.63	\$49,998 \$1,923.00 \$25.64	\$52,065 \$2,002.50 \$26.70	\$54,249 \$2,086.50 \$27.82
31	\$42,686 \$1,641.75 \$21.89	\$44,402 \$1,707.75 \$22.77	\$46,176 \$1,776.00 \$23.68	\$48,029 \$1,847.25 \$24.63	\$49,998 \$1,923.00 \$25.64	\$52,065 \$2,002.50 \$26.70	\$54,249 \$2,086.50 \$27.82	\$56,550 \$2,175.00 \$29.00
32	\$44,402 \$1,707.75 \$22.77	\$46,176 \$1,776.00 \$23.68	\$48,029 \$1,847.25 \$24.63	\$49,998 \$1,923.00 \$25.64	\$52,065 \$2,002.50 \$26.70	\$54,249 \$2,086.50 \$27.82	\$56,550 \$2,175.00 \$29.00	\$58,929 \$2,266.50 \$30.22
33	\$46,176 \$1,776.00 \$23.68	\$48,029 \$1,847.25 \$24.63	\$49,998 \$1,923.00 \$25.64	\$52,065 \$2,002.50 \$26.70	\$54,249 \$2,086.50 \$27.82	\$56,550 \$2,175.00 \$29.00	\$58,929 \$2,266.50 \$30.22	\$61,464 \$2,364.00 \$31.52
34	\$48,029 \$1,847.25 \$24.63	\$49,998 \$1,923.00 \$25.64	\$52,065 \$2,002.50 \$26.70	\$54,249 \$2,086.50 \$27.82	\$56,550 \$2,175.00 \$29.00	\$58,929 \$2,266.50 \$30.22	\$61,464 \$2,364.00 \$31.52	\$64,097 \$2,465.25 \$32.87
35	\$49,998 \$1,923.00 \$25.64	\$52,065 \$2,002.50 \$26.70	\$54,249 \$2,086.50 \$27.82	\$56,550 \$2,175.00 \$29.00	\$58,929 \$2,266.50 \$30.22	\$61,464 \$2,364.00 \$31.52	\$64,097 \$2,465.25 \$32.87	\$66,885 \$2,572.50 \$34.30
36	\$52,065 \$2,002.50 \$26.70	\$54,249 \$2,086.50 \$27.82	\$56,550 \$2,175.00 \$29.00	\$58,929 \$2,266.50 \$30.22	\$61,464 \$2,364.00 \$31.52	\$64,097 \$2,465.25 \$32.87	\$66,885 \$2,572.50 \$34.30	\$69,752 \$2,682.75 \$35.77
37	\$54,249 \$2,086.50 \$27.82	\$56,550 \$2,175.00 \$29.00	\$58,929 \$2,266.50 \$30.22	\$61,464 \$2,364.00 \$31.52	\$64,097 \$2,465.25 \$32.87	\$66,885 \$2,572.50 \$34.30	\$69,752 \$2,682.75 \$35.77	\$72,774 \$2,799.00 \$37.32
38	\$56,550 \$2,175.00 \$29.00	\$58,929 \$2,266.50 \$30.22	\$61,464 \$2,364.00 \$31.52	\$64,097 \$2,465.25 \$32.87	\$66,885 \$2,572.50 \$34.30	\$69,752 \$2,682.75 \$35.77	\$72,774 \$2,799.00 \$37.32	\$75,914 \$2,919.75 \$38.93



**SCHEDULE D**  
**EFFECTIVE 1/1/97**  
**FOR**  
**15 - AFSCME 2733 - JUVENILE DETENTION - 75 HOUR EMPLOYEES**  
**11, 12, 13, 14, 15, 19 - AFSCME 2733**

STEPS GRADES	1	2	3	4	5	6	7	8
7	\$18,935 \$728.25 \$9.71	\$19,500 \$750.00 \$10.00	\$20,085 \$772.50 \$10.30	\$20,709 \$796.50 \$10.62	\$21,353 \$821.25 \$10.95	\$22,035 \$847.50 \$11.30		
8	\$19,500 \$750.00 \$10.00	\$20,085 \$772.50 \$10.30	\$20,709 \$796.50 \$10.62	\$21,353 \$821.25 \$10.95	\$22,035 \$847.50 \$11.30	\$22,737 \$874.50 \$11.66		
9	\$20,085 \$772.50 \$10.30	\$20,709 \$796.50 \$10.62	\$21,353 \$821.25 \$10.95	\$22,035 \$847.50 \$11.30	\$22,737 \$874.50 \$11.66	\$23,498 \$903.75 \$12.05		
10	\$20,709 \$796.50 \$10.62	\$21,353 \$821.25 \$10.95	\$22,035 \$847.50 \$11.30	\$22,737 \$874.50 \$11.66	\$23,498 \$903.75 \$12.05	\$24,258 \$933.00 \$12.44		
11	\$21,353 \$821.25 \$10.95	\$22,035 \$847.50 \$11.30	\$22,737 \$874.50 \$11.66	\$23,498 \$903.75 \$12.05	\$24,258 \$933.00 \$12.44	\$25,097 \$965.25 \$12.87	\$25,974 \$999.00 \$13.32	
12	\$22,035 \$847.50 \$11.30	\$22,737 \$874.50 \$11.66	\$23,498 \$903.75 \$12.05	\$24,258 \$933.00 \$12.44	\$25,097 \$965.25 \$12.87	\$25,974 \$999.00 \$13.32	\$26,852 \$1,032.75 \$13.77	
13	\$22,737 \$874.50 \$11.66	\$23,498 \$903.75 \$12.05	\$24,258 \$933.00 \$12.44	\$25,097 \$965.25 \$12.87	\$25,974 \$999.00 \$13.32	\$26,852 \$1,032.75 \$13.77	\$27,827 \$1,070.25 \$14.27	
14	\$23,498 \$903.75 \$12.05	\$24,258 \$933.00 \$12.44	\$25,097 \$965.25 \$12.87	\$25,974 \$999.00 \$13.32	\$26,852 \$1,032.75 \$13.77	\$27,827 \$1,070.25 \$14.27	\$28,821 \$1,108.50 \$14.78	
15	\$24,258 \$933.00 \$12.44	\$25,097 \$965.25 \$12.87	\$25,974 \$999.00 \$13.32	\$26,852 \$1,032.75 \$13.77	\$27,827 \$1,070.25 \$14.27	\$28,821 \$1,108.50 \$14.78	\$29,874 \$1,149.00 \$15.32	
16	\$25,097 \$965.25 \$12.87	\$25,974 \$999.00 \$13.32	\$26,852 \$1,032.75 \$13.77	\$27,827 \$1,070.25 \$14.27	\$28,821 \$1,108.50 \$14.78	\$29,874 \$1,149.00 \$15.32	\$30,986 \$1,191.75 \$15.89	
17	\$25,974 \$999.00 \$13.32	\$26,852 \$1,032.75 \$13.77	\$27,827 \$1,070.25 \$14.27	\$28,821 \$1,108.50 \$14.78	\$29,874 \$1,149.00 \$15.32	\$30,986 \$1,191.75 \$15.89	\$32,136 \$1,236.00 \$16.48	
18	\$26,852 \$1,032.75 \$13.77	\$27,827 \$1,070.25 \$14.27	\$28,821 \$1,108.50 \$14.78	\$29,874 \$1,149.00 \$15.32	\$30,986 \$1,191.75 \$15.89	\$32,136 \$1,236.00 \$16.48	\$33,384 \$1,284.00 \$17.12	
19	\$27,827 \$1,070.25 \$14.27	\$28,821 \$1,108.50 \$14.78	\$29,874 \$1,149.00 \$15.32	\$30,986 \$1,191.75 \$15.89	\$32,136 \$1,236.00 \$16.48	\$33,384 \$1,284.00 \$17.12	\$34,671 \$1,333.50 \$17.78	
20	\$28,821 \$1,108.50 \$14.78	\$29,874 \$1,149.00 \$15.32	\$30,986 \$1,191.75 \$15.89	\$32,136 \$1,236.00 \$16.48	\$33,384 \$1,284.00 \$17.12	\$34,671 \$1,333.50 \$17.78	\$35,978 \$1,383.75 \$18.45	\$37,382 \$1,437.75 \$19.17
21	\$29,874 \$1,149.00 \$15.32	\$30,986 \$1,191.75 \$15.89	\$32,136 \$1,236.00 \$16.48	\$33,384 \$1,284.00 \$17.12	\$34,671 \$1,333.50 \$17.78	\$35,978 \$1,383.75 \$18.45	\$37,382 \$1,437.75 \$19.17	\$38,825 \$1,493.25 \$19.91
22	\$30,986 \$1,191.75 \$15.89	\$32,136 \$1,236.00 \$16.48	\$33,384 \$1,284.00 \$17.12	\$34,671 \$1,333.50 \$17.78	\$35,978 \$1,383.75 \$18.45	\$37,382 \$1,437.75 \$19.17	\$38,825 \$1,493.25 \$19.91	\$40,307 \$1,550.25 \$20.67

**SCHEDULE D  
EFFECTIVE 1/1/97  
FOR  
15 - AFSCME 2733 - JUVENILE DETENTION - 75 HOUR EMPLOYEES  
11, 12, 13, 14, 15, 19 - AFSCME 2733**

STEPS GRADES	1	2	3	4	5	6	7	8
23	\$32,136 \$1,236.00 \$16.48	\$33,384 \$1,284.00 \$17.12	\$34,671 \$1,333.50 \$17.78	\$35,978 \$1,383.75 \$18.45	\$37,382 \$1,437.75 \$19.17	\$38,825 \$1,493.25 \$19.91	\$40,307 \$1,550.25 \$20.67	\$41,867 \$1,610.25 \$21.47
24	\$33,384 \$1,284.00 \$17.12	\$34,671 \$1,333.50 \$17.78	\$35,978 \$1,383.75 \$18.45	\$37,382 \$1,437.75 \$19.17	\$38,825 \$1,493.25 \$19.91	\$40,307 \$1,550.25 \$20.67	\$41,867 \$1,610.25 \$21.47	\$43,544 \$1,674.75 \$22.33
25	\$34,671 \$1,333.50 \$17.78	\$35,978 \$1,383.75 \$18.45	\$37,382 \$1,437.75 \$19.17	\$38,825 \$1,493.25 \$19.91	\$40,307 \$1,550.25 \$20.67	\$41,867 \$1,610.25 \$21.47	\$43,544 \$1,674.75 \$22.33	\$45,299 \$1,742.25 \$23.23
26	\$35,978 \$1,383.75 \$18.45	\$37,382 \$1,437.75 \$19.17	\$38,825 \$1,493.25 \$19.91	\$40,307 \$1,550.25 \$20.67	\$41,867 \$1,610.25 \$21.47	\$43,544 \$1,674.75 \$22.33	\$45,299 \$1,742.25 \$23.23	\$47,093 \$1,811.25 \$24.15
27	\$37,382 \$1,437.75 \$19.17	\$38,825 \$1,493.25 \$19.91	\$40,307 \$1,550.25 \$20.67	\$41,867 \$1,610.25 \$21.47	\$43,544 \$1,674.75 \$22.33	\$45,299 \$1,742.25 \$23.23	\$47,093 \$1,811.25 \$24.15	\$48,984 \$1,884.00 \$25.12
28	\$38,825 \$1,493.25 \$19.91	\$40,307 \$1,550.25 \$20.67	\$41,867 \$1,610.25 \$21.47	\$43,544 \$1,674.75 \$22.33	\$45,299 \$1,742.25 \$23.23	\$47,093 \$1,811.25 \$24.15	\$48,984 \$1,884.00 \$25.12	\$50,993 \$1,961.25 \$26.15
29	\$40,307 \$1,550.25 \$20.67	\$41,867 \$1,610.25 \$21.47	\$43,544 \$1,674.75 \$22.33	\$45,299 \$1,742.25 \$23.23	\$47,093 \$1,811.25 \$24.15	\$48,984 \$1,884.00 \$25.12	\$50,993 \$1,961.25 \$26.15	\$53,099 \$2,042.25 \$27.23
30	\$41,867 \$1,610.25 \$21.47	\$43,544 \$1,674.75 \$22.33	\$45,299 \$1,742.25 \$23.23	\$47,093 \$1,811.25 \$24.15	\$48,984 \$1,884.00 \$25.12	\$50,993 \$1,961.25 \$26.15	\$53,099 \$2,042.25 \$27.23	\$55,341 \$2,128.50 \$28.38
31	\$43,544 \$1,674.75 \$22.33	\$45,299 \$1,742.25 \$23.23	\$47,093 \$1,811.25 \$24.15	\$48,984 \$1,884.00 \$25.12	\$50,993 \$1,961.25 \$26.15	\$53,099 \$2,042.25 \$27.23	\$55,341 \$2,128.50 \$28.38	\$57,681 \$2,218.50 \$29.58
32	\$45,299 \$1,742.25 \$23.23	\$47,093 \$1,811.25 \$24.15	\$48,984 \$1,884.00 \$25.12	\$50,993 \$1,961.25 \$26.15	\$53,099 \$2,042.25 \$27.23	\$55,341 \$2,128.50 \$28.38	\$57,681 \$2,218.50 \$29.58	\$60,099 \$2,311.50 \$30.82
33	\$47,093 \$1,811.25 \$24.15	\$48,984 \$1,884.00 \$25.12	\$50,993 \$1,961.25 \$26.15	\$53,099 \$2,042.25 \$27.23	\$55,341 \$2,128.50 \$28.38	\$57,681 \$2,218.50 \$29.58	\$60,099 \$2,311.50 \$30.82	\$62,693 \$2,411.25 \$32.15
34	\$48,984 \$1,884.00 \$25.12	\$50,993 \$1,961.25 \$26.15	\$53,099 \$2,042.25 \$27.23	\$55,341 \$2,128.50 \$28.38	\$57,681 \$2,218.50 \$29.58	\$60,099 \$2,311.50 \$30.82	\$62,693 \$2,411.25 \$32.15	\$65,341 \$2,514.75 \$33.53
35	\$50,993 \$1,961.25 \$26.15	\$53,099 \$2,042.25 \$27.23	\$55,341 \$2,128.50 \$28.38	\$57,681 \$2,218.50 \$29.58	\$60,099 \$2,311.50 \$30.82	\$62,693 \$2,411.25 \$32.15	\$65,341 \$2,514.75 \$33.53	\$68,231 \$2,624.25 \$34.99
36	\$53,099 \$2,042.25 \$27.23	\$55,341 \$2,128.50 \$28.38	\$57,681 \$2,218.50 \$29.58	\$60,099 \$2,311.50 \$30.82	\$62,693 \$2,411.25 \$32.15	\$65,341 \$2,514.75 \$33.53	\$68,231 \$2,624.25 \$34.99	\$71,156 \$2,736.75 \$36.49
37	\$55,341 \$2,128.50 \$28.38	\$57,681 \$2,218.50 \$29.58	\$60,099 \$2,311.50 \$30.82	\$62,693 \$2,411.25 \$32.15	\$65,341 \$2,514.75 \$33.53	\$68,231 \$2,624.25 \$34.99	\$71,156 \$2,736.75 \$36.49	\$74,237 \$2,855.25 \$38.07
38	\$57,681 \$2,218.50 \$29.58	\$60,099 \$2,311.50 \$30.82	\$62,693 \$2,411.25 \$32.15	\$65,341 \$2,514.75 \$33.53	\$68,231 \$2,624.25 \$34.99	\$71,156 \$2,736.75 \$36.49	\$74,237 \$2,855.25 \$38.07	\$77,435 \$2,978.25 \$39.71



