

County of Washtenaw and the Washtenaw County Probate Court - Juvenile Division

and

AFSCME Local 2733 Juvenile Court / Detention

Washtenaw County



1994 - 1997



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AGREEMENT

This Agreement made and entered into this 9th day of February, 1996, by and between the Judge of the Washtenaw County Probate Court-Juvenile Division, hereinafter termed the Employer, and Local 2733 and Michigan Council No. 25, American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter called the Union.

PURPOSE AND INTENT

The general purpose of this Agreement is to set forth the terms and conditions of employment, and to promote orderly and peaceful labor relations for the mutual interests of the Employer, the employees and the Union. To these ends, the Employer, Union and the employees encourage, to the fullest degree, friendly and cooperative relations between their respective representatives at all levels and among all employees.

ARTICLE 1 RECOGNITION

The Court, the public employer under the Public Employment Relations Act, being Public Employment Relations Act No. 336 of the Public Acts of 1947, (provisions of Act 379 of the Public Acts of 1965), as amended, hereby recognizes the Union as the exclusive representative for purposes of collective bargaining with 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 Washtenaw County Probate Court-Juvenile Division and Detention Employees, with the following exclusions:

1. Supervisory and administrative personnel;
2. Court bailiffs/officers; and
3. Temporary and seasonal employees who are not covered under this Agreement.

ARTICLE 2 AID TO OTHER UNIONS

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

ARTICLE 3 UNION SECURITY

All present employees covered by this Agreement who are members of the Union on the effective date of this Agreement, shall remain members of the Union in good standing as a condition of employment, or pay to the local Union a fee equivalent to dues and initiation fee of the Union as a condition of employment. All present employees covered in this Agreement who are not members of the Union, and all such employees who are hired hereafter, shall become and remain members in good standing of the Union, or pay to the Union a fee equivalent to dues and initiation fees of the Union as a condition of employment.

The parties agree that the employees covered hereby shall have assurance to continuity of employment which is not subject to termination solely because of a change in the incumbent of the Judge's Office.

The Union agrees to hold the Employer harmless for any suit or claim of liability arising out of this article.

ARTICLE 4 REPRESENTATION, DUES AND FEES

The Employer agrees to deduct from the pay of each employee all dues and/or initiation fees of the Union, and pay such amount deducted to said Union for each and every employee, provided, however, that the Union presents to the Employer authorizations signed by such employee allowing such deductions and payments to the Union.

Permanent employees working less than full-time are required to pay dues or fees on a pro-rated basis.

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 P.E.O.P.L.E. 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.

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. (a) The Employer recognizes the right of the Union to designate two (2) Chapter Chairpersons (one representing Court side and one representing Detention side), Chapter Secretary, two (2) Stewards on Court side and two (2) Stewards on Detention side, and two (2) Alternates from the seniority list of the Washtenaw County Probate Court-Juvenile Division.
 - (b) The Stewards (or Alternate Stewards) and the Chapter Chairpersons 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 Chapter Secretary shall also be allowed reasonable time to process necessary communications between the Chapter and the Employer. 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, Chapter, or Local officer time off the job to investigate a grievance. Any alleged violations of this Article shall be subject to special conference.
 - (c) The Employer agrees to allow the proper accredited representative of the Local Union Chapter access to the administrative offices of the Washtenaw County Probate Court-Juvenile Division, for the purpose of policing the terms and conditions of this Agreement.
 - (d) The Union shall have the right, upon reasonable notice to the Court Administrator, to examine time sheets at the Washtenaw County Probate Court-Juvenile Division office, and any other records pertaining to the computation of compensation of any employee whose pay is in dispute, or any other records of the Washtenaw County Probate Court-Juvenile Division, pertaining to a specific grievance.
2. (a) Employees covered by this Agreement will be represented by the two (2) Chapter Chairpersons (one representing Court side and one representing Detention side) and two (2) members which constitute the bargaining committee for the Union. In the absence of a regular bargaining committee member, an alternate will be allowed to replace the regular committee member. In addition to those four (4) representatives of Local 2733, Council 25 or of the International Union, or both, may participate in the negotiations at the option of the Union.
 - (b) Members of the bargaining committee who are employees of the Court shall suffer no loss of time nor pay for time spent in negotiations. Alternates will be allowed time off only in the event they are needed to replace a regular negotiator.
3. 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 Union 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

The Union shall meet with representatives of the Employer to discuss and adjust unsettled grievances and deal with other matters which properly come up for discussion. Meetings shall be held at mutually agreed upon times. Employees shall be paid for time lost from regular working hours. Union representatives at such meetings shall normally consist of the Chapter Chairperson, Chapter Secretary, the two (2) Chapter Stewards, Local Officers and the Staff Representative of Council 25 and/or the International Union, if necessary.

ARTICLE 8 GRIEVANCE PROCEDURE

1. It is agreed that all grievances, disputes or complaints between the Employer and the Union, or any employee or employees, arising under and during the term of this Agreement, shall be settled in accordance with the procedure herein provided.
2. **Time Limitations:** Time limits may be extended by mutual agreement in writing. Late appeals at any step may be filed only upon showing a good cause for delay. Any unanswered grievance or any grievance not appealed within the time limit is deemed closed upon basis of last answer.
3. Should any complaint by an employee arise based upon an event, condition or circumstance allegedly resulting in a violation of an applicable provision of the Agreement, there shall be a good faith effort on the part of the parties to settle such promptly in conformance with the following procedure:
 - A. **Verbal Discussion with Supervisor**
 - (1) An employee who has a grievance shall attempt to resolve it with his/her supervisor within fifteen (15) calendar days of the incident that created the grievance. The immediate supervisor shall have five (5) work days from the date of discussion to orally inform the employee of the answer. (2) Oral discussion to resolve grievances shall be allowed to move up to the Director in situations where there are multilevels of department/office supervisors. Every reasonable effort shall be made to solve problems promptly at this point through discussion.
 - (2) Oral discussion to resolve grievances shall be allowed to move up to the Director/Coordinator in situations where there are multilevels of department/office supervisors. Every reasonable effort shall be made to solve problems promptly at this point through discussion.
 - B. **First Step—Written Grievance**
 - (1) If the matter is not resolved by discussion with the immediate supervisor, the grievance shall be reduced to writing and shall contain:
 - (a) employees names
 - (b) position and department assigned
 - (c) brief statement of the grievance
 - (d) what should be done to solve the grievance
 - (e) date the employee received the oral answer under Section 3, A, (1)
 - (f) signature of employee
 - (g) date written grievance given to supervisor
 - (2) It is agreed that written grievances in the first step shall be presented to or filed with the aggrieved's immediate supervisor within five (5) working days following verbal discussion.
 - (3) The Supervisor's disposition shall be in writing and shall be returned to the aggrieved or his/her representative within five (5) working days from the time of written presentation.
 - (4) If a satisfactory disposition is not returned by the Supervisor, the Union steward shall appeal to the second step.
 - C. **Step 2** — If an agreement cannot be reached, the Union shall, within five (5) working days of the preceding disposition, present the grievance in writing to the Court Administrator (for matters involving Case Workers and Clericals) and to the Superintendent of Detention (for matters involving Detention). For matters involving Detention, if an agreement cannot be reached, the Union shall, within five (5) working days of the

preceding disposition, present the grievance to the Court Administrator. The Court Administrator shall issue a written disposition within five (5) working days.

D. **Step 3** — If an agreement cannot be reached on the basis of the preceding step disposition, the Union Chapter Chairperson shall, within twenty (20) working days, request a meeting by written notification to the Judge and Council 25. The Judge shall have twenty (20) working days from the date of the meeting to issue a written response. The Judge may gain an extension of time upon written request to the Chapter Chairperson.

E. **Step 4** — If the Judge's answer 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 receipt of the Judge's answer, notify the Judge and Council 25 that the Union is proceeding to Arbitration.

(1) The arbitrator shall be chosen and shall operate in the following manner:

The parties shall meet to pick a mutually agreeable arbitrator. If the parties fail to agree to an arbitrator, they shall jointly request the American Arbitration Association to proceed with the selection of such arbitration in accordance with its Rules for Voluntary Labor Arbitration then existing.

(2) The decision of the Arbitrator shall be rendered within thirty (30) days, and shall be final and binding on both parties.

(3) The arbitrator shall have the sole and exclusive power and jurisdiction to determine whether or not a particular grievance, dispute or complaint is arbitrable under the terms of this Agreement, provided that the Arbitrator shall have no jurisdiction to decide any matter which infringes upon or restricts the judicial authority of the Judge of Washtenaw County Probate-Juvenile Division.

(4) It is agreed that the Employer and the Union will share equally fees and expenses of the arbitration incurred as the result of any arbitration which may arise pursuant to this Agreement.

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 of 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. Should management deny an employee's request for referral to E.A.P. A written statement will be furnished by management within seven (7) calendar days of the denial setting forth the reasons for the denial. 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 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 relating to attendance and maintenance of effort 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 election.
 - (b) Employees may review their personnel file at reasonable times. Privileged information sought by the Employer at the time of employment is specifically exempt from review.
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.
 - (a) Should the discharged or disciplined employee consider the discharge or discipline to be improper, the Chapter Chairperson may submit a grievance directly to Step 3 of the Grievance Procedure within five (5) working days of the receipt of the written disciplinary action.
 - (b) If the Employer's answer at Step 3 is unsatisfactory, the Chapter Chairperson may proceed to Step 4 of the Grievance Procedure within five (5) working days of receipt of the Employer's answer.

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.

ARTICLE 11

SENIORITY—Probationary Employees

- A. Youth Counselors, Youth Attendants, and new casework division employees hired in the unit shall be considered as probationary employees for the first six (6) months of their employment. For Clerical employees, Food Service Specialists, and Janitors, the probationary period shall be one hundred and ten (110) days. Employees must receive and sign a written evaluation of their performance at the end of the mid point of employment and again at the end of the probationary period. 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 date of hire. There shall be no seniority among probationary employees. Seniority continues from day of hire when an employee is on an approved leave of absence.
- 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 a Local representative to meet with those employees going through the orientation program. At this time the Employer shall supply each employee with a written copy of their job description.
- D. The preliminary evaluations and discharge of probationary employees are subject to the grievance procedure up to but not including arbitration.

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. For all purposes including layoffs, there shall be three (3) separate seniority lists: one (1) for caseworkers, and one (1) for the clerical employees, and one (1) for detention employees.

- 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 by the fifth of each month. The Employer shall post a list of the employees, arranged in order of their seniority. This list shall be posted on the Union Bulletin Board in the staff lounge on both Court and Detention sides.
- D. The Employer will notify the Union monthly of new hires and terminations by departments, classification and step.
- E. The Department Head, within one working day of making a temporary assignment, shall notify the Chapter Chairperson 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. Return from sick leave and leaves of absence will be treated the same as C above.
- E. He/She retires.
- F. 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.

ARTICLE 14 PHYSICALS

The Employer agrees to provide for the annual physical examination required for detention employees by the State licensing board.

ARTICLE 15 SENIORITY OF OFFICERS AND STEWARDS

The officers of the Local Union, the Chapter Chairpersons, the Chapter Secretary and all Stewards, in that order, shall head the seniority list of their respective unit, for the purpose of layoff only during the term of their 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 the layoff. At such meeting the Employer shall submit a list of the number of employees scheduled for layoffs, their names, seniority, job titles and work location. 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. In reducing the work force, the last employee hired within a classification shall be the first employee laid off. For all purposes including layoffs and recall there shall be three separate seniority lists: one (1) for caseworkers and one (1) for clerical employees and one (1) for detention employees.
 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 another job title in the same pay grade within the department;
 - (b) To replace the least senior employee with less seniority, if any, in another job title in the same pay grade within the department;
 - (c) To a vacancy, if any, in a job title assigned to the next lower pay grade within the department;
 - (d) 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;
 3. A laid-off employee not transferred as provided in (D) 2 above shall have the procedure set forth in (D) 2 c, and d 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. 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 the 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 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 classification shall be the first employee recalled. The employee shall be recalled to a position within the bargaining unit, and with the same pay grade and step as that from which the employee was laid off. Notice of recall shall be sent to the employee at his/her last known address by registered or certified mail. If an employee fails to report his/her intentions within ten (10) calendar 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
VACANCIES, JOB POSTINGS, BIDDING PROCEDURES, TRANSFERS**

SECTION 1. A vacancy exists when a new classification or position is created, if any employee dies, quits, is rightfully discharged or is transferred. In the event the Employer determines to fill such vacancy, it will be published by

the Judge on the Union bulletin board in the staff lounge on both court side, and in detention for seven (7) calendar days, setting forth the job title, rate of pay and description of duties to be performed. Copies of these posting will be forwarded to Union representatives or designated persons, and Chapter Chairpersons of the Unit. In filling a vacant position, the Employer shall give first consideration to promotion of qualified employees within the bargaining unit. Any employee in the bargaining unit desiring to fill the vacancy shall make application to the Judge in writing to request transfer to the new position or vacancy. Promotion shall be based on evaluation of past performance and capacity for the vacant position. When these factors are relatively equal for two or more employees, seniority shall be considered.

SECTION 2. If no trainee or regular employee makes application for the position, or is found to be qualified, the Employer may fill such position from non-employees.

SECTION 3. When an employee agrees to assume a position higher than his/her own classification, either on a temporary or promotional basis, a special conference shall be held to determine the rate of compensation if necessary. Should an employee decide not to assume the higher position, he/she shall do so without prejudice by the Employer.

SECTION 4. An employee receiving a promotion or transfer within the bargaining unit shall serve the prescribed probationary period. In the event that at the conclusion of that probationary period the employee is found not qualified for the position or does not desire to continue in his/her new position, that employee shall revert back to the previous classification held without loss of seniority.

JOB POSTING LOCATIONS

- | | |
|--|--|
| 1. Administration Building | 15. Mental Health - Development Center |
| 2. Courthouse | 16. Mental Health - H.V. Day Treatment Center |
| 3. 110 N. Fourth Ave. | 17. Mental Health - (120 E. Cross Street, Ypsilanti) |
| 4. ETCS (Towner Building) | 18. O'Brien Center |
| 5. Human Services Building (555 Towner,
East & West wing) | 19. Service Center (Union Board near Cooperative
Extension) |
| 6. Headstart (Bishop Walls Dr. & Fletcher sites) | 20. Service Center (Library - Union Board) |
| 7. Facilities Management (Central Garage, Warehouse) | 21. Multi-Service Center (East Ellsworth, Ann Arbor) |
| 8. Emergency Management Center | 22. Juvenile Court |
| 9. Environmental & Infrastructure Services
(Service Center) | 23. Juvenile Detention |
| 10. Eastern County Governmental Center | 24. Parks & Recreation (Washtenaw Ave.,
Independence Lake, Rolling Hills) |
| 11. Mental Health -Administration (555 Towner) | 25. Sheriff's Department |
| 12. Mental Health - (Assault Crisis Center) | |
| 13. Mental Health - (H.V. Child Guidance Center) | |
| 14. Mental Health -Adult/Residential (Research Park Drive) | |

ARTICLE 19 MILITARY SERVICE

Any employee on the seniority list inducted into the Military, Naval, Marine or air service under provisions of any Federal Selective Service Training Statute and amendments thereto, or any similar act in time of national emergency, respectively, shall upon termination of such service, be re-employed in accordance with the provision of such laws.

ARTICLE 20 TARDINESS POLICY

For Detention employees, the time clock will continue. Employees late in reporting for work or punching in after the start of their regular shift will be given a ten (10) minute grace period and thereafter will be docked at the rate of $\frac{1}{6}$ (one-sixth) per hour for each ten minutes or portion thereof. After three (3) violations within one (1) month time, a written reprimand and warning will be given. Continued violations may result in suspension and/or discharge.

ARTICLE 21 LEAVE OF ABSENCE

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

SECTION 1

A. Leave of absence shall be granted for the following reasons provided the eligibility requirements are met:

- (1) Illness leave. (Physical or Mental).
- (2) Prolonged illness in the immediate family.
- (3) Maternity Leave.
- (4) Public or Union Service leave.

B. The following leaves may be granted at the discretion of the Employer:

- (1) Educational leave.
- (2) Personal leave.

SECTION 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. 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.

SECTION 3. Maternity Leave. Employees shall be allowed to take up to one (1) year leave of absence due to pregnancy. Maternity leave shall be granted without loss of seniority or classification for a period of one (1) year and may be extended upon approval of the Employer. 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 may elect to use accumulated sick leave before beginning a maternity leave of absence.

SECTION 4. Prolonged Illness in the Immediate Family. 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 period of leave and reviewed by the Employer.

For purposes 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 in an employee's household.

SECTION 5. Educational Leave.

(a) An educational leave may be granted by the Employer to an employee who wishes to improve his/her work skills. Educational leaves when granted shall be without loss of seniority for a period of up to one (1) year and may be extended upon approval of the Employer.

(b) An employee must have one year of continuous full-time employment in the bargaining unit to be eligible for an educational leave.

SECTION 6. Public or Union Service Leave.

(a) A leave of absence for the purpose of performing public or union service shall be granted without loss of seniority for a period of up to one (1) year.

(b) Members 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 two members to one day each, with pay, to attend such functions. One member of the Union elected to attend a function of the International Union, such as a convention held every other year, shall be entitled to time off, with pay, to attend such convention. This allowance entitles the member to one (1) week (five working days) with pay, to attend such convention.

(c) An employee must have one (1) year of seniority in the bargaining unit to qualify for a public or Union service leave.

SECTION 7. Personal Leave.

(a) Leaves of absence for personal reasons must be requested in writing and may be granted by the Employer for periods of up to three (3) months. An employee must have one (1) year of employment with the Employer to be eligible for personal leave.

- (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 initial adoption. An employee shall suffer no loss of seniority during his/her leave. Child care leaves may be taken if granted in one month segments.
- (c) Hardship Leaves. A member of the bargaining unit not eligible for a personal leave may be granted a leave, without pay, for up to three (3) months for "hardship" reasons.
- (d) Paternity Leave. Paternity leave shall be granted at the rate of five (5) days per pregnancy and taken at the discretion of the employee with the approval of the immediate supervisor. Such leave shall be vacation leave, sick leave, compensatory time, or leave without pay.

SECTION 8. 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 departmental scheduling. One 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 employment with another employer. Disciplinary action up to and including discharge may be imposed upon an employee who, while on leave, accepts a job with another employer as a substitute when the reasons for leave no longer exist. No employee shall take a full time comparable job while on leave.
- (c) All leaves in this article shall be without pay except as specifically provided for.
- (d) The amount of sick time and vacation 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 or vacation leave before beginning a medical leave of absence.
- (e) During a leave both the Employer's, if any, and the employee's contributions to the employee's retirement plan are discontinued as benefits do not accrue. Accrued benefits are not forfeited.
- (f) All leaves of absence without pay shall, except as otherwise specified (in terms of segments), be for a period of no less than three (3) calendar months. Thereafter an employee may utilize the leave granted in either ninety (90) day segments (unless otherwise specified), or whatever the employee determines, up to and including the maximum time remaining.
- (g) Upon an employee's desire to return, he/she shall notify the Employer of such desire in writing, specifying the date he/she intends to return, and in any event at least a thirty (30) day advance notification must be given to the Employer. The employee shall be returned to work on the specified date in the same position they had upon the granting of their initial leave.
- (h) Extensions of any leave beyond the limits specified in the above section may be granted by the Employer.
- (i) An employee's seniority date shall be his/her original date of hire minus the time on the leave of absence without pay for the purpose of computing any benefits under this agreement. Employees shall continue to accrue seniority during a leave of absence, however, for the purpose of layoff and recall.
- (j) Temporary employees may be used by the Employer to fill the vacancy created by a leave of absence granted under this article. The temporary employee filling such vacancy shall be continued in such capacity during the entire specified period of leave. If the temporary employee continues to serve in a position under the Employer for a period longer than specified or extended leave then such temporary employee shall become permanent and be entitled to seniority reverting back to his/her first day worked, with all benefits he/she otherwise would have accrued. The Employer will advise the respective Union Chapter Chairperson, in writing, of such temporary employees starting date, the nature of their employment, who they are replacing, and the date of anticipated severance if the temporary employee is to be severed.
- (k) Employees on leave due to illness, pregnancy (maternity), prolonged illness in the immediate family, and child care leave shall continue to receive dental coverage, life insurance and hospitalization coverages with the Employer continuing to pay the full cost of such dental, life insurance and hospitalization up to six (6) months as are in effect for the benefit of the employees while on such leaves.
- (l) Provided the insurance carriers permit, employees whose leaves extend beyond a six (6) month period shall be allowed to participate in the dental, group life and hospitalization coverages at their own cost. It shall be incumbent upon employees to notify the Employer of their desire to do so and make arrangements with the Employer accordingly.

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	Mental Health - Highpoint
Courthouse - (1st & 3rd floors)	Mental Health - Research Park Drive
Human Services Building (East Wing, 1st & 2nd floors)	110 N. Fourth Avenue
Human Services Building (West Wing)	Juvenile Court
CSA Headstart (Bishop Walls Dr. and Fletcher sites)	Juvenile Detention
Facilities Management (Hogback, and Warehouse)	O'Brien Center
2355 W. Stadium	Environmental Services (Service Center)
Mental Health - South Prospect	Cooperative Extension Building
Mental Health - Child Guidance	Library
Mental Health - Development Center	Sheriff's Department
Mental Health - Children's Assertive Treatment (Carpenter Road)	
Mental Health - 120 E. Cross Street, Ypsilanti	
Assault Crisis Center (1866 Packard, Ypsilanti)	
Multi-Service Center (East Ellsworth, Ann Arbor)	
Parks & Recreation (Main Building, Main Barn, Independence Lake, Rolling Hills)	

ARTICLE 23
RATES FOR NEW JOBS

The parties agree to recognize the current Washtenaw County job descriptions and Juvenile Court job descriptions. When a new job, change in rate structure, change in job, or job duties as listed in the job description, change in education or experience or other requirements, change in job title or change in job qualifications is being considered, the Court Administrator shall notify the Union in writing of this intent prior to becoming effective. Within one (1) week of this notification, if the Union requests, the rate shall be subject to negotiations. If the Employer determines that an emergency exists, it shall proceed but must immediately notify the Union. If the Union requests, within one (1) week of the notification, the rate shall be subject of negotiations, and any change in rate agreed upon shall be retroactively applied.

ARTICLE 24
TEMPORARY ASSIGNMENTS

Temporary assignments for the purpose of filling vacancies of employees who are on annual leaves (vacation), sick leaves or any leaves of absence covered in Article 16, may be granted by the department head to the senior employee who meets the minimum requirements for such job where practical. Such employee will receive the rate of higher classification for all hours worked while filling such vacancy. In each instance for a vacancy to exist, the department head 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 Chapter Chairperson and Judge shall meet to resolve the issue. Employees shall be paid at the higher rate of pay no later than three weeks after the employee has assumed the temporary assignment.

If a detention employee is designated to fill in for a shift supervisor, he/she shall receive a \$2.00 per hour plus rate while performing the shift supervisor's function.

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 duty which presents 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 the 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 WAGES AND WORK SCHEDULES

Starting Rate on Initial Employment. Original appointment to any position shall normally be made at the base rate, and advancement from the base rate (Step 1) to the maximum rate within a salary range shall be by successive steps. Upon recommendation of the Court Administrator, the Employer may approve initial compensation at a rate higher than the base rate in the salary schedule for the class, when the needs of the Court make such action necessary, provided that any such applicant's experience and ability over and above the minimum qualifications specified for the class are commensurate with grade and step recommended, and provided that such action is within the salary appropriations.

Starting Rate on Return From Military Service. Any employee who leaves or has left the Employer to enter the active service of the armed forces of the United States, and who subsequently is reinstated to a position previously held by him/her shall be entitled to receive compensation at the step rate which he/she would have been entitled had his/her service not been interrupted by service in the armed forces.

Recommendations for Increase Advancement Within Grade. The Court Administrator shall recommend in writing to the Employer the increase advancement in salary of each employee covered by this Agreement who has met the requirements for salary increase. Movement shall be on an employee's anniversary date and shall be based on satisfactory service. If the employee disagrees, it shall be subject to the grievance procedure.

Requirements as to Continuity of Service. Service requirements for advancement within compensation schedules, and for other purposes as specified, shall include the requirement of continuous service, which means employment in the Washtenaw County Probate Court-Juvenile Division, without break or interruption. Leaves of absence with pay, and leaves of absence without pay of less than thirty (30) days, shall not interrupt continuous service, nor be deducted therefrom. Absences on leave without pay in excess of thirty (30) days, except for extended service with the armed forces of the United States, shall be deducted in computing total service, but shall not serve to interrupt continuous service. All absences without leave in excess of two (2) working days shall be deducted from continuity of service for the purpose of this Section.

Pay Period. All employees covered by the Agreement shall be paid in full every other Friday for earnings through the previous Saturday. No more than seven (7) days pay shall be withheld from an employee. Each employee shall be provided with an itemized statement of his/her earnings and of all deductions made for any purpose, upon request of individual employees or Union representatives.

FOR COURT SIDE EMPLOYEES:

Work Week. It is agreed that the normal work week for court employees shall be seven and one-half (7 1/2) hours per day, thirty-seven and one-half (37 1/2) hours per week.

Work Breaks. Separate work breaks of 15 minutes each are normally to be taken twice during the workday. They are

intended to be used as a break period and not to cover an employee's late arrival, early departure, or to extend the normal one (1) hour lunch hour.

Late Reporting. Employees who, for whatever reason, are going to be late beyond 15 minutes, are expected to inform their supervisor at the earliest possible time, normally not later than one-half ($1/2$) hour AFTER the regular reporting time.

Lunch Time. Employees are entitled to one hour lunch normally between the hours of 11:30 a.m. and 1:30 p.m. Employees wishing to modify their lunch schedule must notify their supervisor in advance.

FOR DETENTION SIDE EMPLOYEES:

Work Week. It is agreed that the normal work week for detention employees shall be eight (8) hours per day, 40 hours per week. All hours worked in excess of 40 hours per week shall be compensated at the rate of time and one-half ($1\frac{1}{2}$) in cash or compensatory time for **FLSA exempt classifications** at the discretion of the Employer. From time to time work in excess of the normal work week shall be required. Detention employees covered by this agreement shall assist the department as required as a normal part of their work responsibility.

Shift Differential. Detention employees shall received the following shift differential:

Afternoon shift — 30¢

Midnight shift — 30¢

ARTICLE 30 SICK LEAVE

Employees covered by this Agreement shall accrue one work day with pay as sick leave for each completed month of service.

- (A) Unused sick leave shall be accumulated without limit, and in the event an employee is terminated, resigns from service or retires or dies, he/she shall receive payment for all accumulated sick leave at one-half ($1/2$) the regular rate of pay at the time of separation.
- (B) Employees absent from work on legal holidays during sick leave for disability arising from injuries sustained in the course of their employment, or on special leave of absence with pay, shall continue to accumulate sick leave at the regularly prescribed rate during such absence as though they were employed.
- (C) An employee eligible for sick leave with pay may use such sick leave, upon approval of his/her immediate supervisor, the Superintendent of Detention, for absence:
 - (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 shall be requested.
 - (3) due to illness of the employee's legal dependents who require the care of the employee.
 - (a) The term "legal dependents" as used herein shall mean the employee's spouse, children, and other persons solely dependent on the employee for support.
 - (b) The term "immediate family" as used in this section shall mean spouse, children, brothers, sisters, parents, grandparents, mother-in-law, father-in-law, legal dependents, brother-in-law, and sister-in-law.
- (D) 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.
 - (2) When an employee is ready to return to work following a prolonged absence.
- (E) When an employee finds it necessary to be absent for any reason, the employee shall cause the facts to be reported to his/her supervisor and/or department coordinator as soon as possible. Failure to do so may be cause for denial of sick leave with pay for the period of absence.
- (F) Absence for a fraction 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.
- (G) Sick leave is provided for protection against loss of income in event of unavoidable absence resulting from illness, injury, or death in the family.
- (H) Sick leave will not be charged for absence caused by accident or illness whereby Worker's Compensation Insurance Payments are received by the employee.
- (I) Detention employees shall notify Detention at least one hour prior to their starting time for the use of sick leave.

**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 or annual leave, for death in the immediate family. The immediate family is defined as spouse, parent, brother or sister, child, step-child, mother-in-law, father-in-law, grandparents, spouse's grandparents, grandchild, brother-in-law, sister-in-law, 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**

FOR DETENTION SIDE EMPLOYEES

The normal work week for Detention employees shall be eight (8) hours per day, 40 hours per week. All hours worked in excess of 40 hours per week shall be compensated at the rate of time and one-half (1 1/2) in cash or compensatory time at the discretion of the Employer. For FLSA non-exempt employees the accrual and payment of compensatory time shall be governed by the Fair Labor Standards Act.

FOR CLERICAL EMPLOYEES

The normal business hours for Juvenile Court are 8:30 a.m. to 5:00 p.m. 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.

1. Overtime will be compensated at the rate of one and one-half (1 1/2) for hours worked in excess of the normal thirty seven and one-half (37 1/2) hours per week.
2. The accrual and payment requirements for compensatory time shall be governed by the Fair Labor Standards Act.
 - a. If overtime is required, the supervisor and employee shall agree about whether such time will be paid or will be compensatory time off. If there is no agreement, the employee will be paid. Lack of funds available for payment does not constitute agreement by employee to compensatory time as payment. If payment is desired (not compensatory time) and not available, the employee may decline the overtime.
 - b. Employees may not accrue more than two hundred forty (240) hours of compensatory time. Any time worked over that amount must be paid.
 - c. Upon termination employees shall be paid for unused compensatory time.
3. Clerical staff who are required to operate the switchboard over the lunch hours will receive compensatory time. This time will accrue and may be used at the discretion of the employee, with supervisory approval, when additional time or equivalent time off is not taken that day for lunch.

FOR CASEWORK EMPLOYEES

Although the normal business hours of the Juvenile Court are 8:30 a.m. to 5:00 p.m., service to clients cannot always be provided during these hours. Staff are expected to arrange their schedule to meet the demands of the job. When staff work beyond the business day, they will earn compensatory time.

1. Caseworkers will earn compensatory time at the rate of one hour for each hour worked weekdays between 8:00 a.m. and 8:30 a.m. and between 5:00 p.m. and 8:00 p.m.
2. Caseworkers will earn compensatory time at the rate of one and one-half (1 1/2) hours for each hour worked on weekdays after 8:00 p.m., on weekends, and on holidays.

This section is limited to situations involving client contact, either in person or by telephone, and to matters which cannot be postponed until the next business day.
3. Caseworkers are expected to do paperwork during the normal business day. However, under special

circumstances, with prior supervisory approval, compensatory time may be earned for paperwork done outside the normal business day. Compensatory time for paperwork will be earned at the rate of one hour for each hour worked.

4. No compensatory time can be earned during travel to or from conferences or while attending conferences unless prior agreement is made with the Court Administrator. The term "conferences" also includes conventions, field trips, lectures, seminars, training institutes, and continuing educational programs. The Court Administrator may grant exceptions to this in special situations with supervisory approval.

ARTICLE 33 HOLIDAYS

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)
- President's Day (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)
- **Friday after Thanksgiving Day
- Christmas Day (12/25 and 1/2 day before*)
- Good Friday (12-5 p.m.)

* 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.

** 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 as 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.

All Detention employees who work the actual holiday or an Act of God situation shall be paid at the rate of time and one-half for all hours worked in addition to the holiday pay.

Detention employees who work on a holiday, the day preceding a holiday and/or the day following a holiday must report to work according to their schedule to be on an authorized absence which began not in excess of thirty (30) days prior to the holiday in order to receive credit for the holiday.

All Detention employees who work the midnight and day shifts on Christmas Eve and New Year's Eve shall be paid at the rate of time and one-half for four (4) hours worked in addition to the holiday pay.

All Detention employees who work Easter Sunday shall be paid at the rate of time and one-half for all hours worked in addition to the holiday pay.

In addition, although the total number of holidays per year will remain constant for each employee, each employee may file a request, in writing, to the immediate supervisor before February 1 each year, that his or her individual holiday schedule be modified, for religious reasons, to substitute other dates for the designated holidays.

These special provisions for Detention employees shall be adjusted to fit holiday schedules which they may choose for religious reasons, as provided above.

**ARTICLE 34
VACATION**

1. Employees hired prior to June 20, 1986 shall be allowed vacation leave with pay in accordance with the following plan:

0-2 years	15 days	(1 ¹ / ₄)	per month)
3-4 years	18 days	(1 ¹ / ₂)	per month)
5-7 years	21 days	(1 ³ / ₄)	per month)
Over 7 years	24 days	(2	per month)

2. Employees hired June 20, 1986 or thereafter shall be allowed vacation leave with pay in accordance with the following plan:

1st year	12 days	(1	per month)
2nd through 5th years	15 days	(1 ¹ / ₄)	per month)
6th through 10th years	18 days	(1 ¹ / ₂)	per month)
11th through 15th years	20 days	(1 ² / ₃)	per month)
16th through 21st years	22 days	(1 ⁵ / ₆)	per month)
22nd and more	25 days	(2 ¹ / ₁₂)	per month)

3. An employee shall accrue and be eligible to use vacation leave during the probationary period.

4. Absence on account of sickness, off-the-job injury, or disability in excess of that herein authorized for such purposes may, at the request of the employee, and within the discretion of the Judge be charged against vacation leave allowance.

5. 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.

6. In the case of detention home employees, scheduling of vacations will be worked out, giving preference to seniority as to the choice of time of vacation. Vacation days will be permitted at any time mutually agreeable to the Employer and employee in such a manner that no shortage in staff exists.

**ARTICLE 35
VACATION ADVANCE**

If a regular pay day falls during an employee's vacation, and he/she is to be on vacation for two (2) weeks or longer, he/she request to receive that check in advance before going on vacation, providing the request is received by the payroll office ten (10) days prior to the payday the vacation check is desired.

An employee shall file a written request prior to taking vacation.

**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) 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 January 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).

All 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 an employee's absence as a result of any injury, illness, or maternity for the first (6) months.
- (d) 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 an 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 January 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-rated employees who work 80% 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 \$500 (if not already a multiple of 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 \$8500; \$8,501-\$9,000 for \$9,000; \$9,001-\$9,500 for \$9,500, etc.

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 of 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. All regular full-time employees shall receive all benefits on a pro rata basis, commensurate with the number of hours worked. In order to qualify for payment of premium on hospitalization, dental insurance or life insurance an employee must average 80% or more per week. Employees working less than 80% per week shall be afforded the opportunity, at the employee's expense, of participating in the group insurance plan. The Employer agrees to pay one-half (1/2) of the premium for hospitalization and dental insurance for those employees who work at least half-time (20 hours) but less than thirty (32) hours per week.

ARTICLE 39 CONTINUING BENEFITS OR DEDUCTIONS

All options for payroll deduction allowed by the Employer prior to the Agreement shall continue for the life of this contract, i.e. Group Car Insurance, Credit Union, etc.

ARTICLE 40 INSURANCE — LIABILITY AND UNEMPLOYMENT COMPENSATION

A. The Employer shall be liable for or carry or pay the full premium for any liability insurance covering employees for all liabilities they incur in the scope of their regular employment. Said liability insurance is in the amount of \$1,000,000.00.

If an employee suffers property damage or loss of property in the course of his/her employment, he/she shall file a claim with the Employer. The claim must state the facts concerning the loss. If the loss is due to other than the employee's negligence, the Employer shall reimburse the employee for the loss not otherwise compensated. In no event shall there be any reimbursement in excess of \$100.00 per occurrence.

B. Unemployment Compensation. The Employer shall provide to the employees, unemployment compensation as required by law. The Employer shall notify the employees as to 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 SUB-CONTRACTING OF WORK

During the term of this Agreement the Employer shall not contract out or sub-contract any work that would result in a layoff to employees.

ARTICLE 42 TEMPORARY AND TEMPORARY ON-CALL EMPLOYEES FOR COURT SIDE EMPLOYEES

A temporary employee of the Washtenaw County Probate Court-Juvenile Division is defined as a person employed in a position that may be full-time or part-time, is limited in duration to six (6) months for (1) a specific project, or (2) augmenting the regular staff to meet the requirements of the Employer that may be occasioned by increased work loads. A temporary position terminates upon completion of the project, fulfillment of the need, creation of a permanent position, or six (6) months whichever first occurs.

A temporary and/or temporary on-call employee of the Washtenaw County Juvenile Detention is defined as a person employed in a position that may or may not be 'on-call', be full-time or part-time, and augments the regular staff to meet the requirements of the Employer that may be occasioned by resignations, dismissals, increased work loads, illness, vacation, leave of absence, or any other condition that may bring about a staffing shortage.

- (a) A temporary/temporary on-call employee is considered part-time for the purpose of the Washtenaw County Employee Retirement System and is ineligible for participation in that program.
- (b) Temporary/temporary on-call employees are not eligible for employee benefits of paid hospitalization medical-surgical insurance, dental insurance, or life insurance. Temporary/temporary on-call employees of the Employer are covered by Worker's Compensation Insurance, social security provisions and similar legal requirements applicable to employees in general. After thirty (30) days employment, temporary full-time employees shall be eligible to begin to accrue sick, vacation, holiday, and funeral leave benefits,
- (c) A temporary/temporary on-call employee is not eligible for merit step salary increase. However, the wage may be reviewed from time to time to reflect comparative wage levels.
- (d) If a temporary/temporary on-call employee is qualified for and applies for a permanent position where a vacancy exists, and is appointed to the position, time spent as a temporary employee will be counted toward the probationary period if in the same position.
- (e) The court shall not use a temporary/temporary on-call employee for a duration exceeding three (3) months to fill a permanent position which has become vacant.
- (f) Temporary/temporary on-call employees may be utilized without regard to duration to perform the duties of a current employee on leave.
- (g) All employees hired as temporary/temporary on-call employees shall be so designated. The names and dates of hire and termination shall be made available to the Union upon request.

FOR DETENTION SIDE EMPLOYEES

A temporary and/or temporary on-call employee of the Washtenaw County Juvenile Detention is defined as a person employed in a position that may or may not be 'on-call' be full-time or part-time, and augments the regular staff to meet the requirements of the Employer that may be occasioned by resignations, dismissals, increased work loads, illness, vacation, leave of absence, or any other condition that may bring about a staffing shortage.

- (a) A temporary/temporary on-call employee is considered part-time for the purpose of the Washtenaw County Employee Retirement System and is ineligible for participation in that program.
- (b) Temporary/temporary on-call employees are not eligible for employee benefits under this contract. Temporary/temporary on-call employees are covered by Worker's Compensation Insurance, social security provisions and similar legal requirements applicable to employees in general.
- (c) A temporary/temporary on-call employee is not eligible for merit step salary increase. However, the wage may be reviewed from time to time to reflect comparative wage levels.
- (d) If a temporary/temporary on-call employee is qualified for and applies for a permanent position where a vacancy exists, and is appointed to the position, time spent as a temporary/temporary on-call employee will be counted toward the probationary period if in the same position.
- (e) All employees hired as temporary employees shall be so designated. The names and dates of hire and termination shall be made available to the Union upon request.
- (f) The Employer shall not use a temporary employee for a duration exceeding three (3) months to fill a permanent position which has become vacant.

ARTICLE 43

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 the implementation. A special conference shall be held within five (5) days of notification to the Union if requested by the Union for the purpose of discussion 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 44
SUCCESSOR CLAUSE**

This Agreement shall be binding upon the Employer's successors, assignees, purchaser, lessee or transferees, whether such succession, assignment or transfer be 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 45
WORK PERFORMED BY SUPERVISORS**

Bargaining unit work shall not be transferred to supervisors for the purpose of eliminating positions within the bargaining unit or to avoid filling vacant positions.

**ARTICLE 46
PERSONAL BUSINESS LEAVE**

Employees hired prior to June 20, 1986 at their option may utilize four (4) of their personal leave days from sick bank rather than vacation bank.

Employees hired prior to June 20, 1986 at their option may utilize two (2) of their personal leave days from sick bank rather than vacation bank.

FOR COURT SIDE EMPLOYEES:

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 employee 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.

FOR DETENTION SIDE EMPLOYEES:

Employees shall be allowed to use twelve (12) vacation days, one day at a time, as personal business days. The employee utilizing vacation as personal business time must notify his/her supervisor at least two (2) days in advance when possible, but in any event no later than the starting time of the employee's regular shift. Shorter notification as consecutive days may be allowed at the department's discretion.

**ARTICLE 47
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.
11. Current parking arrangement at Juvenile Court-Detention shall remain in effect and unchanged throughout the life of this contract.

**ARTICLE 48
CAR OR MILEAGE ALLOWANCE**

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 49
SEPARABILITY AND SAVINGS CLAUSE**

1. If any Article or Section of this contract, or of any riders thereto should be held invalid by operation of law, or by any tribunal or competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by such tribunal pending a final determination as to its validity, the remainder of this contract and of any rider thereto, or the application of such Article or Section to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

2. In the event that any Article or Section is held invalid or enforcement of or compliance with which has been restrained, as above set forth, the parties affected thereby shall enter into immediate collective bargaining negotiations upon the request of the Union for the purpose of arriving at a mutually satisfactory replacement for such Article or Section during the period of invalidity or restraint.

**ARTICLE 50
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 | Multi-Service Center (East Ellsworth) |
| County Courthouse (2 locations) | O'Brien Center |
| Service Center | Juvenile Court (Court and Detention use) |
| Eastern County Government Center | Park Lyndon (picnic table in pavilions) |
| 110 N. Fourth Ave, Ann Arbor | Parker Mill (picnic table in grist mill) |
| 120 E. Cross Street, Ypsilanti | Park Northfield (picnic table in pavilions) |
| 555 Towner, Ypsilanti | Superior Center Park (picnic tables in park) |
| Headstart (Bishop Walls Dr. and Fletcher sites) | Cavanaugh Lake Park (picnic table in pavilion) |
| Mental Health (Child Guidance) | |
| Mental Health (Prospect) | |
| Cooperative Extension Building (lower level) | |
| County Farm Park (picnic table in maintenance area) | |
| County Recreation Center (Employee lounge & kitchen area) | |
| Independence Lake (picnic table in maintenance building) | |
| Rolling Hills Park (employee lounge in maintenance building) | |

At the County Courthouse location, room 6 shall be used as an employees' lunchroom. The Employer will provide a refrigerator and an appropriate range of vending machines for use in said lunch room (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 51 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 52 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 Chairman 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 Employees 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); or
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 six (6) percent of his/her pay. The Employer also contributes an amount equal to six (6) 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.

ARTICLE 53 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 54 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 55 CREDIT UNION

The Employer agrees to deduct from each employee who so authorizes it in writing, a specified sum each and every payroll, and to remit this sum to the Huron River Area Credit Union not less frequently than monthly. The employee may revoke at any time this authorization and assigned by filing with the Employer and the Credit Union, a statement in writing that he/she does not want the Employer to continue making such deductions provided that such revocation shall not be effective for ten (10) days from the date it is received by both the Employer and the Credit Union.

ARTICLE 56

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 57

TUITION REIMBURSEMENT

Any staff member who endeavors to improve his/her skills and job performance by study or training will be encouraged to do so through financial assistance from the Employer.

Eligible Staff

Any person having employment status as a permanent, full-time employee of Washtenaw County Juvenile Court 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 Juvenile Court for a period of no less than six (6) consecutive months on the date of starting an approved course.

Courses Approved

Eligible staff shall receive tuition reimbursement provided that the court work 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 Court, 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.

Responsibility

The Human Resources Director is assigned as the Coordinator of the Tuition Reimbursement program.

General

1. The first course each term can be on the Employer's time but time off for the second course must be taken either as vacation or compensatory time.
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 Court 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.
7. Reimbursement shall be limited to six (6) credit hours per term.

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 percent (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 or 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 No. 5 above, shall be entered in the personnel folder of the staff member and retained as a permanent record.

ARTICLE 58
SALARY SCHEDULES
(See Appendix A)

ARTICLE 59
DISTRIBUTION OF AGREEMENT

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, and to provide a copy of the same Agreement to all new employees as part of the Employment Orientation. Each unit's contract cover shall be of distinct color.

ARTICLE 60
WAIVER

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:

CONTINUOUS SERVICE	PERCENTAGE OF FORM W-2 GROSS EARNINGS
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 employee shall receive annual longevity payments as provided in the schedule.
- 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.
- F. 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

MANAGEMENTS RIGHTS AND RESPONSIBILITIES

The Employer, on its own behalf and behalf of its electors, hereby retains and reserves unto itself, without limitation, except issues covered by law, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the constitution of the State of Michigan and of the United States. Further, the Employer reserves unto himself/herself all rights which are inherently and ordinarily vested in and exercised by employers, unless specifically limited by a provision of this Agreement. However, this section shall not be considered to increase any power or right in the Union, or to in any way limit or decrease any rights or powers of the Employer's inherent right to manage.

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.

Any individual employee or group of employees who willfully violate or disregard the grievance and arbitration procedure set forth in Article 8 of this Agreement may be summarily discharged by the Employer.

ARTICLE 64

PRONOUNS—Use-Of

When any gender is used in this Agreement, it applies equally to the other 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. 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
DURATION, TERMINATION AND MODIFICATION

1. This Agreement shall be in full force and effect from January 1, 1994, except as otherwise noted, to and including December 31, 1997 and said Agreement shall continue, but if either party desires to negotiate changes or revisions in this Agreement, either party may serve upon the other a notice at least sixty (60) days prior to the date of expiration.
2. It is further provided that where no such cancellation or termination notice is served and the parties desire to continue said Agreement, but also desire to negotiate changes or revisions in this Agreement, either party may serve upon the other a notice at least sixty (60) days prior to or of any subsequent contract year advising that such party desires to continue this Agreement, but also desires to revise or change terms or conditions of such Agreement.
3. In the advent of an inadvertent failure by either party to give the notice set forth in Section 1 and 2 of this Article, such party may give such notice at any time prior to the termination of the automatic renewal date of this Agreement. If a notice is given in accordance with the provisions of this Section, the expiration date of this Agreement shall be the sixty-first (61st) day following such notice.
4. In the event of war, declaration of emergency, or imposition of civilian control during the life of this contract, either party may reopen the same upon sixty (60) days written notice, and request re-negotiation of the matters dealing with wages and hours, If governmental approval of revisions should become necessary, all parties will cooperate to the utmost to attain such approval.
5. The parties agree that the notice provided herein shall be accepted by all parties as compliance with the notice requirements of applicable law.

ARTICLE 68
ACT OF GOD

If the Judge declares that the Court/Detention cannot be opened or operated in its usual manner due to weather conditions, natural disaster, civil disturbance, or any other officially declared emergency, an employee 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 adjusted by the date an employee assumes a new job title and duties and by a reduction of credit months equal to the length of time on leave. Change of job title within a grade, or demotion, does not change this date.

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 complementing 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 2 weeks notice of termination.

**ARTICLE 72
CONFERENCES, WORKSHOPS AND SEMINARS**

Improvement of the worth of staff members of the Washtenaw County Juvenile Court/Detention 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 Washtenaw County Juvenile Court/Detention. 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
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.

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

FOR THE UNION

FOR THE EMPLOYER

By: Rosemary Smith
Rosemary Smith
Staff Representative

By: Nancy C. Francis
Nancy Francis, Probate Judge

By: Dwight E. Walls
Dwight E. Walls
President, AFSCME Local 2733

By: Reigen Folks
Reigen Folks
Chapter Representative

By: Karen Slaton
Karen Slaton
Chapter Representative

By: Jesse Jones
Jesse Jones
Chapter Representative

By: Marti Fenix
Marti Fenix
Chapter Representative

By: Margaret A. Lutrey MSW
Margaret Lutrey
Chapter Representative

By: David Hairston
David Hairston
Chapter Representative

By: Lawrence Michalik
Lawrence Michalik
Chapter Representative

FOR THE COUNTY

Approved as to those items requiring funding and appropriations by the Washtenaw County Board of Commissioners. This is not to be construed to amend the first paragraph of this Agreement.

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

Attested To:

By: Peggy M. Haines
Peggy M. Haines 2-8-96
Washtenaw County Clerk/Register

APPENDIX A

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

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
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

**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 \$15.84	
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 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
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

STEPS GRADES	1	2	3	4	5	6	7	8
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	\$65,384 \$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	\$65,384 \$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	\$65,384 \$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	\$65,384 \$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	\$65,384 \$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

SCHEDULE R
EFFECTIVE 1/1/95
FOR
15 - AFSCME 2733 - JUVENILE DETENTION - 80 HOUR EMPLOYEES

STEPS GRADES	1	2	3	4	5	6	7	8
7	\$17,846 \$686.40 \$8.58	\$18,366 \$706.40 \$8.83	\$18,928 \$728.00 \$9.10	\$19,510 \$750.40 \$9.38	\$20,114 \$773.60 \$9.67	\$20,758 \$798.40 \$9.98		
8	\$18,366 \$706.40 \$8.83	\$18,928 \$728.00 \$9.10	\$19,510 \$750.40 \$9.38	\$20,114 \$773.60 \$9.67	\$20,758 \$798.40 \$9.98	\$21,424 \$824.00 \$10.30		
9	\$18,928 \$728.00 \$9.10	\$19,510 \$750.40 \$9.38	\$20,114 \$773.60 \$9.67	\$20,758 \$798.40 \$9.98	\$21,424 \$824.00 \$10.30	\$22,131 \$851.20 \$10.64		
10	\$19,510 \$750.40 \$9.38	\$20,114 \$773.60 \$9.67	\$20,758 \$798.40 \$9.98	\$21,424 \$824.00 \$10.30	\$22,131 \$851.20 \$10.64	\$22,880 \$880.00 \$11.00		
11	\$20,114 \$773.60 \$9.67	\$20,758 \$798.40 \$9.98	\$21,424 \$824.00 \$10.30	\$22,131 \$851.20 \$10.64	\$22,880 \$880.00 \$11.00	\$23,650 \$909.60 \$11.37	\$24,461 \$940.80 \$11.76	
12	\$20,758 \$798.40 \$9.98	\$21,424 \$824.00 \$10.30	\$22,131 \$851.20 \$10.64	\$22,880 \$880.00 \$11.00	\$23,650 \$909.60 \$11.37	\$24,461 \$940.80 \$11.76	\$25,334 \$974.40 \$12.18	
13	\$21,424 \$824.00 \$10.30	\$22,131 \$851.20 \$10.64	\$22,880 \$880.00 \$11.00	\$23,650 \$909.60 \$11.37	\$24,461 \$940.80 \$11.76	\$25,334 \$974.40 \$12.18	\$26,229 \$1,008.80 \$12.61	
14	\$22,131 \$851.20 \$10.64	\$22,880 \$880.00 \$11.00	\$23,650 \$909.60 \$11.37	\$24,461 \$940.80 \$11.76	\$25,334 \$974.40 \$12.18	\$26,229 \$1,008.80 \$12.61	\$27,186 \$1,045.60 \$13.07	
15	\$22,880 \$880.00 \$11.00	\$23,650 \$909.60 \$11.37	\$24,461 \$940.80 \$11.76	\$25,334 \$974.40 \$12.18	\$26,229 \$1,008.80 \$12.61	\$27,186 \$1,045.60 \$13.07	\$28,163 \$1,083.20 \$13.54	
16	\$23,650 \$909.60 \$11.37	\$24,461 \$940.80 \$11.76	\$25,334 \$974.40 \$12.18	\$26,229 \$1,008.80 \$12.61	\$27,186 \$1,045.60 \$13.07	\$28,163 \$1,083.20 \$13.54	\$29,224 \$1,124.00 \$14.05	
17	\$24,461 \$940.80 \$11.76	\$25,334 \$974.40 \$12.18	\$26,229 \$1,008.80 \$12.61	\$27,186 \$1,045.60 \$13.07	\$28,163 \$1,083.20 \$13.54	\$29,224 \$1,124.00 \$14.05	\$30,306 \$1,165.60 \$14.57	
18	\$25,334 \$974.40 \$12.18	\$26,229 \$1,008.80 \$12.61	\$27,186 \$1,045.60 \$13.07	\$28,163 \$1,083.20 \$13.54	\$29,224 \$1,124.00 \$14.05	\$30,306 \$1,165.60 \$14.57	\$31,450 \$1,209.60 \$15.12	
19	\$26,229 \$1,008.80 \$12.61	\$27,186 \$1,045.60 \$13.07	\$28,163 \$1,083.20 \$13.54	\$29,224 \$1,124.00 \$14.05	\$30,306 \$1,165.60 \$14.57	\$31,450 \$1,209.60 \$15.12	\$32,656 \$1,256.00 \$15.70	
20	\$27,186 \$1,045.60 \$13.07	\$28,163 \$1,083.20 \$13.54	\$29,224 \$1,124.00 \$14.05	\$30,306 \$1,165.60 \$14.57	\$31,450 \$1,209.60 \$15.12	\$32,656 \$1,256.00 \$15.70	\$33,925 \$1,304.80 \$16.31	\$35,214 \$1,354.40 \$16.93
21	\$28,163 \$1,083.20 \$13.54	\$29,224 \$1,124.00 \$14.05	\$30,306 \$1,165.60 \$14.57	\$31,450 \$1,209.60 \$15.12	\$32,656 \$1,256.00 \$15.70	\$33,925 \$1,304.80 \$16.31	\$35,214 \$1,354.40 \$16.93	\$36,566 \$1,406.40 \$17.58
22	\$29,224 \$1,124.00 \$14.05	\$30,306 \$1,165.60 \$14.57	\$31,450 \$1,209.60 \$15.12	\$32,656 \$1,256.00 \$15.70	\$33,925 \$1,304.80 \$16.31	\$35,214 \$1,354.40 \$16.93	\$36,566 \$1,406.40 \$17.58	\$37,981 \$1,460.80 \$18.26

SCHEDULE R
EFFECTIVE 11/1/95
FOR

15 - AFSCME 2733 - JUVENILE DETENTION - 80 HOUR EMPLOYEES

23	\$30,306 \$1,165.60 \$14.57	\$31,450 \$1,209.60 \$15.12	\$32,656 \$1,256.00 \$15.70	\$33,925 \$1,304.80 \$16.31	\$35,214 \$1,354.40 \$16.93	\$36,566 \$1,406.40 \$17.58	\$37,981 \$1,460.80 \$18.26	\$39,458 \$1,517.60 \$18.97
24	\$31,450 \$1,209.60 \$15.12	\$32,656 \$1,256.00 \$15.70	\$33,925 \$1,304.80 \$16.31	\$35,214 \$1,354.40 \$16.93	\$36,566 \$1,406.40 \$17.58	\$37,981 \$1,460.80 \$18.26	\$39,458 \$1,517.60 \$18.97	\$41,038 \$1,578.40 \$19.73
25	\$32,656 \$1,256.00 \$15.70	\$33,925 \$1,304.80 \$16.31	\$35,214 \$1,354.40 \$16.93	\$36,566 \$1,406.40 \$17.58	\$37,981 \$1,460.80 \$18.26	\$39,458 \$1,517.60 \$18.97	\$41,038 \$1,578.40 \$19.73	\$42,661 \$1,640.80 \$20.51
26	\$33,925 \$1,304.80 \$16.31	\$35,214 \$1,354.40 \$16.93	\$36,566 \$1,406.40 \$17.58	\$37,981 \$1,460.80 \$18.26	\$39,458 \$1,517.60 \$18.97	\$41,038 \$1,578.40 \$19.73	\$42,661 \$1,640.80 \$20.51	\$44,387 \$1,707.20 \$21.34
27	\$35,214 \$1,354.40 \$16.93	\$36,566 \$1,406.40 \$17.58	\$37,981 \$1,460.80 \$18.26	\$39,458 \$1,517.60 \$18.97	\$41,038 \$1,578.40 \$19.73	\$42,661 \$1,640.80 \$20.51	\$44,387 \$1,707.20 \$21.34	\$46,197 \$1,776.80 \$22.21
28	\$36,566 \$1,406.40 \$17.58	\$37,981 \$1,460.80 \$18.26	\$39,458 \$1,517.60 \$18.97	\$41,038 \$1,578.40 \$19.73	\$42,661 \$1,640.80 \$20.51	\$44,387 \$1,707.20 \$21.34	\$46,197 \$1,776.80 \$22.21	\$48,069 \$1,848.80 \$23.11
29	\$37,981 \$1,460.80 \$18.26	\$39,458 \$1,517.60 \$18.97	\$41,038 \$1,578.40 \$19.73	\$42,661 \$1,640.80 \$20.51	\$44,387 \$1,707.20 \$21.34	\$46,197 \$1,776.80 \$22.21	\$48,069 \$1,848.80 \$23.11	\$50,066 \$1,925.60 \$24.07
30	\$39,458 \$1,517.60 \$18.97	\$41,038 \$1,578.40 \$19.73	\$42,661 \$1,640.80 \$20.51	\$44,387 \$1,707.20 \$21.34	\$46,197 \$1,776.80 \$22.21	\$48,069 \$1,848.80 \$23.11	\$50,066 \$1,925.60 \$24.07	\$52,146 \$2,005.60 \$25.07
31	\$41,038 \$1,578.40 \$19.73	\$42,661 \$1,640.80 \$20.51	\$44,387 \$1,707.20 \$21.34	\$46,197 \$1,776.80 \$22.21	\$48,069 \$1,848.80 \$23.11	\$50,066 \$1,925.60 \$24.07	\$52,146 \$2,005.60 \$25.07	\$54,350 \$2,090.40 \$26.13
32	\$42,661 \$1,640.80 \$20.51	\$44,387 \$1,707.20 \$21.34	\$46,197 \$1,776.80 \$22.21	\$48,069 \$1,848.80 \$23.11	\$50,066 \$1,925.60 \$24.07	\$52,146 \$2,005.60 \$25.07	\$54,350 \$2,090.40 \$26.13	\$56,638 \$2,178.40 \$27.23
33	\$44,387 \$1,707.20 \$21.34	\$46,197 \$1,776.80 \$22.21	\$48,069 \$1,848.80 \$23.11	\$50,066 \$1,925.60 \$24.07	\$52,146 \$2,005.60 \$25.07	\$54,350 \$2,090.40 \$26.13	\$56,638 \$2,178.40 \$27.23	\$59,072 \$2,272.00 \$28.40
34	\$46,197 \$1,776.80 \$22.21	\$48,069 \$1,848.80 \$23.11	\$50,066 \$1,925.60 \$24.07	\$52,146 \$2,005.60 \$25.07	\$54,350 \$2,090.40 \$26.13	\$56,638 \$2,178.40 \$27.23	\$59,072 \$2,272.00 \$28.40	\$61,610 \$2,369.60 \$29.62
35	\$48,069 \$1,848.80 \$23.11	\$50,066 \$1,925.60 \$24.07	\$52,146 \$2,005.60 \$25.07	\$54,350 \$2,090.40 \$26.13	\$56,638 \$2,178.40 \$27.23	\$59,072 \$2,272.00 \$28.40	\$61,610 \$2,369.60 \$29.62	\$64,293 \$2,472.80 \$30.91
36	\$50,066 \$1,925.60 \$24.07	\$52,146 \$2,005.60 \$25.07	\$54,350 \$2,090.40 \$26.13	\$56,638 \$2,178.40 \$27.23	\$59,072 \$2,272.00 \$28.40	\$61,610 \$2,369.60 \$29.62	\$64,293 \$2,472.80 \$30.91	\$67,038 \$2,578.40 \$32.23
37	\$52,146 \$2,005.60 \$25.07	\$54,350 \$2,090.40 \$26.13	\$56,638 \$2,178.40 \$27.23	\$59,072 \$2,272.00 \$28.40	\$61,610 \$2,369.60 \$29.62	\$64,293 \$2,472.80 \$30.91	\$67,038 \$2,578.40 \$32.23	\$69,950 \$2,690.40 \$33.63
38	\$54,350 \$2,090.40 \$26.13	\$56,638 \$2,178.40 \$27.23	\$59,072 \$2,272.00 \$28.40	\$61,610 \$2,369.60 \$29.62	\$64,293 \$2,472.80 \$30.91	\$67,038 \$2,578.40 \$32.23	\$69,950 \$2,690.40 \$33.63	\$72,966 \$2,806.40 \$35.08

SCHEDULE R
EFFECTIVE 1/1/96
FOR
15 - AFSCME 2733 - JUVENILE DETENTION - 80 HOUR EMPLOYEES

STEPS GRADES	1	2	3	4	5	6	7	8
7	\$18,117 \$696.80 \$8.71	\$18,658 \$717.60 \$8.97	\$19,219 \$739.20 \$9.24	\$19,802 \$761.60 \$9.52	\$20,426 \$785.60 \$9.82	\$21,070 \$810.40 \$10.13		
8	\$18,658 \$717.60 \$8.97	\$19,219 \$739.20 \$9.24	\$19,802 \$761.60 \$9.52	\$20,426 \$785.60 \$9.82	\$21,070 \$810.40 \$10.13	\$21,757 \$836.80 \$10.46		
9	\$19,219 \$739.20 \$9.24	\$19,802 \$761.60 \$9.52	\$20,426 \$785.60 \$9.82	\$21,070 \$810.40 \$10.13	\$21,757 \$836.80 \$10.46	\$22,464 \$864.00 \$10.80		
10	\$19,802 \$761.60 \$9.52	\$20,426 \$785.60 \$9.82	\$21,070 \$810.40 \$10.13	\$21,757 \$836.80 \$10.46	\$22,464 \$864.00 \$10.80	\$23,213 \$892.80 \$11.16		
11	\$20,426 \$785.60 \$9.82	\$21,070 \$810.40 \$10.13	\$21,757 \$836.80 \$10.46	\$22,464 \$864.00 \$10.80	\$23,213 \$892.80 \$11.16	\$24,024 \$924.00 \$11.55	\$24,835 \$955.20 \$11.94	
12	\$21,070 \$810.40 \$10.13	\$21,757 \$836.80 \$10.46	\$22,464 \$864.00 \$10.80	\$23,213 \$892.80 \$11.16	\$24,024 \$924.00 \$11.55	\$24,835 \$955.20 \$11.94	\$25,709 \$988.80 \$12.36	
13	\$21,757 \$836.80 \$10.46	\$22,464 \$864.00 \$10.80	\$23,213 \$892.80 \$11.16	\$24,024 \$924.00 \$11.55	\$24,835 \$955.20 \$11.94	\$25,709 \$988.80 \$12.36	\$26,624 \$1,024.00 \$12.80	
14	\$22,464 \$864.00 \$10.80	\$23,213 \$892.80 \$11.16	\$24,024 \$924.00 \$11.55	\$24,835 \$955.20 \$11.94	\$25,709 \$988.80 \$12.36	\$26,624 \$1,024.00 \$12.80	\$27,560 \$1,060.00 \$13.25	
15	\$23,213 \$892.80 \$11.16	\$24,024 \$924.00 \$11.55	\$24,835 \$955.20 \$11.94	\$25,709 \$988.80 \$12.36	\$26,624 \$1,024.00 \$12.80	\$27,560 \$1,060.00 \$13.25	\$28,579 \$1,099.20 \$13.74	
16	\$24,024 \$924.00 \$11.55	\$24,835 \$955.20 \$11.94	\$25,709 \$988.80 \$12.36	\$26,624 \$1,024.00 \$12.80	\$27,560 \$1,060.00 \$13.25	\$28,579 \$1,099.20 \$13.74	\$29,640 \$1,140.00 \$14.25	
17	\$24,835 \$955.20 \$11.94	\$25,709 \$988.80 \$12.36	\$26,624 \$1,024.00 \$12.80	\$27,560 \$1,060.00 \$13.25	\$28,579 \$1,099.20 \$13.74	\$29,640 \$1,140.00 \$14.25	\$30,742 \$1,182.40 \$14.78	
18	\$25,709 \$988.80 \$12.36	\$26,624 \$1,024.00 \$12.80	\$27,560 \$1,060.00 \$13.25	\$28,579 \$1,099.20 \$13.74	\$29,640 \$1,140.00 \$14.25	\$30,742 \$1,182.40 \$14.78	\$31,928 \$1,228.00 \$15.35	
19	\$26,624 \$1,024.00 \$12.80	\$27,560 \$1,060.00 \$13.25	\$28,579 \$1,099.20 \$13.74	\$29,640 \$1,140.00 \$14.25	\$30,742 \$1,182.40 \$14.78	\$31,928 \$1,228.00 \$15.35	\$33,155 \$1,275.20 \$15.94	
20	\$27,560 \$1,060.00 \$13.25	\$28,579 \$1,099.20 \$13.74	\$29,640 \$1,140.00 \$14.25	\$30,742 \$1,182.40 \$14.78	\$31,928 \$1,228.00 \$15.35	\$33,155 \$1,275.20 \$15.94	\$34,424 \$1,324.00 \$16.55	\$35,755 \$1,375.20 \$17.19
21	\$28,579 \$1,099.20 \$13.74	\$29,640 \$1,140.00 \$14.25	\$30,742 \$1,182.40 \$14.78	\$31,928 \$1,228.00 \$15.35	\$33,155 \$1,275.20 \$15.94	\$34,424 \$1,324.00 \$16.55	\$35,755 \$1,375.20 \$17.19	\$37,107 \$1,427.20 \$17.84
22	\$29,640 \$1,140.00 \$14.25	\$30,742 \$1,182.40 \$14.78	\$31,928 \$1,228.00 \$15.35	\$33,155 \$1,275.20 \$15.94	\$34,424 \$1,324.00 \$16.55	\$35,755 \$1,375.20 \$17.19	\$37,107 \$1,427.20 \$17.84	\$38,542 \$1,482.40 \$18.53

SCHEDULE R
EFFECTIVE 1/1/96
FOR
15 - AFSCME 2733 - JUVENILE DETENTION - 80 HOUR EMPLOYEES

STEPS GRADES	1	2	3	4	5	6	7	8
23	\$30,742 \$1,182.40 \$14.78	\$31,928 \$1,228.00 \$15.35	\$33,155 \$1,275.20 \$15.94	\$34,424 \$1,324.00 \$16.55	\$35,755 \$1,375.20 \$17.19	\$37,107 \$1,427.20 \$17.84	\$38,542 \$1,482.40 \$18.53	\$40,061 \$1,540.80 \$19.26
24	\$31,928 \$1,228.00 \$15.35	\$33,155 \$1,275.20 \$15.94	\$34,424 \$1,324.00 \$16.55	\$35,755 \$1,375.20 \$17.19	\$37,107 \$1,427.20 \$17.84	\$38,542 \$1,482.40 \$18.53	\$40,061 \$1,540.80 \$19.26	\$41,621 \$1,600.80 \$20.01
25	\$33,155 \$1,275.20 \$15.94	\$34,424 \$1,324.00 \$16.55	\$35,755 \$1,375.20 \$17.19	\$37,107 \$1,427.20 \$17.84	\$38,542 \$1,482.40 \$18.53	\$40,061 \$1,540.80 \$19.26	\$41,621 \$1,600.80 \$20.01	\$43,306 \$1,665.60 \$20.82
26	\$34,424 \$1,324.00 \$16.55	\$35,755 \$1,375.20 \$17.19	\$37,107 \$1,427.20 \$17.84	\$38,542 \$1,482.40 \$18.53	\$40,061 \$1,540.80 \$19.26	\$41,621 \$1,600.80 \$20.01	\$43,306 \$1,665.60 \$20.82	\$45,053 \$1,732.80 \$21.66
27	\$35,755 \$1,375.20 \$17.19	\$37,107 \$1,427.20 \$17.84	\$38,542 \$1,482.40 \$18.53	\$40,061 \$1,540.80 \$19.26	\$41,621 \$1,600.80 \$20.01	\$43,306 \$1,665.60 \$20.82	\$45,053 \$1,732.80 \$21.66	\$46,862 \$1,802.40 \$22.53
28	\$37,107 \$1,427.20 \$17.84	\$38,542 \$1,482.40 \$18.53	\$40,061 \$1,540.80 \$19.26	\$41,621 \$1,600.80 \$20.01	\$43,306 \$1,665.60 \$20.82	\$45,053 \$1,732.80 \$21.66	\$46,862 \$1,802.40 \$22.53	\$48,797 \$1,876.80 \$23.46
29	\$38,542 \$1,482.40 \$18.53	\$40,061 \$1,540.80 \$19.26	\$41,621 \$1,600.80 \$20.01	\$43,306 \$1,665.60 \$20.82	\$45,053 \$1,732.80 \$21.66	\$46,862 \$1,802.40 \$22.53	\$48,797 \$1,876.80 \$23.46	\$50,814 \$1,954.40 \$24.43
30	\$40,061 \$1,540.80 \$19.26	\$41,621 \$1,600.80 \$20.01	\$43,306 \$1,665.60 \$20.82	\$45,053 \$1,732.80 \$21.66	\$46,862 \$1,802.40 \$22.53	\$48,797 \$1,876.80 \$23.46	\$50,814 \$1,954.40 \$24.43	\$52,936 \$2,036.00 \$25.45
31	\$41,621 \$1,600.80 \$20.01	\$43,306 \$1,665.60 \$20.82	\$45,053 \$1,732.80 \$21.66	\$46,862 \$1,802.40 \$22.53	\$48,797 \$1,876.80 \$23.46	\$50,814 \$1,954.40 \$24.43	\$52,936 \$2,036.00 \$25.45	\$55,162 \$2,121.60 \$26.52
32	\$43,306 \$1,665.60 \$20.82	\$45,053 \$1,732.80 \$21.66	\$46,862 \$1,802.40 \$22.53	\$48,797 \$1,876.80 \$23.46	\$50,814 \$1,954.40 \$24.43	\$52,936 \$2,036.00 \$25.45	\$55,162 \$2,121.60 \$26.52	\$57,491 \$2,211.20 \$27.64
33	\$45,053 \$1,732.80 \$21.66	\$46,862 \$1,802.40 \$22.53	\$48,797 \$1,876.80 \$23.46	\$50,814 \$1,954.40 \$24.43	\$52,936 \$2,036.00 \$25.45	\$55,162 \$2,121.60 \$26.52	\$57,491 \$2,211.20 \$27.64	\$59,966 \$2,306.40 \$28.83
34	\$46,862 \$1,802.40 \$22.53	\$48,797 \$1,876.80 \$23.46	\$50,814 \$1,954.40 \$24.43	\$52,936 \$2,036.00 \$25.45	\$55,162 \$2,121.60 \$26.52	\$57,491 \$2,211.20 \$27.64	\$59,966 \$2,306.40 \$28.83	\$62,546 \$2,405.60 \$30.07
35	\$48,797 \$1,876.80 \$23.46	\$50,814 \$1,954.40 \$24.43	\$52,936 \$2,036.00 \$25.45	\$55,162 \$2,121.60 \$26.52	\$57,491 \$2,211.20 \$27.64	\$59,966 \$2,306.40 \$28.83	\$62,546 \$2,405.60 \$30.07	\$65,250 \$2,509.60 \$31.37
36	\$50,814 \$1,954.40 \$24.43	\$52,936 \$2,036.00 \$25.45	\$55,162 \$2,121.60 \$26.52	\$57,491 \$2,211.20 \$27.64	\$59,966 \$2,306.40 \$28.83	\$62,546 \$2,405.60 \$30.07	\$65,250 \$2,509.60 \$31.37	\$68,058 \$2,617.60 \$32.72
37	\$52,936 \$2,036.00 \$25.45	\$55,162 \$2,121.60 \$26.52	\$57,491 \$2,211.20 \$27.64	\$59,966 \$2,306.40 \$28.83	\$62,546 \$2,405.60 \$30.07	\$65,250 \$2,509.60 \$31.37	\$68,058 \$2,617.60 \$32.72	\$71,011 \$2,731.20 \$34.14
38	\$55,162 \$2,121.60 \$26.52	\$57,491 \$2,211.20 \$27.64	\$59,966 \$2,306.40 \$28.83	\$62,546 \$2,405.60 \$30.07	\$65,250 \$2,509.60 \$31.37	\$68,058 \$2,617.60 \$32.72	\$71,011 \$2,731.20 \$34.14	\$74,069 \$2,848.80 \$35.61

SCHEDULE R
EFFECTIVE 7/1/96
FOR
15 - AFSCME 2733 - JUVENILE DETENTION - 80 HOUR EMPLOYEES

STEPS GRADES	1	2	3	4	5	6	7	8
7	\$18,470 \$710.40 \$8.88	\$19,032 \$732.00 \$9.15	\$19,594 \$753.60 \$9.42	\$20,197 \$776.80 \$9.71	\$20,842 \$801.60 \$10.02	\$21,486 \$826.40 \$10.33		
8	\$19,032 \$732.00 \$9.15	\$19,594 \$753.60 \$9.42	\$20,197 \$776.80 \$9.71	\$20,842 \$801.60 \$10.02	\$21,486 \$826.40 \$10.33	\$22,194 \$853.60 \$10.67		
9	\$19,594 \$753.60 \$9.42	\$20,197 \$776.80 \$9.71	\$20,842 \$801.60 \$10.02	\$21,486 \$826.40 \$10.33	\$22,194 \$853.60 \$10.67	\$22,922 \$881.60 \$11.02		
10	\$20,197 \$776.80 \$9.71	\$20,842 \$801.60 \$10.02	\$21,486 \$826.40 \$10.33	\$22,194 \$853.60 \$10.67	\$22,922 \$881.60 \$11.02	\$23,670 \$910.40 \$11.38		
11	\$20,842 \$801.60 \$10.02	\$21,486 \$826.40 \$10.33	\$22,194 \$853.60 \$10.67	\$22,922 \$881.60 \$11.02	\$23,670 \$910.40 \$11.38	\$24,502 \$942.40 \$11.78	\$25,334 \$974.40 \$12.18	
12	\$21,486 \$826.40 \$10.33	\$22,194 \$853.60 \$10.67	\$22,922 \$881.60 \$11.02	\$23,670 \$910.40 \$11.38	\$24,502 \$942.40 \$11.78	\$25,334 \$974.40 \$12.18	\$26,229 \$1,008.80 \$12.61	
13	\$22,194 \$853.60 \$10.67	\$22,922 \$881.60 \$11.02	\$23,670 \$910.40 \$11.38	\$24,502 \$942.40 \$11.78	\$25,334 \$974.40 \$12.18	\$26,229 \$1,008.80 \$12.61	\$27,165 \$1,044.80 \$13.06	
14	\$22,922 \$881.60 \$11.02	\$23,670 \$910.40 \$11.38	\$24,502 \$942.40 \$11.78	\$25,334 \$974.40 \$12.18	\$26,229 \$1,008.80 \$12.61	\$27,165 \$1,044.80 \$13.06	\$28,122 \$1,081.60 \$13.52	
15	\$23,670 \$910.40 \$11.38	\$24,502 \$942.40 \$11.78	\$25,334 \$974.40 \$12.18	\$26,229 \$1,008.80 \$12.61	\$27,165 \$1,044.80 \$13.06	\$28,122 \$1,081.60 \$13.52	\$29,141 \$1,120.80 \$14.01	
16	\$24,502 \$942.40 \$11.78	\$25,334 \$974.40 \$12.18	\$26,229 \$1,008.80 \$12.61	\$27,165 \$1,044.80 \$13.06	\$28,122 \$1,081.60 \$13.52	\$29,141 \$1,120.80 \$14.01	\$30,243 \$1,163.20 \$14.54	
17	\$25,334 \$974.40 \$12.18	\$26,229 \$1,008.80 \$12.61	\$27,165 \$1,044.80 \$13.06	\$28,122 \$1,081.60 \$13.52	\$29,141 \$1,120.80 \$14.01	\$30,243 \$1,163.20 \$14.54	\$31,366 \$1,206.40 \$15.08	
18	\$26,229 \$1,008.80 \$12.61	\$27,165 \$1,044.80 \$13.06	\$28,122 \$1,081.60 \$13.52	\$29,141 \$1,120.80 \$14.01	\$30,243 \$1,163.20 \$14.54	\$31,366 \$1,206.40 \$15.08	\$32,573 \$1,252.80 \$15.66	
19	\$27,165 \$1,044.80 \$13.06	\$28,122 \$1,081.60 \$13.52	\$29,141 \$1,120.80 \$14.01	\$30,243 \$1,163.20 \$14.54	\$31,366 \$1,206.40 \$15.08	\$32,573 \$1,252.80 \$15.66	\$33,821 \$1,300.80 \$16.26	
20	\$28,122 \$1,081.60 \$13.52	\$29,141 \$1,120.80 \$14.01	\$30,243 \$1,163.20 \$14.54	\$31,366 \$1,206.40 \$15.08	\$32,573 \$1,252.80 \$15.66	\$33,821 \$1,300.80 \$16.26	\$35,110 \$1,350.40 \$16.88	\$36,462 \$1,402.40 \$17.53
21	\$29,141 \$1,120.80 \$14.01	\$30,243 \$1,163.20 \$14.54	\$31,366 \$1,206.40 \$15.08	\$32,573 \$1,252.80 \$15.66	\$33,821 \$1,300.80 \$16.26	\$35,110 \$1,350.40 \$16.88	\$36,462 \$1,402.40 \$17.53	\$37,856 \$1,456.00 \$18.20
22	\$30,243 \$1,163.20 \$14.54	\$31,366 \$1,206.40 \$15.08	\$32,573 \$1,252.80 \$15.66	\$33,821 \$1,300.80 \$16.26	\$35,110 \$1,350.40 \$16.88	\$36,462 \$1,402.40 \$17.53	\$37,856 \$1,456.00 \$18.20	\$39,312 \$1,512.00 \$18.90

SCHEDULE R
EFFECTIVE 7/1/96
FOR
15 - AFSCME 2733 - JUVENILE DETENTION - 80 HOUR EMPLOYEES

STEPS GRADES	1	2	3	4	5	6	7	8
23	\$31,366 \$1,206.40 \$15.08	\$32,573 \$1,252.80 \$15.66	\$33,821 \$1,300.80 \$16.26	\$35,110 \$1,350.40 \$16.88	\$36,462 \$1,402.40 \$17.53	\$37,856 \$1,456.00 \$18.20	\$39,312 \$1,512.00 \$18.90	\$40,872 \$1,572.00 \$19.65
24	\$32,573 \$1,252.80 \$15.66	\$33,821 \$1,300.80 \$16.26	\$35,110 \$1,350.40 \$16.88	\$36,462 \$1,402.40 \$17.53	\$37,856 \$1,456.00 \$18.20	\$39,312 \$1,512.00 \$18.90	\$40,872 \$1,572.00 \$19.65	\$42,453 \$1,632.80 \$20.41
25	\$33,821 \$1,300.80 \$16.26	\$35,110 \$1,350.40 \$16.88	\$36,462 \$1,402.40 \$17.53	\$37,856 \$1,456.00 \$18.20	\$39,312 \$1,512.00 \$18.90	\$40,872 \$1,572.00 \$19.65	\$42,453 \$1,632.80 \$20.41	\$44,179 \$1,699.20 \$21.24
26	\$35,110 \$1,350.40 \$16.88	\$36,462 \$1,402.40 \$17.53	\$37,856 \$1,456.00 \$18.20	\$39,312 \$1,512.00 \$18.90	\$40,872 \$1,572.00 \$19.65	\$42,453 \$1,632.80 \$20.41	\$44,179 \$1,699.20 \$21.24	\$45,947 \$1,767.20 \$22.09
27	\$36,462 \$1,402.40 \$17.53	\$37,856 \$1,456.00 \$18.20	\$39,312 \$1,512.00 \$18.90	\$40,872 \$1,572.00 \$19.65	\$42,453 \$1,632.80 \$20.41	\$44,179 \$1,699.20 \$21.24	\$45,947 \$1,767.20 \$22.09	\$47,798 \$1,838.40 \$22.98
28	\$37,856 \$1,456.00 \$18.20	\$39,312 \$1,512.00 \$18.90	\$40,872 \$1,572.00 \$19.65	\$42,453 \$1,632.80 \$20.41	\$44,179 \$1,699.20 \$21.24	\$45,947 \$1,767.20 \$22.09	\$47,798 \$1,838.40 \$22.98	\$49,774 \$1,914.40 \$23.93
29	\$39,312 \$1,512.00 \$18.90	\$40,872 \$1,572.00 \$19.65	\$42,453 \$1,632.80 \$20.41	\$44,179 \$1,699.20 \$21.24	\$45,947 \$1,767.20 \$22.09	\$47,798 \$1,838.40 \$22.98	\$49,774 \$1,914.40 \$23.93	\$51,834 \$1,993.60 \$24.92
30	\$40,872 \$1,572.00 \$19.65	\$42,453 \$1,632.80 \$20.41	\$44,179 \$1,699.20 \$21.24	\$45,947 \$1,767.20 \$22.09	\$47,798 \$1,838.40 \$22.98	\$49,774 \$1,914.40 \$23.93	\$51,834 \$1,993.60 \$24.92	\$53,997 \$2,076.80 \$25.96
31	\$42,453 \$1,632.80 \$20.41	\$44,179 \$1,699.20 \$21.24	\$45,947 \$1,767.20 \$22.09	\$47,798 \$1,838.40 \$22.98	\$49,774 \$1,914.40 \$23.93	\$51,834 \$1,993.60 \$24.92	\$53,997 \$2,076.80 \$25.96	\$56,264 \$2,164.00 \$27.05
32	\$44,179 \$1,699.20 \$21.24	\$45,947 \$1,767.20 \$22.09	\$47,798 \$1,838.40 \$22.98	\$49,774 \$1,914.40 \$23.93	\$51,834 \$1,993.60 \$24.92	\$53,997 \$2,076.80 \$25.96	\$56,264 \$2,164.00 \$27.05	\$58,635 \$2,255.20 \$28.19
33	\$45,947 \$1,767.20 \$22.09	\$47,798 \$1,838.40 \$22.98	\$49,774 \$1,914.40 \$23.93	\$51,834 \$1,993.60 \$24.92	\$53,997 \$2,076.80 \$25.96	\$56,264 \$2,164.00 \$27.05	\$58,635 \$2,255.20 \$28.19	\$61,173 \$2,352.80 \$29.41
34	\$47,798 \$1,838.40 \$22.98	\$49,774 \$1,914.40 \$23.93	\$51,834 \$1,993.60 \$24.92	\$53,997 \$2,076.80 \$25.96	\$56,264 \$2,164.00 \$27.05	\$58,635 \$2,255.20 \$28.19	\$61,173 \$2,352.80 \$29.41	\$63,794 \$2,453.60 \$30.67
35	\$49,774 \$1,914.40 \$23.93	\$51,834 \$1,993.60 \$24.92	\$53,997 \$2,076.80 \$25.96	\$56,264 \$2,164.00 \$27.05	\$58,635 \$2,255.20 \$28.19	\$61,173 \$2,352.80 \$29.41	\$63,794 \$2,453.60 \$30.67	\$66,560 \$2,560.00 \$32.00
36	\$51,834 \$1,993.60 \$24.92	\$53,997 \$2,076.80 \$25.96	\$56,264 \$2,164.00 \$27.05	\$58,635 \$2,255.20 \$28.19	\$61,173 \$2,352.80 \$29.41	\$63,794 \$2,453.60 \$30.67	\$66,560 \$2,560.00 \$32.00	\$69,410 \$2,669.60 \$33.37
37	\$53,997 \$2,076.80 \$25.96	\$56,264 \$2,164.00 \$27.05	\$58,635 \$2,255.20 \$28.19	\$61,173 \$2,352.80 \$29.41	\$63,794 \$2,453.60 \$30.67	\$66,560 \$2,560.00 \$32.00	\$69,410 \$2,669.60 \$33.37	\$72,426 \$2,785.60 \$34.82
38	\$56,264 \$2,164.00 \$27.05	\$58,635 \$2,255.20 \$28.19	\$61,173 \$2,352.80 \$29.41	\$63,794 \$2,453.60 \$30.67	\$66,560 \$2,560.00 \$32.00	\$69,410 \$2,669.60 \$33.37	\$72,426 \$2,785.60 \$34.82	\$75,546 \$2,905.60 \$36.32

SCHEDULE R
EFFECTIVE 1/1/97
FOR
15 - AFSCME 2733 - JUVENILE DETENTION - 80 HOUR EMPLOYEES

STEPS GRADES	1	2	3	4	5	6	7	8
7	\$18,845 \$724.80 \$9.06	\$19,406 \$746.40 \$9.33	\$19,989 \$768.80 \$9.61	\$20,592 \$792.00 \$9.90	\$21,258 \$817.60 \$10.22	\$21,923 \$843.20 \$10.54		
8	\$19,406 \$746.40 \$9.33	\$19,989 \$768.80 \$9.61	\$20,592 \$792.00 \$9.90	\$21,258 \$817.60 \$10.22	\$21,923 \$843.20 \$10.54	\$22,630 \$870.40 \$10.88		
9	\$19,989 \$768.80 \$9.61	\$20,592 \$792.00 \$9.90	\$21,258 \$817.60 \$10.22	\$21,923 \$843.20 \$10.54	\$22,630 \$870.40 \$10.88	\$23,379 \$899.20 \$11.24		
10	\$20,592 \$792.00 \$9.90	\$21,258 \$817.60 \$10.22	\$21,923 \$843.20 \$10.54	\$22,630 \$870.40 \$10.88	\$23,379 \$899.20 \$11.24	\$24,149 \$928.80 \$11.61		
11	\$21,258 \$817.60 \$10.22	\$21,923 \$843.20 \$10.54	\$22,630 \$870.40 \$10.88	\$23,379 \$899.20 \$11.24	\$24,149 \$928.80 \$11.61	\$25,002 \$961.60 \$12.02	\$25,834 \$993.60 \$12.42	
12	\$21,923 \$843.20 \$10.54	\$22,630 \$870.40 \$10.88	\$23,379 \$899.20 \$11.24	\$24,149 \$928.80 \$11.61	\$25,002 \$961.60 \$12.02	\$25,834 \$993.60 \$12.42	\$26,749 \$1,028.80 \$12.86	
13	\$22,630 \$870.40 \$10.88	\$23,379 \$899.20 \$11.24	\$24,149 \$928.80 \$11.61	\$25,002 \$961.60 \$12.02	\$25,834 \$993.60 \$12.42	\$26,749 \$1,028.80 \$12.86	\$27,706 \$1,065.60 \$13.32	
14	\$23,379 \$899.20 \$11.24	\$24,149 \$928.80 \$11.61	\$25,002 \$961.60 \$12.02	\$25,834 \$993.60 \$12.42	\$26,749 \$1,028.80 \$12.86	\$27,706 \$1,065.60 \$13.32	\$28,683 \$1,103.20 \$13.79	
15	\$24,149 \$928.80 \$11.61	\$25,002 \$961.60 \$12.02	\$25,834 \$993.60 \$12.42	\$26,749 \$1,028.80 \$12.86	\$27,706 \$1,065.60 \$13.32	\$28,683 \$1,103.20 \$13.79	\$29,723 \$1,143.20 \$14.29	
16	\$25,002 \$961.60 \$12.02	\$25,834 \$993.60 \$12.42	\$26,749 \$1,028.80 \$12.86	\$27,706 \$1,065.60 \$13.32	\$28,683 \$1,103.20 \$13.79	\$29,723 \$1,143.20 \$14.29	\$30,846 \$1,186.40 \$14.83	
17	\$25,834 \$993.60 \$12.42	\$26,749 \$1,028.80 \$12.86	\$27,706 \$1,065.60 \$13.32	\$28,683 \$1,103.20 \$13.79	\$29,723 \$1,143.20 \$14.29	\$30,846 \$1,186.40 \$14.83	\$31,990 \$1,230.40 \$15.38	
18	\$26,749 \$1,028.80 \$12.86	\$27,706 \$1,065.60 \$13.32	\$28,683 \$1,103.20 \$13.79	\$29,723 \$1,143.20 \$14.29	\$30,846 \$1,186.40 \$14.83	\$31,990 \$1,230.40 \$15.38	\$33,218 \$1,277.60 \$15.97	
19	\$27,706 \$1,065.60 \$13.32	\$28,683 \$1,103.20 \$13.79	\$29,723 \$1,143.20 \$14.29	\$30,846 \$1,186.40 \$14.83	\$31,990 \$1,230.40 \$15.38	\$33,218 \$1,277.60 \$15.97	\$34,507 \$1,327.20 \$16.59	
20	\$28,683 \$1,103.20 \$13.79	\$29,723 \$1,143.20 \$14.29	\$30,846 \$1,186.40 \$14.83	\$31,990 \$1,230.40 \$15.38	\$33,218 \$1,277.60 \$15.97	\$34,507 \$1,327.20 \$16.59	\$35,818 \$1,377.60 \$17.22	\$37,190 \$1,430.40 \$17.88
21	\$29,723 \$1,143.20 \$14.29	\$30,846 \$1,186.40 \$14.83	\$31,990 \$1,230.40 \$15.38	\$33,218 \$1,277.60 \$15.97	\$34,507 \$1,327.20 \$16.59	\$35,818 \$1,377.60 \$17.22	\$37,190 \$1,430.40 \$17.88	\$38,605 \$1,484.80 \$18.56
22	\$30,846 \$1,186.40 \$14.83	\$31,990 \$1,230.40 \$15.38	\$33,218 \$1,277.60 \$15.97	\$34,507 \$1,327.20 \$16.59	\$35,818 \$1,377.60 \$17.22	\$37,190 \$1,430.40 \$17.88	\$38,605 \$1,484.80 \$18.56	\$40,102 \$1,542.40 \$19.28

SCHEDULE R
EFFECTIVE 1/1/97
FOR

15 - AFSCME 2733 - JUVENILE DETENTION - 80 HOUR EMPLOYEES

STEPS GRADES	1	2	3	4	5	6	7	8
23	\$31,990 \$1,230.40 \$15.38	\$33,218 \$1,277.60 \$15.97	\$34,507 \$1,327.20 \$16.59	\$35,818 \$1,377.60 \$17.22	\$37,190 \$1,430.40 \$17.88	\$38,605 \$1,484.80 \$18.56	\$40,102 \$1,542.40 \$19.28	\$41,683 \$1,603.20 \$20.04
24	\$33,218 \$1,277.60 \$15.97	\$34,507 \$1,327.20 \$16.59	\$35,818 \$1,377.60 \$17.22	\$37,190 \$1,430.40 \$17.88	\$38,605 \$1,484.80 \$18.56	\$40,102 \$1,542.40 \$19.28	\$41,683 \$1,603.20 \$20.04	\$43,306 \$1,665.60 \$20.82
25	\$34,507 \$1,327.20 \$16.59	\$35,818 \$1,377.60 \$17.22	\$37,190 \$1,430.40 \$17.88	\$38,605 \$1,484.80 \$18.56	\$40,102 \$1,542.40 \$19.28	\$41,683 \$1,603.20 \$20.04	\$43,306 \$1,665.60 \$20.82	\$45,053 \$1,732.80 \$21.66
26	\$35,818 \$1,377.60 \$17.22	\$37,190 \$1,430.40 \$17.88	\$38,605 \$1,484.80 \$18.56	\$40,102 \$1,542.40 \$19.28	\$41,683 \$1,603.20 \$20.04	\$43,306 \$1,665.60 \$20.82	\$45,053 \$1,732.80 \$21.66	\$46,862 \$1,802.40 \$22.53
27	\$37,190 \$1,430.40 \$17.88	\$38,605 \$1,484.80 \$18.56	\$40,102 \$1,542.40 \$19.28	\$41,683 \$1,603.20 \$20.04	\$43,306 \$1,665.60 \$20.82	\$45,053 \$1,732.80 \$21.66	\$46,862 \$1,802.40 \$22.53	\$48,755 \$1,875.20 \$23.44
28	\$38,605 \$1,484.80 \$18.56	\$40,102 \$1,542.40 \$19.28	\$41,683 \$1,603.20 \$20.04	\$43,306 \$1,665.60 \$20.82	\$45,053 \$1,732.80 \$21.66	\$46,862 \$1,802.40 \$22.53	\$48,755 \$1,875.20 \$23.44	\$50,773 \$1,952.80 \$24.41
29	\$40,102 \$1,542.40 \$19.28	\$41,683 \$1,603.20 \$20.04	\$43,306 \$1,665.60 \$20.82	\$45,053 \$1,732.80 \$21.66	\$46,862 \$1,802.40 \$22.53	\$48,755 \$1,875.20 \$23.44	\$50,773 \$1,952.80 \$24.41	\$52,874 \$2,033.60 \$25.42
30	\$41,683 \$1,603.20 \$20.04	\$43,306 \$1,665.60 \$20.82	\$45,053 \$1,732.80 \$21.66	\$46,862 \$1,802.40 \$22.53	\$48,755 \$1,875.20 \$23.44	\$50,773 \$1,952.80 \$24.41	\$52,874 \$2,033.60 \$25.42	\$55,078 \$2,118.40 \$26.48
31	\$43,306 \$1,665.60 \$20.82	\$45,053 \$1,732.80 \$21.66	\$46,862 \$1,802.40 \$22.53	\$48,755 \$1,875.20 \$23.44	\$50,773 \$1,952.80 \$24.41	\$52,874 \$2,033.60 \$25.42	\$55,078 \$2,118.40 \$26.48	\$57,387 \$2,207.20 \$27.59
32	\$45,053 \$1,732.80 \$21.66	\$46,862 \$1,802.40 \$22.53	\$48,755 \$1,875.20 \$23.44	\$50,773 \$1,952.80 \$24.41	\$52,874 \$2,033.60 \$25.42	\$55,078 \$2,118.40 \$26.48	\$57,387 \$2,207.20 \$27.59	\$59,800 \$2,300.00 \$28.75
33	\$46,862 \$1,802.40 \$22.53	\$48,755 \$1,875.20 \$23.44	\$50,773 \$1,952.80 \$24.41	\$52,874 \$2,033.60 \$25.42	\$55,078 \$2,118.40 \$26.48	\$57,387 \$2,207.20 \$27.59	\$59,800 \$2,300.00 \$28.75	\$62,400 \$2,400.00 \$30.00
34	\$48,755 \$1,875.20 \$23.44	\$50,773 \$1,952.80 \$24.41	\$52,874 \$2,033.60 \$25.42	\$55,078 \$2,118.40 \$26.48	\$57,387 \$2,207.20 \$27.59	\$59,800 \$2,300.00 \$28.75	\$62,400 \$2,400.00 \$30.00	\$65,062 \$2,502.40 \$31.28
35	\$50,773 \$1,952.80 \$24.41	\$52,874 \$2,033.60 \$25.42	\$55,078 \$2,118.40 \$26.48	\$57,387 \$2,207.20 \$27.59	\$59,800 \$2,300.00 \$28.75	\$62,400 \$2,400.00 \$30.00	\$65,062 \$2,502.40 \$31.28	\$67,891 \$2,611.20 \$32.64
36	\$52,874 \$2,033.60 \$25.42	\$55,078 \$2,118.40 \$26.48	\$57,387 \$2,207.20 \$27.59	\$59,800 \$2,300.00 \$28.75	\$62,400 \$2,400.00 \$30.00	\$65,062 \$2,502.40 \$31.28	\$67,891 \$2,611.20 \$32.64	\$70,803 \$2,723.20 \$34.04
37	\$55,078 \$2,118.40 \$26.48	\$57,387 \$2,207.20 \$27.59	\$59,800 \$2,300.00 \$28.75	\$62,400 \$2,400.00 \$30.00	\$65,062 \$2,502.40 \$31.28	\$67,891 \$2,611.20 \$32.64	\$70,803 \$2,723.20 \$34.04	\$73,882 \$2,841.60 \$35.52
38	\$57,387 \$2,207.20 \$27.59	\$59,800 \$2,300.00 \$28.75	\$62,400 \$2,400.00 \$30.00	\$65,062 \$2,502.40 \$31.28	\$67,891 \$2,611.20 \$32.64	\$70,803 \$2,723.20 \$34.04	\$73,882 \$2,841.60 \$35.52	\$77,064 \$2,964.00 \$37.05

**APPENDIX B
CLASSIFICATIONS**

JUVENILE COURT

Grade 14

Victim's Rights / Juvenile Court Clerk
Juvenile Court Clerk

Grade 15

Juvenile Court Clerk / Court Recorder

Grade 16

Court Recorder

Grade 17

Deputy Juvenile Register

Grade 18

Administrative Secretary - Juvenile Court

Grade 19

Chief Account Clerk - Juvenile Court

Grade 22

Caseworker Juvenile Court
I.P. Aftercare Caseworker
Intensive Probation Surveillance Caseworker
Caseworker -- Juvenile Court

Grade 23

Adoption Specialist - Juvenile Court
Community Services Specialist

Grade 24

Substance Abuse Specialist
Juvenile Court Clinical Social Worker

JUVENILE DETENTION

Grade 11

Housekeeper
Janitor

Grade 14

Cook - Juvenile Detention
Executive Secretary

Grade 15

Youth Attendant

Grade 18

Youth Attendant Coordinator

Grade 21

Youth Counselor - Juvenile Detention

Grade 23

Program Coordinator - Detention

Grade 26

Psychologist Coordinator

APPENDIX C
Juvenile Court & Detention

Any employee hired before January 1, 1994 with a MSW or MA degree in the Behavioral Sciences who has not already received such a salary supplement is eligible, upon one year's satisfactory employment or upon the execution of this contract whichever is later, to receive a salary supplement equal to 5% of step 1 of his or her current grade.

Effective January 1, 1994 any employee, who during employment with the Court, earns a college level degree higher than his or her educational level at the time of hire and which is relevant to the position held will be eligible, upon one year's satisfactory employment, for a salary supplement equal to 5% of step 1 of his or her current grade.

For purposes of this provision, a higher degree does not include an Associate's Degree.

APPENDIX D
LETTERS OF UNDERSTANDING

1. Temporary Layoffs
2. Employees Having Equal Seniority
3. Permanent Panel of Arbitrators
4. Intensive Probation Caseworkers and Intensive Probation Aftercare Caseworkers
5. Senior Clerk Typist/Court Recorders
6. Holiday Payment for Juvenile Court / Detention employees
7. Juvenile Court/Detention - Merging of Units
8. Juvenile Court/Detention Treatment Center
9. Gary Fears, Juvenile Detention
10. Hepatitis / Bloodborne Pathogens
11. Retirement Study Committee

APPENDIX E
ENTRY-LEVEL QUALIFICATIONS FOR CASEWORKERS, ADOPTION/NEGLECT
SPECIALIST
AND VOLUNTEER SERVICES COORDINATOR

Grade 21 and 23, as applicable

Step 1. A Bachelor's Degree in social work, sociology, psychology or related fields and one year of relevant experience.

Step 2. Minimum of Master of Social Work (MSW) degree and relevant experience preferred OR a Master of Arts (MA) degree in the behavioral sciences plus one year of relevant experience.

Relevant experience is defined as a minimum of at least 1 year of continuous, full-time work experience in a human services organization providing direct services to clients. Detention staff personnel who have (been appointed as or) served as a youth counselor may claim any part of that experience towards fulfilling the one year requirement.

MASTERS RATE: For those employees with a Master's Degree in Social Work (MSW) or an MA degree in the Behavior Sciences, upon reaching the last step in their grade, will be eligible one (1) year later on their anniversary date to receive an additional salary supplement equivalent to 5% of step 1 in their grade, to be added to their salary. Salary supplement payment is not an "automatic," but must be earned upon satisfactory job performance as noted in their job evaluation for the preceding (6) month period immediately before their anniversary date. For those employees already receiving the MSW rate as of December 31, 1981, they will continue to receive the additional salary under the terms of this agreement.



