

6/30/92

MASTER

CONTRACT
INDEX

	<u>Page</u>
Agreement.....	1
Purpose and Intent.....	2
Recognition.....	3
Association Security and Checkoff.....	4,5
Residency.....	6
Management Rights and Responsibilities.....	7,8
Grievance Procedure.....	9,10,11,12
Seniority.....	14,15,16
Leaves of Absence.....	17,18
Sick Leave.....	19,20
Wages and Hours.....	21,22
Vacations.....	23,24
Holidays.....	25
Hospitalization and Life Insurance and Liability Insurance...	26,27,28
Limitations of Authority and Liability.....	29
Miscellaneous.....	30,31
Clothing, Uniforms and Equipment.....	30
Damaged Personal Items.....	30
Bulletin Board.....	30
Separability and Savings Clause.....	30,31
Evaluations.....	31
Uniform Dry Cleaning.....	31
Automobiles and Equipment.....	32
Shift Schedules.....	33
Off Duty Jobs.....	34
Pension.....	35
Duration.....	36
Educational Bonus.....	37
Pay Scales.....	
July 1, 1983 through June 30, 1986	

Benvenit Springs - Ontario Township Police Department

ARTICLE XXI--DURATION

This agreement shall become effective on the date of execution hereof, and shall remain in full force and effect to and including the 30th day of June 1992.

In witness whereof, the parties hereto have here unto set their hands and seals the day and year first above written.

Berrien Springs-Oronoko Township
Police Commission

By: David St. Ladd

Its: Chairman

Date: 7-1-89

Labor Council Michigan Fraternal
Order of Police
Berrien Springs-Oronoko Township
Police Officers Association Division

By: Pm/LW

Its: President

Date: 7-1-90

AGREEMENT

This agreement made and entered into on the 1st day of July, 1986, by and between the BERRIEN SPRINGS-ORONOKO TOWNSHIP POLICE COMMISSION of Berrien Springs and Oronoko Township, Michigan, hereinafter referred to as the "Employer" and the BERRIEN SPRINGS-ORONOKO TOWNSHIP POLICE OFFICERS ASSOCIATION, hereinafter referred to as the "Association."

ARTICLE I - PURPOSE AND INTENT

It is the purpose of this agreement to promote and insure harmonious relations, cooperation and understanding between the Employer and the employees covered hereby, to insure true collective bargaining and to establish wages, hours, working conditions and other conditions of employment which shall prevail for the duration of this Agreement and to promote orderly and peaceful labor relations for the mutual interests of the Employer, the Association, and the citizens of the Village of Berrien Springs and the Township of Oronoko.

ARTICLE II - RECOGNITION

The Employer, a public employer under the Public Employment Relations Act, 1947 PA 336, as amended, hereby recognizes the Association as the exclusive representative for purposes of collective bargaining with respect to rates of pay, wages, hours of employment and other terms and conditions of employment for the duration of this agreement for all employees of the Employer, excluding the Chief of Police, Lieutenant, and temporary, part-time, and seasonal employees.

ARTICLE III - ASSOCIATION SECURITY AND CHECKOFF

Section i. Division Membership. All employees in the Bargaining Unit, upon completion of their probationary period, shall either become and remain members in good standing of the LABOR COUNCIL MICHIGAN FRATERNAL ORDER OF POLICE BERRIEN SPRINGS-ORONOKO TOWNSHIP POLICE OFFICERS ASSOCIATION DIVISION or pay a representation fee to the LABOR COUNCIL MICHIGAN FRATERNAL ORDER OF POLICE DIVISION, in an amount equivalent to the dues uniformly required of the members of the ASSOCIATION. This amount is \$22.00 per month as of July 1, 1989, but may be raised in accordance with the constitution and by-laws of the LABOR COUNCIL MICHIGAN FRATERNAL ORDER OF POLICE.

The requirements set forth in this section shall become effective thirty (30) days after the effective date of this agreement or thirty (30) days after an employee completes his probationary period, whichever is later.

In the event that any employee conscientiously objects to payment of a representation fee to the Fraternal Order of Police on the basis of a bona fide religious belief recognized by a formal religious organization of which he is a member and which has a place of worship located within the Village of Berrien Springs or within Oronoko Township, such employee may contribute an amount equivalent to such representation fee to a charity of his choice in lieu of making such payment to the Fraternal Order of Police.

Section 2. Dues Checkoff. Upon receipt of a voluntary written assignment from an employee covered by this Agreement, the Employer will each month deduct from the employee's pay the amount owed to the Association by such employee for Association membership dues or representation fees. Deductions will be made by the Employer for the first

pay period of each month. Dues deducted by the Employer for any calendar month will be remitted to the designated financial officer of the Association as soon as possible after the payroll deductions have been made. The forms of the written assignment shall be as set forth in the attached Appendix B.

Section 3. Indemnity Provision. The LABOR COUNCIL MICHIGAN FRATERNAL ORDER OF POLICE agrees that in the event of litigation against the Employer, its agents or employees, arising out of Section 1 and Section 2 of this Article of this Agreement, the LABOR COUNCIL MICHIGAN FRATERNAL ORDER OF POLICE will co-defend and indemnify and hold harmless the Employer, its agents or employees, for any monetary award arising out of such litigation.

ARTICLE IV-RESIDENCY

All present and future nonprobationary employees subject to this contract Agreement will be required to live within a 15 mile radius of the village limits of the Village of Berrien Springs.

ARTICLE V - MANAGEMENT RIGHTS AND RESPONSIBILITIES

Section 1. Operation. The Association recognizes the prerogatives of the Employer to operate and manage its affairs in all respects in accordance with its responsibilities and powers of authority.

Section 2. Overtime. The Employer has the right to schedule overtime work as required in a manner most advantageous to the Employer and consistent with the requirements of governmental employment and public safety.

Section 3. Work Schedule. The Employer shall have the right to determine reasonable schedules of working hours and days including the assignment of leave days and to establish the methods and processes by which such work is performed.

Section 4. Discipline and Discharge. The Employer reserves the right to discipline and discharge for just cause.

Section 5. Manual of Operations. The Employer shall have the right to adopt, revise and enforce reasonable rules and regulations set forth in the Berrien Springs-Oronoko Township Police Department Manual of Operations except as those rights are specifically abridged or modified by this Agreement or by any supplement to this Agreement arrived at throughout the process of collective bargaining.

Section 6. Reclassification. The Employer reserves the right to reclassify existing positions based on assigned duties and responsibilities or to make changes in assigned duties and responsibilities.

Section 7. Retention of Rights. The Employer reserves and retains, solely and exclusively, all rights to manage and direct its work forces except as expressly abridged by the provisions of this Agreement, including by way of

illustration but not limitation, the determination of policies, operations, assignments, schedules, and layoffs, all for the orderly and efficient operation of the Village of Berrien Springs and the Township of Oronoko.

Section 8. Nondiscrimination. The Employer agrees that it will not in any manner discriminate against any employee covered by this Agreement because of said employee's membership, or lack of membership, in the Association.

ARTICLE VI - GRIEVANCE PROCEDURE

Section 1. Definition. A grievance shall be defined as any dispute regarding the meaning, interpretation or application of the terms or provisions of this agreement.

Section 2. Grievance Procedure. Employees shall discuss any complaint with their immediate supervisor, before attempting to implement the Grievance Procedure. If the grievance is not resolved by oral discussion with the employee's immediate supervisor, the grievance shall be resolved in the following manner:

FIRST STEP. In order to be processed hereunder, an employee who believes he has a grievance shall, within three (3) days after the occurrence of the event upon which the grievance is based or if within such three (3) days period the grievant had no knowledge of the event upon which the grievance is based, then within three (3) days after conditions were such that the grievant reasonably should have known of the occurrence of the event upon which the grievance is based, submit the grievance in writing to his Lieutenant. The grievance shall state the facts upon which it is based, when it occurred, the section of the Agreement that has been violated and shall be signed by the employee who is filing the grievance and his steward. The Lieutenant will give his written answer to the grievance within three (3) days after the date of receipt of the written grievance. Such answer shall be delivered to the Association steward or his alternate.

SECOND STEP. When the grievance has not been settled in the First Step, and is to be appealed to the Second Step, the Association shall notify the Chief of Police in writing of its desire to appeal within three (3) days after receipt of the Lieutenant's First Step answer. The Chief, or his designee,

shall meet with the steward within five (5) days of the receipt of said appeal, and within five (5) days of such meeting, the Chief shall give to the steward, or his alternate, written answer to the grievance.

THIRD STEP. If the grievance has not been settled in the Second Step and is to be appealed to the Third Step, the Association shall notify the Employer, in writing within (5) five days after receipt of the Chief's Second Step answer. If such written request is made, and the Employer or its designee(s) shall meet with the Association's Committee within ten (10) days for the purpose of considering the grievance. Such meeting may be attended by a representative from the Fraternal Order of Police. The Employer or its designated representative shall give a written answer to the grievance to the Association steward or his alternate within five (5) days after the date of the meeting.

FOURTH STEP. If the grievance has not been settled in the Third Step, the parties, or either party, may submit such grievance to a mutually agreeable arbitrator, provided such submission is made within thirty (30) calendar days after delivery by the Employer to the steward, or his alternate, of the Third Step answer. If the parties are unable to agree upon an arbitrator within thirty (30) days, the services of the Federal Mediation and Conciliation Service shall be used in making a selection. The decision of the arbitrator shall be final and binding upon the parties. The arbitrator shall have no power or authority to alter, amend, add to or subtract from the terms of this Agreement. Each party shall pay one-half ($\frac{1}{2}$) of the costs of arbitration, except that each party shall pay the expenses of its own witnesses.

Section 3. Time Limits. Grievances that are not appealed within the time limits specified in the above Grievance Procedure shall be considered settled on the basis of the Employer's last answer. If the Employer fails to timely

answer a grievance, it shall automatically advance to the next step of the Grievance Procedure. The time limits established in the Grievance Procedure shall be followed by the parties hereto unless the time limits are extended by mutual agreement as set forth in writing. For the purpose of this Article, "days" shall mean all working days excluding Saturdays, Sundays and days celebrated as holidays under this Agreement.

Section 4. Step Two and Step Three Meetings. Meetings of the Employer and the Association representatives as provided in Step 2 and Step 3 shall be held, if practical, during non-working hours at a mutually convenient time and place designated by the Employer. In those instances where it is necessary that a meeting be held during an association representative's duty hours, the representative shall not suffer a loss of pay for time lost from duty while attending such meetings. In those instances where it is necessary that a meeting held during the grievant's duty hours and either the Association or the employer deem it necessary for the grievant to attend the meeting, the grievant shall not suffer a loss of pay for time lost from duty while attending such meetings.

Section 5. Grievance Discussion. It is understood and agreed that the steward and the aggrieved employee shall discuss and prepare grievances during non-working hours. However, the steward and the aggrieved employee shall not suffer a loss of pay for the time necessarily lost from work for the purpose of discussion of a potential grievance with the supervisor.

Section 6. Grievance Investigation. Grievance Investigation, to the extent possible shall be conducted during non-working hours. In those instances where this is not possible, the steward shall request to be excused by his Lieutenant for the purpose of such investigation. The steward shall

complete his investigation as quickly as possible and in such a manner so as to not unnecessarily interfere with the performance or work in the Department.

Section 7. Grievance Settlements. Settlement of a grievance in any case shall not be made retroactive for a period exceeding three (3) regularly scheduled working days prior to the date the grievance was first presented in writing.

ARTICLE VII - DISCHARGE AND SUSPENSION

Section 1. Discharge and Suspension. The employer will not, without just cause, suspend or discharge an employee. In the event an employee in the Bargaining Unit shall be suspended from work for disciplinary reasons or is discharged from his employment after the date hereof, and he believes he has been unjustly suspended or discharged, such suspension or discharge shall constitute a case arising under Grievance Procedure, provided a written grievance signed by the employee with respect thereto is presented to the Chief, or in his absence, his designated representative. Such grievance shall be processed starting at the Second Step of the Grievance Procedure.

- (a) In the event of suspension or discharge, the employee shall be allowed to discuss the matter with his steward before leaving the Department, provided that the steward is reasonably available.
- (b) Employee shall have the right to counsel, of his own choosing and at his own expense, before being required to make a statement that might lead to criminal prosecution.

Section 2. Compensation. In the event that it should be decided under the Grievance Procedure that the employee was unjustly suspended or discharged, the Employer shall reinstate such employee with full compensation, partial or no compensation, as may be decided under the Grievance Procedure. Such compensation, if any, shall be at the employee's regular rate of pay at the time of such discharge or the start of such suspension.

VIII - SENIORITY

Section 1. Definition of Seniority. Seniority shall be defined as an employee's length of continuous service with the Employer since his last hiring date. "Last hiring date" shall mean the date of which the employee was hired and since which he has not quit, retired, or been discharged for cause. Departmental seniority shall be defined as an employee's length of continuous service in the Department since last entering the Department Classification seniority shall commence upon an employee's date of entry into a classification and shall include his seniority in a classification with the department of equal or higher salary in which he has served a satisfactory probationary period. No time will be deducted from an employee's length of service due to absences occasioned by authorized leaves of absence, vacations, layoffs, sickness or accident leaves. Seniority shall apply only to permanent, full-time employees.

Section 2. Probationary Period. All new employees will be probationary for their first twelve (12) months of employment. The Chief shall have the right to extend the probationary period for six (6) months by giving notice to the affected employee. The purpose of the probationary period is to provide an opportunity for the Employer to determine whether the employee has the ability and other attributes which would qualify him for regular employee status. During such probationary period, the employee shall be on a trial basis, shall have no seniority and may have his employment terminated without regard to his relative length of service. Upon successful completion of the probationary period, the employee shall then have his name added to the seniority list as of the date he was employed.

Section 3. Seniority List. The Employer shall, every twelve (12) months, post a list of the names of the employees who have completed their probationary periods in order of their department seniority.

Section 4. Termination of seniority. An employee's seniority shall terminate for the following reasons:

- (a) If he quits, retires or is discharged for just cause.
- (b) If, when has been recalled to work following a layoff, he refuses or fails to return to work within seven (7) calendar days after notice by certified mail of such recall is sent to his last address on record with the Employer, whichever occurs first.
- (c) When he has been laid off for a continuous period equal to the amount of his seniority at the start of such layoff or for a period of twenty-four (24) consecutive months, whichever is the lesser amount of time.

Section 5. Layoff, Recall, and Reduction of Employees in a Classification.

If it is necessary to reduce the number of employees in the department due to the lack of work or lack of funds, probationary employees shall be laid off first, provided that the employees with departmental seniority have the necessary certificates and the present ability to perform the available work. Thereafter, if it is necessary to reduce the number of employees in the department due to lack of work or lack of funds, the employer shall determine the number of employees to be laid off from each job classification. Employees in a job classification shall be laid off on the basis of their classification seniority (the employee with the least classification seniority being laid off first), providing that the remaining employees have the necessary and the present ability to perform the work available in the classification. Employees laid off from a classification

may exercise their classification seniority in any other classification in which they have seniority, provided they have the necessary certificates and the present ability to perform the work available in such classification. Employees shall be recalled on the basis of the above procedure in reverse order.

IX - LEAVES OF ABSENCE

Section 1. Personal Leaves of Absence. The employer may grant a leave of absence for personal reasons without pay and without loss of seniority to an employee who has completed his probationary period, provided, in the judgment of the Employer, such employee can be spared from his work. Such leaves of absence shall be granted for a period not to exceed thirty (30) calendar days increments. If, during the period of such leave of absence, the employee desired to maintain his insurance in effect, the premium for such insurance shall be paid in advance by the employee to the Employer.

Section 2. Medical Leave of Absence. An employee, who because of pregnancy, illness or accident, is physically temporarily unable to report for work, shall be given a leave of absence without pay and without loss of seniority for a period of time equal to their length of seniority up to a maximum of twelve (12) months. If during the period of such leave of absence, the employee desired to maintain his or her insurance in effect, the premium for such insurance shall be paid in advance by the employee to the Employer. The employee shall supply the Employer with a certificate from a medical doctor of the necessity for such absence, or the continuation thereof, at such time or times when the same is requested by the Employer. If the Employer questions the medical certificate, it may require such employee to submit to a physical examination. If after such examination, the Employer's doctor does not agree with the employee's doctor's decision that the employee is physically unable to report for work, the Employer's doctor and the employee's doctor shall mutually agree upon a third doctor; and the decision of the two (2) doctors out of the three (3) herein mentioned shall be final and binding upon the Employer and the employee. The fees and bills incident to the third doctor shall be paid jointly by the Employer and the employee.

Section 3. Funeral Leave. Employees shall receive the amount of pay they would have received on a regular eight (8) hour straight time basis for each day necessarily lost during regularly scheduled work week, not to exceed three (3) days to make arrangements for and attend the funeral of a member of their immediate family. This payment shall not be made for any of such three (3) days on which the employee for any reason would have been absent from work. The three days ending with the day of the funeral and to be eligible for such pay the employee must notify the Chief of Police as soon as possible of the necessity for such absence, must attend the funeral, and, if requested by the Employer, must present proof of death.

- (a) Immediate family is to be defined as: mother, father, wife, husband, children, brother, sister, brother-in-law, sister-in-law, father-in-law, grandmother, grandfather, or other unspecified relatives if they live in the employee's household.

"In the event that the Employer changes to a four day, ten hour per day work week, the amount of paid funeral leave shall be increased from eight hours per day to ten hours per day."

Section 4. Injury Leave. Whenever an employee is incapacitated (other than permanently incapacitated) as a result of an injury arising out of his employment with the Employer so as to entitle him to workmen's compensation benefits, he may use his accumulated sick leave credits so that when combined with his workman's compensation benefits, he will continue to receive his regular pay.

X - SICK LEAVE

Section 1. Definition of Sick Leave. Sick leave shall be defined as authorized time absent from normal scheduled working hours for the purpose of recuperation from illness.

Section 2. Use of Sick Leave. When an employee is entitled to sick leave, he shall be paid sick leave for all hours missed up to a maximum of eight (8) hours per day for each duty day missed while on sick leave. In the event that the Employer changes to a four (4) day, ten hour per day work week, the maximum amount of paid sick leave shall be increased from eight hours to ten hours per day.

Section 3. Accumulation of Sick Leave. An Employee shall accumulate sick leave at the rate of ten (10) hours per month for each employed month of services. Unused sick leave shall accumulate from year to year up to a maximum of one hundred-twenty (120) days.

Section 4. Justification of Sick Leave. A medical certificate to justify sick leave shall be presented to the employer if the employee is absent on sick leave for three (3) days or more. The Employer may require, in its discretion, a medical certificate to affirm the employee's physical ability to return to work.

Section 5. Sick Leave & Other Employment. While on sick leave for the purpose of recuperation, no member shall engage in other employment.

Section 6. Sick Leave & Retirement. When an employee retires under the Employer's retirement program, he shall be entitled to be paid one-half ($\frac{1}{2}$) of his accumulated unused paid sick leave as of the date of retirement. The rate paid shall be the employee's then current rate of pay.

Section 7. Use of Sick Leave for Personal Business. Employees shall be entitled to use up to two (2) days per calendar year of sick leave for personal business. For purposes of scheduling requests for personal days shall be submitted at least seven (7) days prior to the personal day(s) being taken. In the event of an emergency the seven (7) days can be waived by the Chief of Police or his representative.

Section 8. Good Physical & Mental Health Required. An employee shall submit to a physical or psychological examination by a designated physician or psychologist/psychiatrist whenever so ordered by the Chief of Police. The purpose of the examination shall be for the safety of the employee and other employees of the department. Costs of the examination shall be borne by the Employer. Failure to comply with the order shall be grounds for discharge.

Section 9. Maternity Leave. Pregnancy shall be considered the same as any other temporary disability, and the pregnant employee shall be entitled to the same benefits as any other employee on a personal and/or emergency leave or extended sick leave. The employee may return to work when a physician's statement is presented stating she can resume normal duties.

Section 5. Court Time. An employee required to appear in court or before an administrative agency during off-duty hours shall be paid for all time necessarily spent so doing, including travel time and lunch periods incident thereto, at one and one-half (1½) time the employee's regular, straight-time hourly rate. All subpoena and witness fees and mileage fees shall be assigned to the employer, and the Employer shall provide transportation to and from the court or administrative agency. In the event no transportation can be provided mileage fees will be paid at the rate of 20¢ per mile to and from the hearing location.

The minimum pay for such appearance shall be for two (2) hours or for the hours actually spent, if this exceeds two (2) hours. This minimum shall not apply to court time immediately preceding or following the employee's regularly scheduled working hours.

Section 6. Training and Schooling. The employer recognizes the advantages of training for the employees of the Berrien Springs-Oronoko Township Police Department. Employees who are assigned for schooling and training by the Chief of Police, or his designee, will be paid at their regular, straight-time hourly rate. This pay shall not be considered in computing overtime pay.

Section 7. Jury Duty. An employee who is called to and reports for jury duty shall be compensated by the Employer for time spent in performing jury duty during such hours as the employee was scheduled to work. The compensation to be paid hereunder shall not exceed the difference between the employee's regular straight-time hourly rate and the daily jury fee paid by the court.

In order to receive payment, an employee must give the Employer prior notice he/she has been summoned for jury duty and must furnish satisfactory evidence that jury duty was performed on the days for which claims for payment are made.

XI - WAGES AND HOURS

Section 1. Normal Work Day. The normal work day shall consist of eight (8) consecutive hours per day provided, however, that in the event that the Employer changes to a four (4) day, ten (10) hours per day work week, the normal work shall then consist of ten (10) consecutive hours per day. The normal work week shall consist of forty (40) hours per week.

Section 2. Salary Schedule. For the life of this Agreement, the salary schedule set forth on Appendix A attached hereto and by this reference made a part hereof, shall remain in full force and effect.

Section 3. Overtime. An employee shall be paid overtime pay for all hours worked in excess of eight (8) hours per day or in excess of forty (40) hours per week. Overtime shall be paid at the rate of time and one-half ($1\frac{1}{2}$) the employee's regular straight-time hourly rate. In the event that the Employer changes to a four-day ten-hour per day work week, employees shall be paid overtime pay for all hours worked in excess of ten (10) hours per day or in excess of forty (40) hours per week.

Section 4. Call In Pay. If an employee is called in to work other than during his regularly scheduled working hours, he shall be paid call-in pay for a minimum of two (2) hours or for the hours actually worked, if this exceeds two (2) hours. This minimum time shall not apply to call-in time immediately preceding or following the employee's regularly scheduled working hours. Call-in pay shall be at the rate of time and one-half ($1\frac{1}{2}$) the employee's regular, straight-time hourly rate.

ARTICLE XII - VACATIONS

Section 1. Eligibility and Allowance.

- a. Employees covered by this Agreement shall be allowed paid vacation leave at the employee's straight time hourly rate times eight (8) hours per vacation day in accordance with the following schedules.

<u>Seniority</u>	<u>Vacation Period</u>
1 year but less than 5 years.....	10 days (80 hours)
5 years but less than 10 years.....	15 days (120 hours)
10 years but less than 20 years.....	20 days (160 hours)
More than 20 years.....	25 days (200 hours)

- b. It is expressly agreed that an employee may not use or be compensated for any vacation until after he has completed one (1) year of continuous employment.
- c. Vacation shall not accrue until an employee's anniversary date and after accrual it must be taken before the employee's anniversary date or it will be forfeited.
- d. Employees may be permitted to divide up their vacation days in any given year in accordance with the following schedule:

<u>Seniority</u>	<u>No. of Vacation Periods</u>
1 year but less than 5 years.....	2
5 years but less than 10 years.....	3
10 years but less than 15 years.....	4
More than 15 years.....	5

Section 2. Vacation Scheduling. Vacation time off will be scheduled by the Chief of Police, or his designee, upon receiving a request in writing. The Chief of Police shall determine the permissible number of employees who may be absent at any one time in the Department, and vacations shall be scheduled on the basis of the date request is received. Senior members will have seven (7) calendar days to override a subordinate member's request. The request must be posted on date submitted.

Section 3. Vacation Pay upon Separation. Accumulated and unused vacation time shall be redeemable at the employee's regular, straight-time hourly rate of pay upon separation.

Section 4. Holiday During Vacation. When a holiday falls within an employee's vacation period, he shall receive pay for such a holiday, but he shall not receive additional time off.

Section 5. Layoff.

- (a) As long as a laid-off employee's seniority has not been terminated prior to his anniversary date, he shall be entitled to prorated vacation pay based on the number of hours actually worked during the preceding year.
- (b) Any employee who is working and not on layoff status on his anniversary date, but who has been laid off or had taken a leave of absence during a portion of the preceding year, shall be entitled to prorated vacation leave based on the number of hours actually worked during the preceding year.

XIII - HOLIDAYS

Section 1. Definition. The following days are designated as holidays under this Agreement: 1. New Year's Day 2. Lincoln's Birthday 3. Washington's Birthday 4. Easter Sunday 5. Memorial Day 6. Independence Day 7. Labor Day 8. Columbus Day 9. Veteran's Day 10. Thanksgiving Day 11. Christmas Day.

Section 2. Holiday Pay. Employees who are regularly scheduled to work on a day that is celebrated as a holiday, but not required to work, shall receive eight (8) hours holiday pay at their regular straight time hourly rate for the holiday in question. Employees scheduled to work on a day celebrated as a holiday, and who are required to work, shall receive in addition to the regular pay for each hour worked on said holiday, eight (8) hours holiday pay at their straight time hourly rate of pay for the holiday in question. Employees not regularly scheduled to work on a day celebrated as a holiday shall receive eight (8) hours of holiday pay at their regular straight time hourly rate of pay for the holiday in question.

Section 3. Eligibility. In order to receive the holiday pay referred to above, an employee must have actually worked during the period of the thirty (30) calendar days which preceded the date celebrated as a holiday unless failure to work during such thirty (30) calendar day period is due to a regularly scheduled vacation. Additionally, an employee not scheduled to work on a holiday must have worked his last regularly scheduled working day before and his first regularly scheduled working day after the holiday.

ARTICLE XIV - HOSPITALIZATION, LIFE INSURANCE AND LIABILITY INSURANCE

Section 1. Hospitalization Insurance. The Employer agrees to maintain and pay the cost of the present hospitalization plan for employees and their families during the fiscal year 1989-90. The employer agrees to pay the first 10% increase in premium for 1990-91 and again in 1991-92.

Example: Current premium \$335.00 monthly Increase of \$50.00 per month Employer share \$33.50 Employee share \$16.50 per month Total payment employer with increase \$368.50 per month Employee co-pay \$16.50 per month.

The hospitalization plan shall provide full coverage for all of the usual family dependents when they are properly enrolled. This includes: wife or husband and unmarried children until the end of the year in which they reach 19 or to any age if they are "totally" and permanently" disabled by either birth, legal adoption, or a legal guardianship (while they are in your custody and dependent on you) and your spouse's children while they are residing as members of your household.

COVERAGE FOR YOUNG ADULTS OVER 19 (Riders F & FC)

An employee may apply for coverage which protects young adults after the end of the year in which they reach 19. To be eligible, these young people must be: unmarried, dependent on the employee for more than half their support as defined by the Internal Revenue Code of the United States, and they must reside with the employee or be in temporary residence at school or summer camp. Plan benefits for these young adults are exactly the same as the employee's. Eligible dependents may be covered in this manner until the end of the year in which they reach 25, or they may remain covered to any

age if they are "totally and permanently" disabled by either a physical or mental condition prior to age 19. The additional rate for each such dependent is added to the rate for the employee's own contract and is to be paid by the employee.

COVERAGE FOR DEPENDENTS OVER 25 (Riders SA & SD)

The employee may apply for coverage for other eligible dependents who are related by blood or marriage or reside in the employee's household. Such dependents must be dependent on the employee for more than half their support as defined by the Internal Revenue Code of the United States. The employee's Sponsored Dependents, there is an additional cost for each dependent, and coverage can be continued as long as the employee's contract remains in effect or until the dependent no longer meets eligibility requirements. All costs for Sponsored Dependents shall be borne by the employee.

Section 2. Life Insurance. The existing Employer-paid life insurance policy shall be continued with benefits of \$10,000.00 with double indemnity in case of accidental death.

Section 3. Layoff. To the extent premitted by the provisions of the insurance policies, a laid-off employee may continue the benefits in effect by paying the premium(s) to the employer in advance of its due date.

GROUP CARE BENEFITS DEFINED

In addition to the current existing hospitalization plan, which includes comprehensive hospital and surgical care combined with the drug purchase plan, the Employer shall furnish group

dental care benefits. The dental benefits shall be the Preventative Preferred Program.

The Employer shall also furnish Vision Care Expense Benefits as provided in the A-80 Vision Program currently available through Blue Cross/Blue Shield.

In the event the Employer changes hospitalization plans, the same benefits listed in this contract shall be provided with the new carrier.

Section 4. Liability Insurance. It is the intent of the Employer to support its employees in the performance of their official duties and performing services arising out of their employment. To this extent should an employee become involved in any litigation because of such activities, the Employer shall assume their defense, provide legal counsel at its expense and assume resulting judgments against them.

Should the Employer fail to obtain and maintain insurance coverage for the above, then the Employer shall be deemed a self-insurer and shall be liable for the conditions outlined above.

ARTICLE XV - LIMITATIONS OF AUTHORITY AND LIABILITY

Section 1. No employee, union member or agent of the Association shall be empowered to call or cause any strike, work stoppage or cessation of employment of any kind whatsoever.

Section 2. Any individual employee or group of employees who willfully violate or disregard the provisions of Article XV, Section 1, and Article XV, Section 4, may be summarily discharged by the Employer, provided however, that the question as to whether the actions of any employee or group of employees constitute such proscribed activity shall be subject to the grievance procedure.

Section 3. The authority of the Association stewards shall be limited to acts or functions which said stewards are expressly authorized to perform by this Agreement and by the Association.

Section 4. It is the intent of the parties of this Agreement that the grievance procedure herein shall serve as a means for the peaceable settlement of all disputes that may arise between them concerning the terms of this Agreement. Recognizing this fact, the Association agrees that during the life of this Agreement, neither the Association, its agents nor its members, will authorize, instigate, aid or engage in a work stoppage, slowdown or a strike against the Employer. The Employer agrees that during the same period there will be no lockout.

XVI - MISCELLANEOUS

Section 1. Clothing, Uniforms, and Equipment. The Employer shall have absolute discretion to decide the style and design of required uniforms and equipment. The Employer shall continue to furnish all equipment which ~~it~~ has furnished in the past plus 200 rounds of practice ammunition per man four (4) times per year and flashlight batteries. In addition, the following shall be furnished by the Employer: Shoes, boots, raincoats, bullet-proof vests, all leather goods for and including the officer utility belt, holster, nightstick and nightstick holder, ammunition cases, and handcuff case, mace and mace belt holder, and high ride directional draw holster. In the event the employee is wearing a dress blouse uniform with shoulder strap and Sam Browne belt, he shall wear the Jay-Pee cross-draw holster which will be provided by the Employer.

Section 2. Damaged Personal Items. The Employer agrees to reimburse an employee the actual cost of replacing prescription eye-glass lenses destroyed or damaged in the course of employment duties. The Employer further agrees to reimburse an employee up to a maximum of Ten Dollars (\$10.00), (Thirty Dollars (\$30.00) for wristwatches), for any other personal items damaged in the course of employment duties, provided the use of said personal items by the employee is required by the Employer.

Section 3. Bulletin Board. The Employer shall allow the Association access to its bulletin board(s) upon which the Association shall be permitted to post notices concerning Association business and activities. Such notices shall not contain anything of a political or defamatory nature.

Section 4. Separability and Savings Clause. In the event that any provision of this Agreement shall at any time be declared invalid by any court of

competent jurisdiction, the decision shall not invalidate the entire Agreement, it being the express intention of the parties that all other provisions shall remain in full force and effect. In the event that any provision of this Agreement is held invalid, the parties shall enter into negotiation for the purpose of arriving at a mutually satisfactory replacement for the provisions held invalid.

Section 5. Uniform Dry Cleaning. The Employer shall furnish dry cleaning for uniforms of all fulltime employees.

Section 6. Evaluations.

(a) All Probationary employees shall be evaluated four (4) times during the twelve month (12) probationary period.

(b) All other employees covered by this Agreement shall be evaluated two (2) times during the year.

(c) All evaluations shall become part of the employee's permanent personnel file.

ARTICLE XVII - AUTOMOBILES AND EQUIPMENT

Section 1. In the procurement of motor vehicles for patrol purposes, the Employer shall use best efforts to secure automobiles and equipment of quality, design, and construction commensurate with the functions and responsibilities related to the safety of the officers involved.

Section 2. Safety of Vehicles. No employee shall be required to drive an unsafe vehicle.

Section 3. Safety Equipment in Vehicles. Each marked vehicle will be equipped with necessary safety equipment. This will include one 12 gauge magnum pump shotgun in each unit, a post mounted spotlight, overhead emergency red and/or red and blue emergency lights and siren assembly, emergency road warning flares, emergency first-aid kit, and at least one (1) blanket in each vehicle and two interior dome lights. In addition, the Employer shall furnish protective barriers between the front and rear seat areas in each marked and semi-marked vehicle. The unmarked and semi-marked police cars normally driven by the Chief of Police and Lieutenant and/or Sergeant shall be equipped with a post-mounted spotlight, emergency road warning flares, emergency first-aid kits, at least one blanket and two (2) rear window mounted flashing red lights.

Due to the various needs of the Chief's vehicle in non-police service needs, the protective barrier separating the front and rear seat areas will be eliminated. When necessary, the Chief's vehicle shall be used by road patrol personnel as a substitute road patrol car.

ARTICLE XVIII - SHIFT SCHEDULES

Any change in a shift schedule shall be posted by the Employer at least seven (7) days prior to its effective date except in the case of an emergency in which the Employer will post any change in shift schedules as soon as possible.

ARTICLE XIX - OFF DUTY JOBS

Section 1. Employees shall be permitted to hold off duty jobs so long as that job does not conflict with the employee's duties as an employee of the Employer. Notwithstanding the foregoing, employees shall be prohibited from working in an off duty security position within the Village of Berrien Springs or within the Township of Oronoko without first having obtained permission from the Chief of Police or his designated representative.

Section 2. Prior to accepting an off duty job, employees shall notify the Chief of the proposed off duty job, and within a reasonable time thereafter, the Chief shall notify the employee as to whether such job is in conflict with the employee's duties as an employee of the Employer. If the Chief finds that the proposed off duty job constitutes a conflict, then the employee shall not be permitted to become employed by said off duty job, but shall have recourse to the grievance procedure if he disagrees with the Chief's decision.

ARTICLE XX - PENSION

The Employer shall maintain and pay for a C-1 Pension Plan as is currently in effect for the employees.

EDUCATIONAL BONUS

The Employer agrees to provide a step bonus of 3% for each degree earned by an employee in Criminal Justice or Approved Curriculum.

AA/2 Yr. = 3% increase in hourly wage for Associate Degree in Criminal Justice or 2 years Approved Curriculum.

BA/BS = 3% above hourly wage with Bachelor Degree step bonus in Criminal Justice or Approved Curriculum.

Effective July 1, 1987, the first step program will be eliminated. All employees will be in AA/2 Yr. column unless they have BA/BS, which will then put them in 2 column.

3% increase will be given only to those with Bachelor Degree in Criminal Justice or Approved Curriculum.

Patrolman 1989-90 Pay Scale

Hourly Rate

	AA/ 2 Yr.	BA/BS
1st yr. A	7.92	8.26
B	8.80	9.35
2nd yr.	9.68	9.97
3rd yr.	9.99	10.29
4th yr.	10.27	10.58
5th yr.	10.54	10.84
6th yr.	10.80	11.13

Overtime

1st yr. A	11.88	12.39
B	13.20	14.03
2nd yr.	14.52	14.96
3rd yr.	14.99	15.44
4th yr.	15.41	15.87
5th yr.	15.81	16.26
6th yr.	16.20	16.70

Weekly

1st yr. A	316.80	330.40
B	352.00	374.00
2nd yr.	387.20	398.80
3rd yr.	399.60	411.60
4th yr.	410.80	423.20
5th yr.	421.60	433.60
6th yr.	432.00	445.20

Base Annual

1st yr. A	16,473.60	17,180.80
B	18,304.00	19,448.00
2nd yr.	20,134.40	20,737.60
3rd yr.	20,779.20	21,403.20
4th yr.	21,361.60	22,006.40
5th yr.	21,923.20	22,547.20
6th yr.	22,464.00	23,150.40

Patrolman 1989-90 Pay Scale

		Holiday	
		AA/2 Yr.	BA/BS
1st yr.	A	696.96	726.88
	B	774.40	822.80
2nd yr.		851.84	877.36
3rd yr.		879.12	905.52
4th yr.		903.76	931.04
5th yr.		927.52	953.92
6th yr.		950.40	979.44

		Base + Holiday	
1st yr.	A	17,170.56	17,907.68
	B	19,078.40	20,270.80
2nd yr.		20,986.24	21,614.96
3rd yr.		21,658.32	22,308.72
4th yr.		22,265.36	22,937.44
5th yr.		22,850.72	23,501.12
6th yr.		23,414.40	24,129.84

Sergeant 1989-90

	AA/2 Yr. Hourly Rate	BA/BS
1st yr. A	8.45	8.70
B	9.33	9.62
2nd yr.	10.22	10.54
3rd yr.	10.53	10.86
4th yr.	10.86	11.19
5th yr.	11.13	11.46
6th yr.	11.43	11.74

	Overtime	
1st yr. A	12.68	13.05
B	14.00	14.43
2nd yr.	15.33	15.81
3rd yr.	15.80	16.29
4th yr.	16.29	16.79
5th yr.	16.70	17.19
6th yr.	17.15	17.61

	Base Weekly Rate	
1st yr. A	338.00	348.00
B	373.20	384.80
2nd yr.	408.80	421.60
3rd yr.	421.20	434.40
4th yr.	434.40	447.60
5th yr.	445.20	458.40
6th yr.	457.20	469.60

	Base Annual Rate	
1st yr. A	17,576.00	18,096.00
B	19,406.40	20,009.60
2nd yr.	21,257.60	21,923.20
3rd yr.	21,902.40	22,588.80
4th yr.	22,588.80	23,275.20
5th yr.	23,150.40	23,836.80
6th yr.	23,774.40	24,419.20

Sergeant 1989-90

Holiday Pay

	AA/2 Yr.	BA/BS
1st yr. A	743.60	765.60
B	821.04	846.56
2nd yr.	899.36	927.52
3rd yr.	926.64	955.68
4th yr.	955.68	984.72
5th yr.	979.44	1,008.48
6th yr.	1,005.84	1,033.12

Base Annual Rate Plus Holiday Pay

1st yr. A	18,319.60	18,861.60
B	20,277.44	20,856.16
2nd yr.	22,156.96	22,850.72
3rd yr.	22,829.04	23,544.48
4th yr.	23,544.48	24,259.92
5th yr.	24,129.84	24,845.28
6th yr.	24,780.24	25,452.32

DISPATCHER/CLERK

HOURLY RATE

2 Yrs. or LessBS/BA

1st Yr. A	5.27	5.60
B	5.64	6.00
2nd Yr.	6.00	6.40
3rd Yr.	6.40	6.60
4th Yr.	6.55	6.75
5th Yr.	6.70	6.90
6th Yr.	6.90	7.10

OVERTIME

1st Yr. A	7.90	8.40
B	8.46	9.00
2nd Yr.	9.00	9.60
3rd Yr.	9.60	9.90
4th Yr.	9.82	10.12
5th Yr.	10.05	10.35
6th Yr.	10.35	10.65

BASE WEEKLY RATE

1st Yr. A	210.80	224.00
B	225.60	240.00
2nd Yr.	240.00	256.00
3rd Yr.	256.00	264.00
4th Yr.	262.00	270.00
5th Yr.	268.00	276.00
6th Yr.	276.00	284.00

BASE ANNUAL RATE

1st Yr. A	10,961.60	11,648.00
B	11,731.20	12,480.00
2nd Yr.	12,480.00	13,312.00
3rd Yr.	13,312.00	13,728.00
4th Yr.	13,624.00	14,040.00
5th Yr.	13,936.00	14,352.00
6th Yr.	14,352.00	14,768.00

HOLIDAY PAY

1st Yr. A	463.76	492.80
B	496.32	528.00
2nd Yr.	528.00	563.20
3rd Yr.	563.20	580.80
4th Yr.	576.40	594.00
5th Yr.	589.60	607.20
6th Yr.	607.20	624.80

DISPATCHER/CLERK

BASE ANNUAL RATE PLUS HOLIDAY PAY

1st Yr. A	11,424.76	12,140.80
B	12,227.52	13,008.00
2nd Yr.	13,008.00	13,875.20
3rd Yr.	13,875.20	14,303.80
4th Yr.	14,200.40	14,634.00
5th Yr.	14,525.60	14,959.20
6th Yr.	14,959.20	15,392.80

Patrolman 1990-91 Pay Scale

	AA/2 Yr.	BA/BS
	Hourly Rate	
1st yr. A	8.40	8.76
B	9.33	9.91
2nd yr.	10.26	10.57
3rd yr.	10.60	10.91
4th yr.	10.89	11.21
5th yr.	11.17	11.49
6th yr.	11.45	11.80

	Overtime	
1st yr. A	12.60	13.14
B	14.00	14.87
2nd yr.	15.39	15.86
3rd yr.	15.90	16.37
4th yr.	16.34	16.82
5th yr.	16.76	17.24
6th yr.	17.18	17.70

	Base Weekly Rate	
1st yr. A	336.00	350.40
B	373.20	396.40
2nd yr.	410.40	422.80
3rd yr.	424.00	436.40
4th yr.	435.60	448.40
5th yr.	446.80	459.60
6th yr.	458.00	472.00

	Base Annual Rate	
1st yr. A	17,472.00	18,220.80
B	19,406.40	20,612.80
2nd yr.	21,340.80	21,985.60
3rd yr.	22,048.00	22,692.80
4th yr.	22,651.20	23,316.80
5th yr.	23,233.60	23,899.20
6th yr.	23,816.00	24,544.00

Patrolman 1990-91 Pay Scale

	AA/2 Yr.	BA/BS
	Holiday	
1st. yr A	739.20	770.88
B	821.04	872.08
2nd yr.	902.88	930.16
3rd yr.	932.80	960.08
4th yr.	958.32	986.48
5th yr.	982.96	1,011.12
6th yr.	1,007.60	1,038.40

Base Annual Rate Plus Holiday Pay

1st yr. A	18,211.20	18,991.68
B	20,227.44	21,484.88
2nd yr.	22,243.68	22,915.76
3rd yr.	22,980.80	23,652.88
4th yr.	23,609.52	24,303.28
5th yr.	24,216.56	24,910.32
6th yr.	24,823.60	25,582.40

Sergeant 1990-91

	AA/2 yr.	BA/BS
	Hourly Rate	
1st yr. A	9.04	9.31
B	9.98	10.29
2nd yr.	10.94	11.28
3rd yr.	11.27	11.62
4th yr.	11.62	11.97
5th yr.	11.91	12.26
6th yr.	12.23	12.56

	Overtime	
1st yr. A	13.56	13.97
B	14.97	15.44
2nd yr.	16.41	16.92
3rd yr.	16.91	17.43
4th yr.	17.43	17.96
5th yr.	17.87	18.39
6th yr.	18.35	18.84

	Base Weekly Rate	
1st yr. A	361.60	372.40
B	399.20	411.60
2nd yr.	437.60	451.20
3rd yr.	450.80	464.80
4th yr.	464.80	478.80
5th yr.	476.40	490.40
6th yr.	489.20	502.40

	Base Annual Rate	
1st yr. A	18,803.20	19,364.80
B	20,758.40	21,403.20
2nd yr.	22,755.20	23,462.40
3rd yr.	23,441.60	24,169.60
4th yr.	24,169.60	24,897.60
5th yr.	24,772.80	25,500.80
6th yr.	25,438.40	26,124.80

Sergeant 1990-91

	AA/2 Yr.	BA/BS
	- Holiday	
1st yr. A	795.52	819.28
B	878.24	905.52
2nd yr.	962.72	992.64
3rd yr.	991.76	1,022.56
4th yr.	1,022.56	1,053.36
5th yr.	1,048.08	1,078.88
6th yr.	1,075.36	1,105.28

Base Annual Rate Plus Holiday Pay

1st yr. A	19,598.72	20,184.60
B	21,636.64	22,308.72
2nd yr.	23,717.92	24,455.04
3rd yr.	24,433.36	25,192.16
4th yr.	25,192.16	25,950.96
5th yr.	25,820.88	26,579.68
6th yr.	26,513.76	27,230.08

DISPATCHER/CLERK

HOURLY RATE

	<u>2 Yrs. or Less</u>	<u>BS/BA</u>
1st Yr. A	5.42	5.75
B	5.80	6.20
2nd Yr.	6.20	6.60
3rd Yr.	6.60	6.80
4th Yr.	6.75	6.95
5th Yr.	6.90	7.10
6th Yr.	7.10	7.30

OVERTIME

1st Yr. A	8.13	8.62
B	8.70	9.30
2nd Yr.	9.30	9.90
3rd Yr.	9.90	10.20
4th Yr.	10.12	10.42
5th Yr.	10.35	10.65
6th Yr.	10.65	10.95

BASE WEEKLY RATE

1st Yr. A	216.80	230.00
B	232.00	248.00
2nd Yr.	248.00	264.00
3rd Yr.	264.00	272.00
4th Yr.	270.00	278.00
5th Yr.	276.00	284.00
6th Yr.	284.00	292.00

BASE ANNUAL RATE

1st Yr. A	11,273.60	11,960.00
B	12,064.00	12,896.00
2nd Yr.	12,896.00	13,728.00
3rd Yr.	13,728.00	14,144.00
4th Yr.	14,040.00	14,456.00
5th Yr.	14,352.00	14,768.00
6th Yr.	14,768.00	15,184.00

HOLIDAY PAY

1st Yr. A	476.96	506.00
B	510.40	545.60
2nd Yr.	545.60	580.80
3rd Yr.	580.80	598.40
4th Yr.	594.00	611.60
5th Yr.	607.20	624.80
6th Yr.	624.80	642.40

DISPATCHER/CLERK

	<u>2 Yrs. or Less</u>	<u>BS/BA</u>
1st Yr. A	11,750.56	12,466.00
B	12,574.40	13,441.60
2nd Yr.	13,441.60	14,308.80
3rd Yr.	14,308.80	14,742.40
4th Yr.	14,634.00	15,067.60
5th Yr.	14,959.20	15,392.80
6th Yr.	15,392.80	15,826.40

Patrolman 1991-92 Pay Scale

	AA/2 Yr.	BA/BS
	Hourly Rate	
1st yr. A	8.90	9.29
B	9.89	10.50
2nd yr.	10.88	11.20
3rd yr.	11.24	11.56
4th yr.	11.54	11.88
5th yr.	11.84	12.18
6th yr.	12.14	12.51

	Overtime	
1st yr. A	13.35	13.94
B	14.84	15.75
2nd yr.	16.32	16.80
3rd yr.	16.86	17.34
4th yr.	17.31	17.82
5th yr.	17.76	18.27
6th yr.	18.21	18.77

	Base Weekly Rate	
1st yr. A	356.00	371.60
B	395.60	420.00
2nd yr.	435.20	448.00
3rd yr.	449.60	462.40
4th yr.	461.60	475.20
5th yr.	473.60	487.20
6th yr.	485.60	500.40

	Base Annual Rate	
1st yr. A	18,512.00	19,323.20
B	20,571.20	21,840.00
2nd yr.	22,630.40	23,296.00
3rd yr.	23,379.20	24,044.80
4th yr.	24,003.20	24,710.40
5th yr.	24,627.20	25,334.40
6th yr.	25,251.20	26,020.80

Patrolman 1991-92 Pay Scale

	AA/2 Yr.	BA/BS
	Holiday	
1st yr. A	783.20	817.52
B	870.32	924.00
2nd yr.	957.44	985.60
3rd yr.	989.12	1,017.28
4th yr.	1,015.52	1,045.44
5th yr.	1,041.92	1,071.84
6th yr.	1,068.32	1,100.88

Base Annual Rate Plus Holiday Pay

1st yr. A	19,295.20	20,140.72
B	21,441.52	22,764.00
2nd yr.	23,587.84	24,281.60
3rd yr.	24,368.32	25,062.08
4th yr.	25,018.72	25,755.84
5th yr.	25,669.12	26,406.24
6th yr.	26,319.52	27,121.68

Sergeant 1991-92 Pay Scale

	AA/2 Yr.	BA/BS
	Hourly Rate	
1st yr. A	9.67	9.96
B	10.68	11.01
2nd yr.	11.71	12.07
3rd yr.	12.06	12.43
4th yr.	12.43	12.81
5th yr.	12.74	13.12
6th yr.	13.09	13.44

	AA/2 Yr.	BA/BS
	Overtime	
1st yr. A	14.51	14.94
B	16.02	16.52
2nd yr.	17.57	18.11
3rd yr.	18.09	18.65
4th yr.	18.65	19.22
5th yr.	19.11	19.68
6th yr.	19.64	20.16

	AA/2 Yr.	BA/BS
	Base Weekly Rate	
1st yr. A	386.80	398.40
B	427.20	440.40
2nd yr.	468.40	482.80
3rd yr.	482.40	497.20
4th yr.	497.20	512.40
5th yr.	509.60	524.80
6th yr.	523.60	537.60

	AA/2 Yr.	BA/BS
	Base Annual Rate	
1st yr. A	20,113.60	20,716.80
B	22,214.40	22,900.80
2nd yr.	24,356.80	25,105.60
3rd yr.	25,084.80	25,854.40
4th yr.	25,854.40	26,644.80
5th yr.	26,499.20	27,289.60
6th yr.	27,227.20	27,955.20

Sergeant 1991-92 Pay Scale

	AA/2 Yr.	BA/BS
	Holiday	
1st yr. A	850.96	876.48
B	939.84	968.88
2nd yr.	1,030.48	1,062.16
3rd yr.	1,061.28	1,093.84
4th yr.	1,093.84	1,127.28
5th yr.	1,121.12	1,154.56
6th yr.	1,151.92	1,182.72

Base Annual Rate Plus Holiday Pay

1st yr. A	20,964.56	21,593.28
B	23,154.24	23,869.68
2nd yr.	25,387.28	26,167.76
3rd yr.	26,146.08	26,948.24
4th yr.	26,948.24	27,772.08
5th yr.	27,620.32	28,444.16
6th yr.	28,379.12	29,137.92

DISPATCHER/CLERK

HOURLY

	<u>2 Yrs. or Less</u>	<u>BS/BA</u>
1st Yr. A	5.60	5.95
B	6.00	6.40
2nd Yr.	6.40	6.80
3rd Yr.	6.80	7.00
4th Yr.	6.95	7.15
5th Yr.	7.10	7.30
6th Yr.	7.30	7.50

OVERTIME

1st Yr. A	8.40	8.92
B	9.00	9.60
2nd Yr.	9.60	10.20
3rd Yr.	10.20	10.50
4th Yr.	10.42	10.72
5th Yr.	10.65	10.95
6th Yr.	10.95	11.25

BASE WEEKLY RATE

1st Yr. A	224.00	238.00
B	240.00	256.00
2nd Yr.	256.00	272.00
3rd Yr.	272.00	280.00
4th Yr.	278.00	286.00
5th Yr.	284.00	292.00
6th Yr.	292.00	300.00

BASE ANNUAL RATE

1st Yr. A	11,648.00	12,376.00
B	12,480.00	13,312.00
2nd Yr.	13,312.00	14,144.00
3rd Yr.	14,144.00	14,560.00
4th Yr.	14,456.00	14,872.00
5th Yr.	14,768.00	15,184.00
6th Yr.	15,184.00	15,600.00

HOLIDAY PAY

1st Yr. A	492.80	523.60
B	528.00	563.20
2nd Yr.	563.20	598.40
3rd Yr.	598.40	616.00
4th Yr.	611.60	629.20
5th Yr.	624.80	642.40
6th Yr.	642.40	660.00

DISPATCHER/CLERK

	<u>2 Yrs. or Less</u>	<u>BS/BA</u>
1st Yr. A	12,140.80	12,899.60
B	13,008.00	13,875.20
2nd Yr.	13,875.20	14,742.40
3rd Yr.	14,742.40	15,176.00
4th Yr.	15,067.60	15,501.20
5th Yr.	15,392.80	15,826.40
6th Yr.	15,826.40	16,260.00