

6/30/91

AGREEMENT

THIS AGREEMENT entered into this 2nd day of May, 1988, between the Cass County Probate Court, hereinafter referred to as "Employer," and the AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, MICHIGAN COUNCIL 25, AFL-CIO, hereinafter referred to as the "Union", and the CASS COUNTY BOARD OF COMMISSIONERS, hereinafter referred to as the "County of Cass", as the funding authority for the Employer.

Purpose and Intent

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

The parties recognize that the interest of the community and the job security of the employees depend upon the Employer's success in maintaining, on as efficient a basis as possible, proper service to the community.

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

ARTICLE I

RECOGNITION

Section 1. Recognition. Pursuant to and in accordance with all applicable provisions of Act 379 of the Public Acts of 1965, as amended, the Employer does hereby recognize the Union as the exclusive representative for the purpose of collective bargaining in respect to rates of pay, wages, hours or employment, and other conditions of employment for all employees of the Employer included in the collective bargaining unit described below:

All full-time and regular part-time employees of the Cass County Probate Court, except the Judge, Administrators, Court Reporter, and all other supervisory or confidential employees as defined by the Act.

Section 2. Aid to Other Unions. The Employer will not aid, or promote or finance any labor group or organization which purports to engage in collective bargaining for the members of the bargaining unit or make any agreement with any such group or organization for the purpose of undermining the Union.

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Section 3. Non-Discrimination. The Employer and the Union agree that for the duration of the Agreement, neither shall engage in unlawful discrimination against any employee because of his race, color, creed, age, sex, nationality or political belief, nor shall the Employer or its agents nor the Union, its agents or members, discriminate against any employee because of his membership or non-membership in the Union.

Section 4. Union Security. Subject to such rights of individuals as may be provided by law, as a condition of continued employment, all employees in the bargaining unit shall pay to the Union an amount equal to the Union's regular and usual initiation fees and its regular and usual monthly dues for the services provided by the Union in representation and contract administration.

Section 5. Dues Check-Off. Upon receipt of an authorization form signed by an employee covered by this Agreement, the Employer will each month deduct from the employee's pay the amount owed to the Union by such employee for Union membership dues or representation fees. Deductions will be made by the Employer from each pay period. Dues or representation fees deducted by the Employer for any calendar month, will be remitted to the designated financial officer of Michigan Council No. 25, AFSCME, AFL-CIO as soon as possible during the month after the payroll deductions have been made along with a list of the names for whom dues or representation fees were deducted. The Union agrees to hold the Employer harmless for any legal action taken pursuant to Sections 4 and 5 in reliance upon written instructions from the Union.

Section 6. Union Activity. The Union agrees that, except as specifically provided for in the terms and provisions of this Agreement, employees shall not be permitted to engage in Union activity during working time.

Section 7. Association Representation.

(a) Stewards and Unit Chairperson: The Employees covered by this Agreement will be represented by no more than two (2) Stewards, one (1) Chapter Chairperson who shall be non-probationary bargaining unit members. The Union shall have the exclusive right to assign the area of responsibility to said Stewards, provided that the area includes his department.

(1) The Employer will be notified of the names of the Stewards and their areas of responsibility and the Chapter Chairperson.

(2) The Stewards, during working hours, without loss of time or pay, may present grievances to the Employer during working hours.

(3) The Chapter Chairperson shall be allowed the necessary time off during working

hours without loss of time or pay to present grievances to the Employer in accordance with the grievance procedure.

(4) Grievance investigations shall take place during non-working time whenever possible. When it is not possible, the Steward or Chapter Chairperson shall receive permission in advance from his immediate supervisor, to investigate a specific grievance that is at his stage of the grievance procedure.

(b) Union Bargaining Committee:

(1) Employees covered by this Agreement will be represented in negotiations by no more than three (3) bargaining committee members.

(2) All bargaining by parties shall commence at a time and place that is mutually agreed upon, keeping in mind the Employer's need, without additional costs, to continue to provide a proper level of service to the community.

(3) Members of the bargaining committee shall be paid by the Employer for time lost from their regularly scheduled shift while attending negotiation sessions with the Employer.

ARTICLE II

MANAGEMENT RIGHTS

The Union recognizes that, except as specifically limited or abrogated by the terms and provisions of this Agreement, all rights to manage, direct and supervise the operations of the Employer and the employees therein are vested solely and exclusively in the Employer.

ARTICLE III

SPECIAL CONFERENCES

Special Conferences for important matters, excluding grievances, will be arranged between the Chapter Chairperson and the Chairman of the Employer's operations committee upon the request of either party. Unless otherwise agreed, such meetings shall be between representatives of Management and Union's bargaining committee. Arrangements for such special conferences shall be made in advance and an agenda of the matters to be taken up at the meeting shall be presented at the time the conference is requested. If the other party has an agenda of items that it wishes to discuss, the agenda shall be

delivered to the other party at least two (2) days before the meeting. Unless otherwise agreed, matters taken up in special conferences shall be confined to those included in the agenda. Conferences shall be held between the hours of 9:00 a.m. and 5:00 p.m. Union representatives shall not lose time or pay for time lost from regularly scheduled work while attending conferences. This meeting may be attended by representatives of the Council and/or representatives of the International Union and the Employer's Labor Relations Counsel.

(a) Unless a greater amount of time is agreed upon in advance of a meeting, Union representatives may meet on the Employer's property for ten (1) minutes immediately preceding the conference.

(b) Unless otherwise agreed, a special conference requested by the Union shall not occur more often than once per month.

ARTICLE IV

GRIEVANCE PROCEDURE

Section 1. Grievance Defined. A grievance shall be defined as any dispute regarding the meaning, interpretation, application or alleged violation of the terms and provisions of this Agreement.

Section 2. Grievance Procedure. An employee who believes he has a grievance must submit his grievance in accordance with the following procedure:

FIRST STEP: To be processed under this grievance procedure, a grievance must be reduced to writing, stating the facts upon which it is based, when they occurred, specify the section of the contract which allegedly have been violated, state the remedy sought, must be signed by the employee who is filing the grievance and his Steward and must be presented to the aggrieved employee's immediate supervisor within five (5) working days after the occurrence of the event upon which it is based or the passage of five (5) working days since the employee reasonably would have had knowledge of the occurrence of the event. The supervisor may within five (5) working days meet with the aggrieved employee and his Steward. The supervisor shall give a written answer to the aggrieved employee's Steward within five (5) working days after receipt of the written grievance, or the date of any meeting, whichever occurs last. If the answer is satisfactory, the Steward shall so indicate on the grievance form and sign it with one (1) copy of the grievance thus settled retained by the Steward and one (1) copy retained by the supervisor. Grievance settlements at the First Step of the grievance procedure shall be on a non-precedent setting basis.

SECOND STEP: If the grievance has not been settled in the First Step, and if it is to be appealed to the Second Step, the Union shall notify the Judge in writing within five (5) working days

after receipt of the written First Step answer of its desire to appeal the grievance. If such written request is made, the Judge and/or other committee members shall meet with the Chapter Chairperson and the grievant's Steward within ten (10) working days thereafter to discuss the grievance. This meeting may also be attended by a representative of the Council or a representative of the International Union and the Employer's Labor Relations Counsel. A written Second Step answer to the grievance shall be given to the Chapter Chairperson within five (5) working days after such meeting. If the answer at this stage is satisfactory, the Chapter Chairperson shall so indicate on the grievance form and sign it with one (1) copy of the grievance thus settled being retained by the Union and one (1) copy by the Employer.

THIRD STEP: If the answer of the Judge is not acceptable, the grievant and/or steward shall submit the written grievance along with any answer received to the County Administrator within five (5) working days of the second step answer or within five (5) working days of when the second step answer should have been received.

The County Administrator shall arrange a meeting with the grievant, the steward and the Union Labor Consultant within ten (10) calendar days after receipt of the appeal.

A written answer to the grievance shall be submitted to the Union within ten (10) calendar days after the next scheduled meeting of the Board of Commissioners. This answer is non-binding.

If the answer is acceptable it shall be signed by the grievant, the steward and the County Administrator with each retaining a copy of the grievance.

FOURTH STEP: If the grievance has not been resolved in the foregoing steps and the Union desires to process the grievance further, it shall submit the grievance to arbitration through the American Arbitration Association in accordance with its voluntary arbitration rules, then obtaining, providing such mission is made within thirty (30) days after receipt by the Union of the Employer's Second Step answer. The arbitrator shall have no authority to add to, subtract from, change or modify any provisions of this agreement, nor shall he utilize the doctrine of past practice with respect to any action or inaction by the County prior to January 1, 1984, and he shall be limited solely to the interpretation and application of the specific provisions contained herein. However, nothing contained herein shall be construed to limit the authority of an arbitrator, in his own judgment, to sustain, reverse or, modify any alleged unjust discipline that may reach this stage of the grievance procedure, unless the employee is found to have violated the no strike clause. No back pay shall be

retroactively applied more than five (5) working days before the date a grievance was filed in writing. A decision of the arbitrator that is within his authority shall be final and binding upon the parties hereto. The expenses and fees of the arbitrator and the American Arbitration Association shall be borne equally by the Union and the Employer.

Section 3. Time Limits. Time limits at any Step of the grievance procedure may be extended only by written agreement between the Employer and the Union. In the event the Union does not appeal a grievance from one Step to another within the time limits specified, the grievance shall be considered as being withdrawn by the Union. In the event the Union does not appeal a grievance from one Step to another within the time limits specified, the grievance shall be considered as being withdrawn by the Union. In the event the Employer fails to reply to a grievance at any Step of the grievance procedure within the specified time limits, the grievance shall automatically be referred to the next Step in the grievance procedure; provided, however, that nothing contained herein shall be construed so as to automatically refer a grievance to arbitration.

ARTICLE V

DISCHARGE AND SUSPENSION CASES

Section 1. Grievance Filing. In the event an employee who has completed his probationary period 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 the grievance procedure, provided a written grievance with respect thereto is presented to the Judge three (3) working days after such discharge or after the start of such suspension.

(a) The Employer agrees to promptly notify the Union of any suspension or discharge.

(b) Upon the Employee's request, the Employer will discuss the discharge or suspension of an Employee in the presence of his Steward, provided the Steward is on duty and reasonably available. A discharged or suspended employee will be allowed to discuss his discharge or suspension with his Steward, provided he is on duty and reasonably available, and the Employer will make available a meeting room where he may do so before he is required to leave the property of the Employer.

(c) It is understood and agreed that when an employee files a grievance with respect to his suspension or discharge, the act of filing such grievance shall constitute his authorization to the Employer to reveal to the decision-making participants in the grievance procedure any and all relevant information available to the Employer concerning the alleged

offenses and such filing shall further constitute a release of the Employer from any and all claimed liability by reason of such disclosure. The decision-making participants in the grievance procedure shall determine the relevancy of the employee's work record.

Section 2. Back Pay Calculation. In the event it should be decided under the grievance procedure that the employee was unjustly suspended or discharged, the Employer shall reinstate such employee and pay full compensation, partial, or no compensation, as may be decided under the grievance procedure, which 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 plus any automatic pay increases, less any additional compensation he may have earned at other employment as a result of the suspension or discharge, and less the amount of any unemployment compensation benefits.

ARTICLE VI

STRIKES AND LOCKOUTS

Section 1. Pledge. The Union agrees that during the life of this Agreement neither the Union, its agents or its members will authorize, instigate, aid, condone or engage in a work stoppage, slowdown, strike, or any other concerted activity which interferes with the operations of the Employer. The Employer agrees that during the same period there will be no lockouts.

Section 2. Discipline. Individual employees or groups of employees who instigate, aid, or engage in a work stoppage, slowdown, strike, or any other concerted activity which interferes with the operations of the Employer may be disciplined or discharged in the sole discretion of the Employer.

ARTICLE VII

SENIORITY

Section 1. Definition. Seniority shall be defined as an employee's length of continuous employment with the Employer since his last hiring date. "Last hiring date" shall mean the date upon which an employee first reported for work at the instruction of the Employer and since which he has not quit, retired or been discharged. No time shall be deducted from an employee's seniority due to absences occasioned by authorized leaves of absence, vacations, sick or accident leaves or for layoffs, except as hereinafter provided. Notwithstanding the above, the Court reserves the unilateral right to hire temporary employees to do bargaining work upon such terms and conditions as it may stipulate for a period not to exceed ninety (90) calendar days. No person so employed shall be rehired as a temporary non-bargaining employee within 270 days of the termination date of his/her initial employment. No credit

towards seniority shall be provided to a temporary employee for time during which he or she provided services as such.

Section 2. Probationary Period. All new employees hired after the effective date of this Agreement shall be probationary employees for the first ninety (90) calendar days immediately following their employ. 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 will qualify him for regular employee status. During this probationary period, the employee may be laid off or terminated in the sole discretion of the Employer without regard to his relative length of service and without recourse to the grievance procedure.

Section 3. Seniority List. The Employer will maintain an up-to-date seniority list. A copy of the seniority list will be posted on the appropriate bulletin board and forwarded to Council No. 25 each six (6) months. The Employer shall notify the Union of all newly hired and terminated employees. The names of all employees who have completed their probationary period shall be listed on the seniority list in order of their last hiring date. If two or more employees have the same last hiring date, their names shall appear on the seniority list alphabetically by the first letter or letters of their last name. If two or more such employees have the same last name, the same procedure shall be followed with respect to their first names.

Section 4. Loss of Seniority. An employee's seniority shall terminate:

(a) If he quits, retires or is discharged.

(b) If, following a layoff, he fails or refuses to notify the Employer of his intention to return to work within five (5) working days after a written notice by registered mail of such recall is sent to his last address on record with the Employer, or, having notified the Employer of his intention to return, fails to do so within ten (10) working days after the date such notice is sent.

(c) If he is absent for three (3) consecutive working days without notifying the Employer prior to or during such three (3) day period of a justifiable reason for the absence.

(d) When he has been laid off for a period of twenty-four (24) consecutive months.

Section 5. Casting and Bidding. All vacancies and newly created positions in the bargaining unit shall be posted for a period of five (5) working days. During such five (5) day period, employees may bid for such job or vacancy by signing the posting. The appointment to a vacancy in the bargaining unit among applicants shall be in accordance with the following procedures:

(a) The employee(s) from within the department where the opening occurs shall be considered first. The most senior employee in the department who meets the qualifications set by the Employer shall be awarded the job.

(b) If there are no bidding employees from within the department where the opening occurs who meet the qualifications set by the Employer, then the job shall be filled by the most senior employee from another department who meets the qualifications set by the Employer.

(c) If no bidding employee is satisfactory to the Judge, then he may assign a probationary employee who is satisfactory to the Judge or institute the hiring procedure.

(d) In the event the senior applicant is denied the job, the general reasons for denial shall, upon request, be given in writing to the employee.

Section 6. Trial Period. When an employee is awarded a job under the provisions set forth in Section 5 of this Article, the successful bidder shall be on trial (job probation) for a period of thirty (30) days of actual work after being assigned to his new classification. During such period, an employee may be removed from his new classification at any time he demonstrates to the Court's satisfaction that he is or will be unable to satisfactorily perform the requirements of such job.

An employee, who during the trial period is removed from a job classification for which he had bid because of his inability to perform the requirements thereof, shall be returned to the last job classification and department assignment he had occupied immediately preceding his new assignment. Any person who had succeeded the employee in his previous job classification shall be, in the case of an existing Court Employee, returned to his previous position. In the case of a probationary employee, such employee shall be subject to discharge or reassignment at the sole discretion of the Court. In the event of the utilization of these provisions, the job shall be re-posted pursuant to procedures herein provided.

Section 7. Layoff and Recall. If it is necessary to reduce the number of employees in a job classification, probationary employees, then part-time employees in the job classification in the job classification shall be laid off first. Thereafter, if it is necessary to further reduce the number of employees in a job classification, full-time employees shall be removed on the basis of their seniority, provided always that the remaining employees have the then present ability to perform the available work in such classification. Employees removed from a classification may exercise their seniority in any other equal or lower rated classification in the bargaining unit provided they have the then present ability to perform the available work in such classification. If no such position exists within the department,

then the employee may exercise his seniority in an equal or lower rated classification in another department (except in the office of the Treasury, Clerk, Register of Deeds and Prosecuting Attorney) provided that he has the then present ability to perform the available work in such classification. Employees shall be recalled to their former classification in accordance with their seniority, provided always that they have the then present ability to perform the available work.

Notwithstanding the provisions of this section, employees who are scheduled for layoff may exercise their seniority to move into the office of the Treasury, Clerk, Register of Deeds and Prosecuting Attorney only if such a transfer is mutually agreeable between the employee and the head of said office.

Section 8. Temporary Transfers. The Employer shall have the right to temporarily transfer employees within the bargaining unit from one job classification to another to cover for employees who are absent from work due to illness, accident, vacations or leaves of absence for the period of such absences. The Employer shall also have the right to temporarily transfer an employee from one job classification to another within the bargaining unit to fill a job or situation which may arise for a period not to exceed ninety (90) calendar days in any calendar year. It is understood and agreed that any employee within the unit temporarily transferred in accordance with the provisions of this Section shall not acquire any permanent title or right to the job to which he is temporarily transferred.

(a) The procedure outlined above shall also apply when an employee is temporarily assigned to a different department but within the same job classification.

(b) When an employee is temporarily transferred for the convenience of the Employer from one job classification to another as provided in this Section, he shall continue to be paid the salary to which he is entitled in his permanent job classification unless he is transferred to a job classification for which the maximum rate range is higher than his permanent job classification in which event his salary shall be increased for the period of such transfer to the level he would have received had he been awarded the job.

(c) If and when a temporary transfer or temporary assignment is for a period of more than fourteen (14) consecutive calendar days, employees in the affected department who, in the Judge's judgment, can be spared from their work and are fully qualified for the available work will be offered the opportunity on the basis of seniority.

Section 9. Transfers Outside the Unit. If an employee transfers to a position with the Employer that is not included in the bargaining unit, and thereafter, within six (6) months, transfers back into a position within the bargaining unit, he shall have accumulated seniority while working in the position to which he

transferred. Employees transferring under the above circumstances shall retain all rights accrued for the purpose of any benefits provided in this Agreement. After six (6) months the employee's seniority shall be frozen if he remains outside the bargaining unit.

ARTICLE VIII

LEAVES OF ABSENCE

Section 1. Personal Leave. The Employer may grant a leave of absence for personal reasons not to exceed thirty (30) calendar days, without pay and without loss of seniority to an employee who has completed his probationary period, provided good cause exists for the employee's request and the employee can be spared from his work.

Section 2. Medical Leave. An employee who, because of illness, accident or pregnancy is physically unable to report for work shall be given a leave of absence without pay and without loss of seniority for a period not to exceed twelve (12) consecutive months, provided he promptly notifies the Employer of the necessity therefore and provided further that he supplies the Employer with a certificate from a medical doctor of the necessity for such absence and for the continuation of such absence, when same is requested by the Employer. The Employer shall continue to keep in effect the agreed upon insurance coverage for employees on such leave for the duration of the leave.

Section 3. Field Training Leave. Leaves of absence without pay and without loss of seniority shall be granted to employees who are active in the National Guard or a branch of the Armed Forces Reserves for the purpose of fulfilling their annual field training obligations or required tours of active duty. Applications for leaves of absence for such purposes must be made as soon as possible after the employee's receipt of his orders.

Section 4. Military Leave. An employee who enters the military service by draft or enlistment shall be granted a leave of absence for that purpose and at the conclusion of such leave of absence shall be reinstated in accordance with all applicable provisions of the Selective Service Training Act and any other applicable laws then effective.

Section 5. Funeral Leave. Employees who at the time have completed their probationary period shall receive an amount of pay which they would have received on a regular, straight-time basis, not to exceed eight (8) hours, for each day necessarily lost from their regularly scheduled work, 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) working days on which the employee for any other reason would have been absent from work. Immediate family shall be defined as an employee's current spouse, children, stepchildren who have resided on a permanent basis with the employee, father, mother,

sister, brother, grandparents, grandchildren, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, and any other relative living in the same household. The three (3) days referred to above shall include the day of the funeral, and to be eligible for such pay, the employee must notify the Employer as soon as possible of the necessity for such absence and must attend the funeral unless the deceased is the spouse or child of the employee. If the deceased is the spouse or child of the employee, the leave herein provided shall be five (5) working days and attendance at the funeral shall not be required.

Section 6. Jury Leave. Employees who, at the time they are summoned to serve as jurors in any court of general jurisdiction of the United States or the State of Michigan, have completed their probationary period, shall be provided leave of absence with pay and without loss of seniority for the duration of their service. Deducted from their regular pay for the duration of their service shall be a sum equal to that provided by the Court for such service minus any sums allocated for travel.

ARTICLE IX

HOURS

Section 1. Hours Worked. The normal work day shall consist of eight (8) hours per day. The normal work week shall consist of forty (40) hours per week. For all classifications the normal work week shall be Monday through Friday. However, nothing contained herein shall be construed as a guarantee of 40 hours of work per week or 8 hours of work or pay per day. The regular hours of work shall be 8:00 a.m. to 5:00 p.m.

Section 2. Break Periods. Employees shall be entitled to a fifteen (15) minute paid break period at or near the midpoint of the first half of their shift and a fifteen (15) minute paid break period at or near the midpoint of the second half of their shift. All employees shall have a one (1) hour unpaid lunch. It is understood and agreed that the timing of the break and lunch periods will be scheduled by the immediate supervisor and may be staggered to keep each department open throughout the day and may vary depending upon the nature of the work being performed by the employee at the time.

(a) Employees shall be required to be ready to start work at the beginning of their shift and shall be required to remain at work until the end of their shift except for lunch and break periods provided above.

Section 3. Overtime Assignments. Overtime work may be required when, in the judgment of a Judge, it is necessary.

ARTICLE X

WAGES

Section 1. Wage Rates. The job classifications and wage rates applicable thereto are set forth in Appendix A attached hereto and by this reference made a part hereof.

(a) The S.C.A.O. re-classification schedule and recommendations for bargaining unit employees shall be set forth and made a part of this Agreement, retroactive to July 1, 1987.

Section 2. Overtime. Overtime will be at the rate of one and one-half (1 1/2) of the regular hourly rate of pay for all assigned work in excess of forty (40) hours per week, and for all assigned work performed on Saturdays, and at the rate of two (2) times the regular hourly rate of pay for all assigned work performed on Sundays and holidays celebrated under this Agreement. There shall be no pyramiding of overtime hours. In lieu of overtime payments, compensatory time off on a basis permitted by Federal and State law may be granted with the mutual consent of the Judge and the employee.

Section 3. Call In. When an employee is called in to work at a time other than his regularly scheduled shift, such employee shall be paid at a minimum of two (2) hours at his applicable hourly rate of pay or for the actual time necessarily spent, whichever is greater. The minimum pay provision does not apply to employees who were previously scheduled to start work prior to their regular starting time, who may be retained after their regular quitting time, nor shall it apply to employees who are called in for periods of less than two (2) hours prior to the start of their shift but who continue to work their regular shift thereafter.

Section 4. Hours Lost from Scheduled Work. In the event the Employer directs certain employees not to report for work or to leave work, due to weather conditions, power shortages, or other conditions beyond the control of the Employer, such employees shall be paid at their applicable rate for all such hours lost from regularly scheduled hours.

Section 5. New Permanent Job Classifications. When and if the Employer determines that it is necessary to create a permanent new job classification, or effect a substantial change in an existing job classification, it shall set the rate of pay therefore and advise the Union. If the Union disagrees with the rate of pay, it may file a grievance with respect thereto provided that the grievance is filed within ten (10) regularly scheduled working days after notice to the Union of the proposed rate of pay. If, as a result, a different rate of pay is established, the different rate shall become effective as of the date the job classification was created.

ARTICLE XI

PAID SICK AND PERSONAL LEAVE

Section 1. Rate of Accumulation. Effective April 25, 1984, Employees who have completed three (3) months of continuous service shall thereafter accumulate paid sick leave credits on the basis of 3 hours of paid sick leave for each pay period during which the employee receives compensation from the Employer. Part-time employees shall accumulate paid sick leave credits on a prorated basis, in the same proportion their regularly scheduled hours of work bear to forty (40) hours. The maximum accumulation of paid sick leave credits shall be unlimited.

Section 2. Personal Leave. Employees who have completed three (3) months of continuous service shall be provided 3 (three) personal leave days. Part-time employees shall be provided paid sick leave credits on a prorated basis, in the same proportion their regularly scheduled hours of work bear to forty (4) hours. There shall be no accumulation of personal leave days and any unused days shall be forfeited.

Section 3. Qualification. In order to qualify for sick leave payments, the employee must report to his immediate supervisor not later than fifteen (15) minutes after his normal starting time on the first day of absence unless the circumstances surrounding the absence made such reporting impossible, in which event, such report must be made as soon thereafter as is possible.

(a) In the event of an absence of three or more consecutive regularly scheduled working days or if the Judge has reason to believe an employee is misusing paid sick leave, the employee may be required to submit when returning to work a statement signed by the medical physician who attended the employee that states the cause for the absence, confirms the necessity therefore and, before the employee resumes his normal duties, must state that the employee is physically unable to return to and perform his job duties.

(b) An employee who makes a false claim for paid sick leave shall be subject to disciplinary action or dismissal depending upon the circumstances involved.

Section 4. Usage. Qualified employees, subject to the provisions set forth in this Article, shall be eligible for paid sick leave from and to the extent of their unused accumulated paid sick leave credits in the following situations:

(a) When an employee's absence from work is due to an illness, injury or pregnancy which is not related to work, provided such illness or injury was not attributable to causes stemming from his employment or work in the service of another employer or while acting in the capacity of a private contractor.

(b) When an employee is absent from work due to an injury or illness related to work for the Employer that is of sufficient duration to be compensable under the Michigan Worker's Disability Compensation Act, sick leave may be used for days that are not covered by the Michigan Worker's Disability Compensation Act. In no case will double payment be allowed.

(c) One (1) day of paid sick leave for full-time employees shall be equivalent to eight (8) hours of pay at the rate applicable to the employee's permanent job classification at the start of the absence for which compensation is requested.

Section 5. Payment Upon Termination. If and when an employee quits with less than ten (10) years of service or is discharged from his employment, any unused accumulation of paid sick leave shall be cancelled. When an employee leaves the employment of the Employer with a retirement benefit payable under the Pension Plan, or voluntarily terminates his employment with at least ten (10) years of service, one-half (1/2) of accumulated paid sick leave shall be paid to him along with his final paycheck.

ARTICLE XII

HOLIDAYS

Section 1. Holidays Defined. New Year's Day, Martin Luther King Day, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving Day, Christmas Eve, Christmas Day, and the day before New Year's Day. Qualified employees will receive their regular daily straight time pay for each full day celebrated as a holiday under this Agreement.

(a) Employees who work during a period of time celebrated as a holiday under this Agreement shall receive two times their regular hourly rate for each hour actually worked, or compensatory time off on an hour for hour basis in addition to their holiday pay, with the mutual consent of the Judge and the employee.

(b) If any of the above holidays fall on a Sunday, then the Monday following shall be considered as the legal holiday. If any of the above holidays fall on a Saturday, then the Friday preceding shall be considered as a legal holiday. Any other changes shall be determined by the Cass County Board of Commissioners.

Section 2. Holiday Qualification. To be eligible for holiday pay under this Article, an employee must be a non-probationary employee as of the time the holiday occurs and must have worked his entire shift the last day he was scheduled to work prior to the holiday, the day of the holiday if scheduled to work, and his next

scheduled day following such holiday, unless otherwise excused by his or her Judge. When a holiday occurs during an employee's regularly scheduled vacation, his last scheduled work day preceding and following the vacation period shall be the holiday qualification days.

ARTICLE XIII

VACATIONS

Section 1. Vacation Schedule. Employees who have completed one (1) year of continuous service with the Employer since their last hiring date shall be entitled to paid vacations as hereinafter set forth:

(a) When an employee completes one (1) year of continuous service with the Employer since his last hiring date, he shall thereafter be entitled to forty (40) hours of paid vacation.

(b) Employees who, as of the anniversary date of their last hiring date, have completed two (2) but less than five (5) years of continuous service with the Employer shall be entitled to eighty (80) hours of paid vacation.

(c) Employees who, as of the anniversary date of their last hiring date, have completed five (5) but less than twelve (12) years of continuous service with the Employer shall be entitled to one hundred twenty (120) hours of paid vacation.

(d) Employees who, as of the last anniversary date of their last hiring date, have completed twelve (12) years of continuous service with the Employer shall be entitled to one hundred sixty (160) hours of paid vacation.

(e) Employees who actually work or receive vacation, sick leave or holiday pay for less than eighteen hundred (1800) hours during the twelve (12) month period preceding their anniversary date shall receive a prorated vacation benefit.

(f) Part-time employees (employees working an average of between twenty (20) and forty (40) hours per week) shall receive a prorated vacation benefit, determined in accordance with their average number of hours worked per week in the previous calendar year as a part-time employee.

Section 2. Termination Payment. If an employee, who is otherwise eligible for a vacation with pay, quits or is discharged, on or after the anniversary date upon which he qualifies for such vacation with pay without having received the same, such employee will receive, along with his final paycheck, the vacation

pay for which he qualified as of such anniversary date. If an employee quits or is discharged prior to any anniversary date upon which he would have qualified for a vacation with pay, he will be entitled to a prorata portion of any vacation pay for which he would have qualified on such anniversary date.

Section 3. Vacation Paychecks. Vacation paychecks shall be delivered to eligible employees on their last day worked prior to the start of their vacation provided they make written request therefore to the Payroll Department at least fifteen (15) calendar days in advance of the start of such vacation.

Section 4. Vacation Usage. Vacation time off will be scheduled by each Judge. Normally, no less than a full week of vacation will be scheduled. Vacation not used by the next anniversary date will be lost unless after ninety (90) days' written notice of request to utilize vacation leave, the Employer refuses to schedule such vacation as would otherwise be lost pursuant to this provision. In the event such vacation is not scheduled by the Judge, employees shall be paid, on an hour-for-hour basis, the equivalent to the vacation he or she would have otherwise been entitled.

ARTICLE XIV

INSURANCE

Section 1. Health Insurance. The Employer agrees, for the life of this Agreement, to provide and maintain a health insurance program comparable to that in effect for permanent full-time employees as of the date of this Agreement.

Section 2. Life Insurance. The Employer shall furnish to each permanent full-time employee who has completed ninety (90) continuous days of service a standard form of term life insurance in the amount of Seventeen Thousand (\$17,000.00) Dollars. Whatever General Unit receives but no less than \$17,000.

Section 3. Workers Compensation Insurance. All employees shall be covered by Worker's Compensation Insurance. If an employee is injured at work he must report the injury to the Judge. An accident report must be filled out within twenty-four (24) hours after the injury and given to the payroll clerk with a copy sent to the Board of Commissioners Secretary.

Section 4. Dental & Vision Insurance. The Employer shall provide the employees and their dependents dental insurance at the same level of benefits as non-union employees.

ARTICLE XV

RETIREMENT PLANS

The parties hereto agree that the terms of the County of Cass Employees' Pension Plan, as amended and restated effective January 1, 1982, shall not apply to this bargaining unit.

ARTICLE XVI

GENERAL

Section 1. Rules and Regulations. The Employer shall have the right to make such reasonable rules and regulations not in conflict with this Agreement as it may from time to time deem best for the purpose of maintaining order, safety and/or efficient operations. Any complaint relative to the reasonableness of any new rule established after the date thereof may be considered as a grievance and subject to the grievance procedure contained in this Agreement, provided a grievance is filed within ten (10) days from the date the new rule is published.

Section 2. Bulletin Boards. The Employer will provide a bulletin board upon which the Association shall be permitted to post notices concerning its business and activities. Such notices shall contain nothing of a political or defamatory nature.

Section 3. Transfer of Work. The Employer shall have the right to subcontract or secure auxiliary services to perform work normally performed by bargaining unit employees if and when, in its judgment, it does not have the available or sufficient manpower; proper equipment; capacity or ability to perform such work within the required amount of time, during emergencies or when such work cannot be performed by bargaining unit employees on an efficient or economical basis.

Section 4. Saving's Clause. If, during the life of this Agreement, any of the provisions contained herein are held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any provisions should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement shall not be affected thereby. In the event any provision herein contained is so rendered invalid, upon written request by either party hereto, the Employer and the Union shall enter into collective bargaining for the purpose of negotiating a mutually satisfactory replacement for such provision.

Section 5. Complete Agreement. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer

and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waive the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

Section 6. Amendments to this Agreement. No agreement or understanding contrary to this collective bargaining agreement nor any alteration, variation, waiver, or modification of any of the terms or conditions contained herein shall be binding upon the parties hereto unless such agreement, understanding, alteration, variation, waiver, or modification is executed in writing between the parties. It is further understood and agreed that this Agreement constitutes the sole, only and entire agreement between the parties hereto and cancels and supersedes any other agreement, understandings, and arrangements heretofore existing.

Section 7. Mileage Reimbursement. Employees shall receive mileage reimbursement at the maximum rate set by the Internal Revenue Service for miles traveled in their personal motor vehicles in the performance of their job duties for the Employer.

Section 8. Meal & Lodging Reimbursement. All reasonable costs for meals and lodging incurred by County employees in the performance of their job duties while outside Cass County will be reimbursed upon proof of receipt. Claims must be approved by Department Heads and receipts for meals and lodging attached to claims.

ARTICLE XVII

DURATION OF AGREEMENT

Except as otherwise provided, all provisions of this Agreement shall become effective upon approval of this Agreement by the Employees, and shall remain in full force and effect until the 30th day of June, 1991, and from year to year thereafter unless either party hereto serves a written notice upon the other at least sixty (60) calendar days prior to the expiration of any subsequent automatic renewal period of its intention to amend, modify or terminate this Agreement.

AMERICAN FEDERATION OF STATE,
COUNTY, AND MUNICIPAL EMPLOYEES,
MICHIGAN COUNCIL 25, AFL-CIO

Steph A. Emerson

Mitchell L. R. Walker

CASS COUNTY PROBATE COURT

By: Herbert S. Phillips
Probate Judge

COUNTY OF CASS
(As Funding Authority)

By: J. M. G. Gama

By: Johnnie A. Rodebush

AFSCME - PROBATE
Tentative Agreement

Joe Retro

- 1) Adopt reclassification effective July 1, 1987
- 2) 3% increase in Salary Schedule effective:

July 1, 1988
July 1, 1989
July 1, 1990

- 3) Increase mileage reimbursement to whatever I.R.S. sets as maximum
- 4) Dental and Optical at Non-Union levels
- 5) Life Insurance at \$17,000

6) Grievance Procedure re: Add County Administrator *Pre Arb. Joe*

7) *Joe* Replace beepers w/ call in list. O-Time if called out.

Joe
~~Steph P. Sauer~~
~~Carl Kay~~
~~new member~~

For the Union

Herbert G. Phillips
Donald L. Smith

For the Employer

Joe / *Bernard S. Kinton, Jr.*

JULY 1, 1988 TO JUNE 30, 1989
 CASS COUNTY SALARY TABLE
 BASIC ANNUAL SALARY TABLE
 (26 PAY PERIODS)

GRADE NO.	START	6 MONTHS	1 YEAR	2 YEAR	3 YEARS	4 YEARS	5 YEARS
30	\$10,994	\$11,220	\$11,442	\$11,922	\$12,418	\$12,946	\$13,488
31	\$11,220	\$11,442	\$11,681	\$12,162	\$12,675	\$13,218	\$13,774
32	\$11,442	\$11,681	\$11,922	\$12,418	\$12,946	\$13,489	\$14,058
33	\$11,681	\$11,922	\$12,162	\$12,675	\$13,218	\$13,778	\$14,361
34	\$11,922	\$12,162	\$12,418	\$12,946	\$13,489	\$14,065	\$14,663
35	\$12,162	\$12,418	\$12,675	\$13,218	\$13,778	\$14,371	\$14,983
36	\$12,418	\$12,675	\$12,946	\$13,489	\$14,065	\$14,673	\$15,302
37	\$12,675	\$12,946	\$13,218	\$13,778	\$14,371	\$14,977	\$15,621
38	\$12,946	\$13,218	\$13,489	\$14,065	\$14,673	\$15,313	\$15,974
39	\$13,218	\$13,489	\$13,778	\$14,371	\$14,977	\$15,633	\$16,310
40	\$13,489	\$13,778	\$14,065	\$14,673	\$15,313	\$15,969	\$16,662
41	\$13,778	\$14,065	\$14,371	\$14,977	\$15,633	\$16,320	\$17,032
42	\$14,065	\$14,371	\$14,673	\$15,313	\$15,969	\$16,673	\$17,401
43	\$14,371	\$14,673	\$14,977	\$15,633	\$16,320	\$17,040	\$17,787
44	\$14,673	\$14,977	\$15,313	\$15,969	\$16,673	\$17,409	\$18,173
45	\$14,977	\$15,313	\$15,633	\$16,320	\$17,040	\$17,793	\$18,577
46	\$15,313	\$15,633	\$15,969	\$16,673	\$17,409	\$18,193	\$18,997
47	\$15,633	\$15,969	\$16,320	\$17,040	\$17,793	\$18,593	\$19,418
48	\$15,969	\$16,320	\$16,673	\$17,409	\$18,193	\$19,008	\$19,853
49	\$16,320	\$16,673	\$17,040	\$17,793	\$18,593	\$19,425	\$20,291
50	\$16,673	\$17,040	\$17,409	\$18,193	\$19,008	\$19,856	\$20,743
51	\$17,040	\$17,409	\$17,793	\$18,593	\$19,425	\$20,304	\$21,215
52	\$17,409	\$17,793	\$18,193	\$19,008	\$19,856	\$20,768	\$21,701
53	\$17,793	\$18,193	\$18,593	\$19,425	\$20,304	\$21,231	\$22,178
54	\$18,193	\$18,593	\$19,008	\$19,856	\$20,768	\$21,712	\$22,693
55	\$18,593	\$19,008	\$19,425	\$20,304	\$21,231	\$22,191	\$23,196
56	\$19,008	\$19,425	\$19,856	\$20,768	\$21,712	\$22,703	\$23,733
57	\$19,425	\$19,856	\$20,304	\$21,231	\$22,191	\$23,215	\$24,271
58	\$19,856	\$20,304	\$20,768	\$21,712	\$22,703	\$23,744	\$24,825
59	\$20,304	\$20,768	\$21,231	\$22,191	\$23,215	\$24,287	\$25,398
60	\$20,768	\$21,231	\$21,712	\$22,703	\$23,744	\$24,847	\$25,984
61	\$21,231	\$21,712	\$22,191	\$23,215	\$24,287	\$25,423	\$26,589
62	\$21,712	\$22,191	\$22,703	\$23,744	\$24,847	\$25,999	\$27,194
63	\$22,191	\$22,703	\$23,215	\$24,287	\$25,423	\$26,589	\$27,814
64	\$22,703	\$23,215	\$23,744	\$24,847	\$25,999	\$27,214	\$28,469
65	\$23,215	\$23,744	\$24,287	\$25,423	\$26,589	\$27,855	\$29,142
66	\$23,744	\$24,287	\$24,847	\$25,999	\$27,214	\$28,495	\$29,815
67	\$24,287	\$24,847	\$25,423	\$26,589	\$27,855	\$29,151	\$30,502
68	\$24,847	\$25,423	\$25,999	\$27,214	\$28,495	\$29,822	\$31,207
69	\$25,423	\$25,999	\$26,589	\$27,855	\$29,151	\$30,510	\$31,930
70	\$25,999	\$26,589	\$27,214	\$28,495	\$29,822	\$31,230	\$32,686
71	\$26,589	\$27,214	\$27,855	\$29,151	\$30,510	\$31,950	\$33,442
72	\$27,214	\$27,855	\$28,495	\$29,822	\$31,230	\$32,685	\$34,215
73	\$27,855	\$28,495	\$29,151	\$30,510	\$31,950	\$33,453	\$35,021
74	\$28,495	\$29,151	\$29,822	\$31,230	\$32,685	\$34,291	\$35,901
75	\$29,151	\$29,822	\$30,510	\$31,950	\$33,453	\$35,038	\$36,683
76	\$29,822	\$30,510	\$31,230	\$32,685	\$34,291	\$35,853	\$37,541
77	\$30,510	\$31,230	\$31,950	\$33,453	\$35,038	\$36,701	\$38,431
78	\$31,230	\$31,950	\$32,685	\$34,291	\$35,853	\$37,580	\$39,354
79	\$31,950	\$32,685	\$33,453	\$35,038	\$36,701	\$38,477	\$40,296
80	\$32,685	\$33,453	\$34,291	\$35,853	\$37,580	\$39,387	\$41,252

JULY 1, 1989 TO JUNE 30, 1990
 CASS COUNTY SALARY TABLE
 BASIC ANNUAL SALARY TABLE
 (26 PAY PERIODS)

GRADE NO.	START	6 MONTHS	1 YEAR	2 YEAR	3 YEARS	4 YEARS	5 YEARS
30	\$11,324	\$11,556	\$11,786	\$12,280	\$12,790	\$13,334	\$13,892
31	\$11,556	\$11,786	\$12,032	\$12,527	\$13,055	\$13,615	\$14,187
32	\$11,786	\$12,032	\$12,280	\$12,790	\$13,334	\$13,894	\$14,480
33	\$12,032	\$12,280	\$12,527	\$13,055	\$13,615	\$14,192	\$14,792
34	\$12,280	\$12,527	\$12,790	\$13,334	\$13,894	\$14,487	\$15,103
35	\$12,527	\$12,790	\$13,055	\$13,615	\$14,192	\$14,802	\$15,433
36	\$12,790	\$13,055	\$13,334	\$13,894	\$14,487	\$15,114	\$15,761
37	\$13,055	\$13,334	\$13,615	\$14,192	\$14,802	\$15,427	\$16,090
38	\$13,334	\$13,615	\$13,894	\$14,487	\$15,114	\$15,772	\$16,453
39	\$13,615	\$13,894	\$14,192	\$14,802	\$15,427	\$16,102	\$16,799
40	\$13,894	\$14,192	\$14,487	\$15,114	\$15,772	\$16,448	\$17,162
41	\$14,192	\$14,487	\$14,802	\$15,427	\$16,102	\$16,810	\$17,543
42	\$14,487	\$14,802	\$15,114	\$15,772	\$16,448	\$17,173	\$17,923
43	\$14,802	\$15,114	\$15,427	\$16,102	\$16,810	\$17,552	\$18,321
44	\$15,114	\$15,427	\$15,772	\$16,448	\$17,173	\$17,931	\$18,719
45	\$15,427	\$15,772	\$16,102	\$16,810	\$17,552	\$18,327	\$19,134
46	\$15,772	\$16,102	\$16,448	\$17,173	\$17,931	\$18,739	\$19,567
47	\$16,102	\$16,448	\$16,810	\$17,552	\$18,327	\$19,150	\$20,000
48	\$16,448	\$16,810	\$17,173	\$17,931	\$18,739	\$19,578	\$20,449
49	\$16,810	\$17,173	\$17,552	\$18,327	\$19,150	\$20,008	\$20,900
50	\$17,173	\$17,552	\$17,931	\$18,739	\$19,578	\$20,452	\$21,365
51	\$17,552	\$17,931	\$18,327	\$19,150	\$20,008	\$20,914	\$21,851
52	\$17,931	\$18,327	\$18,739	\$19,578	\$20,452	\$21,391	\$22,352
53	\$18,327	\$18,739	\$19,150	\$20,008	\$20,914	\$21,868	\$22,843
54	\$18,739	\$19,150	\$19,578	\$20,452	\$21,391	\$22,364	\$23,374
55	\$19,150	\$19,578	\$20,008	\$20,914	\$21,868	\$22,857	\$23,891
56	\$19,578	\$20,008	\$20,452	\$21,391	\$22,364	\$23,384	\$24,445
57	\$20,008	\$20,452	\$20,914	\$21,868	\$22,857	\$23,912	\$24,999
58	\$20,452	\$20,914	\$21,391	\$22,364	\$23,384	\$24,456	\$25,570
59	\$20,914	\$21,391	\$21,868	\$22,857	\$23,912	\$25,016	\$26,160
60	\$21,391	\$21,868	\$22,364	\$23,384	\$24,456	\$25,592	\$26,763
61	\$21,868	\$22,364	\$22,857	\$23,912	\$25,016	\$26,186	\$27,387
62	\$22,364	\$22,857	\$23,384	\$24,456	\$25,592	\$26,779	\$28,010
63	\$22,857	\$23,384	\$23,912	\$25,016	\$26,186	\$27,387	\$28,649
64	\$23,384	\$23,912	\$24,456	\$25,592	\$26,779	\$28,030	\$29,323
65	\$23,912	\$24,456	\$25,016	\$26,186	\$27,387	\$28,691	\$30,016
66	\$24,456	\$25,016	\$25,592	\$26,779	\$28,030	\$29,350	\$30,710
67	\$25,016	\$25,592	\$26,186	\$27,387	\$28,691	\$30,026	\$31,417
68	\$25,592	\$26,186	\$26,779	\$28,030	\$29,350	\$30,716	\$32,143
69	\$26,186	\$26,779	\$27,387	\$28,691	\$30,026	\$31,425	\$32,888
70	\$26,779	\$27,387	\$28,030	\$29,350	\$30,716	\$32,166	\$33,667
71	\$27,387	\$28,030	\$28,691	\$30,026	\$31,425	\$32,908	\$34,445
72	\$28,030	\$28,691	\$29,350	\$30,716	\$32,166	\$33,666	\$35,241
73	\$28,691	\$29,350	\$30,026	\$31,425	\$32,908	\$34,457	\$36,072
74	\$29,350	\$30,026	\$30,716	\$32,166	\$33,666	\$35,319	\$36,978
75	\$30,026	\$30,716	\$31,425	\$32,908	\$34,457	\$36,089	\$37,784
76	\$30,716	\$31,425	\$32,166	\$33,666	\$35,319	\$36,929	\$38,668
77	\$31,425	\$32,166	\$32,908	\$34,457	\$36,089	\$37,802	\$39,584
78	\$32,166	\$32,908	\$33,666	\$35,319	\$36,929	\$38,707	\$40,535
79	\$32,908	\$33,666	\$34,457	\$36,089	\$37,802	\$39,631	\$41,505
80	\$33,666	\$34,457	\$35,319	\$36,929	\$38,707	\$40,569	\$42,489

JULY 1, 1990 TO JUNE 30, 1991
 CASS COUNTY SALARY TABLE
 BASIC ANNUAL SALARY TABLE
 (26 PAY PERIODS)

GRADE NO.	START	6 MONTHS	1 YEAR	2 YEAR	3 YEARS	4 YEARS	5 YEARS
30	\$11,664	\$11,903	\$12,139	\$12,648	\$13,174	\$13,734	\$14,309
31	\$11,903	\$12,139	\$12,393	\$12,903	\$13,447	\$14,023	\$14,613
32	\$12,139	\$12,393	\$12,648	\$13,174	\$13,734	\$14,310	\$14,915
33	\$12,393	\$12,648	\$12,903	\$13,447	\$14,023	\$14,617	\$15,236
34	\$12,648	\$12,903	\$13,174	\$13,734	\$14,310	\$14,921	\$15,556
35	\$12,903	\$13,174	\$13,447	\$14,023	\$14,617	\$15,246	\$15,896
36	\$13,174	\$13,447	\$13,734	\$14,310	\$14,921	\$15,567	\$16,234
37	\$13,447	\$13,734	\$14,023	\$14,617	\$15,246	\$15,889	\$16,572
38	\$13,734	\$14,023	\$14,310	\$14,921	\$15,567	\$16,246	\$16,947
39	\$14,023	\$14,310	\$14,617	\$15,246	\$15,889	\$16,585	\$17,303
40	\$14,310	\$14,617	\$14,921	\$15,567	\$16,246	\$16,942	\$17,677
41	\$14,617	\$14,921	\$15,246	\$15,889	\$16,585	\$17,314	\$18,069
42	\$14,921	\$15,246	\$15,567	\$16,246	\$16,942	\$17,688	\$18,461
43	\$15,246	\$15,567	\$15,889	\$16,585	\$17,314	\$18,078	\$18,870
44	\$15,567	\$15,889	\$16,246	\$16,942	\$17,688	\$18,469	\$19,280
45	\$15,889	\$16,246	\$16,585	\$17,314	\$18,078	\$18,877	\$19,708
46	\$16,246	\$16,585	\$16,942	\$17,688	\$18,469	\$19,301	\$20,154
47	\$16,585	\$16,942	\$17,314	\$18,078	\$18,877	\$19,725	\$20,600
48	\$16,942	\$17,314	\$17,688	\$18,469	\$19,301	\$20,165	\$21,062
49	\$17,314	\$17,688	\$18,078	\$18,877	\$19,725	\$20,608	\$21,527
50	\$17,688	\$18,078	\$18,469	\$19,301	\$20,165	\$21,066	\$22,006
51	\$18,078	\$18,469	\$18,877	\$19,725	\$20,608	\$21,541	\$22,507
52	\$18,469	\$18,877	\$19,301	\$20,165	\$21,066	\$22,033	\$23,023
53	\$18,877	\$19,301	\$19,725	\$20,608	\$21,541	\$22,524	\$23,529
54	\$19,301	\$19,725	\$20,165	\$21,066	\$22,033	\$23,035	\$24,075
55	\$19,725	\$20,165	\$20,608	\$21,541	\$22,524	\$23,543	\$24,608
56	\$20,165	\$20,608	\$21,066	\$22,033	\$23,035	\$24,086	\$25,179
57	\$20,608	\$21,066	\$21,541	\$22,524	\$23,543	\$24,629	\$25,749
58	\$21,066	\$21,541	\$22,033	\$23,035	\$24,086	\$25,190	\$26,337
59	\$21,541	\$22,033	\$22,524	\$23,543	\$24,629	\$25,767	\$26,944
60	\$22,033	\$22,524	\$23,035	\$24,086	\$25,190	\$26,360	\$27,566
61	\$22,524	\$23,035	\$23,543	\$24,629	\$25,767	\$26,972	\$28,209
62	\$23,035	\$23,543	\$24,086	\$25,190	\$26,360	\$27,583	\$28,850
63	\$23,543	\$24,086	\$24,629	\$25,767	\$26,972	\$28,209	\$29,508
64	\$24,086	\$24,629	\$25,190	\$26,360	\$27,583	\$28,871	\$30,203
65	\$24,629	\$25,190	\$25,767	\$26,972	\$28,209	\$29,552	\$30,917
66	\$25,190	\$25,767	\$26,360	\$27,583	\$28,871	\$30,230	\$31,631
67	\$25,767	\$26,360	\$26,972	\$28,209	\$29,552	\$30,926	\$32,360
68	\$26,360	\$26,972	\$27,583	\$28,871	\$30,230	\$31,638	\$33,107
69	\$26,972	\$27,583	\$28,209	\$29,552	\$30,926	\$32,368	\$33,875
70	\$27,583	\$28,209	\$28,871	\$30,230	\$31,638	\$33,131	\$34,677
71	\$28,209	\$28,871	\$29,552	\$30,926	\$32,368	\$33,895	\$35,479
72	\$28,871	\$29,552	\$30,230	\$31,638	\$33,131	\$34,676	\$36,298
73	\$29,552	\$30,230	\$30,926	\$32,368	\$33,895	\$35,491	\$37,154
74	\$30,230	\$30,926	\$31,638	\$33,131	\$34,676	\$36,379	\$38,087
75	\$30,926	\$31,638	\$32,368	\$33,895	\$35,491	\$37,171	\$38,917
76	\$31,638	\$32,368	\$33,131	\$34,676	\$36,379	\$38,037	\$39,828
77	\$32,368	\$33,131	\$33,895	\$35,491	\$37,171	\$38,936	\$40,772
78	\$33,131	\$33,895	\$34,676	\$36,379	\$38,037	\$39,868	\$41,751
79	\$33,895	\$34,676	\$35,491	\$37,171	\$38,936	\$40,820	\$42,750
80	\$34,676	\$35,491	\$36,379	\$38,037	\$39,868	\$41,786	\$43,764