

1979  
General Fund

Lapeer County Board of Commissioners  
1575 Suncrest  
Lapeer, MI 48446

*[Signature]*  
12/31/81

AGREEMENT

This Agreement made and entered into the  
13<sup>th</sup> day of March, 1979, by and between the  
County of Lapeer, represented by its Board of Commissioners,  
hereinafter referred to as the "County" or the "Employer",  
and Teamsters Local 214, affiliated with the International  
Brotherhood of Teamsters, Chauffeurs, Warehousemen and  
Helpers of America, as are covered hereunder and hereafter  
referred to as the "Union" or the "Employee(s)".

Lapeer, County of

Michigan State University  
LABOR AND INDUSTRIAL  
RELATIONS LIBRARY

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ARTICLE I

PURPOSE AND INTENT

1. The general purpose of this Agreement is to set forth terms and conditions of employment and to promote orderly and peaceful labor relations for the mutual interest of the County and the Employees.

2. The parties recognize that the essential public service here involved and the interest of the community and the job security of the Employees depend upon the County's success in establishing and maintaining a proper and uninterrupted service to the community.

3. The parties mutually recognize that the responsibility of both the Employees and the County to the public requires that any disputes arising between the Employees and the County be adjusted and settled in an orderly manner without interruption of such service to the public.

4. To these ends, the County and the Union encourage to the fullest degree friendly and cooperative relations between their respective representatives at all levels and among all employees.

ARTICLE II

RECOGNITION

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

All employees of the Friend of the Court, Adult Probation, Co-Operative Extension Service, County Clerk, County Building and Grounds, Drain Commissioner, Tax Equalization, Prosecuting Attorney, Register of Deeds, County Treasurer, Animal Control Shelter, Veterans' Affairs, Computer Department, Criminal Justice, Judicial District 71-A, County Jail Cook, BUT,

excluding the Chief Deputy Clerk or one(1) designated confidential employee of the Lapeer County Clerk's Office, excluding the Court Recorders and Magistrates of the District Court 71-A and excluding all confidential employees and supervisors of the above-mentioned departments.

2. It is agreed that persons employed by the County under temporary or part-time basis shall be specifically excluded under the terms of this Agreement.

3. The terms "Employee" and "Employees" when used in this Agreement shall refer to and include only those permanent full-time employees who have completed their probationary period as set forth in this Agreement and who are employed by the Employer in the collective bargaining unit described in Section 1 above.

4. The term "Employer" shall mean separately and jointly the Lapeer County Board of Commissioners and the various departments that are a part of this bargaining unit. The definition of the Employer contained in this Agreement is for the sole purpose of defining rights and responsibilities under this agreement and it shall not be binding upon the parties hereto for other purposes to the extent that an employer may otherwise be defined under the laws of the State of Michigan.

ARTICLE III

AGENCY SHOP

1. Membership in the Union is not compulsory. Regular employees have the right to join, not join, maintain or drop their membership in the Union as they see fit. Neither party shall exert any pressure on or discriminate against an employee as regards such matters.

2. Membership in the Union is separate, apart and distinct from the assumption by one of his equal obligation to the extent that he received equal benefits. The Union is required under this Agreement to represent all of the employees in the bargaining unit fairly and equally without regard to whether or not an employee is a member of the Union. The terms of this Agreement have been made for all employees in the bargaining unit and not only for members in the Union.

3. In accordance with the policy set forth under paragraph #1 of this Section, all employees in the bargaining unit shall as a condition of continued employment, pay to the Union, the employee's exclusive collective bargaining representative, an amount of money equal to that paid by other employees in the bargaining unit who are members of the Union, which shall be limited to an amount of money equal to the Union's regular and usual initiation fees. For present employees, such

payments shall commence with the first pay thirty-one(31) days after the effective date or execution date hereof, whichever is later, and for probationary employees, with the first pay thirty-one(31) days after the date of employment.

4. If any provision of this Article is invalid under Federal law or the laws of the State of Michigan, such provision shall be modified to comply with the requirements of Federal or state law or shall be renegotiated for the purpose of adequate replacement.

5. The Union will protect and save harmless the Employer from any or all claims, demands, suits and other forms of liability by reason of action taken or not taken by the Employer or its designated agent for the purposes of complying with this Article.



ARTICLE IV

CHECKOFF

1. The County will not interfere with, discourage, restrain, nor coerce, County employees because of their membership in the Union or any lawful activities herein. Nor shall the County encourage the membership in said Union. The Union hereby agrees that it will not discourage, restrain, nor coerce any County employee not belonging to the Union from doing their legally assigned work arising out of the course of their employment with the County.

2. The County will deduct, upon signed authorization by the requesting employee all dues as stated for the Union, and forward the same to the Union each month. Dues and initiation fees will be authorized, levied and certified in accordance with the Constitution and By-Laws of the Union. Each Union member employee hereby authorizes the Union and the County without recourse to rely upon and honor certificates by the Secretary-Treasurer of the local Union regarding amounts to be deducted and the legality of the adopting action specifying such amounts of the Union dues and/or initiation fees. The County agrees during the period of this Agreement to provide for checkoff service without charge to the Union.

3. The Union agrees to indemnify and save the County harmless against any and all claims, suits or other forms of liability arising out of its deductions from any employee pay of Union dues. The Union assumes full responsibility for the disposition of the deduction so made once they have been remitted to the Union.

ARTICLE V

REPRESENTATION

1. Bargaining Committee. The employees shall be represented by a bargaining committee of three(3) members, who shall be elected in any manner determined by the employees. All members of the bargaining committee shall be seniority employees of the County. The bargaining committee shall represent the employees in connection with negotiations leading to this collective bargaining agreement and any amendments, modifications, renewals or replacements of this collective bargaining agreement.

2. Steward. The County recognizes the right of the Union to designate three(3) Stewards and alternates to the Stewards. One of the Stewards shall be the Chief Steward. The authority of the Steward and the alternates so designated by the Union shall be limited to, and shall not exceed, the following duties and activities:

a) The investigation and presentation of grievances with the designated County representative in accordance with the provisions of the grievance procedure.

b) The transaction of such messages and information, which shall originate with and are authorized by the Union or its officers, provided such messages and information:

- 1) have been reduced to writing; or
- 2) if not reduced to writing,

are of a routine nature and do not involve work stoppages, slow-downs, refusal to handle goods, or any other interference with the County's business.

3. The Steward and alternate have no authority to take strike action, or any other action interrupting the County's business. The County recognizes these limitations upon the authority of the Steward and alternate, and shall not hold the Union liable for any unauthorized acts. The County in so recognizing such limitations shall have the authority to impose proper discipline, including discharge, in the event the Steward and/or alternate takes unauthorized strike action, slow-down or work stoppage.

4. The Steward, and his alternate in his absence, shall, upon request to their supervisor, be permitted to leave their job for the purpose of investigating grievances, and attending meetings with management during working hours. If they go into another department, they must secure permission from the supervisor in such department to meet with any employees in such department. It is agreed that in the event of abuse of this privilege, grievances will be handled only during non-working hours.

5. Authorized representatives of the Union shall be granted permission to enter the buildings and work areas of the County, upon reasonable advance notice, for the purpose of adjusting grievances with the appropriate individual.

6. Special conferences for grievances and other important matters may be arranged between the Steward or his alternate and the County upon the request of either party, but not more frequently than once each month, except by mutual consent. Arrangements for such special conferences shall be made in advance and an agenda of the matters to be discussed at the meeting shall be presented at the time the conference is requested.

7. The County and the Union shall not discriminate against any employee because of age, race, sex, nationality, religious or political beliefs.

ARTICLE VI

RIGHTS AND RESPONSIBILITIES

1. No Strike. In no event will the Union cause or authorize or permit its members, or any of them, to cause nor will any member of the bargaining unit take part in any strike, sit-down, stay-in, slow-down, stoppage, interruption or impeding of work or curtailment of or interference with any operation of the County in any building, office, grounds or facility of the County during the term of this Agreement or during any period of time while negotiations are in progress between the Union and the County for the continuance or renewal of this Agreement.

a) In the event any one or more members of the bargaining unit shall fail to observe in any way the responsibility set forth above, the Union shall immediately instruct the involved employees that their conduct is in violation of this Agreement and that they are subject to disciplinary action by the County, up to and including discharge, and instruct all such persons to immediately cease the offending conduct.

b) The County, or any of its department heads, shall have the right to discipline any employee who instigates, participates in, gives leadership to, or in any other way violates the responsibilities set forth above, which disciplinary action may include any form of discipline up to and including discharge.

c) In the event of any violation of the responsibilities set forth above, the County shall not be required to negotiate on the merits of any dispute which gave rise to such violation.

ARTICLE VII

MANAGEMENT RIGHTS

1. The Union recognizes that the management of the operations of the County, and its respective departments, is solely a responsibility of the County, and the respective department heads, and that nothing in this Agreement can restrict, interfere with or abridge any rights, powers, authority, duties or responsibilities conferred upon or vested in the County, or any of its elected or appointed officials, by the laws and constitution of the State of Michigan or of the United States of America.

a) In addition to all such rights conferred by law, the County, and its department heads, reserve the right to manage its affairs efficiently and economically including, but not by way of limitation, the rights to determine the number and locations of buildings and work areas within buildings, the work to be performed within the bargaining unit, the amount of supervision necessary, the methods of operations, the schedules of work, the right to purchase work, processes or services of others, the selection, procurement, design, engineering and control of tools, equipment and materials, the discontinuance of any services, material or methods of operation, the quantity and quality of



service, the right to hire, to suspend or discharge for just cause, to assign, promote or transfer employees, to determine the amount of overtime, if any, to be worked, to adjust the work force unilaterally for short periods in the event of emergency beyond the control of the County, to relieve employees from duty because of lack of work or for other legitimate reasons, to direct the work force, assign work and determine the number of employees assigned to each job classification, to establish, change, combine or discontinue job classifications and prescribe and assign job duties, to adopt, revise and enforce working rules and regulations, subject to express provisions of this Agreement as herein set forth.

ARTICLE VIII

DISCHARGE AND DISCIPLINE

The County shall not discharge or discipline any employee without just cause, but in respect to discharge, shall give at least one(1) warning notice of the Complaint against such employee to the employee in writing, and a copy of the same to the Union; except that no warning notice need be given to an employee before he is discharged, if the cause of such discharge is dishonesty, drunkenness, recklessness or other serious offense.

The discharged or disciplined employee will be allowed to discuss his discharge or discipline with his Steward, if practicable. Provided, however, that the employee shall be granted a hearing within two(2) working days of his discharge, at his request or at the request of the Steward.

Should the discharged or disciplined employee consider the charge to be improper, a Complaint shall be presented in writing through the Steward to the County within two(2) regularly scheduled working days of the discharge or discipline or the day of the hearing as provided above. The County will review the discharge or discipline and give its answer in writing within five(5) regularly scheduled working days after receiving the Complaint. If the decision is not satisfactory to the Union, the Union may refer the matter directly to Step 3 of the Grievance Procedure.

ARTICLE IX

GRIEVANCE PROCEDURE

1. Should a difference arise between the County and the Union as to the meaning or application of this Agreement, it shall be settled in accordance with the Grievance Procedure set forth below:

Step 1. Any employee having a grievance shall first raise the matter with his immediate supervisor. If not settled at that time, it shall be reduced to writing and signed by the grieved employee. Any grievance not submitted within five(5) working days of the occurrence giving rise to the grievance shall be considered automatically closed.

Step 2. The written grievance shall be discussed between the Steward and/or grievant and the designated supervisor. The designated supervisor shall give his written decision within five(5) working days of receipt of the written grievance.

Step 3. In the event the grievance is not settled in Step 2, a meeting shall be held between the Chief Steward, and/or grievant, a representative of the Board of Commissioners, selected by the Chairman of said Board, and the designated supervisor, within ten(10) working days after the conclusion of the Step 2 meeting. Either party may have outside representatives present.

The decision of the County shall be given in writing within five(5) working days after the termination of the meeting.

Step 4. Either party shall have the right within ten(10) working days after the rendering of a decision in Step 3, to request the matter to be submitted to an impartial arbitrator, pursuant to the rules and regulations of the American Arbitration Association, if the matter is not resolved in Step 3. The decision of such arbitrator shall be final and binding upon all parties. The arbitrator shall have no power or authority to change, alter, or amend, add to or subtract from the terms of this Agreement. Costs of the arbitrator shall be shared equally by the County and the Union, although each party shall be liable for the costs of its own witnesses.

2. Any grievance not appealed from a decision in one of the steps of the above procedure to the next step, as prescribed, shall be considered settled, on the basis of the last answer, and not subject to further review.

3. Any employee who is reinstated after discharge and/or disciplinary layoff shall be returned to the same work, at the same rate of pay, or as may be agreed to by the parties.

4. No claim for back wages shall exceed the amount of wages the employee would otherwise have earned at his regular rate during normal work hours, less any compensation he may have received from any source of employment during the period in question, except income from previously held part-time employment outside of his regular work hours.

5. Should any employee be substituted for by an employee of lesser seniority, contrary to the seniority provisions of this Agreement, the employee adversely affected shall receive compensation as herein provided.

6. The compensation such employee receives shall be equal to his rate of pay, times the hours lost during such substitution, provided time lost shall not start sooner than after notification to the County that such substitution exists.

7. An agreement reached between the County and the Union is binding on all employees affected and cannot be changed by any individual.

8. The Union shall have the right to examine time sheets and other records pertaining to the computation of compensation of any employee whose pay is in dispute or any other relevant records of the employer pertaining to a specific grievance at reasonable times with employee consent.

ARTICLE X

SENIORITY

1. Definition of Seniority. Seniority, as that term is used in this Agreement, is defined as an employee's continuous service with the County, actually spent on the active payroll, or on approved leave, as a full-time regular employee as established by this Agreement, from the employee's last date of hire as a full-time regular employee, and all rights and privileges accruing to the employees on the basis of seniority are set forth herein. Certain rights and privileges are accorded to regular part-time employees as defined by this Agreement on the basis of service and are set forth herein.

2. Acquiring Seniority. An employee subject to this Agreement who has completed his probationary period as of the effective date of this Agreement shall have his name entered upon the seniority list for his job classification in his department as of his last date of hire.

a) New employees shall be considered as probationary employees for the first ninety(90) days work after their employment. The ninety(90) days work must be accumulated within not more than one hundred eighty(180) calendar days. When an employee finishes his probationary period by

accumulating ninety(90) days of work within not more than one hundred eighty(180) calendar days, he shall be entered upon the seniority list for his job classification in his department and shall rank for seniority from the date ninety(90) working days prior to the date he satisfactorily completed his probationary period. Employees who have not completed their probationary period as of the effective date of this Agreement, shall be given credit for actual days worked prior to the effective date of this Agreement for the purpose of determining the employee's probationary period. There shall be no seniority for probationary employees.

b) A probationary employee may be laid off, terminated, transferred, or reclassified without regard to any provisions of this Agreement and without recourse to the Grievance Procedure.

c) Temporary employees and part-time employees shall not acquire seniority.

i) As used in this Agreement, a temporary employee is an employee who is hired for a specified period of time, not to exceed six(6) months in any one calendar year.

ii) As used in this Agreement, a part-time employee is an employee scheduled to work twenty(20) or less hours in a work week.

d) Regular part-time employees shall acquire seniority for purposes of layoff and recall only, except as elsewhere set forth in this Agreement, from date of hire until the semi-annual posting of seniority lists pursuant to the following schedule. For purposes of computation, one hundred seventy-three(173) hours shall constitute one month. The employee shall receive 1/12 of a year's service for each one hundred seventy-three(173) hours worked. Fractional months of service earned shall be rounded off to the nearest full month.

i) As used in this Agreement, a regular part-time employee is an employee who is scheduled to work more than twenty(20) hours but less than forty(40) hours in a work week.

3. Seniority Lists. The County shall prepare a seniority list for each job classification within each department, listing all employees having seniority in a job classification within the department in order of seniority. Each employee shall hold seniority only in his job classification in his department.



a) A copy of such seniority lists shall be given to the Chief Steward of the Union, and, unless the Union objects in writing to any listing in such seniority lists within ten(10) calendar days of the receipt of such seniority lists, they shall be deemed correct and the County may rely upon such seniority lists for all purposes. Every six(6) months following the preparation of the original seniority lists, the County shall prepare and give to the Chief Steward of the Union, revised seniority lists setting forth any changes from the previous seniority lists and such revised seniority lists shall be deemed correct unless the Union objects in writing to any listing on such revised lists within ten(10) calendar days after receipt thereof and the County may rely upon such lists for all purposes.

b) In the event more than one employee within a job classification in a department starts to work on the same day, their respective standing on the classification seniority list shall be determined in accordance with their County seniority date. When two or more employees are hired by the County on the same day, their surname alphabetized shall control.

4. Termination of Seniority. An employee shall have his seniority rights and his employment terminated if:

- a) he quits;
- b) he retires or is retired under any retirement plan;
- c) he is discharged for just cause;
- d) he is absent for three(3) consecutive work days without notifying his department head, unless he was physically unable to give notice or have someone give such notice on his behalf;
- e) he is absent for three(3) consecutive work days without a reason satisfactory to his department head for such absence;
- f) he falsifies a material fact on his application for employment or gives a false reason to obtain a leave of absence;
- g) he fails to report for work upon termination of any leave of absence without a bona fide excuse acceptable to his department head;
- h) he fails to report to work after being notified to report to work unless he has a bona fide excuse acceptable to his department head;
- i) he is laid off for a period of twelve(12) consecutive months;
- j) he is on medical leave of absence for a period of more than two(2) years;

k) he works for another employer while on any leave of absence, unless such employment is mutually agreed to in advance by his department head.

5. Layoff and Recall. When it is necessary to make a reduction of the number of employees in a job classification in a department, the following procedure shall be used in making such reduction:

a) Temporary employees, part-time employees and regular part-time employees in the affected job classification within the affected department shall be laid off first, in any order, provided, however, that temporary employees, part-time employees or regular part-time employees may be continued on the job if there are no seniority employees who would otherwise be laid off who have the required qualifications and ability to perform the work being performed by temporary or part-time employees.

b) Probationary employees in the affected job classification within the affected department shall be laid off next, in any order.

c) If additional lay-offs are required, seniority employees shall be laid off in reverse order of their seniority within the affected job classification within the affected department.

d) Recalls from lay-offs by job classification within a department shall be by order of seniority, provided the employee being recalled is capable of performing the work required.

i) Recalls from layoff shall be made by written notice sent by certified mail to the employee's last address of record. All employees are required to notify their department head and the County Clerk of their proper post office address or change of address shown upon its records for all purposes.

ii) Each employee who is recalled from lay-off shall report in person or by certified mail to the County Clerk within three(3) work days after being notified of recall, whether or not he intends to return to work for the County, and, if he states that he will return to work for the County, he shall report to work on the date specified by the County, which shall not be less than five(5) calendar days after date of notification of recall. If an employee fails to notify the County Clerk of his decision, within the aforesaid three(3) work day period, or notifies the County Clerk that he will not return to work

for the County, or having agreed to return to work for the County, fails to report on the date specified, he shall be considered as having voluntarily quit, and the next employee in order of seniority having the necessary ability shall be recalled to work.

e) The Chief Steward shall be given the names in order of layoff or recall whenever employees are laid off or recalled to work.

6. Reduction in Force. In the event of reduction of the level of employment in any job classification within any department, for any reason, such reduction shall be accomplished by removing from the affected job classification in the affected department the employee or employees having the least seniority. Such removed employee shall be entitled to exercise their seniority and be assigned to another job classification in another department covered by this Agreement, provided the Employer determines such employee is capable of performing the work in such other job classification in such other department. The employee or employees displaced by the procedure outlined in this section shall be the employees with the least seniority in the other job classifications, and such employee shall be removed from his job classification and laid off in accordance with this Agreement.

7. Permanent Transfers. Whenever a vacancy occurs in any job classification in any department covered by this Agreement, the vacancy shall be filled in accordance with the following procedures:

a) The County will post a notice of such vacancy for five(5) working days on the bulletin board at the County Annex Building and at the Lyle Stewart Building, as provided for by this Agreement, setting forth the title of the job classification, the department in which it is located, the rate of pay, and a brief description of the required duties.

b) All employees in any lower-paying job classification of this Agreement shall be eligible to submit a bid in writing requesting consideration for a permanent transfer to the job classification and department where the posted vacancy exists. Bids shall be considered first from those who work in the department where the posted vacancy exists, but, if the County determines there is no qualified bidder in that department, bids may then be considered from employees in other departments covered by this Agreement.

c) Employees who have submitted timely bids to fill the posted vacancy shall be considered in the order specified in the paragraph above. In order to be awarded a permanent transfer an employee must possess, at the time of the award, suitable qualifications and ability to perform the work required by the County for the posted job classification. If two or more employees possess such qualifications and abilities, the permanent transfer shall be awarded to the employee determined by the Employer to have the better qualifications and abilities. Notice of the successful bidder, if any, shall be posted within ten(10) work days after the bidding closes at the County Annex Building and at the Lyle Stewart Building.

d) An employee awarded a permanent transfer to a new job classification pursuant to the provisions of this section may be required to remain in his old job up to thirty(30) work days or longer by mutual consent until a proper replacement can be obtained. An employee awarded a new job classification shall have a training period not to exceed thirty(30) work days to qualify for such new job classification. By mutual agreement of the Union and the County, this thirty(30) day period may be extended. The County may disqualify an employee prior to such thirty(30)

day period where lack of ability to qualify is clear to the County. An employee may also request to be returned to his former position prior to the completion of the thirty(30) day period without loss of seniority rights. An employee who fails to qualify shall be returned to his former job classification and department without loss of seniority rights.

e) An employee who successfully bids for and is awarded a permanent transfer to a new job classification outside his department shall not be entitled to bid for any other job classification for a period of twelve(12) months. (Exception to this rule may be made by mutual agreement between the County and Union.)

f) In the event no qualified bidders are available in the opinion of the County, through the bidding procedure established by this section, the County may fill the posted vacancy by hiring a new employee.

g) Employees shall not be permitted to maintain their name on more than one seniority list at any one time. In the event an employee successfully bids and is awarded a permanent transfer to a new job classification, he shall be placed on the bottom of the seniority list for the job classification in the department to which he is permanently transferred and given a date-of-entry seniority date for lay-off, recall and reduction purposes, and his



name shall be removed from the seniority list of his former job classification and department as soon as he has successfully qualified for the new job classification. The new job classification in the department to which he has been permanently transferred shall thereupon become his permanent job classification and department and he shall hold his classification seniority only in that job classification and department.

8. Temporary Transfers. In the event there is a temporary job vacancy resulting from vacations, leaves of absence, temporary work increase, etc., the County may fill such temporary job vacancy without following the procedure set forth above for a period not to exceed ninety(90) days, or such longer time as may be mutually agreed upon by the County and the Union.

9. In the event the temporary job vacancy exceeds ninety(90) days and the time for the temporary transfer is not extended by mutual agreement between the County and the Union, the temporary job vacancy shall be filled for the balance of the temporary absence by following the job bidding procedure set forth above. Such postings shall be marked as temporary vacancies only, so that bidding employees may know of the temporary nature of the vacancy. Vacancies created by a successful bid under this subsection may be filled in accordance with the temporary transfer provisions of this contract.

10. An employee temporarily transferred shall acquire no seniority in the job classification or department to which he is temporarily transferred, and upon completion of the temporary transfer, the employee so transferred shall return to the job classification and department where he holds seniority.

11. Temporary Transfer Pay. An employee temporarily transferred by specific assignment by the County to a higher grade job shall receive the rate of pay for the job classification to which he is temporarily assigned after working in said job classification for a period of forty(40) hours. He will receive the next pay step higher in the job classification to which he is transferred than the pay step he receives in the job classification from which he is transferred. If the transfer is not to a higher classified job, he shall continue to receive the pay for his own job classification during the temporary transfer.

12. Transfer Out of Unit. Any employee who is transferred out of the Bargaining Unit covered by this Agreement, but who continues as an employee of the County, shall retain his seniority within his job classification in his department in the event he is returned by the County to the Bargaining Unit covered by this Agreement, provided, however, such employee shall not accumulate seniority while he is out of the Bargaining Unit.

13. Emergency Seniority Adjustment. In the event of an emergency beyond the control of the County, such as acts of God, flood, fire, storm, civil disturbance, power failure, labor disputes, or other like events, the County shall have the right to make temporary adjustments of the work force for a period not to exceed five(5) work days without regard to seniority. If such conditions exceed five(5) work days, the work force shall be adjusted according to the layoff procedure as described in this article unless the County and the Union agree otherwise.

14. Reduced Work Week. In lieu of layoffs or permanent reduction, the County may request a meeting with the Union for the purpose of negotiating reduced work schedules in order to curtail layoffs or permanent reductions. An agreement to institute reduced work schedules shall not prevent the County from subsequently making layoffs or permanent reductions if in the County's discretion such layoffs and reductions are required.

15. Emergency Permanent Transfer. In the event conditions arise during the term of this Agreement which result in a major reduction in the number of employees in a department or departments due to revenues, assumption of duties by another governmental body or agency, or similar unanticipated reasons, the County and the Union shall meet and review the respective work

qualifications of the affected employees, including prior experience with another employer, in a good faith effort to determine whether or not such affected employees can be transferred to another department and replace employees with less unit-wide seniority without adversely affecting the County's operations. Any such transfer shall be left to the final discretion of the County, and any such discussions relating to such proposed transfer shall take into consideration the probable effect upon efficiency of operations, the respective qualifications and abilities of the employees involved and the ability of the transferred employee to perform the available work with normal supervision and instruction.

ARTICLE XI  
HOURS OF WORK AND OVERTIME

1. The normal work week shall be Monday through Friday. The normal work day shall be 8:00 A.M. to 5:00 P.M., with one(1) hour of unpaid lunch, normally arranged between the third and fifth hours of the day.

2. It is agreed that individual schedules may be assigned to meet County operational and service requirements, which can include regular varied schedules as may be necessary on an individual or departmental basis.

3. Time and one-half( $1\frac{1}{2}$ ) the employee's regular straight time hourly rate shall be paid for all hours worked over forty(40) hours in any one work week. Employees shall not be required to take time off to compensate for overtime hours worked in the same work week for the purpose of avoiding overtime payment. The Employer may, at the discretion of the Lapeer County Board of Commissioners, upon request of the Employee, provide compensatory time for overtime hours worked. However, said compensatory time must be taken no later than the payroll period following the payroll period during which the overtime hours were incurred.

4. Employees called into work after having completed their normal work day shall be paid a minimum of four(4) hours pay at their regular straight time rate.

ARTICLE XII

HOLIDAYS

1. The County recognizes the following paid holidays:

New Year's Day  
Memorial Day  
Fourth of July  
Labor Day  
Thanksgiving Day  
Friday after Thanksgiving Day  
Christmas Day  
Lincoln's Birthday  
Washington's Birthday (Statute Day)  
Veteran's Day  
Columbus Day (Statute Day)  
General Election Day

2. Employees covered by this Agreement shall not normally be required to work on the designated holidays.

3. Each full-time employee shall be paid for the above mentioned holidays at the employee's regular straight time rate of pay, not including shift differential, under the following eligibility requirements:

The employee must have worked the employee's last scheduled working day prior to the holiday, and the next scheduled working day after the holiday.

4. Whenever any of the above holidays falls on Sunday, it shall be observed on the following Monday. Whenever any of the above holidays falls on Saturday, it shall be observed on the prior Friday.

5. Employees who may be required to perform necessary work on any one of the above holidays shall receive their regular straight time rate for all hours worked on such holiday, in addition to their regular salary covering the holiday as set forth in number 3 above.

6. Employees who may be required to perform necessary work in excess of eight(8) hours on any of the above holidays shall receive pay equal to double his straight time rate for all hours worked on the holiday in excess of eight(8) hours.

7. Each regular part-time employee shall be paid four(4) hours pay for the above-mentioned holidays at the employee's regular straight time rate of pay, not including shift differential, under the following eligibility requirements:

The employee must have worked the employee's last scheduled working day prior to the holiday, and the next scheduled working day after the holiday.

8. Temporary and part-time employees shall not be entitled to holiday pay.

ARTICLE XIII

VACATIONS

1. All full-time employees covered by this Agreement shall be entitled to an annual vacation on the basis of the following schedule:

<u>Length of Service</u>	<u>Vacation Entitlement</u>
More than 1 year, but less than 2 years	10 working days
More than 2 years, but less than 8 years	15 working days
More than 8 years	20 working days

2. New employees shall be entitled to ten(10) working days vacation on their first anniversary of hire date.

3. The annual vacation entitlement set forth above shall be credited to each employee on his anniversary of hire date.

4. When an employee quits with not less than ten(10) working days notice, he will be paid for accrued but unused vacation.

5. When an employee is laid off for lack of work for an indefinite period, he may elect to be paid for accrued but unused vacation.

6. In the event of death or retirement of an employee, all vacation due him shall be paid in the same manner as for wages due.

7. If an employee is discharged for just cause or quits without giving ten(10) working days notice, no vacation pay will be allowed.



8. An employee who actually works nine(9) months in the previous calendar year, after completion of one(1) year of service, shall be entitled to full vacation privileges. An employee otherwise eligible for vacation entitlement off work for any reason for more than three(3) months shall be entitled to a prorata vacation based upon 1/12 of his full vacation for each month actually worked during the previous calendar year.

9. Vacations shall be scheduled within each department between the department head and the employees involved in order to maintain continuity and efficiency of operations. In case of differences, the senior employee shall be entitled to the preference, but the department head shall, in all cases, make the final decision involving vacation allocations, both as to the number who may be off at any one time and vacation dates.

10. Regular part-time employees shall receive pro-rata vacations based upon the hours they worked in the previous service year. For purposes of computation, one hundred seventy-three(173) hours shall constitute one month. The employee shall receive 1/12 of a full vacation for each one hundred seventy-three(173) hours worked. Fractional days of vacation earned shall be rounded off to the nearest full day.

11. Temporary and part-time employees shall not be entitled to vacations.

12. Vacations will be taken in a period of consecutive days. Vacations may be split into one or more weeks, provided such scheduling does not drastically interfere with the operation of the employee's department. When a holiday is observed by the employer during an employee's vacation, the vacation will be extended one(1) day continuous with the vacation for the allowance of said holiday.

13. A vacation period may not be waived by an employee and extra pay received for work during that period, except with the approval of the Lapeer County Board of Commissioners and the employee.

14. If a regular pay day falls during an employee's vacation, he will receive that check in advance before leaving on vacation. Should an employee change his scheduled vacation, he must make a request for his check at least two(2) weeks before leaving on vacation, if the employee desires to receive his check in advance.

15. Vacation time may not be accumulated by any employee.

ARTICLE XIV

SICK LEAVE

1. All fulltime employees covered by this Agreement shall, after completing one(1) year of service, be entitled to be paid sick leave benefits as provided in this Article.

2. Each fulltime employee shall be entitled to a maximum of thirteen(13) paid sick leave days per year, with a limitation of one hundred forty(140) days accumulation. Each eligible employee with more than one(1) year of service shall on such date be credited with one-half day of sick leave for each two week pay period in which they performed work in the previous year up to thirteen(13) sick leave days per year.

3. Employees with less than one(1) year of service, as of the date of this Agreement, and new employees shall be entitled to one-half sick leave day for each two(2) week pay period in which they performed work.

4. In case of illness, employees who have completed their probationary period but have less than one(1) year of service, may use sick days earned during their first year of employment.

5. Employees shall be entitled to use accrued sick leave days credited to them only for absences due to bonafide personal illnesses. Approval of the Employer shall be required on all requests for sick leave. Medical certification will not generally be required to substantiate

sick leave absences of one working day. However, medical certificates from a licensed physician, or in lieu thereof, a signed written statement from the employee setting forth the reasons for the sick leave, may be required at the discretion of the Employer for each absence, regardless of duration, should the Employer have reason to believe the employee is abusing the sick leave privileges. Falsification of the medical certificate, falsely setting forth the reasons for the absence, or failure to obtain the medical certificate when requested shall constitute just cause for disciplinary action up to and including dismissal.

6. Employees shall be entitled to accumulate sick leave days with a limitation of one hundred forty (140) days accumulation.

7. When an employee quits, retires, is discharged, or for any reason terminates his employment, all accumulated sick leave days shall be forfeited.

8. Regular part-time employees shall receive pro rata sick leave days based upon the hours they worked in the previous anniversary year. For purposes of computation, one hundred seventy-three (173) hours shall constitute one (1) month. The employee shall receive one (1) sick leave day for each one hundred seventy-three (173) hours worked.

9. Temporary and part-time employees shall not be entitled to sick leave benefits.

ARTICLE XV

MATERNITY LEAVE

Employees who become pregnant shall be permitted to work during pregnancy, provided they are capable of fulfilling their required work schedules, and, provided they supply a medical certificate from their physician in the fourth month stating the predicted date of birth and that they are physically able to continue working without endangering their health or the health of the unborn child. Further certification may be required each month of the pregnancy.

In case of question, the Employer may require the employee to be examined by a physician of its selection at Employer expense. Such employee shall be required to take an immediate leave of absence without pay whenever they do not meet the requirements set forth above.

The maternity leave of absence in such cases shall be for three(3) months beyond the termination of pregnancy without pay. It may be extended on the basis of verified medical certification that an extension is necessary for health reasons. Employees must return to employment as soon as they are certified ready to return to work by their physician, subject also to question as provided above.

A pregnancy leave of absence will be terminated if an employee does not return upon receipt of medical clearance.

Employees shall be permitted to utilize sick time and/or vacation time for such absence, after which maternity leave starts.

ARTICLE XVI

FUNERAL LEAVE

Employer agrees that in the event of a death in the employee's immediate family (spouse, child, stepchild, parent, brother, sister, mother-in-law, father-in-law, legal guardian, stepparent, stepbrother, stepsister), the employee shall be excused without loss of pay on the dates on which he has been scheduled to work during the period from the date of death to the date of funeral, both inclusive, but not to exceed a total of three (3) working days for such absence as is required to discharge specific obligations placed upon him by the death.

The employee shall be excused without loss of pay on the day of funeral in the case of death of the employee's grandparent, grandchild, brother-in-law, sister-in-law, daughter-in-law, son-in-law.

ARTICLE XVII

MILITARY LEAVE

Employees who enter the Armed Forces of the United States of America while employed by the County shall be given all benefits accorded them by applicable Federal law.

ARTICLE XVIII

JURY DUTY

The County agrees that employees shall be granted a leave of absence with pay when they are required to report to jury duty. Employees shall be paid the difference between any jury duty compensation they receive and their regular wages for time necessarily spent in jury service. Seniority will continue to accrue to the employee while on jury duty.



ARTICLE XIX

LEAVE OF ABSENCE AND PERSONAL LEAVE

LEAVE OF ABSENCE.

1. Leave of absence without pay may be requested by the employee for any one of the following reasons:

- a) long term illness;
- b) illness in the immediate family;
- c) other special cases which may be

decided individually by the County.

2. While on leave of absence without pay, an employee accrues no vacation time, personal leave, or sick leave, or any retirement, unless specifically permitted by the Michigan Municipal Employee's Retirement Act.

3. A leave of absence can be granted for a period of six(6) months. If necessity requires, it can be extended for an additional six(6) months upon approval by the County. Failure to report for duty after an authorized leave of absence will be considered a resignation. It is the responsibility of the employee to notify the County of any change in address while on a leave of absence.

4. An employee upon leave of absence must report back for duty within seven(7) days after the leave of absence ends or the purpose for which the leave of absence was granted has ended.

PERSONAL LEAVE.

1. Each fulltime employee covered under the terms of this Agreement shall be entitled to not more than three(3) personal leave days each calendar year. Such personal leave days shall not begin until the employee has completed six(6) months of employment. Such personal leave days shall be limited to use by the employee for personal or business matters that could not normally be handled during hours or days not within the employee's scheduled hours of work.

2. Each regular part-time employee covered under the terms of this agreement shall be entitled to not more than one and one-half(1½) personal leave days(12 hours) each calendar year. Such personal leave days shall not begin until the regular part-time employee has completed six(6) months of employment. Such personal leave days shall be limited to use by the employee for personal or business matters that could not normally be handled during hours or days not within the employee's scheduled hours of work.

3. Temporary and part-time employee shall not be entitled to personal leave days.

4. Personal leave days shall not accrue from year to year.

ARTICLE XX

MILEAGE AND AUTOMOBILE INSURANCE

1. Employees shall be reimbursed for meals when on official County business outside the County of Lapeer, upon approval by the County.
2. Employees shall be reimbursed at the rate of seventeen cents (17¢) per mile for mileage for using employee's automobile on official County business, upon approval by the County.
3. The Employer shall provide automobile insurance with single limit coverage in the aggregate of one-half million dollars (\$500,000.00), providing coverage for the use of employee's automobile while on official County business.

ARTICLE XXI

HOSPITALIZATION MEDICAL INSURANCE

The Employer agrees to provide each employee an opportunity to enroll in the Blue Cross/Blue Shield, MVF1, with \$2.00 Co-Pay Prescription Drug Plan rider, or comparable insurance programs, as determined by the Employer. The Employer agrees to pay the full premium for the above-described hospitalization medical coverage for the employee and employee's family. This coverage shall apply to all full-time seniority employees. The Employer agrees to continue payment of said premiums under the terms and conditions set forth below:

1) In the event of lay-off, the Employer will pay the premium for one(1) month beyond the month in which the employee was laid off.

2) In the event of absence due to illness, the Employer will pay the premium during such absence, not to exceed one(1) year.

3) In the event of absence due to a workmen's compensation illness or accident, the Employer will pay the premium during such absence, not to exceed two(2) years.

ARTICLE XXII

LIFE INSURANCE

1. Employer shall provide each employee, excepting the Enforcement Officers of the Lapeer County Friend of the Court and Investigators of the Department of Criminal Justice, with seventy-five hundred dollars (\$7,500.00) term life insurance under the following terms and conditions:

a) In the event of lay-off, the Employer will pay the premium for one(1) month beyond the month in which the employee was laid off.

b) In the event of absence due to illness, the Employer will pay the premium during such absence, not to exceed one(1) year.

c) In the event of absence due to a workmen's compensation illness or accident, the Employer will pay the premium during such absence, not to exceed two(2) years.

2. Employer shall provide the Enforcement Officers of the Lapeer County Friend of the Court's Office and Investigators of the Department of Criminal Justice with fifteen thousand dollars(\$15,000.00) term life insurance under the terms and conditions set forth above.

ARTICLE XXIII

RETIREMENT

The employees are covered by a retirement plan which includes other employees of the County. The County will continue the existing retirement system for employees covered by this Agreement. The Union shall be furnished a copy of the plan and any changes which the County may institute from time to time.

ARTICLE XXIV

UNEMPLOYMENT COMPENSATION

The Employer shall provide unemployment compensation for all employees as provided by the Michigan Employment Security Commission.

ARTICLE XXV

WORKERS COMPENSATION

The Employer shall provide applicable workers compensation protection for all employees covered by this Agreement.



ARTICLE XXVI

CLOTHING ALLOWANCE

A clothing allotment in the amount of two hundred seventy-five dollars (\$275.00) per annum shall be paid to the Enforcement Officers of the Lapeer County Friend of the Court's Office and Investigators of the Department of Criminal Justice, who are required to wear civilian clothing. Said clothing allotment shall be paid on June 1st of each year during the term of this Agreement.

ARTICLE XXVII

SHIFT DIFFERENTIAL

1. All employees subject to the terms of this Agreement who work shifts designated as night shifts shall be given a night shift differential in addition to the regular hourly job rate for all hours worked within the designated shifts.
2. Shifts designated as night shifts shall be as follows:
  - a) Second shift: a shift scheduled to commence between the hours of 3:00 P.M. and 5:00 P.M.
  - b) Third shift: a shift scheduled to commence between the hours of 11:00 P.M. and 1:00 A.M.
3. The shift differential shall be at the rate of an additional four percent(4%) of the regular hourly job rate for the second shift and six percent(6%) of the regular hourly job rate for the third shift.
4. In the event a night shift is worked as an overtime assignment, no shift differential shall be paid.

ARTICLE XXVIII

UNION BULLETIN BOARDS

1. The Employer shall provide a bulletin board in the Lapeer County Annex Building and the Lyle Stewart Building, which may be used by the Union for posting notices of the following types:

- a) Notice of Union recreation and social events.
- b) Notice of Union elections.
- c) Notice of results of Union elections.

2. The Union shall not post any non-Union related political matters upon the bulletin board provided for herein. Other materials may be posted on said bulletin board provided it is mutually agreed upon by the Employer and the Union. No notice shall be posted which is not signed and approved by the Union Steward.

ARTICLE XXIX

EMPLOYER POLICY AND WORK RULES

1. The County shall have the right to establish and uniformly enforce personnel policy and/or work rules that do not conflict with or modify the existing agreement.
2. New work rules, or the establishment of or changes in existing personnel policy shall be presented to the Union in writing through its Chief Steward at least ten(10) working days prior to the effective date of the rule or policy.
3. In the event the proposed work rule or policy is in conflict with or modifies existing agreement, or the Union feels it is unjust, the conference committee shall be convened to discuss and amend or correct the proposed work rule or policy. In such case, the work rule or policy shall be placed into effect and may be challenged with respect to unreasonableness only through the grievance procedure.
4. All work rules or policies established now or hereafter shall be published by being provided to each departmental supervisor and made available for examination by each employee covered by the rule or policy.
5. The County agrees to maintain a file of established work rules and personnel policies. Such file shall be reviewed and updated once every three(3) years.

ARTICLE XXX

RATES FOR NEW JOBS

When a new job is placed in a unit and cannot be properly placed in an existing classification, the County will notify the Union when it establishes the classification and the proposed rate. In the event the Union does not agree that the description and rate are proper, it shall have thirty(30) days to notify the County of its objections. The description and rate shall then be subject to negotiations for sixty(60) days, after which it may be the subject of the grievance procedure, in the event a settlement has not been reached. The Employer may fill the position in the interim, and any adjustment subsequently agreed upon or determined through the grievance procedure shall be made retroactive to the date the position was filled.

ARTICLE XXXI

SEVERABILITY AND SAVINGS CLAUSE

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

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

ARTICLE XXXII

EXTRA CONTRACTS

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

ARTICLE XXXIII

AMENDMENT OR MODIFICATION OF AGREEMENT

Upon mutual agreement of the parties, this Agreement may be amended or modified in writing at any time during its term.

The parties acknowledge that during the negotiations which resulted in the 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 the understanding 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 waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter referred to, or covered in, this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though each subject or matter 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.



ARTICLE XXXIV

TERMINATION OF AGREEMENT

1. This Agreement shall be in full force and effect from January 1, 1979 to and including December 31, 1981 and shall continue in full force and effect from year to year thereafter unless written notice of desire to cancel or terminate the agreement is served by either party upon the other at least sixty(60) days prior to the expiration.

2. It is further provided that were no such cancellation or termination notices served and the parties desire to continue said agreement, but also desire to negotiate changes or revisions of this Agreement, either party may serve upon the other a notice, at least sixty(60) days prior to the expiration date of the contract, advising that such party desires to continue this Agreement, but also desires to revise or change terms or conditions of said Agreement. The respective parties shall be permitted all lawful economic recourse to support their request for revision if the parties fail to agree thereon.

ARTICLE XXXV

EFFECTIVE DATE OF AGREEMENT

The Employer and the Union agree that this Collective Bargaining Agreement shall become effective as of the date of its execution, except for the following provision:

Schedule A of the Classification

Schedule annexed hereto and described as

"Exhibit A" shall become effective retroactive to January 1, 1979.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals the day and year first above written.

In the presence of:

For the County of Lapeer and as authorized negotiating agent for District Court 71-A:

\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

In the presence of:

Local 214, Affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America:

\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
B. C. Grable, Business Rep.  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## EXHIBIT A

## SCHEDULE A

## LAPEER COUNTY JOB CLASSIFICATIONS

Effective January 1, 1979 - December 31, 1979

<u>Classification</u>		<u>1st year</u>	<u>2nd year</u>	<u>3rd year</u>
4-H Assistant (Summer)	hourly annually	\$ 2.90 6,050.00	\$ 3.05 6,353.00	\$ 3.21 6,671.00
Clerk		\$ 3.05 6,350.00	\$ 3.20 6,668.00	\$ 3.37 7,000.00
Clerk Typist I		\$ 3.44 7,150.00	\$ 3.61 7,508.00	\$ 3.79 7,883.00
Bailiff I		\$ 3.44 7,150.00	\$ 3.61 7,508.00	\$ 3.79 7,883.00
Account Clerk I		\$ 3.44 7,150.00	\$ 3.61 7,508.00	\$ 3.79 7,883.00
Deputy Court Clerk (Criminal Division)		\$ 3.44 7,150.00	\$ 3.61 7,508.00	\$ 3.79 7,883.00
Maintenance I		\$ 3.53 7,350.00	\$ 3.71 7,718.00	\$ 3.89 8,104.00
Custodian I		\$ 3.58 7,450.00	\$ 3.76 7,823.00	\$ 3.95 8,214.00
Minority Worker		\$ 3.58 7,450.00	\$ 3.76 7,823.00	\$ 3.95 8,214.00
4-H Assistant		\$ 3.58 7,450.00	\$ 3.76 7,823.00	\$ 3.95 8,214.00
Co-op Program Assistant		\$ 3.58 7,450.00	\$ 3.76 7,823.00	\$ 3.95 8,214.00
Deputy Animal Control		\$ 3.63 7,550.00	\$ 3.81 7,928.00	\$ 4.00 8,324.00
Magistrate's Secretary		\$ 3.63 7,550.00	\$ 3.81 7,928.00	\$ 4.00 8,324.00

Custodian II	\$ 3.82	\$ 4.01	\$ 4.21
	7,950.00	8,348.00	8,765.00
✓ Chief Deputy Court Clerk (Criminal Division)	\$ 3.82	\$ 4.01	\$ 4.21
	7,950.00	8,348.00	8,765.00
Veterans Records Processor	\$ 3.82	\$ 4.01	\$ 4.21
	7,950.00	8,348.00	8,765.00
Account Clerk II	\$ 3.82	\$ 4.01	\$ 4.21
	7,950.00	8,348.00	8,765.00
Microfilm Clerk	\$ 3.82	\$ 4.01	\$ 4.21
	7,950.00	8,348.00	8,765.00
Bailiff II	\$ 3.82	\$ 4.01	\$ 4.21
	7,950.00	8,348.00	8,765.00
Cook	\$ 3.82	\$ 4.01	\$ 4.21
	7,950.00	8,348.00	8,765.00
Process Server	\$ 3.82	\$ 4.01	\$ 4.21
	7,950.00	8,348.00	8,765.00
✓ Clerk Typist II	\$ 3.92	\$ 4.11	\$ 4.32
	8,150.00	8,558.00	8,986.00
Secretary I	\$ 3.92	\$ 4.11	\$ 4.32
	8,150.00	8,558.00	8,986.00
Secretary Domestic Relations	\$ 3.92	\$ 4.11	\$ 4.32
	8,150.00	8,558.00	8,986.00
Maintenance II	\$ 3.92	\$ 4.11	\$ 4.32
	8,150.00	8,558.00	8,986.00
Court Liason Worker	\$ 4.06	\$ 4.26	\$ 4.48
	8,450.00	8,873.00	9,317.00
Payroll Clerk	\$ 4.06	\$ 4.26	\$ 4.48
	8,450.00	8,873.00	9,317.00
Budgetary Accountant	\$ 4.21	\$ 4.42	\$ 4.64
	8,750.00	9,188.00	9,647.00
District Court Account Clerk III	\$ 4.21	\$ 4.42	\$ 4.64
	8,750.00	9,188.00	9,647.00
Computer Operator	\$ 4.21	\$ 4.42	\$ 4.64
	8,750.00	9,188.00	9,647.00

Deputy Circuit Court Clerk	\$ 4.21	\$ 4.42	\$ 4.64
	8,750.00	9,188.00	9,647.00
Account Clerk III	\$ 4.21	\$ 4.42	\$ 4.64
	8,750.00	9,188.00	9,647.00
Deputy Co-Op Extension	\$ 4.30	\$ 4.52	\$ 4.74
	8,950.00	9,398.00	9,868.00
Maintenance Leader (Building and General)	\$ 4.30	\$ 4.52	\$ 4.74
	8,950.00	9,398.00	9,868.00
Secretary II	\$ 4.30	\$ 4.52	\$ 4.74
	8,950.00	9,398.00	9,868.00
Assistant Animal Control	\$ 4.30	\$ 4.52	\$ 4.74
	8,950.00	9,398.00	9,868.00
Fiscal Officer	\$ 4.40	\$ 4.62	\$ 4.85
	9,150.00	9,608.00	10,088.00
Legal Investigator	\$ 4.50	\$ 4.72	\$ 4.96
	9,350.00	9,818.00	10,309.00
Secretary/Investigator	\$ 4.54	\$ 4.77	\$ 5.01
	9,450.00	9,923.00	10,419.00
Deputy County Treasurer	\$ 4.54	\$ 4.77	\$ 5.01
	9,450.00	9,923.00	10,419.00
Legal Secretary	\$ 4.54	\$ 4.77	\$ 5.01
	9,450.00	9,923.00	10,419.00
District Court Clerk	\$ 4.54	\$ 4.77	\$ 5.01
	9,450.00	9,923.00	10,419.00
Counselor, Veterans Affairs	\$ 4.54	\$ 4.77	\$ 5.01
	9,450.00	9,923.00	10,419.00
Chief Deputy Registrar of Deeds	\$ 4.59	\$ 4.82	\$ 5.06
	9,550.00	10,028.00	10,529.00
Account Clerk Supervisor	\$ 4.59	\$ 4.82	\$ 5.06
	9,550.00	10,028.00	10,529.00
Assistant Superintendent (Buildings and General)	\$ 4.59	\$ 4.82	\$ 5.06
	9,550.00	10,028.00	10,529.00
Chief Computer Operator	\$ 4.79	\$ 5.02	\$ 5.27
	9,950.00	10,448.00	10,970.00

Chief Deputy County Treasurer	\$ 4.79	\$ 5.02	\$ 5.27
	9,950.00	10,448.00	10,970.00
Chief Deputy Drain Commissioner	\$ 4.79	\$ 5.02	\$ 5.27
	9,950.00	10,448.00	10,970.00
Soil Erosion Agent	\$ 4.79	\$ 5.02	\$ 5.27
	9,950.00	10,448.00	10,970.00
Senior Deputy Circuit Court	\$ 4.79	\$ 5.02	\$ 5.27
	9,950.00	10,448.00	10,970.00
ADC Investigator	\$ 4.79	\$ 5.02	\$ 5.27
	9,950.00	10,448.00	10,970.00
Agriculture Assistant	\$ 5.02	\$ 5.28	\$ 5.54
	10,450.00	10,973.00	11,522.00
Assistant Friend of the Court	\$ 5.02	\$ 5.28	\$ 5.54
	10,450.00	10,973.00	11,522.00
Appraiser	\$ 5.75	\$ 6.03	\$ 6.33
	11,950.00	12,548.00	13,175.00
Probation Officer	\$ 5.75	\$ 6.03	\$ 6.33
	11,950.00	12,548.00	13,175.00
Office Coordinator Legal Research	\$ 6.25	\$ 6.61	\$ 6.97
	13,000.00	13,750.00	14,500.00
Chief Appraiser	\$ 6.59	\$ 6.92	\$ 7.26
	13,700.00	14,385.00	15,105.00
Enforcement Officer	\$ 6.73	\$ 7.07	\$ 7.42
	14,000.00	14,700.00	15,435.00
Investigator	\$ 6.73	\$ 7.07	\$ 7.42
	14,000.00	14,700.00	15,435.00
Assistant Director Criminal Justice	\$ 7.19	\$ 7.55	\$ 7.92
	14,950.00	15,698.00	16,483.00

EXHIBIT A

SCHEDULE B

LAPEER COUNTY JOB CLASSIFICATIONS

Effective January 1, 1980 - December 31, 1980

<u>Classification</u>		<u>1st year</u>	<u>2nd year</u>	<u>3rd year</u>
4-H Assistant (Summer)	hourly annually	\$ 3.05 6,353.00	\$ 3.21 6,671.00	\$ 3.37 7,005.00
Clerk		\$ 3.21 6,668.00	\$ 3.37 7,001.00	\$ 3.53 7,351.00
Clerk Typist I		\$ 3.61 7,508.00	\$ 3.79 7,883.00	\$ 3.98 8,277.00
Bailiff I		\$ 3.61 7,508.00	\$ 3.79 7,883.00	\$ 3.98 8,277.00
Account Clerk I		\$ 3.61 7,508.00	\$ 3.79 7,883.00	\$ 3.98 8,277.00
Deputy Court Clerk (Criminal Division)		\$ 3.61 7,508.00	\$ 3.79 7,883.00	\$ 3.98 8,277.00
Maintenance I		\$ 3.71 7,718.00	\$ 3.89 8,104.00	\$ 4.09 8,509.00
Custodian I		\$ 3.76 7,823.00	\$ 3.95 8,214.00	\$ 4.15 8,625.00
Minority Worker		\$ 3.76 7,823.00	\$ 3.95 8,214.00	\$ 4.15 8,625.00
4-H Assistant		\$ 3.76 7,823.00	\$ 3.95 8,214.00	\$ 4.15 8,625.00
Co-op Program Assistant		\$ 3.76 7,823.00	\$ 3.95 8,214.00	\$ 4.15 8,625.00
Deputy Animal Control		\$ 3.81 7,928.00	\$ 4.00 8,324.00	\$ 4.20 8,740.00
Magistrate's Secretary		\$ 3.81 7,928.00	\$ 4.00 8,324.00	\$ 4.20 8,740.00



Custodian II	\$ 4.01	\$ 4.21	\$ 4.42
	8,348.00	8,765.00	9,203.00
Chief Deputy Court Clerk (Criminal Division)	\$ 4.01	\$ 4.21	\$ 4.42
	8,348.00	8,765.00	9,203.00
Veterans Records Processor	\$ 4.01	\$ 4.21	\$ 4.42
	8,348.00	8,765.00	9,203.00
Account Clerk II	\$ 4.01	\$ 4.21	\$ 4.42
	8,348.00	8,765.00	9,203.00
Microfilm Clerk	\$ 4.01	\$ 4.21	\$ 4.42
	8,348.00	8,765.00	9,203.00
Bailiff II	\$ 4.01	\$ 4.21	\$ 4.42
	8,348.00	8,765.00	9,203.00
Cook	\$ 4.01	\$ 4.21	\$ 4.42
	8,348.00	8,765.00	9,203.00
Process Server	\$ 4.01	\$ 4.21	\$ 4.42
	8,348.00	8,765.00	9,203.00
Clerk Typist II	\$ 4.11	\$ 4.32	\$ 4.54
	8,558.00	8,986.00	9,435.00
Secretary I	\$ 4.11	\$ 4.32	\$ 4.54
	8,558.00	8,986.00	9,435.00
Secretary Domestic Relations	\$ 4.11	\$ 4.32	\$ 4.54
	8,558.00	8,986.00	9,435.00
Maintenance II	\$ 4.11	\$ 4.32	\$ 4.54
	8,558.00	8,986.00	9,435.00
Court Liason Worker	\$ 4.26	\$ 4.48	\$ 4.70
	8,873.00	9,317.00	9,783.00
Payroll Clerk	\$ 4.26	\$ 4.48	\$ 4.70
	8,873.00	9,317.00	9,783.00
Budgetary Accountant	\$ 4.42	\$ 4.64	\$ 4.87
	9,188.00	9,647.00	10,129.00
District Court Account Clerk III	\$ 4.42	\$ 4.64	\$ 4.87
	9,188.00	9,647.00	10,129.00
Computer Operator	\$ 4.42	\$ 4.64	\$ 4.87
	9,188.00	9,647.00	10,129.00

Deputy Circuit Court Clerk	\$ 4.42	\$ 4.64	\$ 4.87
	9,188.00	9,647.00	10,129.00
Account Clerk III	\$ 4.42	\$ 4.64	\$ 4.87
	9,188.00	9,647.00	10,129.00
Deputy Co-op Extension	\$ 4.52	\$ 4.75	\$ 4.98
	9,398.00	9,868.00	10,361.00
Maintenance Leader (Building and General)	\$ 4.52	\$ 4.75	\$ 4.98
	9,398.00	9,868.00	10,361.00
Secretary II	\$ 4.52	\$ 4.75	\$ 4.98
	9,398.00	9,868.00	10,361.00
Assistant Animal Control	\$ 4.52	\$ 4.75	\$ 4.98
	9,398.00	9,868.00	10,361.00
Fiscal Officer	\$ 4.62	\$ 4.85	\$ 5.09
	9,608.00	10,088.00	10,592.00
Legal Investigator	\$ 4.72	\$ 4.96	\$ 5.20
	9,818.00	10,309.00	10,824.00
Secretary/Investigator	\$ 4.77	\$ 5.01	\$ 5.26
	9,923.00	10,419.00	10,940.00
Deputy County Treasurer	\$ 4.77	\$ 5.01	\$ 5.26
	9,923.00	10,419.00	10,940.00
Legal Secretary	\$ 4.77	\$ 5.01	\$ 5.26
	9,923.00	10,419.00	10,940.00
District Court Clerk	\$ 4.77	\$ 5.01	\$ 5.26
	9,923.00	10,419.00	10,940.00
Counselor, Veterans Affairs	\$ 4.77	\$ 5.01	\$ 5.26
	9,923.00	10,419.00	10,940.00
Chief Deputy Registrar of Deeds	\$ 4.82	\$ 5.06	\$ 5.32
	10,028.00	10,529.00	11,055.00
Account Clerk Supervisor	\$ 4.82	\$ 5.06	\$ 5.32
	10,028.00	10,529.00	11,055.00
Assistant Superintendent (Building and General)	\$ 4.82	\$ 5.06	\$ 5.32
	10,028.00	10,529.00	11,055.00
Chief Computer Operator	\$ 5.02	\$ 5.27	\$ 5.54
	10,448.00	10,970.00	11,519.00

Chief Deputy County Treasurer	\$ 5.02	\$ 5.27	\$ 5.54
	10,448.00	10,970.00	11,519.00
Chief Deputy Drain Commissioner	\$ 5.02	\$ 5.27	\$ 5.54
	10,448.00	10,970.00	11,519.00
Soil Erosion Agent	\$ 5.02	\$ 5.27	\$ 5.54
	10,448.00	10,970.00	11,519.00
Senior Deputy Circuit Court	\$ 5.02	\$ 5.27	\$ 5.54
	10,448.00	10,970.00	11,519.00
ADC Investigator	\$ 5.02	\$ 5.27	\$ 5.54
	10,448.00	10,970.00	11,519.00
Agriculture Assistant	\$ 5.28	\$ 5.54	\$ 5.82
	10,973.00	11,522.00	12,098.00
Assistant Friend of the Court	\$ 5.28	\$ 5.54	\$ 5.82
	10,973.00	11,522.00	12,098.00
Appraiser	\$ 6.03	\$ 6.33	\$ 6.65
	12,548.00	13,175.00	13,834.00
Probation Officer	\$ 6.03	\$ 6.33	\$ 6.65
	12,548.00	13,175.00	13,834.00
Office Coordinator Legal Research	\$ 6.56	\$ 6.94	\$ 7.29
	13,650.00	14,438.00	15,160.00
Chief Appraiser	\$ 6.91	\$ 7.26	\$ 7.63
	14,385.00	15,105.00	15,860.00
Enforcement Officer	\$ 7.07	\$ 7.42	\$ 7.79
	14,700.00	15,435.00	16,206.00
Investigator	\$ 7.07	\$ 7.42	\$ 7.79
	14,700.00	15,435.00	16,206.00
Assistant Director Criminal Justice	\$ 7.55	\$ 7.92	\$ 8.32
	15,698.00	16,483.00	17,307.00

## EXHIBIT A

## SCHEDULE C

## LAPEER COUNTY JOB CLASSIFICATIONS

Effective January 1, 1981 - June 30, 1981

<u>Classification</u>		<u>1st year</u>	<u>2nd year</u>	<u>3rd year</u>
4-H Assistant (Summer)	hourly annually	\$ 3.15 6,544.00	\$ 3.30 6,871.00	\$ 3.47 7,215.00
Clerk		\$ 3.30 6,868.00	\$ 3.47 7,211.00	\$ 3.64 7,572.00
Clerk Typist I		\$ 3.72 7,733.00	\$ 3.90 8,119.00	\$ 4.10 8,525.00
Bailiff I		\$ 3.72 7,733.00	\$ 3.90 8,119.00	\$ 4.10 8,525.00
Account Clerk I		\$ 3.72 7,733.00	\$ 3.90 8,119.00	\$ 4.10 8,525.00
Deputy Court Clerk (Criminal Division)		\$ 3.72 7,733.00	\$ 3.90 8,119.00	\$ 4.10 8,525.00
Maintenance I		\$ 3.82 7,950.00	\$ 4.01 8,347.00	\$ 4.21 8,764.00
Custodian I		\$ 3.87 8,058.00	\$ 4.07 8,460.00	\$ 4.27 8,884.00
Minority Worker		\$ 3.87 8,058.00	\$ 4.07 8,460.00	\$ 4.27 8,884.00
4-H Assistant		\$ 3.87 8,058.00	\$ 4.07 8,460.00	\$ 4.27 8,884.00
Co-op Program Assistant		\$ 3.87 8,058.00	\$ 4.07 8,460.00	\$ 4.27 8,884.00
Deputy Animal Control		\$ 3.92 8,166.00	\$ 4.12 8,574.00	\$ 4.33 9,002.00
Magistrate's Secretary		\$ 3.92 8,166.00	\$ 4.12 8,574.00	\$ 4.33 9,002.00

Custodian II	\$ 4.13	\$ 4.34	\$ 4.55
	8,598.00	9,028.00	9,479.00
Chief Deputy Court Clerk (Criminal Division)	\$ 4.13	\$ 4.34	\$ 4.55
	8,598.00	9,028.00	9,479.00
Veterans Records Processor	\$ 4.13	\$ 4.34	\$ 4.55
	8,598.00	9,028.00	9,479.00
Account Clerk II	\$ 4.13	\$ 4.34	\$ 4.55
	8,598.00	9,028.00	9,479.00
Microfilm Clerk	\$ 4.13	\$ 4.34	\$ 4.55
	8,598.00	9,028.00	9,479.00
Bailiff II	\$ 4.13	\$ 4.34	\$ 4.55
	8,598.00	9,028.00	9,479.00
Cook	\$ 4.13	\$ 4.34	\$ 4.55
	8,598.00	9,028.00	9,479.00
Process Server	\$ 4.13	\$ 4.34	\$ 4.55
	8,598.00	9,028.00	9,479.00
Clerk Typist II	\$ 4.23	\$ 4.45	\$ 4.68
	8,815.00	9,256.00	9,718.00
Secretary I	\$ 4.23	\$ 4.45	\$ 4.68
	8,815.00	9,256.00	9,718.00
Secretary Domestic Relations	\$ 4.23	\$ 4.45	\$ 4.68
	8,815.00	9,256.00	9,718.00
Maintenance II	\$ 4.23	\$ 4.45	\$ 4.68
	8,815.00	9,256.00	9,718.00
Court Liason Worker	\$ 4.39	\$ 4.61	\$ 4.84
	9,139.00	9,597.00	10,076.00
Payroll Clerk	\$ 4.39	\$ 4.61	\$ 4.84
	9,139.00	9,597.00	10,076.00
Budgetary Accountant	\$ 4.55	\$ 4.78	\$ 5.02
	9,464.00	9,936.00	10,433.00
District Court Account Clerk III	\$ 4.55	\$ 4.78	\$ 5.02
	9,464.00	9,936.00	10,433.00
Computer Operator	\$ 4.55	\$ 4.78	\$ 5.02
	9,464.00	9,936.00	10,433.00

Deputy Circuit Court Clerk	\$ 4.55	\$ 4.78	\$ 5.02
	9,464.00	9,936.00	10,433.00
Account Clerk III	\$ 4.55	\$ 4.78	\$ 5.02
	9,464.00	9,936.00	10,433.00
Deputy Co-op Extension	\$ 4.66	\$ 4.89	\$ 5.13
	9,680.00	10,164.00	10,672.00
Maintenance Leader (Building and General)	\$ 4.66	\$ 4.89	\$ 5.13
	9,680.00	10,164.00	10,672.00
Secretary II	\$ 4.66	\$ 4.89	\$ 5.13
	9,680.00	10,164.00	10,672.00
Assistant Animal Control	\$ 4.66	\$ 4.89	\$ 5.13
	9,680.00	10,164.00	10,672.00
Fiscal Officer	\$ 4.76	\$ 5.00	\$ 5.25
	9,896.00	10,391.00	10,910.00
Legal Investigator	\$ 4.86	\$ 5.11	\$ 5.36
	10,113.00	10,618.00	11,149.00
Secretary/Investigator	\$ 4.91	\$ 5.16	\$ 5.42
	10,221.00	10,732.00	11,268.00
Deputy County Treasurer	\$ 4.91	\$ 5.16	\$ 5.42
	10,221.00	10,732.00	11,268.00
Legal Secretary	\$ 4.91	\$ 5.16	\$ 5.42
	10,221.00	10,732.00	11,268.00
District Court Clerk	\$ 4.91	\$ 5.16	\$ 5.42
	10,221.00	10,732.00	11,268.00
Counselor, Veterans Affairs	\$ 4.91	\$ 5.16	\$ 5.42
	10,221.00	10,732.00	11,268.00
Chief Deputy Registrar of Deeds	\$ 4.96	\$ 5.21	\$ 5.47
	10,329.00	10,845.00	11,387.00
Account Clerk Supervisor	\$ 4.96	\$ 5.21	\$ 5.48
	10,329.00	10,845.00	11,387.00
Assistant Superintendent (Buildings and General)	\$ 4.96	\$ 5.21	\$ 5.48
	10,329.00	10,845.00	11,387.00
Chief Computer Operator	\$ 5.17	\$ 5.43	\$ 5.71
	10,761.00	11,299.00	11,865.00

Chief Deputy County Treasurer	\$ 5.17	\$ 5.43	\$ 5.71
	10,761.00	11,299.00	11,865.00
Chief Deputy Drain Commissioner	\$ 5.17	\$ 5.43	\$ 5.71
	10,761.00	11,299.00	11,865.00
Soil Erosion Agent	\$ 5.17	\$ 5.43	\$ 5.71
	10,761.00	11,299.00	11,865.00
Senior Deputy Circuit Court	\$ 5.17	\$ 5.43	\$ 5.71
	10,761.00	11,299.00	11,865.00
ADC Investigator	\$ 5.17	\$ 5.43	\$ 5.71
	10,716.00	11,299.00	11,865.00
Agriculture Assistant	\$ 5.44	\$ 5.71	\$ 5.99
	11,302.00	11,868.00	12,461.00
Assistant Friend of the Court	\$ 5.44	\$ 5.71	\$ 5.99
	11,302.00	11,868.00	12,461.00
Appraiser	\$ 6.21	\$ 6.52	\$ 6.85
	12,924.00	13,570.00	14,249.00
Probation Officer	\$ 6.21	\$ 6.52	\$ 6.85
	12,924.00	13,570.00	14,249.00
Office Coordinator Legal Research	\$ 6.76	\$ 7.15	\$ 7.51
	14,060.00	14,871.00	15,615.00
Chief Appraiser	\$ 7.12	\$ 7.48	\$ 7.86
	14,817.00	15,558.00	16,336.00
Enforcement Officer	\$ 7.28	\$ 7.64	\$ 8.02
	15,141.00	15,898.00	16,692.00
Investigator	\$ 7.28	\$ 7.64	\$ 8.02
	15,141.00	15,898.00	16,692.00
Assistant Director Criminal Justice	\$ 7.78	\$ 8.16	\$ 8.57
	16,169.00	16,977.00	17,826.00

EXHIBIT A

SCHEDULE D

LAPEER COUNTY JOB CLASSIFICATIONS

Effective July 1, 1981 - December 31, 1981

<u>Classification</u>		<u>1st year</u>	<u>2nd year</u>	<u>3rd year</u>
4-H Assistant (Summer)	hourly	\$ 3.24	\$ 3.40	\$ 3.57
	annually	6,740.00	7,077.00	7,431.00
Clerk		\$ 3.40	\$ 3.57	\$ 3.75
		7,074.00	7,427.00	7,799.00
Clerk Typist I		\$ 3.83	\$ 4.02	\$ 4.22
		7,965.00	8,363.00	8,781.00
Bailiff I		\$ 3.83	\$ 4.02	\$ 4.22
		7,965.00	8,363.00	8,781.00
Account Clerk I		\$ 3.83	\$ 4.02	\$ 4.22
		7,965.00	8,363.00	8,781.00
Deputy Court Clerk (Criminal Division)		\$ 3.83	\$ 4.02	\$ 4.22
		7,965.00	8,363.00	8,781.00
Maintenance I		\$ 3.94	\$ 4.13	\$ 4.34
		8,189.00	8,597.00	9,027.00
Custodian I		\$ 3.99	\$ 4.19	\$ 4.40
		8,299.00	8,714.00	9,151.00
Minority Worker		\$ 3.99	\$ 4.19	\$ 4.40
		8,299.00	8,714.00	9,151.00
4-H Assistant		\$ 3.99	\$ 4.19	\$ 4.40
		8,299.00	8,714.00	9,151.00
Co-op Program Assistant		\$ 3.99	\$ 4.19	\$ 4.40
		8,299.00	8,714.00	9,151.00
Deputy Animal Control		\$ 4.04	\$ 4.24	\$ 4.46
		8,411.00	8,831.00	9,272.00
Magistrate's Secretary		\$ 4.04	\$ 4.24	\$ 4.46
		8,411.00	8,831.00	9,272.00



Custodian II	\$ 4.25	\$ 4.47	\$ 4.69
	8,856.00	9,299.00	9,763.00
Chief Deputy Court Clerk (Criminal Division)	\$ 4.25	\$ 4.47	\$ 4.69
	8,856.00	9,299.00	9,763.00
Veterans Records Processor	\$ 4.25	\$ 4.47	\$ 4.69
	8,856.00	9,299.00	9,763.00
Account Clerk II	\$ 4.25	\$ 4.47	\$ 4.69
	8,856.00	9,299.00	9,763.00
Microfilm Clerk	\$ 4.25	\$ 4.47	\$ 4.69
	8,856.00	9,299.00	9,763.00
Bailiff II	\$ 4.25	\$ 4.47	\$ 4.69
	8,856.00	9,299.00	9,763.00
Cook	\$ 4.25	\$ 4.47	\$ 4.69
	8,856.00	9,299.00	9,763.00
Process Server	\$ 4.25	\$ 4.47	\$ 4.69
	8,856.00	9,299.00	9,763.00
Clerk Typist II	\$ 4.36	\$ 4.58	\$ 4.82
	9,079.00	9,534.00	10,010.00
Secretary I	\$ 4.36	\$ 4.58	\$ 4.82
	9,079.00	9,534.00	10,010.00
Secretary Domestic Relations	\$ 4.36	\$ 4.58	\$ 4.82
	9,079.00	9,534.00	10,010.00
Maintenance II	\$ 4.36	\$ 4.58	\$ 4.82
	9,079.00	9,534.00	10,010.00
Court Liason Worker	\$ 4.52	\$ 4.75	\$ 4.99
	9,413.00	9,885.00	10,378.00
Payroll Clerk	\$ 4.52	\$ 4.75	\$ 4.99
	9,413.00	9,885.00	10,378.00
Budgetary Accountant	\$ 4.69	\$ 4.92	\$ 5.17
	9,748.00	10,234.00	10,746.00
District Court Account Clerk III	\$ 4.69	\$ 4.92	\$ 5.17
	9,748.00	10,234.00	10,746.00
Computer Operator	\$ 4.69	\$ 4.92	\$ 5.17
	9,748.00	10,234.00	10,746.00

Deputy Circuit Court Clerk	\$ 4.69	\$ 4.92	\$ 5.17
	9,748.00	10,234.00	10,746.00
Account Clerk III	\$ 4.69	\$ 4.92	\$ 5.17
	9,748.00	10,234.00	10,746.00
Deputy Co-op Extension	\$ 4.73	\$ 5.04	\$ 5.28
	9,970.00	10,469.00	10,992.00
Maintenance Leader (Building and General)	\$ 4.73	\$ 5.04	\$ 5.28
	9,970.00	10,469.00	10,992.00
Secretary II	\$ 4.73	\$ 5.04	\$ 5.28
	9,970.00	10,469.00	10,992.00
Assistant Animal Control	\$ 4.73	\$ 5.04	\$ 5.28
	9,970.00	10,469.00	10,992.00
Fiscal Officer	\$ 4.90	\$ 5.15	\$ 5.40
	10,193.00	10,703.00	11,237.00
Legal Investigator	\$ 5.01	\$ 5.26	\$ 5.52
	10,416.00	10,937.00	11,483.00
Secretary/Investigator	\$ 5.06	\$ 5.31	\$ 5.58
	10,528.00	11,054.00	11,606.00
Deputy County Treasurer	\$ 5.06	\$ 5.31	\$ 5.58
	10,528.00	11,054.00	11,606.00
Legal Secretary	\$ 5.06	\$ 5.31	\$ 5.58
	10,528.00	11,054.00	11,606.00
District Court Clerk	\$ 5.06	\$ 5.31	\$ 5.58
	10,528.00	11,054.00	11,606.00
Counselor, Veterans Affairs	\$ 5.06	\$ 5.31	\$ 5.58
	10,528.00	11,054.00	11,606.00
Chief Deputy Registrar of Deeds	\$ 5.11	\$ 5.37	\$ 5.64
	10,639.00	11,170.00	11,729.00
Account Clerk Supervisor	\$ 5.11	\$ 5.37	\$ 5.64
	10,639.00	11,170.00	11,729.00
Assistant Superintendent (Buildings and General)	\$ 5.11	\$ 5.37	\$ 5.64
	10,639.00	11,170.00	11,729.00
Chief Computer Operator	\$ 5.33	\$ 5.59	\$ 5.88
	11,084.00	11,638.00	12,221.00

Chief Deputy County Treasurer	\$ 5.33	\$ 5.59	\$ 5.88
	11,084.00	11,638.00	12,221.00
Chief Deputy Drain Commissioner	\$ 5.33	\$ 5.59	\$ 5.88
	11,084.00	11,638.00	12,221.00
Soil Erosion Agent	\$ 5.33	\$ 5.59	\$ 5.88
	11,084.00	11,638.00	12,221.00
Senior Deputy Circuit Court	\$ 5.33	\$ 5.59	\$ 5.88
	11,084.00	11,638.00	12,221.00
ADC Investigator	\$ 5.33	\$ 5.59	\$ 5.88
	11,084.00	11,638.00	12,221.00
Agriculture Assistant	\$ 5.60	\$ 5.88	\$ 6.17
	11,641.00	12,224.00	12,835.00
Assistant Friend of the Court	\$ 5.60	\$ 5.88	\$ 6.17
	11,641.00	12,224.00	12,835.00
Appraiser	\$ 6.40	\$ 6.72	\$ 7.06
	13,312.00	13,977.00	14,676.00
Probation Officer	\$ 6.40	\$ 6.72	\$ 7.06
	13,312.00	13,977.00	14,676.00
Office Coordinator Legal Research	\$ 6.96	\$ 7.36	\$ 7.74
	14,482.00	15,317.00	16,083.00
Chief Appraiser	\$ 7.33	\$ 7.70	\$ 8.10
	15,262.00	16,025.00	16,826.00
Enforcement Officer	\$ 7.50	\$ 7.87	\$ 8.26
	15,595.00	16,375.00	17,193.00
Investigator	\$ 7.50	\$ 7.87	\$ 8.26
	15,595.00	16,375.00	17,193.00
Assistant Director Criminal Justice	\$ 8.01	\$ 8.40	\$ 8.83
	16,654.00	17,487.00	18,361.00

EXHIBIT B

LONGEVITY PAYMENT

1. All full-time employees covered by this Agreement who have completed either ten(10) or fifteen(15) years of continuous service in a full-time capacity and who have performed nine(9) months of actual work in their anniversary year, shall on the first payroll period in December following their anniversary date of hire, receive an annual longevity payment based upon the following schedule:

a) Upon completion of ten(10) years of continuous service -- two percent(2%) of their annual base salary.

b) Upon completion of fifteen(15) years of continuous service -- four percent(4%) of their annual base salary.

2. For all purposes hereunder, "annual base salary" shall mean the employee's base salary in effect on the first salary payroll period following their anniversary of hire date.

Eligible employees who have performed less than nine(9) months of actual work in their anniversary year shall be paid a prorata longevity payment. For purposes of computing the prorata longevity payment, one hundred seventy-three(173) hours shall constitute one(1) month. The employee shall receive 1/12 of the longevity payment to which said

employee shall be entitled for each one hundred seventy-three (173) hours worked. Fractional portions of prorata longevity payment earned shall be rounded off to the nearest 1/12 of full prorata longevity payment.