

12/31/91

AGREEMENT

This Agreement is made and entered into this 15th day of Dec, A.D., 1988, by and between the Oakland County Sheriff and the Oakland County Board of Commissioners, hereinafter referred to collectively as the "Employer", and the Oakland County Deputy Sheriffs' Association (hereinafter referred to as the "Union"). It is the desire of both parties to this agreement to continue to work harmoniously and to promote and maintain high standards between the Employer and employees, which will best serve the citizens of Oakland County.

I. RECOGNITION

The Employer recognizes the Union as the exclusive representative of the employees of the Oakland County Sheriff's Department, for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment and other terms and conditions of employment, in the following bargaining unit for which they have been certified, and in which the Union is recognized as collective bargaining representative, subject to and in accordance with the provisions of Act 336 of the Public Acts of 1947, as amended.

All Deputy I, Deputy II, Crime Laboratory Specialists I and II, Sheriff Communications Agents, Sheriff Communications Shift Leaders, Police Para-Professionals, and Arson Investigators, but excluding Supervisors and all other employees.

II. MANAGEMENT RESPONSIBILITY

The right to hire, promote, discharge or discipline, and to maintain discipline and efficiency of employees, is the sole responsibility of the Employer except that Union members shall not be discriminated against as such. In addition, the work schedules, methods and means of Department operations are solely and exclusively the responsibility of the Employer, subject, however, to the provisions of this Agreement.

Oakland County

LABOR AND INDUSTRIAL
RELATIONS COLLECTION
Michigan State University

III. AGENCY SHOP

The following provision was awarded to the Union by Chairman LoCicero in an Act 312 compulsory arbitration proceeding and not included here by negotiations.

(a) All employees, as a condition of employment, shall be required to pay to the Union an amount equivalent to the Union's regular dues commencing with the first pay period ending in the calendar month following completion of thirty (30) days of employment. Such payments may be made as dues deductions as set forth in this section and paid directly to the Union in accordance with the Constitution and Bylaws of the Union.

(b) Employees not members of the Union and who desire membership in the Union shall confirm their desire to join by initiating their Union application form and dues deduction authorization forms.

(c) Any person who is employed with the County prior to the effective date of this provision and is covered by this provision who is not a member of the Union and who does not make application for membership within forty-five (45) calendar days after the effective date of this provision shall, as a condition of employment, pay to the Union each month a service charge as a contribution toward the administration of this Agreement in an amount equal to the regular Union membership dues. Employees who fail to comply with this requirement shall be discharged by the Employer within thirty (30) calendar days after receipt of written notice to the Employer from the Union, unless the Employer is otherwise notified by the Union in writing within said thirty (30) calendar days.

(d) Any person who becomes an employee of the County after this provision of the agreement is in effect, and is covered by this Agreement, and is not a member of the Union, and does not make application for membership within forty-five (45) calendar days from the date of employment shall, as a condition of employment, pay to the Union each month a service charge as a contribution toward the administration of this provision in

an amount equal to the regular monthly Union membership dues. Employees who fail to comply with this requirement shall be discharged by the Employer within thirty (30) calendar days after receipt of written notice to the Employer from the Union, unless the Employer is otherwise notified by the Union in writing within said thirty (30) calendar days.

(e) The Employer agrees to deduct from the wages of bargaining unit employees all Union membership dues, initiation fees, and assessment uniformly required, if any, as provided in a written authorization, in accordance with the standard form used by the Employer provided that said form shall be executed by the employee. Dues and initiation fees will be authorized, levied, and certified in accordance with the Constitution and Bylaws of the Union. Each bargaining unit employee and the Union hereby authorize the Employer to rely upon and to honor certifications by the treasurer of the Union regarding the amounts to be deducted and the legality of the adopting action specifying such amounts of the Union dues and initiation fees.

(f) The Employer agrees to deduct from the wages of any bargaining unit employee who is not a member of the Union all Union service fees as provided in a written authorization in accordance with the standard form used by the Employer provided that said form shall be executed by the employee.

(g) All dues and service for deductions shall be remitted to the treasurer of the Union, the same to be by the Union allotted and distributed in accordance with the Constitution, Bylaws and regulations of the Union. On the request of the Employer, the treasurer of the Union shall furnish the Employer a receipt for all dues received.

(h) The Union will protect and save harmless and defend the Employer from any and all claims, demands, suits and other forms of liability by reason of action taken by the Employer for the purpose of complying with the Agency Shop Clause of this Agreement.

(i) The Agency Shop Clause of this Agreement shall be effective on April 1, 1984.

IV. BASIS OF REPRESENTATION

Section 1

There shall be one steward and an alternate steward for each shift. Stewards will be permitted to leave their work, after obtaining approval of their respective supervisors and recording their time, for the purpose of adjusting grievances in accordance with the grievance procedure and for reporting to the grievant a change in status of his grievance. Permission for stewards to leave their work stations will not be unreasonably withheld. Stewards will report their time to their supervisor upon returning from a grievance discussion.

The privilege of stewards to leave their work during working hours, without loss of pay, is extended with the understanding that the time will be devoted to the prompt handling of grievances and will not be abused, and that they will continue to work at their assigned jobs at all times except when permitted to leave their work to handle grievances.

Section 2

There shall also be one Chief Steward and one alternate Chief Steward.

Section 3

There shall be a grievance committee consisting of the Chief Steward and two other members to be selected by the Union and certified in writing to the Employer.

The Employer shall meet whenever necessary, at a mutually convenient time, with the Union grievance committee. The purpose of grievance committee meetings will be to adjust pending grievances and to discuss procedures for avoiding future grievances. In addition, the committee may discuss with the Employer other issues which would improve the relationship between the parties.

Section 4

The following provision was awarded to the Union by Chairman LoCicero in an Act 312 compulsory arbitration proceeding and is not included here by negotiations.

The Local Union President shall, at his option, be scheduled on the day shift, Monday through Friday. The Local Union President may conduct Union business at the Department, however, he shall not leave his work area without the permission of his supervisor, which permission will not be unreasonably withheld. In no event shall the Local Union President be paid overtime while conducting Union business.

The privilege of the Local Union President to leave his work during working hours, without loss of pay, is extended with the understanding that the time will be devoted to the prompt handling of grievances and Union matters and will not be abused, and that he will continue to work at his assigned job at all times except when permitted to leave his work.

V. GRIEVANCE PROCEDURE

The Employer and the Union support and subscribe to an orderly method of adjusting employee grievances. To this end, the Employer and the Union agree that an employee should first bring his problem or grievance to the attention of his immediate supervisor, with or without his steward, who shall attempt to resolve the grievance informally. Suspensions, demotions and disciplinary actions other than dismissals shall not be a subject for the grievance procedure but shall be processed according to the procedures of the Personnel Appeal Board. Dismissals are to be heard only by an arbitrator. The list of rotating arbitrators will be canvassed to obtain the earliest available date. The arbitrator must complete the hearing and render a decision within ninety (90) calendar days after termination. Employer backpay liability, if any, shall be limited to ninety (90) calendar days unless the Union shall establish that the delay, though caused by the Employee or Employee's representative, was caused by just and reasonable cause.

Step 1

If the grievance is not settled informally, it shall be discussed with the shift steward and shall be reduced to writing, signed by the grievant and submitted to his immediate supervisor.

Step 2

The written grievance shall be discussed between the shift steward and the immediate supervisor, and the Chief Steward if so desired. The supervisor will attempt to adjust the matter and will give his written decision within five (5) days (excluding Saturday, Sunday and holidays) of receipt of the written grievance.

Step 3

Any grievance not settled at Step 2 may be submitted to the next meeting of the grievance committee. Any grievance not submitted to the next grievance committee meeting, by written notification to the Employer within five (5) days of the immediate supervisor's written decision, shall be considered dropped.

Any matter not settled in Step 3 of the grievance procedure may be submitted to final and binding arbitration by either of the parties. A request for arbitration must be submitted by written notice to the other party within fifteen (15) days after the grievance committee meeting. Expenses for arbitration shall be borne equally by both parties.

The grievances upon which arbitration has been demanded shall be referred to one of the following arbitrators in accordance with the date of the written grievance, the oldest grievance being referred first:

1. John Coyle
2. Richard Kanner
3. Alan Walt
4. Elliott Beitner
5. Keith Grody

A grievance shall be referred to the listed arbitrators in the order in which they appear. Once a grievance has been referred to an arbitrator, a subsequent grievance shall be referred to the next arbitrator on the list. After a grievance has been referred to the fifth arbitrator listed, the cycle shall repeat, beginning with the

first arbitrator. The arbitrator may interpret and apply the provisions of this Agreement to determine the grievance before the arbitrator. However, the arbitrator shall have no power or authority, in any way, to alter, modify, amend, or add to any provisions of this Agreement, or set a wage rate. The arbitrator shall be bound by the express provisions of this Agreement. Expenses for arbitration shall be borne equally by both parties.

Any grievance not appealed from a decision in one of the steps of the grievance procedure to the next step as prescribed, shall be considered dropped and the last decision final and binding, except that time limits may be extended by mutual agreement of the parties. In the event the Employer shall fail to supply the Union with its answer to the particular step within the specified time limits, the grievance shall be deemed automatically positioned for appeal at the next step with the time limit for exercising said appeal commencing with the expiration of the grace period for answering.

VI. BULLETIN BOARD

The Employer shall assign a locked bulletin board which shall be used by the Union for posting notices bearing the written approval of the President of the Union Local, which shall be restricted to:

- (a) Notices of Union recreational and social affairs;
- (b) Notices of Union elections;
- (c) Notices of Union appointments and results of Union elections;
- (d) Notices of Union meetings;
- (e) Other notices of bona fide Union affairs which are not political or libelous in nature.

VII. SENIORITY

New employees may acquire seniority by working six (6) continuous months, in which event the employee's seniority will date back to the date of hire into the department.

When the employee acquires seniority, his name shall be placed on the seniority list in the order of his seniority date.

An up-to-date seniority list shall be furnished to the Union every six (6) months. An employee shall lose his seniority for the following reasons:

- (a) If the employee resigns or retires;
- (b) If the employee is discharged, and not reinstated;
- (c) If the employee is absent from work for three (3) working days without properly notifying the Employer, unless a satisfactory reason is given;
- (d) If the employee does not return to work at the end of an approved leave;
- (e) If the employee does not return to work when recalled from a layoff.

VIII. LAYOFF, RECALL, AND TRANSFERS

(a) If and when it becomes necessary for the Employer to reduce the number of employees in the work force, the employees will be laid off in seniority order, with higher-classified bargaining unit personnel bumping lower-classified bargaining unit personnel based on departmental seniority and on capability of performing available jobs and shall be recalled in the same order.

(b) If and when an employee is permanently transferred to another division within the Department, the president or chief steward shall be notified of said transfer by the Employer.

IX. PROMOTIONS

All promotions within the bargaining unit shall be made on the basis of competitive examination as provided for in the Oakland County Merit System. The Sheriff

will make his selection for promotion from the three highest-ranking candidates who have passed the promotional examination. Employees when promoted will be placed on the lowest step in the new class which provides an increase over their current rate.

X. FALSE ARREST INSURANCE

Employees covered by this Agreement shall be provided by the Employer a policy of False Arrest Liability Insurance. The premiums for such insurance will be paid by the County.

XI. GENERAL CONDITIONS

Section 1

Except as otherwise provided herein, the employees in the classifications of Deputy I and Deputy II - Correction shall in or before their seventh year of service with the Oakland County Sheriff's Department be entitled to attend the police academy, with the scheduling of their attendance at the sole discretion of the Sheriff. The exception is as follows: Those employees in the classification of Deputy I and Deputy II - Correction who shall have completed seven years of service during the term of this contract or prior to said term, shall be scheduled during the term of this contract or prior to said term, at the sole discretion of the Sheriff to attend the police academy, provided there are academy openings.

Section 2

The Department will send each calendar year a minimum of ten (10) Deputy I's and/or Deputy II's to a MLEOTC certified police academy.

Section 3

The provisions of this Agreement shall be applied equally and without favoritism to all employees in the bargaining unit. There shall be no discrimination as to age, sex, marital status, race, color, creed, national origin or political affiliation. The

Union shall share equally with the Employer the responsibility for applying this provision of the Agreement.

Section 4

The re-employment rights of the employees and probationary employees who are veterans will be limited by applicable laws and regulations.

Section 5

Employees elected to any permanent full-time Union office or selected by the Union to do work which takes them from their employment with the County, shall at the written request of the Union be granted a leave of absence without pay. The leave of absence shall not exceed two (2) years, but it shall be renewed or extended for a similar period at any time upon the written request of the Union.

Section 6

When any position not listed on the wage schedule is filled or established, the County may designate a job classification and rate structure for the position. In the event the Union does not agree that the classification, rate or structure is proper, the Union shall have the right to submit the issue as a grievance through the grievance procedure within a six (6) month period.

XII. ADOPTION BY REFERENCE OF RELEVANT RESOLUTIONS AND PERSONNEL POLICIES

All Resolutions of the Oakland County Board of Commissioners, as amended or changed from time to time, relating to the working conditions and compensation of the employees covered by this Agreement, and all other benefits and policies provided for in the Oakland County Merit System which incorporates the Oakland County Employees' Handbook, are incorporated herein by reference and made a part hereof to the same extent as if they were specifically set forth.

XIII. MAINTENANCE OF CONDITIONS

Wages, hours and conditions of employment legally in effect at the execution of this Agreement shall, except as improved herein, be maintained during the term of this Agreement. No employee shall suffer a reduction in such benefits as a consequence of the execution of this Agreement.

XIV. ECONOMIC MATTERS

The Agreement between the parties on economic matters are set forth in Appendix A and Appendix B attached hereto and are incorporated into this Collective Bargaining Agreement, subject to the terms and conditions thereof.

XV. NO STRIKE - NO LOCKOUT

Under no circumstances will the Union cause or authorize or permit its members to cause, nor will any member of the bargaining unit take part in any strike, sitdown, stay-in or slowdown or any violation of any State law. In the event of a work stoppage or other curtailment, the Union shall immediately instruct the involved employees in writing that their conduct is in violation of the contract and that all such persons shall immediately cease the offending conduct.

The Employer will not lock out any employees of the bargaining unit during the term of this Agreement.

XVI. DURATION

This Agreement shall remain in full force and effect from January 1, 1989 to midnight, December 31, 1991. The Agreement shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing sixty (60) days prior to the anniversary date that it desires to modify the Agreement. In the event that such notice is given, negotiations shall begin no later than sixty (60) days prior

to the anniversary date. This Agreement shall remain in full force and be effective during the period of negotiations and until notice of termination of this Agreement is provided to the other party in the manner set forth in the following paragraph.

In the event that either party desires to terminate this Agreement, written notice must be given to the other party no less than ten (10) days prior to the desired termination date which shall not be before the anniversary date set forth in the preceding paragraph.

It is agreed and understood that the provisions contained herein shall remain in full force and effect so long as they are not in violation of applicable statutes and ordinances and remain within the jurisdiction of the County of Oakland. Each and every provision of this Agreement or any other agreement between the parties shall be in accordance with the law. In the event that any such provision becomes invalid by operation of law, the remaining provisions shall nevertheless remain in full force and effect.

OAKLAND COUNTY DEPUTY
SHERIFF'S ASSOCIATION

By: Michael E. McCabe
Vice President

By: David C. Rhines
President

By: _____

By: _____

By: _____

OAKLAND COUNTY BOARD OF COMMISSIONERS

By: Roy Rewold
Roy Rewold, Chairperson

OAKLAND COUNTY SHERIFF

By: John F. Nichols
John F. Nichols

OAKLAND COUNTY EXECUTIVE

By: Daniel T. Murphy
Daniel T. Murphy

I

PREMIUM PAY DIVERS

- (a) Divers shall receive straight time pay for on-duty hours of work.
- (b) For all hours on the job other than on-duty hours, the diver shall receive time and one-half pay.
- *(c) The divers shall receive premium pay of \$4.00 per hour over and above the rates set forth in sections (a) and (b) above when performing diving activities.
- *(d) When diving under the ice, divers shall receive premium pay of \$8.00 per hour over and above the rates set forth in sections (a) and (b) above.

* Computation of the \$4.00 per hour and \$8.00 per hour premium pay shall be computed to the nearest one-half (1/2) hour.

BONUS/HELICOPTER PILOT

While performing the functions of a helicopter pilot, an employee will receive a \$500.00 annual bonus to be paid bi-weekly.

II

COURT APPEARANCE

When officers are required to appear in court, they shall be compensated at the rate of time and one-half for all time spent in court, a guarantee of a minimum of two (2) hours' pay per day, under the following conditions:

1. Case must be of a criminal nature or related to traffic enforcement.
2. The officer is appearing on behalf of the department at a deposition or a civil matter.
3. Officer must be off duty at court time.

III

CALL-OUT PAY

The County will guarantee a minimum of two (2) hours' pay at the employee's applicable rate to an employee who has checked out, gone home and is then called out for additional work. Call-out pay shall be calculated beginning upon arrival at the work site and shall end upon the employee leaving the work site. If an employee is called out and once on the road the call-out is cancelled, the 2 hour minimum shall apply.

IV

CLOTHING AND EQUIPMENT

(a) Effective January 1, 1989, up to twenty-five (25) non-uniformed officers, will be eligible to receive a clothing and cleaning allowance at an annual rate of \$275.00, payable in installments of \$137.50 in June and \$137.50 in December. Should the number of non-uniformed officers exceed 25, the clothing and cleaning allowance shall be limited to the 25 highest seniority officers. Should new grants or township contracts approved by the Board of Commissioners contain provisions for clothing allowance, the officers assigned to the new positions will be eligible for the allowance. The Sheriff shall determine which positions are designated as non-uniformed.

(b) All guns, uniforms and equipment supplied by the County will remain County property and separating deputies will be required to return all uniforms and equipment to the Sheriff.

(c) The County will provide cleaning of uniforms for uniformed personnel of the Department and it is understood that the individuals will not abuse this privilege by requesting excessive cleaning.

SALARY STEPS/MERIT INCREASES

Any salary step increase for an employee who satisfactorily performs and is approved for such increase by the Sheriff shall become effective within ten (10) working days after receipt by the Sheriff's Department of the appropriate notice of eligibility for salary step increase and said salary step increase shall not be denied unless the Sheriff disapproves the salary step increase within the aforesaid period.

SALARY SCHEDULE PROGRESSION

All persons hired hereafter shall be hired and progress in accordance with the salary schedules established herein.

SHERIFF'S DEPARTMENT AGREEMENT

APPENDIX B

I

For the following fringe benefits, refer to the Oakland County Employees' Handbook:

1. Injury on the Job
2. Leave of Absence
3. Death Benefits
- *4. Longevity
- **5. Medical and Master Medical Coverage (Modified by Separate Agreement)
6. Sick Leave (Modified by Separate Agreement)
- ***7. Retirement
8. Annual Leave
- ****9. Disability Coverage (Modified by Separate Agreement)
10. Dental Coverage (Modified by Separate Agreement)
11. Tuition Reimbursement

The fringe benefits modified in previous collective bargaining agreements shall continue in effect as modified and described in the Oakland County Employees' Handbook.

- * Merit Rule No. 2, Section VII, "Service Increment Pay", shall not apply to any employee hired after March 15, 1984.
- ** Commencing January 1, 1989, each employee shall contribute \$5.00 by payroll deduction each pay period toward health coverage. The contribution for 1990 shall be \$5.22 effective January 1, 1990, and the contribution for 1991 shall be \$5.45 effective January 1, 1991.
- *** Effective January 1, 1989, all employees with ten (10) or more years of full-time County service shall be eligible for the Military Buyback Option as developed by the Oakland County Retirement Commission and approved by the Oakland County Board of Commissioners.
- *** The service credit multiplier factor for the retirement plan shall be .02 (two percent) effective January 1, 1985.
- *** Effective December 31, 1985, unit employees who have twenty-five (25) years of service with the Department and who are at least fifty (50) years of age, after compliance with all other requirements, may become eligible for retirement.

- *** Employees hired on or after January 1, 1989 who subsequently retire from County service shall not be eligible for County reimbursement of Medicare Part B payments.
- *** Except for the modifications contained in this Agreement, employees shall be subject to all other retirement-related provisions contained in the Oakland County Merit System.
- **** Commencing January 1, 1989, each employee shall contribute twenty-five (25¢) cents by payroll deduction each pay period toward medical and master medical coverage during long-term disability (LTD). Eligibility for County-provided medical and master medical coverage while on LTD shall be as follows:
An employee on LTD will be eligible for County-provided medical and master medical coverage for up to six (6) months from the date of LTD eligibility, provided he/she has applied for and were turned down for Social Security disability and Medicaid and have no other medical and master medical coverage available and providing the employee has not allowed his/her medical and master medical coverage to lapse.

This letter of understanding entered into this 15TH day of Dec 1988, between the Oakland County Deputy Sheriff's Association, the County of Oakland and the Oakland County Sheriff's Department as follows:

1. Employees of the Oakland County Sheriff's Department currently classified as Crime Laboratory Specialist I will be reclassified as of the first pay period of 1989 to the classification of Crime Laboratory Specialist II.

2. Employees classified as Sheriff Communication Agents shall be given the same opportunity for promotion within the bargaining unit as previously had been provided Sheriff Service Agents. The Sheriff shall maintain the option to promote a Communication Agent to a vacant position or to fill the position by other available means. (E.g. Open Competitive, Career Opportunity, etc.)

3. The Personnel Department will conduct a job audit on those employees classified as Police Para-Professional. It is agreed that regardless of the outcome of the audit no para-professional will be "red-lined" nor be required by the employer to leave the bargaining unit.

Oakland County Deputy
Sheriff's Association

County of Oakland

By Michael S. McCabe
Vice President

By David C. Rhenius
President

By _____

By Roy Bernard

By David Murphy

By John J. Nichols

LETTER OF UNDERSTANDING

This Letter of Understanding made and entered into this 25th day of Dec, 1988, by and between the Oakland County Sheriff and the Oakland County Board of Commissioners, hereinafter referred to collectively as the "Employer", and the Oakland County Deputy Sheriffs' Association (hereinafter referred to as the "Union").

During negotiation of the collective bargaining agreement which shall become effective January 1, 1989 (hereinafter "1989 Collective Bargaining Agreement"), the Employer and the Union agreed as follows:

1. The Service Agent classification shall be abolished in the 1989 Collective Bargaining Agreement. Then-employed Service Agents hired before August 22, 1988 shall be reclassified into the Deputy I classification upon meeting the Sheriff requirements for deputization and shall retain their then-current rate of pay for the remainder of 1988. Service Agents reclassified to Deputy I in this manner who were scheduled to receive a step increase prior to the beginning of the first pay period of 1989 shall receive the step increase in the manner and as scheduled under the current labor agreement had they not been reclassified to Deputy I.

Then-employed Service Agents hired before August 22, 1988 who do not meet the Sheriff's requirements for deputization shall be classified as "Limited Deputy" at a salary rate equal to the employee's then-current salary rate. Thereafter, such employees shall be eligible only for any negotiated annual across-the-board increase applicable to the "Limited Deputy" classification.

2. Employees hired into the Service Agent and/or Deputy I classifications on or after August 22, 1988 shall be hired at the base step of the January, 1989 Deputy I "New and Promoted Employee's" scale (\$17,500.00) and shall remain at that rate until the employee's next step increase date.

3. Employees promoted into the Deputy I and/or Deputy II classifications on or after August 22, 1988 shall be placed on the January, 1989 "New and Promoted Employees'"

scale (attached hereto) at the lowest step in the new class which provides an increase over their current rate. This shall not apply to employees promoted from the top step of Deputy I who shall be placed in accordance with point 5 of this document.

4. Employees classified as Deputy I and/or Deputy II as of the first pay period on or after January 1, 1989, and who are paid in accordance with the "Current Employee's" pay scale (see attached) shall, as of that pay period, receive the 1989 rate increase applied to their then-current step rate provided for in the "Current Employee's" scale. Thereafter, on the employee's next merit date, the employee shall be placed at the rate on the "New and Promoted Employees'" scale (see attached) on the lowest step which provides the employee a pay rate increase over their current rate.

5. Any employee promoted from the top rate of Deputy I to the base rate of Deputy II during the twelve-month period prior to final ratification by the parties and who remain at the base step of Deputy II on the date of final ratification shall be placed at the one-year step of the Deputy II classification of the 1988 "Current Employees'" scale (see attached). Employees so promoted before the final ratification of the 1988 Collective Bargaining Agreement by the parties will receive the higher rate effective upon final ratification; employees promoted from the top rate of Deputy I to Deputy II after final ratification will receive the one-year step of the Deputy II classification as described herein upon promotion.

6. There shall be a lump-sum taxable payment of \$100.00 to each bargaining unit employee employed on the date of Union ratification (by bargaining unit vote) of the 1989 Collective Bargaining Agreement, such payment to be payable within thirty (30) days of final ratification by the parties.

OAKLAND COUNTY DEPUTY
SHERIFF'S ASSOCIATION

By:

Michael S. McCabe
Vice President

OAKLAND COUNTY BOARD OF COMMISSIONERS

By:

Roy Rewold
Roy Rewold, Chairperson

[SIGNATURES CONTINUED ON FOLLOWING PAGE]

[SIGNATURES CONTINUED FROM PREVIOUS PAGE]

By: David C Rhines
President

OAKLAND COUNTY SHERIFF

By: _____

By: John F. Nichols
John F. Nichols

By: _____

OAKLAND COUNTY EXECUTIVE

By: _____

By: Daniel T. Murphy
Daniel T. Murphy

00640

ATTACHMENT TO LETTER OF UNDERSTANDING
 OAKLAND COUNTY DEPUTY SHERIFF'S ASSOCIATION AND
 COUNTY OF OAKLAND/OAKLAND COUNTY SHERIFF'S DEPARTMENT

CURRENT EMPLOYEES

	<u>Base</u>	<u>1 Year</u>	<u>2 Year</u>	<u>3 Year</u>	<u>4 Year</u>	<u>5 Year</u>	<u>6 Year</u>	<u>7 Year</u>
<u>Sheriff Service Agent</u>								
1988 Rates	17,823	19,011	20,199	21,387	22,576			
1989 Rates	18,625	19,866	21,107	22,349	23,592			
<u>Deputy I</u>								
1988 Rates	22,245	23,580	24,997	26,498	29,463			
1989 Rates	23,246	24,641	26,122	27,690	30,655			
<u>Deputy II</u>								
1988 Rates	28,816	29,902	30,991	32,077	33,163			
1989 Rates	30,113	31,248	32,386	33,520	34,655			

NEW AND PROMOTED EMPLOYEES (August 22, 1988 -- December 31, 1989)

	<u>Base</u>	<u>1 Year</u>	<u>2 Year</u>	<u>3 Year</u>	<u>4 Year</u>	<u>5 Year</u>	<u>6 Year</u>	<u>7 Year</u>
<u>Deputy I</u>	17,500	18,625	19,866	21,107	23,162	25,600	27,600	30,655
<u>Deputy II</u>	25,500	27,331	29,162	31,248	32,386	34,655		

* The steps for current employees, including those for Sheriff Service Agent, shall continue in existence after the abolishment of the Service Agent classification and until such time as all employees have been either promoted to the class of Deputy II or received a step increase which places them, in accordance with the Letter of Understanding to which this is attached, on the "New and Promoted Employees" schedule.

00680

APPENDIX A

THE FOLLOWING SALARY SCHEDULE
SHALL BECOME EFFECTIVE WITH THE
FIRST PAY PERIOD ON OR AFTER
JANUARY 1, 1989

	<u>BASE</u>	<u>6 MONTH</u>	<u>1 YR.</u>	<u>2 YR.</u>	<u>3 YR.</u>	<u>4 YR.</u>	<u>5 YR.</u>	<u>6 YR.</u>	<u>7 YR.</u>	
Deputy II	25,500	FLAT RATE	27,331	29,162	31,248	32,386	34,655			
¹ Arson Investigator	35,126									
² Crime Lab Spec I	30,505			31,639	32,777	33,912	35,047			
³ Crime Lab Spec II	30,896			32,031	33,169	34,304	35,439			
Deputy I	17,500			18,625	19,866	21,107	23,162	25,600	27,600	30,655
Police Para-Professional	16,855			17,661	18,466					
Sheriff Comm Agent	17,467		18,251	19,036	20,602	22,170	23,736			
Sheriff Comm Shift Ldr	24,505			25,276						

Deputy I assigned as Medical Personnel to the infirmary shall receive \$500 annually (pro-rated) while performing these duties.

¹Includes \$450 bonus.

²Includes \$375 bonus.

³Includes \$750 bonus.

THE FOLLOWING SALARY SCHEDULE
SHALL BECOME EFFECTIVE WITH THE
FIRST PAY PERIOD ON OR AFTER
JANUARY 1, 1990

	<u>BASE</u>	<u>6 MONTH</u>	<u>1 YR.</u>	<u>2 YR.</u>	<u>3 YR.</u>	<u>4 YR.</u>	<u>5 YR.</u>	<u>6 YR.</u>	<u>7 YR.</u>	
Deputy II	26,648	FLAT RATE	28,561	30,474	32,654	33,843	36,214			
Arson Investigator	36,707									
Crime Lab Spec I	31,878			33,063	34,252	35,438	36,624			
Crime Lab Spec II	32,286			33,472	34,662	35,848	37,034			
Deputy I	18,288			19,463	20,760	22,057	24,204	26,752	28,842	32,214
Police Para-Professional	17,613			18,456	19,297					
Sheriff Comm Agent	18,340		19,164	19,988	21,632	23,279	24,923			
Sheriff Comm Shift Ldr	25,730			26,540						

Deputy I assigned as Medical Personnel to the infirmary shall receive \$500 annually (pro-rated) while performing these duties.

¹Includes \$450 bonus.

²Includes \$375 bonus.

³Includes \$750 bonus.

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THE FOLLOWING SALARY SCHEDULE
SHALL BECOME EFFECTIVE WITH THE
FIRST PAY PERIOD ON OR AFTER
JANUARY 1, 1991

	<u>BASE</u>	<u>6 MONTH</u>	<u>1 YR.</u>	<u>2 YR.</u>	<u>3 YR.</u>	<u>4 YR.</u>	<u>5 YR.</u>	<u>6 YR.</u>	<u>7 YR.</u>	
Deputy II	27,847	FLAT RATE	29,846	31,845	34,123	35,366	37,844			
^a Arson Investigator	38,359									
^b Crime Lab Spec I	33,313			34,551	35,793	37,033	38,272			
^c Crime Lab Spec II	33,739			34,978	36,222	37,461	38,701			
Deputy I	19,111			20,339	21,694	23,050	25,293	27,956	30,140	33,844
Police Para-Professional	18,406			19,287	20,165					
Sheriff Comm Agent	19,211		20,074	20,937	22,660	24,385	26,107			
Sheriff Comm Shift Ldr	26,952			27,801						

Deputy I assigned as Medical Personnel to the infirmary shall receive \$500 annually (pro-rated) while performing these duties.

^aIncludes \$450 bonus.

^bIncludes \$375 bonus.

^cIncludes \$750 bonus.

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