

AGREEMENT BETWEEN
THE MONMOUTH COUNTY SHERIFF AND
MONMOUTH COUNTY BOARD OF CHOSEN FREEHOLDERS

AND

MONMOUTH COUNTY SUPERIOR SHERIFF'S OFFICERS,
FOP LODGE NO. 121

January 1, 2010 through December 31, 2013

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PREAMBLE

THIS AGREEMENT, effective as of the first day of January 2010, is by and between the Monmouth County Sheriff ("Sheriff" or "Employer"), the Monmouth County Board of Chosen Freeholders ("County" or "Employer-Funding Agent"), and the Monmouth County Superior Sheriff's Officers, FOP Lodge No. 121 ("Association"), and is designed to maintain and promote a harmonious relationship between the Sheriff, the County and those employees who are within the Bargaining Unit ("employees") in order that more efficient and progressive public service may be rendered.

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ARTICLE 1
RECOGNITION

Section 1. The Sheriff hereby recognizes the Association as the exclusive majority representative within the meaning of the New Jersey Employer-Employee Relations Act, N.J.S.A. 34:13A-1, et seq., for collective negotiations concerning salaries, hours of work and other terms and conditions of employment for all employees in the classification of Sheriff's Officer Sergeant and Sheriff's Officer Lieutenant, and excluding all other titles.

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ARTICLE 2
UNION SECURITY

Section 1. Visitation. The President of the Association, or designee, shall have the right to visit the Employer's facilities in order to represent or service employees covered by this Agreement. These visitation rights shall not interfere with work operations or security measures.

Section 2. Dues. Upon receipt of a lawfully executed written authorization from an employee, which may be revoked in accordance with law, the Employer-Funding Agent agrees to deduct the regular, monthly Association dues of such employee from pay and remit such deduction by the fifteenth (15th) day of the succeeding month to the officials designated by the employee in writing to receive such deductions. The Association will notify the Employer-Funding Agent in writing of the exact amount of membership dues deductions.

Section 3. Indemnification. The Association agrees to indemnify and hold the Employer-Funding Agent harmless against any and all claims, suits, orders or judgments brought or issued against the Employer-Funding Agent with regard to the dues check-off.

Section 4. Agency Shop. If an employee covered by this Agreement does not become a member of the Association during any membership year (i.e., from January 1 to the following December 31) that is covered in whole or in part by this Agreement, said employee will be required to pay a representation fee to the Association for that membership year. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Association as majority representative.

Section 5. Notification. Prior to the beginning of each membership year, the Association will notify the Employer-Funding Agent in writing of the amount of the regular membership dues, initiation fees and assessments charged by the Association to its own members for that membership year. In order to adequately offset the per capita cost of services rendered by the

Association as majority representative, the representation fee to be paid by non-members will be equal to eighty-five percent (85%) of that amount.

Section 6. Deduction of Fee. Once during each membership year covered in whole or in part by this Agreement, the Association will submit to the Employer-Funding Agent a list of those employees who have not become members of the Association for the then current membership year. The Employer-Funding Agent will deduct from the salaries of such employees, in accordance with the following, the full amount of the representation fee and promptly will transmit the amount so deducted to the Association. The Employer-Funding Agent will deduct the representation fee in equal installments as nearly as possible, from the paychecks paid to each employee on the aforesaid list during the remainder of the membership year in question and until such time as a new Agreement is executed. The deductions will begin with the first paycheck paid:

- (a) Ten (10) days after receipt of the aforesaid list by the Employer-Funding Agent; or,
- (b) Thirty (30) days after the permanent employee begins employment in a Bargaining Unit position, unless the employee previously served in a Bargaining Unit position and continued in the employ of the Employer-Funding Agent in a non-Bargaining Unit position or was on layoff, in which event the deductions will begin with the first paycheck paid ten (10) days after the resumption of the employment in a Bargaining Unit position, whichever is later; or,
- (c) Three (3) months after a provisional employee begins employment in a Bargaining Unit position, unless the employee previously served in a

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Bargaining Unit position and continued in the employ of the Employer-Funding Agent in a non-Bargaining Unit position or was on layoff, in which event the deductions will begin with the first paycheck paid ten (10) days after the resumption of employment in a Bargaining Unit position, whichever is later.

Section 7. Termination of Employment. If an employee who is required to pay a representation fee terminates his/her employment with the Employer-Funding Agent before the Association has received the full amount of the representation fee to which it is entitled pursuant to this Article, the Employer-Funding Agent will deduct the unpaid portion of the fee from the last paycheck paid to said employee during the membership year in question.

Section 8. Changes. The Association will notify the Employer-Funding Agent in writing of any changes in the list of employees provided for by this Article and/or the amount of the representation fee, and such changes will be reflected in any deductions made more than ten (10) days after the Employer-Funding Agent received said notice.

Section 9. Demand and Return. The Association agrees to establish and maintain a "demand and return" system whereby employees who are required to pay the representation fee in lieu of dues may demand the return of the "pro rata share," if any, subject to refund in accordance with the provisions of N.J.S.A. 34:13A-5.4, as amended.

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ARTICLE 3
ASSOCIATION TIME

Section 1. The Association shall be allocated forty (40) days of paid leave per year for attendance at FOP meetings, seminars, conventions and law enforcement funerals within New Jersey. Leave pursuant to this provision shall be granted upon written authorization submitted by the Association President to the Employer indicating the name or names of the individuals utilizing Association time and the date(s) on which their absence will be required.

Section 2. In order to facilitate the scheduling of manpower, advance notice of the use of Association time shall be provided, and in the case of scheduled meetings, such advance notice shall be given at least five (5) days prior to the scheduled date of leave.

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ARTICLE 4
MANAGEMENT RIGHTS

Section 1. It is recognized that the Employer has and hereby retains and reserves to itself the rights and responsibilities to direct the affairs of the Office of the Monmouth County Sheriff and the Monmouth County Sheriff's Law Enforcement Division, with all of the powers, authority and duties conferred and vested by the Laws and Constitution of the State of New Jersey, including, without limiting the generality of the foregoing, the following rights:

- (a) To the management, organization and administrative control of the Office of the Monmouth County Sheriff and the Monmouth County Sheriff's Law Enforcement Division;
- (b) To determine the standards of services offered and to direct the activities of employees;
- (c) To maintain the efficiency of operations and to implement such improvements in efficiency as deemed necessary, including management and direction of overtime practices and post assignments;
- (d) To determine the content of work assignments and the methods, means and personnel by which operations are to be conducted, including work and shift schedules and overtime assignments; and
- (e) To contract for or subcontract services.

Section 2. This Agreement shall not be interpreted to in any way supersede the statutory or constitutional duties or obligations of the Office of the Monmouth County Sheriff, nor shall it be construed to deny or restrict the Employer-Funding Agent, the County of Monmouth, by its Board of Chosen Freeholders, of its powers, rights, duties or responsibilities under the laws or Constitution of the State of New Jersey or as previously exercised.

ARTICLE 5
STRIKES AND LOCKOUTS

Section 1. Neither the Association nor any of its officers, agents or employees shall instigate, promote, sponsor, engage in, or condone by any action any strike, slowdown, concerted work stoppage or any other intentional interruption of the operations of the Monmouth County Sheriff.

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ARTICLE 6
GRIEVANCE PROCEDURE

Section 1. The purpose of this procedure is to secure equitable solutions to problems that may arise from time to time affecting employees as a result of the interpretation or application of this Agreement between the Employer and the Association.

Section 2. A grievance shall mean a complaint that there has been a violation, misinterpretation or inequitable application of any of the provisions of this Agreement.

Section 3. The Association shall process grievances in the following manner:

Step 1. The Association shall present the grievance under Step 1 to the Commander of the Law Enforcement Division. The grievance shall be presented in writing within ten (10) working days of its occurrence. The Commander of the Law Enforcement Division shall respond within ten (10) working days of receipt of the grievance.

Step 2. If the Association is not satisfied with the decision of the Commander of the Law Enforcement Division at Step 1, the grievance shall be presented in writing to the next level of authority within ten (10) working days after the Step 1 response is given or due. For the purpose of this grievance procedure, the next level of authority shall be considered the Sheriff. The Sheriff, or designee, shall, within seven (7) working days of the receipt of the written grievance, meet with the Association unless it is mutually agreed to extend the time for said meeting. The Sheriff shall give the Association a written answer to the grievance within ten (10) working days after the date of such meeting.

Step 3. If the Association is not satisfied with the decision of the Sheriff, or designee, at Step 2, then the grievance shall be presented in writing to the next level of authority within ten (10) working days after the Step 2 response is given or due. For the purpose of this grievance procedure, the next level of authority shall be considered the County's Director of Human Resources. The Director of Human Resources, or designee, shall, within seven (7) working days of the receipt of the written grievance, meet with the Association unless it is mutually agreed to extend the time for said meeting. The Director of Human Resources shall give the Association a written answer to the grievance within ten (10) working days after the date of such meeting.

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In the event the grievance is not settled at Step 3 of this procedure, the Association may elect to proceed through procedures established by the Civil Service Commission, when available, or Step 4 of this grievance procedure. However, upon election of either the Civil Service procedure or Step 4 of this grievance procedure, the choice of the Association then becomes exclusive in nature and neither it nor the employee involved can avail themselves at a later time of the procedure not used.

Step 4. If the grievance is still unsettled, the Association may, within fifteen (15) days after the reply of the Director of Human Resources is given or due, by written notice to the Director of Human Resources, request arbitration. Said arbitration shall be through the Public Employment Relations Commission, the expense of which shall be shared equally by the Employer and the Association. The decision of the Arbitrator shall be final and binding on both parties. The Arbitrator shall be governed by the terms of this Agreement and shall add nothing to nor subtract anything from this Agreement.

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ARTICLE 7
SALARY

Section 1. For all employees who are members of the Bargaining Unit before July 1, 2011, salaries shall be as follows: Employees promoted to the rank of sergeant shall be placed on Step 1 of the salary guide contained in Appendix A. Employees shall then receive annual step increases on January 1 of each year thereafter as set forth on the Appendix A salary guide. Employees at the rank of lieutenant shall receive a 2.00% salary increase on each January 1 during the term of this Agreement.

Section 2. For all employees who join the Bargaining Unit or are promoted on or after July 1, 2011, salaries shall be as follows: Employees promoted to the rank of sergeant shall be placed on Step 1 of the salary guide contained in Appendix B. Employees shall then receive annual step increases starting the first January 1 occurring after the employee has served at least four (4) months at the rank of sergeant, and then on January 1 of each year thereafter as set forth on the Appendix B salary guide. Employees at the rank of lieutenant shall receive a 2.00% salary increase on each January 1 during the term of this Agreement.

ARTICLE 8
UNIFORM ALLOWANCE

Section 1. Any item of clothing that is damaged in the line of duty shall be replaced at no cost to the employee, payable on the last pay period of the year. However, there shall be no replacement payment if the employee has expended less than \$400.00 during the year for replacement of clothing or equipment. Any claim for replacement due to damage must be substantiated with proof of expenses in excess of the limit herein set.

Section 2. If the Employer mandates a change in uniforms, the Employer shall supply employees with new uniforms pursuant to such change.

Section 3. At all times, employees shall bear the responsibility of maintaining a full compliment of uniforms and other required clothing.




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ARTICLE 10
HOURS OF WORK

Section 1. The regular hours of work each day shall be consecutive, except for interruptions for lunch periods and coffee breaks. A day shall consist of eight hours at work. Said period shall include two (2) fifteen (15) minute breaks and a thirty (30) minute period for meal.

Section 2. The work week shall consist of forty (40) hours. All workdays shall be consecutive in the week from Sunday through Saturday.

Section 3. Work schedules showing employee shifts, work days and hours shall be posted on the departmental bulletin board.

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ARTICLE 11
OVERTIME, CALL-IN AND COURT TIME

Section 1. Definition. Overtime is defined as any time worked in excess of the regular work week of forty (40) hours, but not including sick leave time, unauthorized absences or suspension time. The parties specifically recognize that sick leave does not count as hours worked for overtime (FLSA) purposes. Overtime is authorized when approved by the Commander of the Law Enforcement Division or designee.

Section 2. Compensation. Overtime work shall be compensated at the rate of one and one-half (1-1/2) times the employee's regular hourly rate of pay.

Section 3. Call-In Time. In the event an employee is called in or back to duty during time off, that employee shall be compensated at the rate of one and one-half (1-1/2) times the regular rate of pay for a minimum of four (4) hours or for all hours worked on the call-in. This minimum shall apply only when an employee is requested to report more than two (2) hours before the scheduled start of his or her regular assignment. This minimum shall not apply where an employee is requested to report two (2) hours or less prior to his or her regular duty assignment, in which case the employee will be compensated at overtime rates for the actual hours worked immediately prior to the start of the shift. The Employer reserves the right to assign additional duties to the employee if the original detail is completed in less than four (4) hours.

Section 4. Court Time. All off-duty, work-related court appearances shall be compensated at one and one-half (1-1/2) times the regular rate of pay for a minimum of two (2) hours, or for all actual hours required.

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Section 5. Overtime Reduction. Each employee and the Association shall continue to exercise all reasonable means to reduce overtime demands within the Law Enforcement Division.

Section 6. Additional Assignments (Off-Duty Hours). When an employee is assigned to additional assignments during off-duty hours by a supervisor and it is necessary for a patrol vehicle to be used by the employee, pay (compensatory time) at the overtime rate will be made from the time the patrol vehicle is picked up by the employee at the Monmouth County Courthouse, Veterans Memorial building or ID/Transportation Unit, and until the patrol vehicle is returned to its original location at the completion of the assignment. The employee shall check in and out of service with the Monmouth County Police Radio Room.

When an employee has an official vehicle assigned and it is necessary to pick up the vehicle from one of the Freehold locations, the employee will receive pay (compensatory time) at the overtime rate from the time the employee arrives at the location of the detail and until the employee departs the detail.

When an employee has volunteered for an off-duty assignment and the County is being compensated for the employee's service by another municipality or company, where an employee's supervisor has approved the use of an official vehicle, the employee will not be compensated by the Employer for travel time to or from the assignment or to pick up or return the vehicle.

Section 7. Each employee shall have the option to cash-in accrued compensatory time twice annually, during the first week of June and the first week of November, up to a maximum of 120 hours per year. To be eligible, the employee shall provide the Sheriff with 60 days notice prior to June 1 and November 1 of his/her intent to cash-in compensatory time.

Payments shall be made in the first pay period of July for the June cash-in and the first pay period in December for the November cash-in at the rate of pay in effect at the time of cash-in.

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ARTICLE 12
INSURANCE

Section 1. It is agreed that the County will offer a medical point of service plan for employees covered by this Agreement. Employees shall pay the amount required by current New Jersey law as a contribution towards the County's cost of providing this plan, which shall not be less than 1.5% of base salary. The parties agree that should an employee voluntarily waive all coverage under the County's health plan, and provide proof of coverage from a source other than the County, or from a spouse who is also employed by the County, the County will waive the required contribution for the employee. Such employee contributions shall be placed by the County into an IRS type 125 cafeteria plan so that it shall be tax free for Federal tax purposes, in accordance with New Jersey law.

Section 2. The County shall continue to maintain a traditional indemnity medical insurance program, as is currently provided on a self-insured basis. However, any employee opting to participate in such program shall be responsible for a portion of the premium costs and made through automatic payroll deductions. The portion of the premium costs for which the employee shall be responsible shall be no less than 1.5% of the employee's annual base salary or any greater amount required by New Jersey law. Such employee contributions shall be placed by the County into an IRS type 125 cafeteria plan so that it shall be tax free for Federal tax purposes, in accordance with New Jersey law.

Section 3. The traditional indemnity medical insurance program shall not be offered nor available to employees hired on July 1, 1994 or thereafter.

Section 4. Bargaining unit members, and those employees receiving benefits under the County temporary disability program, shall be provided with the prescription insurance plan established by the County. All existing prescription drug co-pays shall remain unchanged unless

and until such time as these co-pays are increased for the County's employees not represented for purposes of collective negotiations or January 1, 2012, whichever comes later. If the County imposes such increases, bargaining unit employees shall also be subject to these increases, provided, however, that co-pays shall not exceed the following:

<u>Non-Mail Order</u>	
Retail (brand)	\$20.00 (current \$15)
Generics	\$10.00 (current \$5)
<u>90 days Mail Order</u>	
Retail (brand)	\$15.00 (current \$10)
Generics	\$5.00 (current \$0)

Section 5. The statutory compensation provided in N.J.S.A. 34:15-12(a) and applicable law, is recognized as controlling the issue of payment for employees on temporary disability leave. It is agreed that reimbursement for temporary disability leave of less than one (1) year shall be calculated to insure that employees on such workers' compensation temporary disability leave will be paid the same amount of take home pay [net pay] as they were receiving prior to their disability leave, payments continuing for not longer than the first year. Thereafter, the provisions of N.J.S.A. 34:15-12(a) shall apply. The Employee shall in no way suffer a reduction of net pay as a result of the injury or disability during the first year of disability except as set forth in this section.

Notwithstanding the foregoing, for employees on worker's compensation temporary disability leave on or after July 1, 2011, during the 11th month of such leave, payment shall be reduced to 95% of take home [net] pay and during the 12th month of such leave, payment shall be reduced to 90% of take home [net] pay. Thereafter, the provisions of N.J.S.A. 34:15-12(a) shall apply. However, if a greater benefit is available to the County's employees not represented for

purposes of collective negotiations, bargaining unit employees shall remain entitled to the greater benefit.

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ARTICLE 13
VACATIONS

Section 1. Each employee shall be entitled to annual vacation leave, depending upon said employee's years of service with the Employer-Funding Agent as follows:

YEARS OF SERVICE	VACATION
Up to one year	1 day per month
2 nd through 5 th year	12 working days
6 th through 12 th year	15 working days
13 th through 20 th year	20 working days
21 or more years	25 working days

Section 2. Employees will be permitted to select their vacation among employees equal in rank. Selections shall be submitted not later than February 20th of each year for that calendar year. Thereafter, scheduling shall be done by the Employer.

Section 3. Seniority by rank in present assignment shall govern the scheduling of all vacations for employees covered by this Agreement. Whenever possible, scheduling should not be affected by scheduling for other employees.

Section 4. Approved vacation carry-over into a succeeding year must be used on or by April 1st of that succeeding year, provided that vacation carry-over will be permitted only in extremely rare cases, where an urgent or highly unusual situation necessitates it.

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ARTICLE 14
PERSONAL LEAVE

Section 1. There shall be three (3) personal days available to each employee per year. Except where the schedule does not permit, the Sheriff or designee shall allow personal days to be taken on that day. Except under emergency circumstances, all requests for personal days shall be made at least five (5) working days in advance.

Section 2. One (1) personal day may be carried over into the following year where there has been a denial of use of a personal day due to scheduling reasons.

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ARTICLE 15
HOLIDAYS

Section 1. The following days shall be recognized and observed as paid holidays:

New Year's Day	Martin Luther King Day
Lincoln's Birthday	Labor Day
Washington's Birthday	Columbus Day
Good Friday	General Election Day
Memorial Day	Veteran's Day
Independence Day	Thanksgiving Day
	Christmas Day

Section 2. When a holiday falls during an employee's regularly scheduled day off, that employee shall receive one (1) extra day's pay at straight time.

Section 3. If an employee works on a holiday, that employee shall be paid at the rate of time and one-half plus holiday pay.

Section 4. It is recognized that the County currently observes thirteen (13) total holidays for non-represented employees, and that non-represented employees receiving the day after Thanksgiving as a paid holiday are required to give up Lincoln's Birthday as a paid holiday. So long as that is County policy, Association members shall not receive the day after Thanksgiving as a paid holiday unless the Association agrees to a similar holiday swap. However, if the number of observed holidays for non-represented employees exceeds thirteen (13) in any calendar year, then Association members shall be entitled to receive the additional holiday(s).

Section 5. Scheduling of any compensatory time off shall be governed by seniority in rank or title and shall be subject to the approval of the Commander of the Law Enforcement Division.

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ARTICLE 16
DEATH IN FAMILY

Section 1. The Employer agrees to grant up to five (5) days leave to an employee due to the death of an employee's parent, step-parent, spouse, domestic or civil union partner, child or stepchild.

Section 2. The Employer agrees to grant up to three (3) days leave to an employee due to the death of a parent-in-law, sibling, grandparent, grandchild, foster child or other member of the immediate household.

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ARTICLE 17
TRAINING

Section 1. In the event that the Employer assigns training programs for employees pursuant to State regulations and guidelines, participation in such training programs shall be compensated pursuant to the overtime provisions contained herein, provided such training is required during an employee's non-scheduled duty time.

Section 2. Participation in assigned training programs over and above regular working hours shall be compensated at the overtime rate. Participation in voluntary training programs shall not be considered a part of the workday and shall not be compensated.

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ARTICLE 18
NO WAIVER

Section 1. Except as otherwise provided in this Agreement, the failure to enforce any provision of this Agreement or to exercise one's rights pursuant thereto shall not be deemed a waiver thereof. This Agreement is not intended and shall not be construed as a waiver of any right or benefit to which the employees herein are entitled.

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ARTICLE 19
FAMILY AND MEDICAL LEAVE

Section 1. The Association and all employees shall comply with County policy regarding Family and Medical Leave.

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ARTICLE 20
DISCIPLINE

Section 1. An employee may be discharged, demoted or otherwise disciplined for just cause.

Section 2. An employee required to appear at a hearing on disciplinary charges shall be given written notice of the hearing at least five (5) days prior to the hearing date. This notice shall list the specific charges to be heard and the anticipated extent of possible disciplinary action.

Section 3. The Association shall be provided with the written notice required by Article 20, Section 2 at the same time as the employee. The employee may waive such notice in the event he or she does not wish such notification to be made.

Section 4. An employee shall have the right to representation at any disciplinary hearing.

Section 5. An employee ordered or required to appear before the Employer, or any legitimate agent thereof, for interview or interrogation, and who has reason to believe that disciplinary charges may be brought against him or her as a result of said appearance, shall have a right to request and receive an Association representative prior to the commencement of the interview or interrogation.

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ARTICLE 21
NON-DISCRIMINATION

Section 1. The Employer and the Association hereby agree that they shall not discriminate against any employee because of race, creed, color, national origin, sex, ancestry, religion, marital status, domestic partnership status, sexual or affectional orientation, gender identity or expression, political affiliation, mental or physical or perceived disability, age, familial status, liability for service in the Armed Forces of the United States, union membership, union non-membership, or union activity, in compliance with all applicable federal and state statutes, rules, and regulations.

Section 2. The Employer and the Association agree not to interfere with the right of employees to become or not become members of the Bargaining Unit, and further agree that there shall be no discrimination or coercion against any employee because of their Association membership or non-membership.

Section 3. Grievances arising under this Article shall not be subject to binding arbitration pursuant to the negotiated grievance procedure, but instead shall be submitted to the appropriate administrative agency having jurisdiction over the subject matter of the complaint.

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ARTICLE 22
CEREMONIAL ACTIVITIES

Section 1. In the event of a death of a law enforcement officer in another department within the State of New Jersey, the Employer will permit at least two (2) employees to participate in the funeral services for the deceased officer, to be selected by the Association President.

Section 2. The detail will be recorded as Association time pursuant to Article 3, Section 1 of this Agreement.

Section 3. The detail will be provided with a Sheriff's vehicle to be utilized for participation in the funeral service, subject to availability.

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ARTICLE 23
TERMS AND EXTENT OF AGREEMENT

This Agreement shall be effective January 1, 2010 and shall continue in full force until December 31, 2013, or until a new Agreement is executed.

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures this 10th day of November 2011.

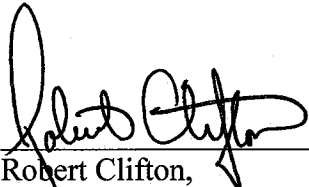
MONMOUTH COUNTY SHERIFF

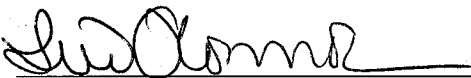
FOP LODGE NO. 121


Shaun Golden, Sheriff


R.A. Ward

MONMOUTH COUNTY BOARD OF CHOSEN FREEHOLDERS


Robert Clifton,
Freeholder Director


Teri O'Connor,
County Administrator

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APPENDIX A

APPLICABLE TO MEMBERS OF THE BARGAINING UNIT PRIOR TO JULY 1, 2011

SERGEANTS: Existing('09)	2010	2011	2012	2013	
Step 1	100,000	100,000	100,000		
Step 2	106,348	106,348	106,348	106,348	
Step 3	112,768	112,768	112,768	112,768	
Step 4	119,152	119,152	119,152	119,152	
Step 5		121,535	121,535	121,535	
Step 6			123,966	128,974	
Step 7			126,445	128,974	
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LTS:	Existing('09)	2010	2011	2012	2013
	123,787	126,263	128,788	131,364	133,991

Step movements shall be implemented on January 1st of each year. All employees at Step 4 (the top step) of the existing guide as of 2009 shall move to Step 5 in 2010, Step 6 in 2011, and Step 7 in 2012, and shall remain at Step 7 in 2013.

Pursuant to the Settlement Agreement in AR-2011-049, Sergeants Smith-Ash and Vizzi were placed on Step 4 (the top step) of the existing guide as of January 1, 2011. They shall move to Step 5 in 2012 and Step 6 in 2013.

Step increases for Sergeants shall survive the expiration of the Agreement.



APPENDIX B
MEMBERS JOINING THE BARGAINING UNIT ON OR AFTER JULY 1, 2011

<u>SERGEANTS:</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>
Step 1	100,000	100,000	103,000
Step 2	103,800	103,800	106,800
Step 3	107,600	107,600	110,600
Step 4	111,400	111,400	114,400
Step 5	115,200	115,200	118,200
Step 6	119,152	119,152	122,152
<u>LIEUTENANTS:</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>
	128,788	131,364	133,991

Step movements for sergeants shall be implemented on January 1st of each year, except than an employee at Step 1 of the salary guide shall not be entitled to move to Step 2 unless and until he or she has served at the rank of sergeant for at least four (4) months, in which case the employee will move to Step 2 on the first January 1st thereafter.



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