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AGREEMENT

BETWEEN

MONMOUTH COUNTY SHERIFF and
MONMOUTH COUNTY BOARD OF CHOSEN FREEHOLDERS

and

MONMOUTH COUNTY SUPERIOR OFFICERS ASSOCIATION, INC.
FOP LODGE NO. 30

[Monmouth County Correction Institution]

JANUARY 1, 1995 through DECEMBER 31, 1998

SECRET

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PREAMBLE

THIS AGREEMENT, effective as of the first day of January 1995, by and between the Monmouth County Sheriff [hereinafter referred to as the "Employer"], the Monmouth County Board of Chosen Freeholders [hereinafter referred to as the "Employer-Funding Agent"], and the Monmouth County Superior Officers Association, Inc., FOP Lodge No. 30 [hereinafter referred to as the "Association"], is designed to maintain and promote a harmonious relationship between the Sheriff, the County and those employees who are within the Bargaining Unit in order that more efficient and progressive public service may be rendered.

The terms employee, Supervisor and Supervisory personnel shall be interchangeable terms and refer to employees covered by this agreement.

ARTICLE 1
RECOGNITION

The Sheriff of Monmouth County 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 above the classification of Correction Officer, but excluding Captains, Deputy Warden and Warden.

ARTICLE 2
UNION SECURITY

Section 1. Visitation. The President of the FOP, or designee, shall have the right to visit County 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. 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 checkoff.

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) which 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. The representation fee to be paid by non-members will be equal to eight-five (85%) percent of that amount.

In order to adequately offset the per capita cost of services rendered by the Association as majority representative, the representation fee should be equal in amount to the regular membership dues, initiation fees and assessments charged by the Association to its own members, and the representation fee has been set at eighty-five (85%) percent of that amount as permitted by law.

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 his or her 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 his or her 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.

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 in 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 provided for in Paragraph 1 above and/or the amount of 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.

ARTICLE 3

FOP LODGE PRIVILEGES AND RESPONSIBILITIES

Section 1. The Lodge shall have the right to visit the Director, Warden, Administration and/or other County facilities or representatives at all reasonable hours for Lodge business. The Lodge will not abuse this right.

Section 2. Copies of all general orders, rules, and regulations communications affecting wages, hours and other terms and conditions of employment for employees covered by this Agreement shall be furnished to the Lodge within twenty-four (24) hours of their promulgation.

Section 3. The Lodge may use the Department mail or message routing system and may use Department mail boxes. Such use shall be reasonable. The Lodge shall pay for its own postage and stationery.

Section 4. The Lodge and the County shall be responsible for acquainting members and managerial personnel respectively with the provisions of this Agreement, and shall be responsible for the adherence of the terms of this Agreement by its members and managerial personnel during the life of this Agreement.

ARTICLE 4
MANAGEMENT RIGHTS

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 Correctional Institution, with all 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 Correctional Institution;
- 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.

This contract shall not be interpreted to in any way

supersede the statutory or constitutional duties or obligations of the office of the Sheriff of Monmouth County, nor shall it be construed to deny or restrict the Employer-Funding Agent, the County of Monmouth, by the Monmouth County Board of Chosen Freeholders, of their 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

Neither the Association nor any 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 Correctional Institution.

ARTICLE 6
GRIEVANCE PROCEDURE

Section 1. The purpose of this procedure is to secure equitable solutions to problems which 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 Warden. The grievance shall be presented in writing within ten (10) working days of its occurrence. The Warden shall respond within seven (7) working days of receipt of the grievance.

Step 2. If the Association is not satisfied with the decision of the Warden at Step 1, the grievance shall be presented in writing to the next level of authority within seven (7) working days after Step 1. For the purpose of this grievance procedure, the next level of authority shall be considered the Director of Corrections or the Sheriff, whichever has been designated by the Monmouth County Administrator. The Director or Sheriff shall, within seven (7) working days of the receipt of

the written grievance, arrange a meeting with the Association. The Director or Sheriff shall give the Association a written answer to the written grievance within three (3) working days after the date of such meeting.

Step 3. If the Association is not satisfied with the decision of the Director or Sheriff under Step 2 of the procedure, then the grievance shall be presented in writing to the next level of authority within seven (7) working days after Step 2. For the purpose of this grievance procedure, the next level of authority shall be considered the Employer-Funding Agent Personnel Officer. The said Employer-Funding Agent Personnel Officer shall, within seven (7) working days of the receipt of this grievance, arrange a meeting with the Association and shall give the Association a written answer to the grievance within three (3) working days after the date of such meeting.

In the event the grievance is not settled at Step 3 of this procedure, the Association may elect to proceed through Civil Service 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 Employer-Funding Agent Personnel Officer is due, by written

notice to the Employer-Funding Agent Personnel Officer, 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.

ARTICLE 7

SALARY

Section 1. Salaries for Sergeants [designated as Senior Sergeants] and Lieutenants for the years 1995 through 1998 shall be determined and established as set forth in Appendix A and B, attached hereto.

Section 2. Salary for an officer who is appointed to the position of Sergeant after May 1, 1995 [designated as Junior Sergeant] for the years 1995 through 1998 shall be determined and established as set forth in Appendix C, attached hereto. Any Sergeant subsequently promoted to Lieutenant will be paid pursuant to the bottom level of Lieutenant rate shown in Appendix B and as a Group 1 Lieutenant.

Section 3. Raises set forth in the attached appendices shall be implemented on the payroll date closest to the date stated therein.

Section 4. The salary increase will be 4.5 % in 1997 and 4.0 % in 1998, provided, however, that if the County of Monmouth grants a general wage increase to its unrepresented employees of greater than this amount, then the raise under this Article will be increased to that greater amount.

Section 5. Those individuals who have been catagorized as Group 1, 2, 3 Sergeant or as Group 1, 2, 3 or 4 Lieutenant are set forth in Appendix D.

ARTICLE 8
UNIFORM ALLOWANCE

Section 1. Each officer shall be provided with an annual uniform and maintenance allowance of \$ 1,000.00, to be paid the first pay period of each year. This will be pro rated for service for less than the full preceding twelve (12) months.

Section 2. Any item of clothing which 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 for damage must be substantiated with proof of expenses in excess of the limit herein set.

ARTICLE 9
COLLEGE INCENTIVE

Section 1. Since both the Sheriff and the County of Monmouth recognize the value of trained Officers, they hereby agree to pay any officer covered by this Agreement additional compensation as follows: \$25.00 per year per college credit that is obtained by any officer after January 1, 1984 and until December 31, 1995; \$30.00 per year per college credit that is obtained by any officer after January 1, 1996 and until December 31, 1996; and \$35.00 per year per college credit that is obtained by any officer after January 1, 1997 and thereafter and while in the Sheriff's employ, from an accredited college in a course that will be of value to the person in the performance of their work.

Section 2. A committee consisting of representatives of the Sheriff's office, the Personnel Office and the FOP Lodge No. 30 shall review and approve courses taken by the Employee in advance of registration. Payment shall not be made without such prior approval.

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 thirty (30) minute period for meal.

Section 2. The work week shall consist of five (5) consecutive eight hour days as defined herein.

Section 3. Work schedules showing employees' shifts, work days and hours shall be posted on the department bulletin board.

Section 4. Any required reporting time in advance of shift shall be paid at time and one-half (1.5) the regular hourly rate; however, advance reporting shall not be a guaranteed assignment.

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 or eight (8) hours in a day, but not including sick leave time with no accrued sick leave time available, unauthorized absences or suspension time.

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. Overtime work may also be compensated by compensatory time off by mutual consent of employee and management, provided that no overtime is incurred.

Section 3. Call-In Time. In the event that an officer is called in or back to duty during time off, that officer shall be compensated at 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.

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.

Section 5. Coverage. Employees shall assume the task of relief officer for officer or correction officer breaks, lunch and other coverage rather than fill a vacant post with an overtime assignment. Non-essential posts will not be filled with

an overtime assignment.

Section 6. Overtime Reduction. Each employee and the Association shall continue to exercise all reasonable means to reduce overtime demands at the Monmouth County Corrections Institution.

Section 7. Seniority List. Overtime will be assigned on a seniority basis on each shift. The seniority list shall be agreed to by both the County and FOP on a quarterly basis, which list shall be posted for use in assignment of overtime. The seniority overtime list shall be used with the most senior employee of the supervisory personnel being asked to take overtime first, and then the next senior supervisory employee thereafter, until the list has completely been exhausted, at which time overtime will be offered to the most senior officer on the list and the seniority list will run through again ad infinitum.

ARTICLE 12

INSURANCE

Section 1. It is agreed that the County will provide a medical Point of Service (POS) insurance plan. Whereas it is the County's intention to encourage employee in such POS program, employee participation in said plan shall be at no premium cost to the employee with all premiums being borne by the County.

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.

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. At the time the County adopts the statutory compensation provided in NJSA 34:15-12(a) [and as that law may be amended], for all its unrepresented employees, then such adopted provisions shall apply to this unit. It is understood that the procedures adopted shall insure that employees on workers' compensation temporary disability leave will be paid essentially the same amount of take home pay [net pay] as they were receiving prior to their leave for the first year. The pension salary and contribution will not be affected during this period.

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
2nd through 5th year	12 working days
6th through 12th year	15 working days
13th through 20th year	20 working days
21 or more years	25 working days

Section 2. Officers will be permitted to select their vacation among officers equal in rank. Selections shall be submitted not later than March 1 of each year for that calendar year. Thereafter, scheduling shall be done by the employer.

Section 3. Seniority by rank shall govern the scheduling of all vacations for Officers covered by this Agreement. Scheduling should not be affected by Correction Officer scheduling.

ARTICLE 14

PERSONAL LEAVE

Section 1. There shall be three (3) personal days available to each employee. Except where the schedule does not permit, the warden or designee shall allow personal days to be taken on any day. Except under emergency circumstances, all requests for personal days shall be made at least five (5) working days prior to scheduling said personal days off.

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

ARTICLE 15

HOLIDAYS

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

New Year's Day	Martin Luther King
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 regular day off, said officer shall receive one (1) extra day's pay at straight time.

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

Section 4. Any other holidays granted by resolution of the Board of Chosen Freeholders, Governor of the State of New Jersey or President of the United States shall also be granted to employees covered by this Agreement.

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 Director of Corrections.

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, spouse or child.

Section 2. The Employer agrees to grant up to three (3) days leave to an Employee due to the death of a member of their immediate family. As used herein, "immediate family" means parent of Employee, spouse, grandparents of the Employee or spouse, step-children, sister or brother.

Section 3. The days provided under this Article shall not be considered as sick leave.

ARTICLE 17

WEAPONS QUALIFICATION AND TRAINING

Section 1. The Employer shall continue to provide the twice yearly required firearms range qualification program for all Officers.

Section 2. In the event that the Employer assigns training programs for Officers in accordance with State regulations and guidelines, participation in such training program shall be compensated pursuant to the overtime provisions contained herein, provided such training is required during an employee's non-scheduled duty time.

Section 3. 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 work day and shall not be compensated.

ARTICLE 18

ASSOCIATION TIME, JOB POSTING, FILES

Section 1. The FOP shall be allocated thirty-two (32) days of paid leave per year for attendance at FOP meetings and conventions. Leave pursuant to this provision shall be granted upon written authorization submitted by the FOP President to the Employer indicating name or names of the individuals and the date on which their absence will be required. FOP paid leave days shall be increased to thirty-four (34) days beginning 1998.

In order to facilitate the scheduling of manpower, advance notice of the use of FOP leave 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.

Section 2. Job Posting and Selection. It is agreed that all job openings which become available on any shift will be posted on the bulletin board for ten (10) days so that unit members may bid on the opening.

Interested candidates will be interviewed and an appropriate candidate will be chosen accordingly. Management reserves the right for final decisions regarding all openings. Additionally, an employee shall be given an opportunity based on seniority to learn the special skills.

Section 3. Personnel Files. Every employee shall have access to their personnel file with four (4) hour notice during

regular business hours. Each employee shall be able to obtain a copy of any and all writings and documents in their personnel file contained in the jail, in the Warden's file, and payroll file, or any other file which involves or mentions the employee with the exception of classified Internal Affairs files.

ARTICLE 19

STAFFING

Section 1. Supervisory rolls will remain at 14 Lieutenants and 21 Sergeants with vacancies to be filled in a reasonable amount of time.

Section 2. A sufficient number of Supervisory personnel (i.e. Sergeants and Lieutenants) shall be assigned to each shift to permit the secure operation of the facility and to assure adequate coverage of the facility and to assure adequate coverage for the health and safety of the employees and all other persons within the facility. This is to include all areas of the Institution.

Section 3. The Warden reserves the right to assign staff to any position when needed. Special assignments requiring special skills and expertise shall be assigned on the basis of an evaluation of training, education and skill necessary for successful completion of the assigned tasks. However, in no case shall shift changes be used to discriminate against a Supervisor or as a punishment.

ARTICLE 20

HANDBOOK AND WORK RULES

Section 1. The employer may establish reasonable and necessary rules of work and conduct for employees. Such rules will be equitably applied and enforced.

Section 2. The employer has developed an employee rule book setting forth work rules, regulations and discipline procedures. Each employee shall be provided with a copy of such rule book.

Section 3. Any proposed new rule, regulation, policy or procedure or any change in rules, regulations, policies, or procedures which directly affect the terms and conditions of employment, new construction or changes in operations shall be discussed with the FOP Lodge 30 and/or Lodge representatives.

ARTICLE 21

NO WAIVER

Section 1. Except as otherwise provided in this Agreement the failure to enforce any provision of this Agreement or 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.

ARTICLE 22

TERM AND EXTENT OF AGREEMENT

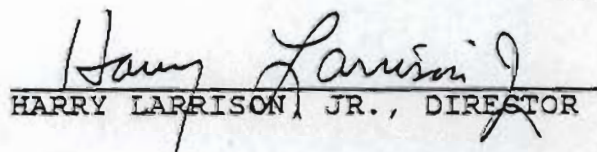
This agreement shall be effective January 1, 1995 and shall continue in full force until December 31, 1998, or until a new Agreement is executed.

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures this day of , 1995.

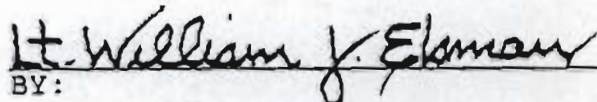
MONMOUTH COUNTY SHERIFF:


WILLIAM M. LANZARO

MONMOUTH COUNTY BOARD OF CHOSEN FREEHOLDERS:


HARRY LARRISON, JR., DIRECTOR

MONMOUTH COUNTY FOP LODGE NO. 30:


BY:

APPENDIX A: SALARY GUIDE

SENIOR SERGEANTS

1994 : \$ 55,082

1995:

APRIL 8 4.5% \$ 57,561

JULY 1 SALARY ADJUSTMENT:

1	\$ 1,000	\$ 58,561
2	\$ 1,500	\$ 59,061
3	\$ 2,000	\$ 59,561

1996:

MAY 1	3%	GROUP 1	\$ 60,318
		GROUP 2	\$ 60,833
		GROUP 3	\$ 61,348

OCT 1	3%	GROUP 1	\$ 62,127
		GROUP 2	\$ 62,658
		GROUP 3	\$ 63,189

1997:

MAY 1	4.5%	GROUP 1	\$ 64,923
		GROUP 2	\$ 65,477
		GROUP 3	\$ 66,032

1998:

JAN 1	4%	GROUP 1	\$ 67,520
		GROUP 2	\$ 68,097
		GROUP 3	\$ 68,673

APPENDIX B: SALARY GUIDE

LIEUTENANTS

1994 : \$ 58,100

1995:

APRIL 8 4.5% \$ 60,715

JULY 1 SALARY ADJUSTMENT:

1	\$ 1,000	\$ 61,715
2	\$ 1,500	\$ 62,215
3	\$ 2,000	\$ 62,715
4	\$ 2,500	\$ 63,215

1996:

MAY 1	3%	GROUP 1	\$ 63,566
		GROUP 2	\$ 64,081
		GROUP 3	\$ 64,596
		GROUP 4	\$ 65,111

OCT 1	3%	GROUP 1	\$ 65,473
		GROUP 2	\$ 66,004
		GROUP 3	\$ 66,534
		GROUP 4	\$ 67,065

1997:

MAY 1	4.5%	GROUP 1	\$ 68,420
		GROUP 2	\$ 68,974
		GROUP 3	\$ 69,528
		GROUP 4	\$ 70,083

1998:

JAN 1	4%	GROUP 1	\$ 71,157
		GROUP 2	\$ 71,733
		GROUP 3	\$ 72,310
		GROUP 4	\$ 72,886

APPENDIX C: SALARY GUIDE

JUNIOR SERGEANTS

GUIDE:

<u>95</u>	<u>MAY 96</u>	<u>MAY 97</u>	<u>JAN 98</u>
\$ 47,000	\$ 49,100	\$ 51,300	\$ 53,300
	\$ 51,000	\$ 53,100	\$ 55,300
		\$ 55,000	\$ 57,100
			\$ 59,000

OFF GUIDE:

<u>95</u>	<u>MAY 96</u>	<u>MAY 97</u>	<u>JAN 98</u>
\$ 51,000	\$ 53,000	\$ 55,000	\$ 57,000
	\$ 55,000	\$ 57,000	\$ 59,000
		\$ 59,000	\$ 61,000
			\$ 63,000

ADJUSTMENT IN 96, 97 AND 98 AT ANNIVERSARY DATES - ONE [1] YEAR AFTER APPOINTMENT. NO ONE CAN BE PAID LESS THAN THE MINIMUM IN ANY YEAR. IT IS THE GOAL OF BOTH PARTIES TO HAVE THE JUNIOR SERGEANT REACH THE MINIMUM SENIOR SERGEANT SALARY IN FIVE [5] YEARS.

APPENDIX D: DESIGNATION OF INDIVIDUALS BY GROUPS

LIEUTENANTS

GROUP 1 J. HOWELL
 G. TEAL

GROUP 2 B. COOK
 R. RIGGS
 J. CLEMENTS

GROUP 3 J. BURKE
 J. CHOMA
 W. ELSMAN
 R. PITMAN
 J. BAUMGARTNER
 E. MANNIX
 J. BROWN
 K. WILLIAMS

GROUP 4 W. FOSTER

SERGEANTS

GROUP 1 T. PHILBURN
 P. JIMENEZ
 P. LABELLA
 G. CASTELL

GROUP 2 H. SMITH
 S. ZIPERSON
 L. GOLDEW
 M. HOPKINS
 R. MORRIS
 K. HAWKINS
 D. LONG
 G. BONGIOVI
 R. BOYETTE
 R. JEHN
 R. AULL

GROUP 3 P. SHANAHAN
 M. MAZZA
 V. HARRIS