

**COLLECTIVE BARGAINING  
AGREEMENT**

**BETWEEN**

**THE LINCOLN COUNTY  
DEPUTIES ASSOCIATION**

**AND**

**THE LINCOLN COUNTY BOARD  
OF COMMISSIONERS**

**AND**

**THE LINCOLN COUNTY  
SHERIFF**

**EXPIRES JUNE 30, 2016**

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APPENDIX "A"

APPENDIX "B"

## **PREAMBLE**

This Agreement is entered into by the Lincoln County Board of Commissioners, hereinafter referred to as the "Board," and the Lincoln County Sheriff, hereinafter referred to as the "Sheriff," and the Lincoln County Deputies Association, hereinafter referred to as the "Association." The Board and Sheriff recognize that the Association may affiliate with any person or organization of its choosing for the purpose of contract negotiation and administration.

The purpose of this Agreement is to establish rates of pay, hours of work, fringe benefits, conditions of employment, and an equitable and peaceful procedure for the resolution of disputes.

It is understood and agreed that there is a division of responsibility between the Board and the Sheriff in the operation of the Lincoln County Sheriff's office as set forth in ORS Chapters 204 and 206. Based on the above division, it is further understood that compliance with the terms of this Agreement is either the responsibility of the Board, Sheriff, or both parties, depending on the specific terms of the Agreement.

# ARTICLE 1

## RECOGNITION

### Section 1.

The Board and Sheriff recognize the Lincoln County Deputies Association as the exclusive bargaining representative for the bargaining unit. The bargaining unit consists of all permanent deputies and employees of the Sheriff who are regularly scheduled to work 20 or more hours per workweek, but excludes "supervisory" and "confidential" personnel and members of the Sheriff's Reserves. "Regularly scheduled to work 20 or more hours per workweek" does not include part-time employees who are occasionally or incidentally scheduled to work more than 20 hours per workweek.

### Section 2.

All references to employees in this contract include both sexes and include deputies as well as other employees.

## **ARTICLE 2**

### **MANAGEMENT RIGHTS**

It is recognized that an area of responsibility and authority must be reserved to the Board and the Sheriff if County government is to serve the public effectively, Except to the extent expressly abridged by a specific provision of this Agreement, it is recognized that the responsibilities and authority of management are exclusively functions to be exercised by the Board and Sheriff and are not subject to negotiation or the grievance procedure. By way of illustration and not of limitation, the following are listed as such management functions:

1. The determination of the governmental services to be rendered to the citizens of Lincoln County.
2. The determination of the County's financial, budgetary, accounting and organization policies and procedures.
3. The right to establish and administer separate personnel and employment benefit rules and policies for non-bargaining unit personnel. The continuous overseeing of personnel policies, procedures and programs promulgated under any other term of this Agreement.
4. The management and direction of the work force including the right to determine the methods, processes and manner of performing work; the establishment of new positions and the determination of the duties and qualifications to be assigned or required, the right to hire, promote, demote (for just cause), transfer, and retain employees; the right to lay off for lack of work or funds; the right to abolish positions or reorganize the departments or divisions; the right to purchase, dispose and assign equipment or supplies; the right to set standards for appearance, uniforms and equipment; the right to formulate, change or modify departmental rules, regulations and procedures; the right to take all necessary action to carry out its mission on emergencies.

## ARTICLE 2: MANAGEMENT RIGHTS (continued)

5. To contract or subcontract work as may be determined by the Board and/or Sheriff, provided that as to work which has been previously and regularly performed by employees in the bargaining agreement, the County agrees to bargain the impact of the proposed changes before those changes are implemented. In addition, the County will encourage any contractor or subcontractor to hire County employees who would be laid off due to this contract or subcontract.
6. To use volunteers or reserve deputies in any manner that does not require layoff of existing personnel.

Should the County or the Sheriff decide to change a past practice which is or impacts a mandatory subject of bargaining, before implementing such a change, the County and/or the Sheriff shall give a copy of its proposed new rule or policy to the Association and if the Association responds within fourteen (14) calendar days after receipt of such a change and requests bargaining, the County and the Sheriff agree to bargain the decision and the impact of the decision with the Association.

## **ARTICLE 3**

### **ASSOCIATION RIGHTS**

Section 1. Association Executive Board, Employees who are designated by LCDA By-Laws as the LCDA Executive Board. The members of the LCDA Executive Board shall be certified in writing to the County by the LCDA.

Section 2. The Executive Board members certified by the LCDA may investigate and process grievances and other labor related matters during working hours, within reasonable limits and without loss of pay, providing it does not conflict with department operations. In order to ensure that there is no conflict with department operations an absence from duty for the purposes of investigating and processing grievances or other labor related matters, must be approved in advance by a supervisor.

The LCDA will exercise care to cooperate with the County to make sure there is no undue disruption to County operations caused by the operation of this section.

Section 3. LCDA Negotiations Team. Employees selected by the LCDA to act as association representatives for negotiations shall be known as the Association Negotiating Team. The names of employees so designated, up to a total of five (5) employees, shall be certified in writing to the County by the Association.

Section 4. Negotiating Team members may attend negotiation sessions and caucuses held at the same site up to one (1) hour before and during the sessions without loss of pay if held during working hours. Paid time or release time for negotiating sessions or caucuses will include all time in mediation sessions.

Section 5. County facilities may be used for Association activities according to building use policies when such facilities are available.

## **ARTICLE 4**

### **SPECIAL CONFERENCES**

Special conferences for important matters concerning the interpretation of this Agreement will be arranged between the Lincoln County Deputies Association President and the County or its designated representatives on request of either party. Such meeting shall be arranged in advance, and the agenda matters to be discussed at the meeting shall be presented at the time the conference is requested. Association representatives, not to exceed three (3), shall lose no time or pay for the time spent in such conferences unless attendance at such conferences, in the judgment of the Sheriff, requires the call-back of employment of other employees in order to provide the full coverage of duty assignments.

## **ARTICLE 5**

### **BULLETIN BOARDS**

The County agrees to furnish two bulletin boards for use by members of the Association and the Association itself. One bulletin board for patrol, civil and records personnel and one bulletin board will be for jail personnel, each of which is to be placed in mutually agreeable locations. The Association will limit its posting of information to such boards. The parties agree that the bulletin boards will be used to promote harmonious employer-employee relations and to keep the members of the Association better informed of its social, charitable and representation activities. The Association, at its option and its expense, may install glass-covered locking bulletin boards.

## **ARTICLE 6**

### **DUES DEDUCTION**

Section 1. Applications for Association membership shall first come to the Association. The Association will submit membership applications to the County. Association dues will continue to be deducted until the employee rescinds the request in writing. Copies of all such requests for membership cancellation shall be transmitted from the Association to the County. If an employee cancels Association membership, the County shall immediately begin deducting fair share payments.

Section 2. The first calendar month of employment will be the first month from which deductions will be made. The aggregate deductions of all employees together with an itemized statement shall be remitted to the Association no later than the 10<sup>th</sup> of the month following the month for which the deductions were made subject to conditions beyond control of the County. The itemized listing of Association members shall reflect employee terminations, retirements, leave without pay, and return from leave without pay. Other voluntary payroll deductions may be made by the County, subject to the mutual agreement of the County and the Association.

Section 3. The County agrees to automatically adjust the dues amount (or fair share payment) for employees whose salaries increase or decrease during the term of this Agreement.

Section 4. The Association will indemnify, defend and hold the County harmless against any claims made or any suit instituted against the County on account of any payroll deduction for the Association. The Association will refund to the County any amount paid to it in error.

# **ARTICLE 7**

## **FAIR SHARE**

Section 1. All permanent employees covered by the terms and conditions of this Agreement shall become members of the Association or pay a fair share assessment which amount shall be certified by the Association to the County. The County shall inform all newly hired employees of the above requirement at the time of their employment,

Section 2. Bargaining unit members who exercise their right of non-association only when based upon a bona fide religious tenet or teaching of a church or religious body of which such employee is a member, shall pay an amount of money equivalent to regular monthly Association dues to a non-religious charity or to another charitable organization mutually agreed upon by the employee and the Association. Such payment shall be remitted to that charity by the employee and this fact certified by the employee to the County within fifteen (15) calendar days of the time dues or fair share payments would have been taken out of the employee's paycheck. The County shall, within fifteen (15) calendar days of its receipt, send a copy of such certification to the Association. If an employee fails to provide certification to the employer by the 15<sup>th</sup> day, the County shall resume dues or fair share deductions until such notice is provided.

Section 3. The Association will indemnify, defend and hold the County harmless against any claims made against the parties or any suit initiated where the County is named in the claims or suit over the Association's assessment of the fair share amount.

# **ARTICLE 8**

## **HOURS OF WORK**

### Section 1.

Workweek/Weekday. The standard workweek for full-time employment shall consist of one of the following, subject to the provisions of Section 3 of this Article:

1. Forty (40) hours of work based on five (5) consecutive eight (8) hour workdays;
2. Forty (40) hours of work based on four (4) consecutive ten (10) hour workdays; or
3. For Corrections, three (3) cycles of forty-eight (48) hours of work based on four (4) consecutive twelve (12) hour workdays, followed by four (4) consecutive days off and one cycle of three(3) consecutive work days with five (5) consecutive days off,
4. For Patrol, a cycle using twelve (12) hour shifts if subsequently agreed to by the Association through a Memorandum of Understanding,

### Section 2.

Lunch Periods and Work Breaks. During each twelve (12) hour shift, personnel shall be scheduled for a paid thirty (30) minute lunch period and three (3) fifteen (15) minute paid rest periods without leaving their duty post,

During each full shift, civil and other office personnel shall be scheduled for a one (1) hour non-paid lunch period and two (2) fifteen (15) minute paid rest periods. When performing a full shift of field service, civil deputies shall be scheduled for a thirty (30) minute paid lunch period.

Patrol deputies will be allowed up to thirty (30) minutes of on-duty time for lunch at the discretion of the shift supervisor only when the deputy can be contacted and remains readily available to respond to duty if needed. Rest periods for patrol deputies are subject to approval of the shift commander and fifteen (15) minute rest periods shall be provided as close to the middle of each half shift as is practicable. Preparation for reporting for duty shall not be considered as part of the workday. Patrol deputies and corrections deputies shall be fully prepared for duty at the commencement of their shifts, exclusive of obtaining shift information.

Section 3.

Alternative Workweeks. In addition to the standard workweek described above, the parties may agree to alternate work schedules. This agreement shall last for such period of time as determined and negotiated by the parties.

It is recognized that deputies assigned to the Lincoln County Interagency Narcotics Team have a need to work a 40-hour contingency workweek. Those deputies assigned to that team will be paid at a straight time rate for the first 40 hours worked during the employee's normal workweek, and at the appropriate overtime rate for hours in excess of the first 40 for the rest of that week,

Section 4.

Part-Time Employees. Notwithstanding any other provision of this contract, regular part-time employees who are regularly scheduled to work 20 or more hours per workweek: (1) Accrue vacation and sick leave under Articles 12 and 13 proportionate to the amount that would be accrued under regular full-time employment; and (2) Receive health and 'welfare benefits under Article 16 proportionate to the amount that would be received under regular full-time employment (a part-time employee who opts to receive medical benefits will pay a proportionate premium amount, based on full-time equivalency, which will be paid through payroll deduction, in addition to any insurance co-pay that may be required for the coverage chosen). Proportionate amounts are based on the latest Personnel Action form on file in the Finance Office on the 20<sup>0</sup> of the month being covered prior to the coverage month.

Section 5.

Shift exchanges: Two employees may agree to exchange shifts, provided such shift exchanges are approved by a Supervisor. Employees requesting a shift exchange shall complete the "Shift Exchange Request Form." Shift exchanges shall only be authorized on shifts when one (1) employee is already scheduled off, This will allow for staff to have the flexibility of time off on shifts when an employee has previously requested to use accumulated leave.

Shift exchanges must be completed within thirty (30) days of the date of the first exchange. No overtime will be paid as a result of the shift exchange. Furthermore, management will not be expected to mediate or resolve any dispute arising between employees as a result of a shift exchange.

# ARTICLE 9

## OVERTIME AND HOLIDAY WORK

### COMPENSATION

#### Section 1.

Definition. Consistent with the provisions of Article 8 of this Agreement, each employee shall work one of the designated workweeks. Overtime and Holiday work includes:

#### (a) Overtime Work:

1. All work in excess of the regularly scheduled workday as provided in Section 1 of Article 8 of this Agreement and except as provided in Article 8, Section 3.
2. All work in excess of an employee's designated workweek.
3. All Mandatory Basic Certification training time in excess of forty (40) hours in an employee's designated workweek.
4. All work performed on the first shift following a rotation of shifts when the interval between such shift and the proceeding shift is less than eight (8) hours.

#### (b) Holiday Work:

1. All work performed on one of the recognized holidays.

#### Section 2.

Authorization for Overtime Work. The commanding officer or designee in charge of a division or shift is the only officer authorized to approve overtime by subordinates. An employee who performs unauthorized overtime work may be subject to disciplinary action except for circumstances beyond the control of the employee.

#### Section 3.

Call Back and Court Time. When an employee is called by Lincoln County to perform work or to appear in court as a result of work performed as an employee of Lincoln County, such employee shall be paid for a minimum of three (3) hours at the rate of time and one-half when such call-outs occur on off-duty time. For the purpose of this section, there must have been a break of more than one (1) hour between the completion of on-duty time and the time of the call-

back or court appearance; otherwise, such time will be subject to contract provision for overtime pay. In addition, employees recalled less than three (3) hours prior to the start of their regular shift shall be paid only for actual hours worked and shall continue to work through the regular shift.

(a) This provision shall also apply to work performed previously for another law enforcement agency within one hundred (100) miles of Lincoln County, and for a maximum overtime liability of eight (8) hours per month.

(b) The provisions of this section shall also apply when an employee is specifically told to be ready for the possibility of callback or overtime work during their off-duty hours, and are restricted in any manner in their freedom of movement or action during this time.

#### Section 4.

Overtime Work and Holiday Compensation. Compensation for authorized overtime work shall be cash compensation at the rate of time and one-half. The hourly rate to be used in computing cash compensation for overtime work shall be based on the employee's regular rate plus any incentive increment the employee is receiving. Employees shall have the option, however, to accumulate up to a maximum of one hundred and twenty (120) hours per fiscal *year* of compensatory time off in lieu of cash. Such compensatory time is to be taken at times mutually convenient to the employee and the Sheriff. Compensation time in excess of one hundred and twenty (120) hours shall be paid in cash and shall be included in the payment check for the month following the month in which it was worked. Unused compensation time will be paid in cash at the end of the fiscal year. However, forty (40) hours of compensation time may be carried over from year to year.

#### Section 5.

Overtime Distribution. Overtime work shall be distributed as equitably as practical among all employees within the same job classification. The Sheriff will have the final authority in assigning overtime work.

# ARTICLE 10

## HIGHER CLASSIFICATION WORK

Section 1. Any employee assigned to perform the duties of a position in a higher classification other than the employee's regular classification shall be paid at the rate calculated under Article 15 (2)(6) for promotions after fifteen (15) calendar days in such assignment for the remainder of the assignment retroactive to the beginning of the assignment.

Section 2. Any employee who is designated a temporary supervisor as provided for above shall remain a member of the bargaining unit as defined, except that the employee shall assume all the duties and be subject to the working conditions of other supervisors of similar rank for the duration of the appointment. Such temporary supervisory appointments are offered by the department on a volunteer basis.

Section 3. Any employee designated to act in the capacity of a field training officer (FTO) will receive a two and one-half percent (2.5%) pay increase for the time period they are so designated.

# ARTICLE 11

## HOLIDAYS

Section 1. In addition to regular pay for the time worked on a legal holiday, an employee shall receive premium compensation at time and one-half as provided in Article 9, Section 4.

Section 2. Should an employee be on authorized paid leave when a holiday occurs, that holiday shall not be charged against the employee's leave credit.

Section 3. If a holiday falls on a regularly scheduled day off, the employee will receive one (1) day additional cash compensation for such holiday at the employee's straight time rate or one (1) day's vacation accruals, at the employee's option.

Section 4. The following days shall be recognized as paid holidays:

New Year's Day	Labor Day
Martin Luther King Jr.'s Birthday	Veterans' Day
President's Day	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	

Effective on July 1 of each year, each member of the Association will be credited with twenty-four (24) hours accrued vacation time which will replace the employee's birthday and the employee's personal day.

And any day appointed by the President of the United States and confirmed by the Governor of the State of Oregon and any day appointed by the Governor.

For the purposes of this Article, the above listed holidays shall be observed on the dates designated by the County.

Section 5. Notwithstanding the above, for those employees assigned to twenty-four (24) hour operations, holidays shall be observed on their calendar/recognized day.

# ARTICLE 12

## VACATION LEAVE

Section 1. Following completion of six (6) calendar months of continuous service, full-time employees shall be credited with forty-eight (48) hours of vacation leave. Thereafter, vacation shall be credited on the following basis:

Number of years of Continuous Service	Number of Vacation Hours Earned per month
1 through 5	8 hours
6 through 10	10 hours
11 through 15	12 hours
16 through 20	14 hours
21 and over	16 hours

The accumulation of vacation credit and charges against vacation leave accumulation shall be made on an hourly basis. Vacation leave may not be utilized in the calendar month in which it is earned. As used in this Agreement, the terms "continuous month" and "calendar month" mean any full calendar month of employment during which an employee is on pay status (at work or paid leave) for sixteen (16) or more working days.

Section 2.

Accumulation of Vacation Credits. The maximum accumulation of vacation leave for any employee shall be equal to twice the employee's current annual rate of vacation leave credit as provided in Section 1 of this Article. An employee who is about to lose vacation credit because of accrual limitations may, by notifying the appointing power five (5) days in advance, be absent to prevent loss of this time. Such action taken by the employee shall not constitute a basis for disciplinary action or loss of pay. Vacation leave shall not accrue during leave of absence without pay, or educational leave with pay, the duration of which exceeds fifteen (15) calendar days. Any employee who is granted a leave of absence without pay for a period in excess of sixty (60) calendar days normally shall first be scheduled for any vacation leave that has accrued to the employee's credit before being placed on leave without pay.

Section 3.

Continuous Service. Continuous service is defined as service unbroken by separation from the County service, provided, however, that the time spent by an employee on educational or military leave shall be included as continuous service.

Section 4.

Scheduling Vacation. Insofar as possible, an employee shall be granted preference in scheduling vacation times. In order to minimize scheduling conflicts, employees will be encouraged to submit their vacation requests for the calendar year in January of each year. If an emergency arises and the employee is unable to take vacation leave as originally scheduled, another mutually convenient vacation period shall be scheduled. When more than one (1) employee desires the same period, the employee with seniority in the work unit shall have preference. Such exercise of seniority shall be limited to blocks of time off of five (5) days or more and shall be limited to one (1) selection of one (1) vacation period per each calendar year. No vacation request will be subject to the exercise of seniority preference unless it has been scheduled by the employee for thirty (30) days or more. Seniority as used in this section is determined by the length of an employee's continuous service with the County since the last date of hire, regardless of promotions. The County shall provide the Association with a copy of the seniority list in January of each year.

Section 5.

Termination Vacation Pay. A regular employee who has completed an initial six (6) month period of employment in a full-time permanent position and who subsequently is terminated or laid off shall be compensated for accumulated vacation leave. In the event of death, payment of such accumulated vacation leave shall be made to the surviving spouse, or if there be none, to the employee's estate. An employee who terminates or is terminated prior to completion of such six (6) months shall not be eligible for accumulated vacation pay.

## **ARTICLE 13**

### **SICK LEAVE**

Section 1. Full-time employees shall accumulate sick leave at the rate of four (4) hours per pay period. Sick leave may not be utilized in the pay period in which it is earned. Sick leave accumulated prior to the date of execution of this contract shall be credited to each employee's accumulated sick leave. Sick leave may be accumulated to a total of 1440 working hours. Sick leave shall not be paid upon termination or death.

Section 2. An employee may utilize earned sick leave credits when unable to perform assigned duties by reason of personal injury, illness or pregnancy or for necessary medical or dental care because of exposure to contagious disease, death or critical illness of an immediate family member which requires attendance of the employee. "Critical illness" is defined herein as: (1) a condition requiring hospitalization; (2) a condition or disease which requires the patient to be home, or stay in bed, and calls for the care and assistance of the member for the purpose of sustaining the patient's daily living activities. Notification of critical family illness should be submitted in advance where reasonable, but no later than five (5) days following return to work. Charges against accumulated sick leave shall be made on an hourly basis.

- (a) In the case of the employee's own injury or illness, the employee may be required to furnish a certificate issued by a licensed physician or practitioner or other satisfactory evidence of illness, where the County has reason to suspect abuse of sick leave privileges or where the absence from duty is seven (7) days or more.
- (b) Sick leave shall be authorized because of critical illness in the employee's immediate family, if the employee's attendance is necessary. Immediate family as used in this section means the employee's spouse, same sex domestic partner or parents, children, sister, brother, grandparent, grandchild, father-in-law, mother-in-law, other close relative who

resides in the employee's household and includes individuals requiring the care and support of the employee.

- (c) An employee shall be allowed leave not to exceed forty (40) hours of time off, including travel time, for a death in the employee's immediate family. Such time shall be charged to accumulated sick leave. Under exceptional circumstances, leave for death may be granted by the Sheriff or the Sheriff's designee upon death of a relative other than the employee's immediate family.

Section 3. Duration of Sick Leave. The duration of sick leave with pay due to a non-work related injury or illness shall continue as long as the employee receives full pay from the County based on accumulated leave credits. At the time leave credit is exhausted and the employee receives no salary from the County, sick leave without pay may be granted by the Sheriff for a reasonable period of disability, subject to the final authorization by the Board. If sick leave without pay is approved, the Sheriff may require periodic certification of the employee's physical condition from the attending physician or practitioner during the period of disability.

For the purpose of this section, a reasonable period means a period not to exceed thirty (30) days and that during, or at the conclusion of such period, the employee can be expected to return to the employee's former position.

Sick leave without pay may be approved for a lesser period, may be extended or terminated if, in the opinion of the Sheriff, it is necessary to fill the position with a replacement employee. Sick leave without pay shall only be approved for a period having a fixed date of termination and shall not be open ended.

For the purpose of this section, a reasonable period means a period not to exceed thirty (30) days and that during, or at the conclusion of such period, the employee can be expected to return to the employee's former position. However, this contract shall be interpreted so as to conform with the Americans with Disabilities Act of 1990 and the Americans with Disabilities Act

Amendments Act of 2008 (ADAAA), the Family Medical Leave Act of 1993 and Amendments,  
and the Oregon Family Leave Act.

# ARTICLE 14

## OTHER LEAVE

### Section 1.

Leaves of Absence. Leaves of absence without pay for a limited period not to exceed thirty (30) days may be granted for any reasonable purpose as determined by the Sheriff and consistent with the needs of the County. Leaves of absence without pay will not normally be granted until paid leave is exhausted. Such leaves may be renewed or extended for any reasonable period. No leave will be granted to any employee to accept employment in any other capacity.

### Section 2.

Jury Duty. Employees shall be granted leave with full pay anytime they are required to report for jury duty or as a witness other than in their capacity as a law enforcement officer; provided that such employees shall report for regular duty if jury or witness duty does not require a full shift. All jury fees and witness fees will be remitted to the County.

### Section 3.

Educational Leave. After completion of one (1) year of service, an employee, upon request, may be granted a leave of absence without pay for educational purposes at an accredited school when it is related to County employment. The period of such leave of absence shall not exceed one (1) year, but it may be renewed or extended at the request of the employee, when necessary, upon approval by the Sheriff and County Commissioners. Employees may also be granted leaves of absence, with or without pay, for educational purposes for reasonable lengths of time to attend conferences, seminars and other functions of a similar nature that are intended to improve or upgrade the individual's skills or professional ability, provided it does not interfere with County operations.

### Section 4.

Military Leave. Military, alternative service, and Peace Corps leave shall be granted in accordance with the Oregon Revised Statutes.

Section 5.

Voting Time. The employee shall be permitted time off, not to exceed two (2) hours, to vote in general, primary and special elections if the employee's assigned work schedule does not permit time to vote.

# ARTICLE 15

## WAGES

### Section 1.

Compensation for July 1, 2013 - June 30, 2014 shall be increased 1.0% and shall be reflected in Appendix "A" and "B" of this Agreement. Compensation for July 1, 2014 - June 30, 2015 shall be as follows: Effective July 1, 2014, the salaries for employees shall be increased 1.5%. Compensation for July 1, 2015 - June 30, 2016 shall be as follows: Effective July 1, 2015, the salaries for employees shall be increased 1.75%.

### Section 2.

#### Administration of Compensation Plan

- (a) Rates of Pay: Each employee shall be paid one of the rates in the salary range for the class in which employed. Employees hired after ratification of this Agreement shall be paid on the 11 step pay plan which is Appendix "B" of this Agreement.
- (b) Entrance Salary: Normally an employee will be appointed or reinstated at the entrance rate for the class. If an appointing power believes it is necessary to make an appointment or reinstatement above the entrance rate, authorization must be obtained from the Board of County Commissioners, In determining such request, the Board shall give consideration to the qualifications of the candidate, availability of applicants and the resulting salary relationship with other similar positions.
- (c) Salary Increases: Salary increases are not automatic. The Sheriff shall recommend to the Board of County Commissioners step increases only for those employees who have demonstrated satisfactory standards of work performance.
  - (1) Eligibility for Salary Step Increases: A new employee or promoted employee shall be eligible for advancement to the next step of the salary range of the employee classification after six (6) full calendar months of satisfactory service in that class. Employees shall be eligible for an additional adjustment at the conclusion of twelve (12) full calendar months of continuous service following any in-range salary adjustment. For the purposes of this clause, satisfactory service means that the

employee rating shall average "standard" or above on the rating sheet employed by the Sheriff.

(2) Exception Increases: The Sheriff may request the Board of Commissioners to approve an exception to the general rules regarding salary increases where circumstances warrant such action.

(3) Educational Incentive: Employees shall be entitled to payment in addition to the foregoing for successful completion of educational and training levels as follows:  
Intermediate Police or Corrections Officer Certificate from DPSST: two percent (2%) of base pay or fifty dollars (\$50.00), whichever is more,

OR

Advanced Police or Corrections Officer Certificate from DPSST: four percent (4%) of base pay or one hundred dollars (\$100.00), whichever is more.

The payment of such education incentive shall commence the first of the month following the employee submission of a copy of the certificate to the Sheriff.

(4) Demotion: An employee who is demoted or reclassified to a class with a lower salary range for reasons which do not reflect discredit on the employee employment record may retain the same salary rate, unless such action would violate Section 2(a) of this Article. Demotion for cause should ordinarily result in a corresponding reduction in salary.

(5) Transfer: When an employee is transferred to a different position in a class with the same salary range, the employee rate of pay and eligibility day for merit salary increases remains the same.

(6) Promotion: An employee who is promoted or whose position is re-classed upward is eligible on the date of such promotion or reclassification to go to the step in the new range that is closest to but higher than the employee's current rate of pay, as long as that step is equal to or greater than the amount of a one-step increase at the current rate of pay.

Section 3.

Educational Degrees. Employees who are not eligible for certification through DPSST shall be entitled to payment of:

- (a) Two percent (2%) of base pay or fifty dollars (\$50.00), whichever is more, for a job-related Associate's Degree.
- (b) Four percent (4%) of base pay or one hundred dollars (\$100.00), whichever is more, for a job-related Bachelor's Degree.

Section 4.

Reclass Requests:

If an employee feels that his/her position has been misplaced within the pay schedule, the employee should discuss his/her concerns with his/her supervisor. If the supervisor and/or the employee feel that the position is misplaced, they then should fill out a Position Review Form and submit it to the Personnel Department for review and recommendation. If the review process determines that the position should be reclassified to a higher range, the employee will be placed in the new salary range at the step nearest to but not less than the employee's current salary. In no case will the employee be paid less than the minimum of the new range.

If the review process results in the position being placed in a lower pay range, no decrease in pay will occur, and the employee will be paid at his/her current salary rate (a redlined employee) until the new pay range increases to the employee's current level.

All position review adjustments shall be effective the first of the month following approval by the Board of Commissioners. The employee's anniversary date will remain unchanged.

# **ARTICLE 16**

## **HEALTH AND WELFARE**

### Section 1. Medical/Vision. Dental and Life Insurance.

Effective July 1, 2013 through December 31, 2013 the County will pay on behalf of each full-time benefit eligible Bargaining Unit employee hired prior to July 1, 2010, the full cost of the City County Insurance Services (CIS) Plan V-E PPP with the CIS Vision Option, and the CIS Dental Plan, including the CIS orthodontia rider, for this period. Should the premium costs for any year exceed twelve percent (12%) of the prior year's premium costs, the County may reopen the contract to renegotiate medical and dental benefits.

Effective July 1, 2013 through December 31, 2013, on behalf of each full-time benefit eligible Bargaining Unit employee hired after July 1, 2010, the County's contribution shall be ninety percent (90%) of the monthly cost for the medical and dental coverage. The employee shall be responsible for 10 percent (10%) of the monthly premium, which shall be collected. Such payments will be made through the County's Section 125 Plan in equal amounts on a pay period basis.

The County contribution for new employees will start at the first full month with insurance available for employee purchase through the plan during the first month.

For the calendar years beginning January 1, 2014, and through December 31, 2014 the County will pay the full cost of the monthly premium (tiered rates) on behalf of each benefit eligible Bargaining Unit employee hired prior to July 1, 2010 for the CIS/Regence High Deductible Health Plan (HDHP) and CIS Vision Option, CIS Dental including the CIS Orthodontia Rider or comparable medical vision and dental coverage chosen by the County. In addition, the county will front load (payable on the first pay period in January 2014) on behalf of each then employed, full-time benefit eligible Bargaining Unit employee a contribution in the dollar amount of \$1,500 for employee only and \$3,000 for employee plus dependent(s) through a Health Savings Account (HSA) selected by the County.

For the calendar year beginning January 1, 2014, and through December 31, 2014 the County will pay ninety percent (90%) of the monthly premium (tiered rates) on behalf of each benefit eligible Bargaining Unit employee hired after July 1, 2010 for the CIS/Regence High Deductible Health Plan (HDHP) and CIS Vision Option, CIS Dental including the CIS Orthodontia Rider or comparable medical vision and dental coverage chosen by the County. The employee shall be responsible for 10 percent (10%) of the monthly premium, which shall be collected.

Such payments will be made through the County's Section 125 Plan in equal amounts on a pay period basis. In addition, the county will front load (payable on the first pay period in January 2014) on behalf of each then employed, full-time benefit eligible Bargaining Unit employee a contribution in the dollar amount of \$1,500 for employee only and \$3,000 for employee plus dependent(s) through a Health Savings Account (HSA) selected by the County. New eligible employees after January 1, 2014 shall receive calendar quarterly pro-rated contributions at date of medical eligibility to the HSA. The County contribution for new employees will start at the first full month with insurance available for employee purchase through the plan during the first month.

For the calendar year beginning January 1, 2015, and through December 31, 2015 the County will pay the full cost of the monthly premium (tiered rates) on behalf of each benefit eligible Bargaining Unit employee hired prior to July 1, 2010 for the CIS/Regence High Deductible Health Plan (HDHP) and CIS Vision Option, CIS Dental including the CIS Orthodontia Rider or comparable medical vision and dental coverage chosen by the County. In addition, the county will front load (payable on the first pay period in January 2015) on behalf of each then employed, full-time benefit eligible Bargaining Unit employee a contribution in the dollar amount of \$1,500 for employee only and \$3,000 for employee plus dependent(s) through a Health Savings Account (HSA) selected by the County.

For the calendar year beginning January 1, 2015, and through December 31, 2015 the County will pay ninety percent (90%) of the monthly premium (tiered rates) on behalf of each benefit eligible Bargaining Unit employee hired after July 1, 2010 for the CIS/Regence High Deductible Health Plan (HDHP) and CIS Vision Option, CIS Dental including the CIS Orthodontia Rider or comparable medical vision and dental coverage chosen by the County. The employee shall be

responsible for 10 percent (10%) of the monthly premium, which shall be collected. Such payments will be made through the County's Section 125 Plan in equal amounts on a pay period basis. In addition, the county will front load (payable on the first pay period in January 2015) on behalf of each then employed, full-time benefit eligible Bargaining Unit employee a contribution in the dollar amount of \$1,500 for employee only and \$3,000 for employee plus dependent(s) through a Health Savings Account (HSA) selected by the County. New eligible employees after January 1, 2014 shall receive calendar quarterly pro-rated contributions at date of medical eligibility to the HSA. The County contribution for new employees will start at the first full month with insurance available for employee purchase through the plan during the first month.

For the calendar year beginning January 1, 2016, and through December 31, 2016 the County will pay the full cost of the monthly premium (tiered rates) on behalf of each benefit eligible Bargaining Unit employee hired prior to July 1, 2010 for the CIS/Regence High Deductible Health Plan (HDHP) and CIS Vision Option, CIS Dental including the CIS Orthodontia Rider or comparable medical vision and dental coverage chosen by the County. In addition, the county will front load (payable on the first pay period in January 2016) on behalf of each then employed, full-time benefit eligible Bargaining Unit employee a contribution in the dollar amount of \$1,500 for employee only and \$3,000 for employee plus dependent(s) through a Health Savings Account (HSA) selected by the County.

For the calendar year beginning January 1, 2016, and through December 31, 2016 the County will pay ninety percent (90%) of the monthly premium (tiered rates) on behalf of each benefit eligible Bargaining Unit employee hired after July 1, 2010 for the CIS/Regence High Deductible Health Plan (HDHP) and CIS Vision Option, CIS Dental including the CIS Orthodontia Rider or comparable medical vision and dental coverage chosen by the County. The employee shall be responsible for 10 percent (10%) of the monthly premium, which shall be collected. Such payments will be made through the County's Section 125 Plan in equal amounts on a pay period basis. In addition, the county will front load (payable on the first pay period in January 2016) on behalf of each then employed, full-time benefit eligible Bargaining Unit employee a contribution in the dollar amount of \$1,500 for employee only and \$3,000 for employee plus dependent(s) through a Health Savings Account (HSA) selected by the County. New eligible employees after

January 1, 2014 shall receive calendar quarterly pro-rated contributions at date of medical eligibility to the HSA. The County contribution for new employees will start at the first full month with insurance available for employee purchase through the plan during the first month.

Premium co-pays for employees not eligible for the HDHP and an HSA under federal law shall mirror those eligible for the HDHP with an HSA as shown above. In addition, those employees with an HDHP who are not eligible for an HSA shall be entitled to a County paid contribution to a Voluntary Employee Benefits Association (VEBA) as follows:

Beginning January 1, 2014, the County will front load a contribution (payable on the first pay period in January) on behalf of each, full-time then employed benefit eligible Bargaining Unit employee who is covered by the HDHP but is not eligible to receive Health Savings Account contributions due to enrollment in Medicare, Veterans' Tri Care or Indian Health Services, a Voluntary Employee Benefit Association (VEBA) contribution to a VEBA account, selected by the County, in the amount of \$1,500 for employee only and \$3,000 for employee plus dependent(s). New eligible employees after January 1, 2014 shall receive calendar quarterly pro-rated contributions at date of medical eligibility to the VEBA.

For calendar year beginning January 1, 2015 continuing through December 31, 2015, the County will front load on behalf of each, full-time benefit eligible Bargaining Unit employee who was employed on January 1, 2014 and not eligible to receive a Health Savings Account (HSA) due to enrollment Medicare, Veterans' Tri Care or Indian Health Services, another VEBA contribution in the amount of \$1,500 for employee only and \$3,000 for employee plus dependent(s). New eligible employees after January 1, 2014 shall receive calendar quarterly pro-rated contributions at date of medical eligibility to the VEBA.

For calendar year beginning January 1, 2016 continuing through December 31, 2016, the County will front load on behalf of each, full-time benefit eligible Bargaining Unit employee who was employed on January 1, 2014 and not eligible to receive a Health Savings Account (HSA) due to enrollment Medicare, Veterans' Tri Care or Indian Health Services, another VEBA contribution in the amount of \$1,500 for employee only and \$3,000 for employee plus dependent(s). New eligible

employees after January 1, 2014 shall receive calendar quarterly pro-rated contributions at date of medical eligibility to the VEBA.

Section 2.

Employee Participation. An employee on leave without pay for sixteen (16) or more working days will be required to pay a prorated amount of the County's contribution for the premiums of the coverage listed in Section 1 based on the following calculations:

$$\begin{array}{rcccl} \text{Number of LWOP days in Month} & & & \text{Actual} & \text{Amount of} \\ & & & \text{Premium} & \text{Salary} \\ & & \times & = & \text{Withheld} \\ \text{Number of workable days in month} & & & \text{Amount} & \end{array}$$

Such proration will not be effective for any leave without pay taken for the purpose of coordination with workers' compensation benefits for such period as the injured employee is also receiving a County salary supplement chargeable to accumulated sick leave.

Section 3.

Long-Term Disability. The County shall provide long-term disability insurance for each member of the bargaining unit.

Section 4.

Optional Insurance Coverages. Employees desiring to participate in other optional insurance programs authorized by the County may do so at their expense on payroll withholding.

Section 5.

Retirement. During the life of this agreement, the County will continue to participate in the Public Employees Retirement System (PERS) as it applies to certified police and corrections officers or its successor, or its equivalent and the sick leave conversion program.

Employees not eligible for PERS participation shall be subject to the County retirement plan. Each employee who retires under the terms and conditions of the County retirement plan will be paid an amount of money equal to fifty percent (50%) of such employee's accumulated sick leave as of the date of retirement. With verification of the County Retirement Plan Administrator that the option is legal, the employee can select from among the following options:

To defer as much as possible into the Section 457 Plan OR

- (a) To defer as much as possible into the Section 401(k) Plan OR
- (b) To defer as much as possible into a combination of the two plans OR
- (c) To take the money as cash.

Section 6.

Liability Insurance. The County agrees to provide blanket liability insurance providing protection for possible claims arising out of *any* negligence from official acts as a police officer alleged against any employee. Such insurance shall also cover all costs, including attorney's fees, connected with proposed or threatened suits and negotiated settlements. The County, the Sheriff, and the County Commissioners assume no liability for punitive damages awarded against an employee.

Section 7.

Starting July 1, 2013 (or as soon as practicable after this agreement is effective), employees shall be entitled to enroll in the County's IRC Section 125 Plan for pre-tax treatment of payroll deducted health insurance co-payments (if any) and for elective unreimbursed medical costs as allowed under the Plan and by law. Employees shall pay all fees as set by the Plan for elective contributions.

Section 8.

Post-Employment Health Plan. Association members may participate at the employee's own expense, in the Post-Employment Health Plan. The Association must elect to participate, and determine the level of participation, in accordance with the Plan and law, for all its members and convey its decision to the County. Employee participation can only occur in an open-enrollment period.

Section 9.

Criminal Defense Reimbursement. The County agrees to reimburse an Association member for the reasonable, usual and customary legal fees charged by an attorney as a direct result of criminal charges or a grand jury appearance against the Association member arising out of the Association member's involvement in the proper performance of duty as an employee for the County. The County's obligation of reimbursement is subject to the following:

- A. To receive reimbursement under this Article, the Association member must select an attorney from a list of attorneys that has been mutually agreed upon by the Lincoln County Deputies Association and the County. Neither party shall unreasonably oppose the inclusion of an attorney on the list. Within sixty (60) days of the execution of this Agreement, the Association shall submit to the County the names and professional biographies of the attorneys the Association proposes for inclusion on the list. If the County Counsel does not object, in writing, to an attorney on the list within twenty (20) working days, the attorney shall be included

on this list. The names on the list shall be reviewed every six (6) months upon the request of either party. If no attorney on the list is available to represent an Association member, the Association member may obtain another attorney of choice, however, the County's obligation to reimburse will arise only if the County receives written notice of the selected attorney from the Association within three (3) calendar days of the Association member or Association learning of the lack of availability of an attorney from the predetermined list.

- B. Following the initial meeting between the Association member and the attorney, the Association shall arrange for the attorney to provide the County, at no cost to the County, a preliminary estimate of the anticipated legal fees, costs and expenses. This preliminary estimate shall be directed to the County Council, the Sheriff, and the Association.
  
- C. Before becoming obligated under this Article, the County shall be presented with a sworn affidavit by the attorney listing an hourly breakdown of the time spent and a brief description of the purpose of such time. The attorney shall account for and value time at the attorney's most favorable rate, not to exceed \$160.00 per hour. If the County, in its discretion, feels the charges exceed the reasonable, usual and customary fees normally charged, the parties shall submit the matter to the Oregon State Bar Fee Arbitration program for resolution. The decision of the OSB fee arbitrator or arbitration panel shall be final and binding as to the County's obligation under this Article. Under no circumstances shall the provisions of this Article give rise to a claim of any sort against the County by the attorney retained or selected by the Association member.
  
- D. Reimbursement will not be made in those instances where:
  - 1. The Association member is convicted by verdict or plea, or pleads no contest to any criminal charges arising out of the incident;

2. The Department sustains any disciplinary charge(s) on the basis of the Association member's actions which formed any part of the basis for the possible criminal liability unless the Department's disciplinary action is wholly set aside on grievance appeal;
3. The County shall have no obligation to reimburse an Association member, the Association or counsel for the Association for costs or legal fees in any instance where the Association member or the Association elect to have counsel for the Association represent the Association member involved in the incident at any stage of the criminal proceeding, including, but not limited to, any grand jury proceeding;
4. The County shall have no obligation to reimburse an Association member, the Association, or counsel for the Association for costs or legal fees associated with representation at pre-disciplinary procedures; and
5. The County shall have no obligation to reimburse an Association member, the Association, or counsel for the Association for fees associated with representation at or in conjunction with the filing of a civil claim, except in accordance with the indemnity requirements of the Oregon Tort Claims Act.

E. Any reimbursement required by the County shall be made only at the conclusion of all criminal and disciplinary proceedings against the Association member relating to or arising out of the incident and are subject to the following monetary maximums:

- A. Legal fees relating to a grand jury investigation and/or appearance: \$5,000,
- B. Legal fees relating to post-grand jury indictment or other charging instrument: an additional \$5,000.

# ARTICLE 17

## WORKERS' COMPENSATION

### Section 1.

Coverage. Employees shall be insured under the provisions of the Oregon State Workers' Compensation Act for injuries received while at work for the County.

### Section 2.

Day of Injury. The day of injury shall be considered a workday, and the employee will receive the normal salary for that day.

### Section 3.

Integration with Sick Leave. The County, with the consent of the employee, may deduct from sick leave payments to the employee amounts equal to benefits received by the employee under the Workers' Compensation Act, with respect to the same injury/illness that gave rise to the sick leave. Notwithstanding, the deduction of sick leave shall not exceed an amount determined by taking the employee's daily wage for the period less daily time loss benefits received under the Workers' Compensation Act, divided by the employee's daily wage.

### Section 4.

ORS 656.210(3). No disability payment is recoverable for temporary total disability suffered during the first three calendar days after the worker leaves work as a result of the compensable injury unless the total disability continues for a period of 14 days or the worker is an in-patient in a hospital. If the worker leaves work the day of the injury, that day shall be considered the first of the three-day period.

Section 5.

Duration of Workers' Compensation Leave. The duration of a leave of absence which results from an on-the-job illness or injury shall be limited to eight (8) months if, in the County's opinion, it appears that the employee can reasonably be expected to return to County employment. In forming its opinion, the County shall consider doctors' reports and other medical evidence submitted on behalf of the employee. The County shall act in good faith in this matter.

Section 6.

Modified Duty Program.

- (a) Modified duty shall be available to members of all divisions in the department when:
- (1) The injury or illness was sustained during the course of employment;
  - (2) A member becomes pregnant and cannot function in her regular position due to the potential danger involved in her work;
  - (3) A member is recovering from an injury or illness that was not sustained during the course of employment, when there is a position available.
- (b) During his/her modified duty assignment, an employee shall remain at the pay rate applicable to his/her regular job at the time that the injury or illness was sustained for a period of thirty (30) days, if:
- (1) The injury or illness was sustained during the course of employment;
  - (2) The employee becomes pregnant and cannot perform her regular job due to the possibility of physical harm inherent in the position.
- (c) A member recovering from an injury or illness that did not occur during the course of employment shall be paid at the rate applicable to that of the alternative job.
- (d) Modified duty shall be extended up to six (6) months if required by the employee's attending physician.

# ARTICLE 18

## UNIFORMS

Section 1. If an employee is required to wear a uniform, such uniform shall be furnished to the employee by the County. The cost of the uniform, including initial tailoring, shall be paid by the County. Initial tailoring shall only include waist and length alterations at the time of issue. If an employee is required to carry specific equipment, all holders for said equipment shall be furnished to the employee by the County.

Section 2.

Uniform Maintenance

For those employees who are required to wear a uniform, the County will provide a maintenance allowance of fifty dollars (\$50) per month. The allowance is to be paid monthly. Employees shall maintain uniforms in a clean and presentable condition as prescribed by the Sheriff.

Section 3.

Required Police Equipment. The County will provide, at its expense, all police equipment required by the Sheriff. Such equipment will be the property of the County.

Section 4.

Personal Property Damage. Employees shall be reimbursed up to three hundred dollars (\$300.00) per occurrence for damage to their wedding rings, glasses, footwear (excluding normal wear), and watches when such damage occurs in the performance of the employee's regular assigned duties as an employee of the Lincoln County Sheriff's Office and if such damage did not result from negligence on the part of the employee. Any claim for such damage must be submitted to the Sheriff within fifteen (15) days of the date the damage occurred. The Sheriff shall expeditiously process such claims and forward those approved for payment to the Board.

Employees shall request restitution for personal property damage from the Court in those instances where the Court is considered to have authority to order such restitution. Employees who have received reimbursements from the County for personal property damage shall return to the County all monies subsequently issued to the employees as a result of Court order.

Section 5. The clothing allowance for plain clothes officers shall be three hundred dollars (\$300.00) for each six (6) months of continuous service.

# ARTICLE 19

## TRAVEL PAY

Section 1. When an employee is authorized to utilize the employee's personal vehicle in the performance of official County duties, the employee shall be compensated at a rate of not less than the IRS rate per mile.

Section 2. All travel, meal, and lodging expenses incurred by an employee will be reimbursed in accordance with the Lincoln County Personnel Rules Per Diem policy, which mirrors the Internal Revenue Service per diem rules.

Section 3. Employees shall receive mileage reimbursement for one (1) trip to and one (1) trip from each authorized DPSST school when the employee's private car is actually used. Notwithstanding, should the Sheriff call an employee back from a DPSST training session for work in the County, then the County will reimburse the employee for mileage for each mandated trip back and forth, if the employee's private vehicle is used.

## **ARTICLE 20**

### **PERSONNEL RECORDS**

Section 1. Employees shall have the right to review the contents of their own personnel file, upon oral request to the Personnel Office. An employee may request to be accompanied by an Association representative. Access to and release of information from an employee personnel file shall be provided in accordance with Oregon statutes.

Section 2. No material, which in any form can be construed, interpreted or acknowledged to be derogatory towards the employee, shall be placed into an employee's personnel record without a copy being given to the employee at the time of placement. Normally, proof that the employee has been given a copy will be obtained by having the employee sign or initial the file copy acknowledging receipt of a copy or by way of a statement by the supervisor that the employee has been shown the material and has refused to sign it.

Section 3. If an employee believes that there is material in the employee's personnel record which is incorrect or derogatory, the employee shall be entitled to prepare, in writing, an explanation regarding the particular material, and this shall be included as part of the personnel record.

Section 4. Letters of caution, consultation, warning, admonishment and reprimand shall be considered temporary contents of the personnel records and shall be removed if requested by the employee no earlier than one (1) year after they have been placed in the employee personnel record, unless there has been a reoccurrence of a similar nature.

Section 5. All letters and materials of commendation shall become a permanent part of the employee's personnel file and the employee shall be furnished a copy of all such material at the time it is placed in the personnel file.

# ARTICLE 21

## DISCIPLINE AND DISCHARGE

### Section 1.

Employment Conduct Generally. The expected standard of conduct for employees shall be in the public interest as opposed to individual interests. Therefore, in order to render the best possible service to the general public and to reflect credit on the County service, high standards of conduct are deemed essential. The tenure of every employee shall be conditioned on good behavior and satisfactory performance of duties.

### Section 2.

Discipline. Both parties recognize that the primary purpose of discipline is rectification rather than punishment. The Sheriff shall take appropriate disciplinary action in dealing with employee misconduct. The principles of progressive discipline shall apply where appropriate. The Sheriff shall proceed in good faith and fairness in all disciplinary matters and shall only discipline employees for just cause. If the Sheriff or a supervisor has reason to discipline an employee, the discipline will be carried out in a professional manner, free of harassment, embarrassment or intimidation. Furthermore, an employee's assertion of existing legal rights will be respected,

### Section 3.

Cause for Disciplinary Action. Any action which is a hindrance to the effective performance of the departmental functions shall be considered good cause for disciplinary action. Improper action by an employee in an official capacity tending to bring the County into discredit or which tends to affect the employee's ability to perform or any improper use of the employee's position as an employee or personal advantage shall also be judged good cause. In addition, good cause includes, but is not limited to, the following:

- (a) Conviction of a felony;
- (b) Conviction of a misdemeanor which is related to the position held by the employee;

- (c) Abuse of alcoholic beverages and other legal drugs which affect performance in the position held by the employee subject to the terms and conditions of Section 8 of this Article;
- (d) Partaking of intoxicating beverages while on duty, while in uniform or in a County-owned building;
- (e) Insubordination or disloyalty;
- (f) Inefficiency or incompetence;
- (g) Inattention to duty, tardiness, indolence, carelessness, or damage to or negligence in the care and handling of County property;
- (h) Improper or unauthorized use of County vehicles or equipment;
- (i) Claim of sick leave under false pretenses or misuse of sick leave;
- (j) Absence from duty without authorized leave;
- (k) Misconduct in the performance of duties as an employee;
- (l) The use or possession of illegal drugs.

Section 4.

Trial Service. Employees hired, promoted, or transferred to a position in the Sheriff's Office following the signing of this Agreement shall serve a twelve (12) month trial service period from their date of hire, transfer or promotion if they are already DPSST certified within their requested position, or if no certification is required for their position, otherwise the trial service period shall be for a period of eighteen (18) months.

Section 5.

Application of Trial Service Period.

- (a) Trial service employees are prohibited from pursuing disciplinary and discharge actions through the grievance procedure of this Agreement. During the trial service period following initial employment, an employee may be terminated when the Sheriff determines that such action is in the best interest of the office.

(b) During a period of promotional trial service, an employee may be returned to the previously held classification when the Sheriff determines that such action is in the best interest of the department.

Section 6.

Grieving Disciplinary Action. The Association may enter a grievance concerning a disciplinary pay reduction, suspension and/or discharge of an employee who has completed the required period of trial service at Step 2 of the Grievance Procedure, Article 22 of this Agreement. The employee may request and shall be granted the right to have an Association representative present during any or all discussions between the County and the employee regarding a suspension or discharge unless immediate imposition of discipline is considered necessary by the Sheriff.

Section 7.

Resignation. To resign in good standing, an employee must give at least two (2) weeks' notice, unless, because of extenuating circumstances, the Sheriff agrees to permit a shorter period of notice. All accumulated compensatory time off and vacation leave earned shall be paid, Such time and leave credit shall not be used to extend the term of employment to earn additional benefits.

Section 8. The County does not condone use of illegal drugs nor does it condone the abuse of any drug.

(a) If an employee is found to have violated Section 3(c) of this Article, and the violation is said employee's first proven violation, and disciplinary action other than termination results from the incident, said discipline shall be reduced one (1) step if the employee successfully completes a drug and alcohol rehabilitation program and there are no further incidents for a twelve (12) month period following the completion of the program. The Sheriff may require written verification that the employee has successfully completed the program, and the Sheriff may also require verification of all follow-up counseling/meetings, etc., that the employee is required to attend as part of the rehabilitation process.

- (b) If the employee is terminated, nothing in Section 8(a) of this Article shall be construed to deny the employee recourse to the contractual grievance procedure.
- (c) If an employee acknowledges to a supervisor that he/she has an abuse problem related to a legal drug and said employee requests assistance in obtaining treatment, no discipline shall result from the employee's acknowledgment of the problem. The County shall make its evaluation and treatment resources available to the employee.

Section 9. Association Representation in Interview and Discipline Process.

- A. Any employee who will be interviewed at a disciplinary interview concerning an act which, if proven, could reasonably result in disciplinary action involving loss of pay or dismissal, will be afforded the following safeguards:
  - 1. The employee and the Association will be informed that a formal investigation is commencing, unless the employee is under investigation for violation of the Controlled Substance Act, or violations which *are* punishable as felonies or misdemeanors under law, or if doing so would jeopardize either the criminal or administrative investigation
  - 2. At least forty eight (48) hours prior to a disciplinary interview by the County of an employee, the result of which could be that the County may impose an economic sanction upon the employee as a result of the underlying incident, the employee and the Association will be informed, in writing, of the nature of the investigation and the specific allegations, policies, procedures and/or laws which form the basis for the investigation.
  - 3. The employee shall be allowed the right to have an Association representative present during the interview which could reasonably result in disciplinary action involving loss of pay or dismissal. The opportunity to have the Association representative present at the interview shall not delay the interview more than four (4) hours, except for minor complaints (incidents for which no more than a verbal warning may result) which may be handled immediately when a representative is not readily available. Additionally, if in the course of the interview for discipline that could

result in discipline not involving loss of pay or dismissal it appears as if a more serious disciplinary problem has developed, the employee will be allowed up to four (4) hours to obtain a representative to be present at the interview.

4. All interviews shall take place at Department facilities, or elsewhere if mutually agreed, unless an emergency exists which requires the interview to be conducted elsewhere.
5. The County shall make a reasonable good faith effort to conduct these interviews during the employee's regularly scheduled shift, except for emergencies. Where an employee is working on a graveyard shift, the County will endeavor to conduct the interview contiguously to the employee's shift, and the appropriate overtime or irregular hours payments shall be made to the employee.
6. The employee will be directed to answer any questions specifically involving the non-criminal matter(s) under investigation and will be afforded all rights and privileges to which they are entitled under the laws of the State of Oregon or the United States of America.
7. The employee shall be entitled to such reasonable intermissions as may be requested for personal necessities.
8. All interviews shall be limited in scope to activities, circumstances, events, conduct or acts which pertain to the incident which is the subject of the investigation. Nothing in this section shall prohibit the County from questioning the employee about information which is developed during the course of the interview.
9. Interviews and investigations shall be concluded without unreasonable delay.
10. The employee and the Association shall be notified in writing of the results of any investigation, and for non-criminal investigations, those results must be presented in writing to the employee and the Association

within one (1) year from discovery by the County of the basis of discipline.  
If not, the employee will be exonerated of all charges.

B. Use of Deadly Force Situations. Employees involved in the use of deadly force shall be advised of their rights to and shall be allowed to consult with an Association representative or attorney prior to being required to give an oral or written statement about the use of force. Such right to consult with a representative or with counsel shall not unduly delay the giving of the statement,

This section shall not prevent informal inquiry following an event which will be formally investigated in order to ascertain what occurred to the best of the involved officer's ability to recall, provided however, that the County shall only rely upon the involved officer's formal interview statements for all administrative purposes.

C. Nothing in this Article or Section shall prevent the County from, at its determination, at any time placing an Association member on paid administrative leave pending completion of the investigation. The County shall not be required to provide the Association any advance notice of such action.

# ARTICLE 22

## GRIEVANCE PROCEDURE

Any grievance or dispute which may arise between the parties to this Agreement regarding the application, meaning or interpretation of this Agreement, may be settled as set forth below:

Step 1: The employee, with Association representation, shall, within fifteen (15) calendar days of the date of the occurrence of the alleged violation, submit the grievance in writing to the supervisor whose action is the subject of the grievance. Once a bargaining unit member files a grievance, the employee shall not be required to discuss the subject matter of the grievance without the presence of an Association representative.

The written grievance shall include:

- (a) The name of the employee in whose name the grievance is filed.
- (b) The date of the circumstances giving rise to the grievance and/or date of first knowledge that a grievance has occurred.
- (c) A statement of the grievance, including the provisions of the Agreement alleged to have been violated.
- (d) The remedy sought.
- (e) The signature of either the grievant or the grievant's Association representative. The immediate supervisor shall respond in writing to the employee and his/her Association representative within ten (10) calendar days following receipt of such written report.

Step 2:

If the grievance still remains unsettled, the employee, with Association representation, may, within ten (10) calendar days after the written reply of the immediate supervisor is due, submit the grievance to the Division Commander (if the Division Commander is the immediate supervisor involved in Step 2, then the employee may skip this step and proceed directly to Step 3). The Division Commander shall, upon receipt of the grievance, arrange a meeting with the grievant and his/her Association representative within ten (10) calendar days. The Division

Commander, after this meeting, shall respond in writing to the employee and the Association within ten (10) calendar days.

Step 3: If the grievance still remains unsettled, the employee, with Association representation, may, within ten (10) calendar days after the written reply of the Division Commander is due, submit the grievance to the Sheriff. The Sheriff shall, upon receipt of the grievance, arrange a meeting with the grievant and his/her Association representative within ten (10) calendar days. The Sheriff, after this meeting, shall respond in writing to the employee and the Association within ten (10) calendar days.

Step 4: If the grievance still remains unresolved, the Association may submit the matter to binding arbitration, except as provided by Section 1 below.

Section 1. If the grievance involves payment of monies, the matter shall be submitted to the Board within ten (10) calendar days of the response from the Sheriff. The Board shall respond in writing to the representative within ten (10) calendar days. If the grievance still remains unresolved, the Association may then submit the matter to binding arbitration.

Section 2. The arbitration proceeding shall be conducted by an arbitrator to be selected by the Sheriff or Board, depending on the subject of the grievance, and the Association within five (5) calendar days after notice has been given. If the parties fail to select an arbitrator, the State Employment Relations Board shall be requested by either or both parties to provide a panel of five (5) arbitrators. Both the Sheriff or Board and the Association shall have the right to strike two (2) names from the panel. The party who strikes the first name shall be chosen by lot. The process will be repeated and the remaining person shall be the arbitrator. The arbitrator shall begin taking evidence and testimony as soon as possible after selection.

Section 3. The arbitrator shall render a decision no later than thirty (30) calendar days after the conclusion of the final hearing. The power of the arbitrator shall be limited to interpreting this Agreement and determining if it has been violated and to resolve the grievance within the terms of this Agreement.

Section 4. The decision of the arbitrator shall be binding on both parties. The costs of the arbitrator shall be borne equally by both parties. Each party shall be responsible for the cost of presenting its own case to arbitration. Any or all time limits specified in the grievance procedures may be waived by mutual consent of the parties.

Section 5. The parties acknowledge that the right to file a grievance is a fundamental right under the Agreement, Therefore, there shall be no reprisals of any kind against an employee because he/she files a grievance.

## ARTICLE 23

### LAYOFF

Section 1. "Seniority" as used in this Agreement is determined by the length of continuous service with the Sheriff's Office since the employee's last date of hire. Termination from employment shall cause all seniority to be lost. Continuous service shall be service unbroken by separation from the County service, other than by military, Peace Corps, vacation, sick leave or any other paid leave. Time spent on other types of authorized leave will not count as time of continuous service, except that employees returning from such leave, or employees who were laid off, shall be entitled to credit for service prior to the leave or layoff.

Section 2. In the event that a layoff is necessary as determined by the County, employees shall be laid off within each classification for which a position(s) is to be discontinued by inverse order of seniority, providing the employee to be retained is fully competent to perform the duties of the remaining position. Bumping shall be in order of the highest classification to which the employee has bumping rights down to the lowest such classification, until the employee secures a position. The Sheriff shall provide a written notice of layoff of three (3) calendar weeks to affected employees. An employee desiring to exercise the right to bump shall notify the Sheriff of such intent within five (5) calendar days from receipt of notice of layoff. Failure of an employee to provide such notice shall cause the bumping right to be forfeited. Bumping and recall other than that mandated above and in Section 3 of this Article shall be allowed, provided the employee is fully competent to perform the duties of the position, as determined by the Sheriff.

Section 3. Laid-off employees shall be recalled to vacant available positions in classifications from which they were laid off in the order of most senior first, least senior last. This recall right terminates one (1) year after the date of layoff. During the one (1) year period of layoff, notice of openings in the employee job classification shall be forwarded by certified mail directly to the laid-off employee's last known mailing address. It shall be the employee's responsibility to keep

the County apprised of his/her current mailing address for that period. To be considered, the employee must respond within seven (7) calendar days of receipt of the notice.

Section 4. Accumulated sick leave and the continuous service credits an employee gained prior to the date of layoff shall be restored when an employee is returned to employment from layoff. No benefits shall accrue during a period of layoff.

Section 5. No new employees shall be hired in any vacated position until all employees on layoff status in the classification of said position have had an opportunity to return to work in their former positions and classifications as provided in Section 3 above.

## **ARTICLE 24**

### **SCOPE OF AGREEMENT**

This document constitutes the sole and complete agreement between the Association, the Sheriff and the Board and embodies all the negotiated terms and conditions governing the employment of employees in the bargaining unit. The parties acknowledge that they have had the opportunity to present and discuss proposals on any subject which is or may be subject to negotiation. Any prior written or unwritten commitment or agreement between the parties and any individual employee covered by this agreement is hereby superseded by the terms of this agreement. Except as specifically limited by the terms of this agreement, it is recognized that the responsibilities and authority of management are exclusively functions to be exercised by the Board and Sheriff. All rights guaranteed to the employees of the Lincoln County Sheriff's Office under ORS 243.650 - 243.782 to negotiate wages, hours and conditions of employment are retained by the bargaining unit employees.

## **ARTICLE 25**

### **SAVINGS CLAUSE**

If any Article or Section of this Agreement or any addition thereto should be held invalid by operation of the law or by any lawful tribunal having jurisdiction, or if compliance with or enforcement of any Article or Section should be restricted by such tribunal, the remainder of the Agreement and addendum shall not be affected thereby, and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such Article or Section.

# ARTICLE 26

## TERMINATION

Section 1. This Agreement shall be effective upon ratification with the economic components retroactive to July 1, 2013 and shall remain in full force and effect until June 30, 2016.

Section 2. If either party wishes to renew or modify the Agreement as of July 1, 2016, notification of such renewal or modification must be submitted in writing to the other party by January 1, 2016, however the parties are encouraged to give notice by July 1, 2015, so that bargaining may begin shortly thereafter. Negotiations shall begin as mutually agreed between the parties.

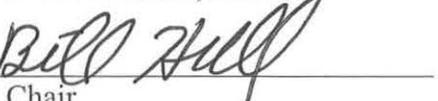
Section 3. This Agreement shall remain in full force and effect during the period of such negotiations.

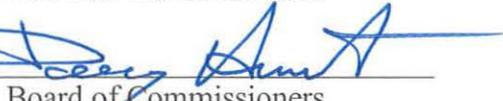
Section 4. This Agreement may be terminated at any time by mutual agreement of the parties.

IN WITNESS WHEREOF, the parties hereto have set their hand this 15<sup>th</sup> day  
NOV., 2013.

### LINCOLN COUNTY

By:   
Dennis Dotson, Sheriff

By:   
Chair  
Board of Commissioners

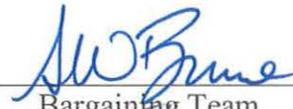
By:   
Board of Commissioners

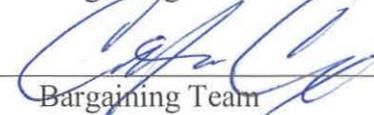
By:   
Board of Commissioners

### LINCOLN COUNTY DEPUTIES ASSOCIATION

By:   
President

By:   
Bargaining Team

By:   
Bargaining Team

By:   
Bargaining Team

**LCDA PAY PLAN**

2013-2014

Effective July 1, 2013

LI = Longevity Increase: Employees who attain 10 years of continuous service with the Sheriff's Office will be entitled to a longevity increase equal to 1% of their current wage. Employees who attain 20 years of continuous service with the Sheriff's Office will be entitled to a longevity increase equal to 2.5% of their current wage.  
For Employees Hired on or after 7/1/10\*

**NORMAL**

NORMAL		1	2	3	4	5	6	7	8	9	10	11
8.5	SAL/MTH	2411	2475	2540	2608	2677	2748	2821	2896	2972	3051	3132
8.2	HRLY	13.91	14.28	14.66	15.05	15.44	15.85	16.27	16.71	17.15	17.60	18.07
LI 10		2435	2500	2566	2634	2704	2775	2849	2925	3002	3082	3164
8.2		14.05	14.42	14.80	15.20	15.60	16.01	16.44	16.87	17.32	17.78	18.25
LI 20		2471	2537	2604	2673	2744	2817	2891	2968	3047	3128	3210
8.2		14.26	14.63	15.02	15.42	15.83	16.25	16.68	17.12	17.58	18.04	18.52

145 Animal Care Office Specialist

NORMAL		1	2	3	4	5	6	7	8	9	10	11
9.5	SAL/MTH	2603	2672	2743	2815	2890	2967	3045	3126	3209	3294	3382
9.2	HRLY	15.02	15.41	15.82	16.24	16.67	17.12	17.57	18.04	18.51	19.00	19.51
LI 10		2629	2699	2770	2844	2919	2996	3076	3157	3241	3327	3415
9.2		15.17	15.57	15.98	16.41	16.84	17.29	17.75	18.22	18.70	19.19	19.70
LI 20		2668	2739	2811	2886	2962	3041	3122	3204	3289	3376	3466
9.2		15.39	15.80	16.22	16.65	17.09	17.54	18.01	18.49	18.98	19.48	20.00

Corrections Health Office

100 Assistant 2  
124 Cook

NORMAL		1	2	3	4	5	6	7	8	9	10	11
10.5	SAL/MTH	2812	2886	2963	3042	3122	3205	3290	3377	3467	3559	3653
10.2	HRLY	16.22	16.65	17.09	17.55	18.01	18.49	18.98	19.48	20.00	20.53	21.08
LI 10		2840	2915	2993	3072	3153	3237	3323	3411	3501	3594	3690
10.2		16.38	16.82	17.26	17.72	18.19	18.68	19.17	19.68	20.20	20.74	21.29
LI 20		2882	2959	3037	3118	3200	3285	3372	3462	3553	3648	3744
10.2		16.63	17.07	17.52	17.99	18.46	18.95	19.46	19.97	20.50	21.04	21.60

111 Records/Property Technician  
112 Warrants/Transport

NORMAL		1	2	3	4	5	6	7	8	9	10	11
11.5	SAL/MTH	3036	3117	3199	3284	3371	3461	3552	3647	3743	3843	3944
11.2	HRLY	17.52	17.98	18.46	18.95	19.45	19.96	20.49	21.04	21.60	22.17	22.76
LI 10		3066	3148	3231	3317	3405	3495	3588	3683	3781	3881	3984
11.2		17.69	18.16	18.64	19.14	19.64	20.16	20.70	21.25	21.81	22.39	22.98

<b>LI 20</b>		3112	3194	3279	3366	3455	3547	3641	3738	3837	3939	4043
<b>11.2</b>		17.95	18.43	18.92	19.42	19.94	20.46	21.01	21.56	22.14	22.72	23.33

113 Civil Deputy  
141 Animal Control Officer

<b>NORMAL</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>
<b>12.5</b>	<b>SAL/MTH</b>	3279	3366	3456	3547	3641	3738	3837	3939	4043	4151	4261
<b>12.2</b>	<b>HRLY</b>	18.92	19.42	19.94	20.47	21.01	21.57	22.14	22.72	23.33	23.95	24.58
<b>LI 10</b>		3312	3400	3490	3583	3678	3775	3876	3978	4084	4192	4303
<b>12.2</b>		19.11	19.62	20.14	20.67	21.22	21.78	22.36	22.95	23.56	24.19	24.83
<b>LI 20</b>		3361	3451	3542	3636	3732	3831	3933	4037	4144	4254	4367
<b>12.2</b>		19.39	19.91	20.44	20.98	21.53	22.10	22.69	23.29	23.91	24.54	25.20

187 Corrections Health LPN

<b>NORMAL</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>
<b>13.5</b>	<b>SAL/MTH</b>	3541	3635	3731	3830	3932	4036	4143	4253	4366	4482	4601
<b>13.2</b>	<b>HRLY</b>	20.43	20.97	21.53	22.10	22.68	23.29	23.90	24.54	25.19	25.86	26.54
<b>LI 10</b>		3576	3671	3769	3869	3971	4077	4185	4296	4410	4526	4647
<b>13.2</b>		20.63	21.18	21.74	22.32	22.91	23.52	24.14	24.78	25.44	26.11	26.81
<b>LI 20</b>		3630	3726	3825	3926	4030	4137	4247	4359	4475	4594	4716
<b>13.2</b>		20.94	21.50	22.07	22.65	23.25	23.87	24.50	25.15	25.82	26.50	27.21

No positions assigned

<b>NORMAL</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>
<b>14.5</b>	<b>SAL/MTH</b>	3825	3926	4030	4137	4247	4360	4475	4594	4716	4841	4969
<b>14.2</b>	<b>HRLY</b>	22.07	22.65	23.25	23.87	24.50	25.15	25.82	26.50	27.21	27.93	28.67
<b>LI 10</b>		3863	3966	4071	4179	4290	4403	4520	4640	4763	4889	5019
<b>14.2</b>		22.29	22.88	23.49	24.11	24.75	25.40	26.08	26.77	27.48	28.21	28.96
<b>LI 20</b>		3920	4024	4131	4241	4353	4469	4587	4709	4834	4962	5093
<b>14.2</b>		22.62	23.22	23.83	24.47	25.11	25.78	26.46	27.17	27.89	28.63	29.39

097 Corrections Deputy Interpreter  
103 Deputy Sheriff (Patrol)  
121 Corrections Deputy  
134 Deputy Sheriff Interpreter

<b>NORMAL</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>
<b>15.5</b>	<b>SAL/MTH</b>	4131	4240	4353	4468	4587	4708	4833	4962	5093	5228	5367
<b>15.2</b>	<b>HRLY</b>	23.83	24.46	25.11	25.78	26.46	27.16	27.88	28.62	29.38	30.16	30.96
<b>LI 10</b>		4172	4283	4396	4513	4633	4756	4882	5011	5144	5280	5421
<b>15.2</b>		24.07	24.71	25.36	26.04	26.73	27.44	28.16	28.91	29.68	30.46	31.27
<b>LI 20</b>		4234	4346	4462	4580	4702	4826	4954	5086	5220	5359	5501
<b>15.2</b>		24.43	25.08	25.74	26.42	27.12	27.84	28.58	29.34	30.12	30.92	31.74

105 Detective  
122 Corporal Patrol  
129 Corporal Corrections

NORMAL		1	2	3	4	5	6	7	8	9	10	11
16.5	SAL/MTH	4461	4579	4701	4826	4954	5085	5220	5358	5500	5646	5796
16.2	HRLY	25.74	26.42	27.12	27.84	28.58	29.34	30.11	30.91	31.73	32.57	33.44
LI 10		4506	4625	4748	4874	5003	5136	5272	5412	5555	5703	5854
16.2		25.99	26.68	27.39	28.12	28.86	29.63	30.42	31.22	32.05	32.90	33.77
LI 20		4573	4694	4818	4946	5077	5212	5350	5492	5638	5787	5941
16.2		26.38	27.08	27.80	28.54	29.29	30.07	30.87	31.69	32.53	33.39	34.27

Corrections Health Nurse  
101 1  
Inmate  
560 Counselor

**INTERMEDIATE CERTIFICATE**

**BASE + 2% OR \$50 WHICHEVER IS GREATER**

INTERMEDIATE		1	2	3	4	5	6	7	8	9	10	11
8.5	SAL/MTH	2459	2524	2591	2660	2731	2803	2877	2954	3032	3112	3195
8.2	HRLY	14.19	14.56	14.95	15.35	15.75	16.17	16.60	17.04	17.49	17.96	18.43
LI 10		2484	2550	2617	2687	2758	2831	2906	2983	3062	3143	3227
8.2		14.33	14.71	15.10	15.50	15.91	16.33	16.77	17.21	17.67	18.14	18.62
LI 20		2521	2587	2656	2726	2799	2873	2949	3027	3108	3190	3275
8.2		14.54	14.93	15.32	15.73	16.15	16.57	17.01	17.47	17.93	18.40	18.89

145 Animal Care Office Specialist

INTERMEDIATE		1	2	3	4	5	6	7	8	9	10	11
9.5	SAL/MTH	2655	2725	2798	2872	2948	3026	3106	3189	3273	3360	3449
9.2	HRLY	15.32	15.72	16.14	16.57	17.01	17.46	17.92	18.40	18.88	19.38	19.90
LI 10		2681	2752	2825	2900	2977	3056	3137	3221	3306	3394	3484
9.2		15.47	15.88	16.30	16.73	17.18	17.63	18.10	18.58	19.07	19.58	20.10
LI 20		2721	2793	2867	2943	3022	3102	3184	3268	3355	3444	3535
9.2		15.70	16.12	16.54	16.98	17.43	17.89	18.37	18.86	19.36	19.87	20.40

Corrections Health Office  
100 Assistant 2  
124 Cook

INTERMEDIATE		1	2	3	4	5	6	7	8	9	10	11
10.5	SAL/MTH	2868	2944	3022	3102	3185	3269	3356	3445	3536	3630	3726
10.2	HRLY	16.55	16.99	17.44	17.90	18.37	18.86	19.36	19.87	20.40	20.94	21.50
LI 10		2897	2974	3052	3133	3216	3302	3389	3479	3572	3666	3763
10.2		16.71	17.16	17.61	18.08	18.56	19.05	19.55	20.07	20.60	21.15	21.71
LI 20		2940	3018	3098	3180	3264	3351	3440	3531	3625	3721	3819
10.2		16.96	17.41	17.87	18.35	18.83	19.33	19.84	20.37	20.91	21.47	22.03

111 Records/Property Technician  
112 Warrants/Transport

INTERMEDIATE		1	2	3	4	5	6	7	8	9	10	11
11.5	SAL/MTH	3097	3179	3263	3350	3439	3530	3623	3719	3818	3919	4023

11.2	HRLY	17.87	18.34	18.83	19.33	19.84	20.36	20.90	21.46	22.03	22.61	23.21
LI 10		3128	3211	3296	3383	3473	3565	3660	3757	3856	3959	4064
11.2		18.04	18.52	19.01	19.52	20.04	20.57	21.11	21.67	22.25	22.84	23.44
LI 20		3174	3258	3345	3433	3525	3618	3714	3812	3914	4017	4124
11.2		18.31	18.80	19.30	19.81	20.33	20.87	21.43	22.00	22.58	23.18	23.79

113 Civil Deputy  
141 Animal Control Officer

INTERMEDIATE		1	2	3	4	5	6	7	8	9	10	11
12.5	SAL/MTH	3345	3434	3525	3618	3714	3813	3914	4018	4124	4234	4346
12.2	HRLY	19.30	19.81	20.34	20.87	21.43	22.00	22.58	23.18	23.79	24.42	25.07
LI 10		3379	3468	3560	3654	3751	3851	3953	4058	4165	4276	4389
12.2		19.49	20.01	20.54	21.08	21.64	22.22	22.81	23.41	24.03	24.67	25.32
LI 20		3429	3520	3613	3709	3807	3908	4012	4118	4227	4339	4455
12.2		19.78	20.31	20.84	21.40	21.96	22.55	23.14	23.76	24.39	25.04	25.70

187 Corrections Health LPN

INTERMEDIATE		1	2	3	4	5	6	7	8	9	10	11
13.5	SAL/MTH	3612	3708	3806	3907	4011	4117	4226	4338	4453	4571	4693
13.2	HRLY	20.84	21.39	21.96	22.54	23.14	23.75	24.38	25.03	25.69	26.37	27.07
LI 10		3648	3745	3844	3946	4051	4158	4268	4382	4498	4617	4739
13.2		21.05	21.60	22.18	22.77	23.37	23.99	24.63	25.28	25.95	26.64	27.34
LI 20		3702	3800	3901	4005	4111	4220	4332	4447	4565	4686	4810
13.2		21.36	21.93	22.51	23.10	23.72	24.35	24.99	25.65	26.33	27.03	27.75

No positions assigned

INTERMEDIATE		1	2	3	4	5	6	7	8	9	10	11
14.5	SAL/MTH	3901	4005	4111	4220	4332	4447	4565	4686	4810	4938	5069
14.2	HRLY	22.51	23.10	23.72	24.35	24.99	25.65	26.34	27.03	27.75	28.49	29.24
LI 10		3940	4045	4152	4262	4375	4491	4610	4733	4858	4987	5119
14.2		22.73	23.34	23.95	24.59	25.24	25.91	26.60	27.30	28.03	28.77	29.53
LI 20		3999	4105	4214	4326	4440	4558	4679	4803	4930	5061	5195
14.2		23.07	23.68	24.31	24.96	25.62	26.30	26.99	27.71	28.44	29.20	29.97

097 Corrections Deputy Interpreter  
103 Deputy Sheriff (Patrol)  
121 Corrections Deputy  
134 Deputy Sheriff Interpreter

INTERMEDIATE		1	2	3	4	5	6	7	8	9	10	11
15.5	SAL/MTH	4214	4325	4440	4558	4679	4803	4930	5061	5195	5333	5474
15.2	HRLY	24.31	24.95	25.62	26.29	26.99	27.71	28.44	29.20	29.97	30.77	31.58
LI 10		4256	4369	4484	4603	4725	4851	4979	5111	5247	5386	5529
15.2		24.55	25.20	25.87	26.56	27.26	27.98	28.73	29.49	30.27	31.07	31.90
LI 20		4319	4433	4551	4672	4796	4923	5053	5187	5325	5466	5611
15.2		24.92	25.58	26.26	26.95	27.67	28.40	29.15	29.93	30.72	31.54	32.37

105 Detective  
 122 Corporal Patrol  
 129 Corporal Corrections

INTERMEDIATE		1	2	3	4	5	6	7	8	9	10	11
16.5	SAL/MTH	4550	4671	4795	4922	5053	5187	5324	5465	5610	5759	5912
16.2	HRLY	26.25	26.95	27.66	28.40	29.15	29.92	30.72	31.53	32.37	33.23	34.11
LI 10		4596	4718	4843	4971	5103	5239	5377	5520	5666	5817	5971
16.2		26.51	27.22	27.94	28.68	29.44	30.22	31.02	31.85	32.69	33.56	34.45
LI 20		4664	4788	4915	5045	5179	5316	5457	5602	5751	5903	6060
16.2		26.91	27.62	28.35	29.11	29.88	30.67	31.48	32.32	33.18	34.06	34.96

Corrections Health Nurse  
 101 1  
 Inmate  
 560 Counselor

**ADVANCED CERTIFICATE OR DEGREE**

Base + 4%

ADVANCED		1	2	3	4	5	6	7	8	9	10	11
8.5	SAL/MTH	2507	2574	2642	2712	2784	2858	2934	3011	3091	3173	3257
8.2	HRLY	14.47	14.85	15.24	15.65	16.06	16.49	16.93	17.37	17.83	18.31	18.79
LI 10		2532	2600	2668	2739	2812	2886	2963	3042	3122	3205	3290
8.2		14.61	15.00	15.40	15.80	16.22	16.65	17.09	17.55	18.01	18.49	18.98
LI 20		2570	2638	2708	2780	2854	2929	3007	3087	3169	3253	3339
8.2		14.83	15.22	15.62	16.04	16.46	16.90	17.35	17.81	18.28	18.77	19.26

145 Animal Care Office Specialist

ADVANCED		1	2	3	4	5	6	7	8	9	10	11
9.5	SAL/MTH	2707	2779	2852	2928	3006	3085	3167	3251	3337	3426	3517
9.2	HRLY	15.62	16.03	16.46	16.89	17.34	17.80	18.27	18.76	19.25	19.76	20.29
LI 10		2734	2806	2881	2957	3036	3116	3199	3284	3371	3460	3552
9.2		15.77	16.19	16.62	17.06	17.51	17.98	18.45	18.94	19.45	19.96	20.49
LI 20		2775	2848	2924	3001	3081	3162	3246	3332	3421	3512	3605
9.2		16.01	16.43	16.87	17.31	17.77	18.25	18.73	19.23	19.74	20.26	20.80

Corrections Health Office  
 100 Assistant 2  
 124 Cook

ADVANCED		1	2	3	4	5	6	7	8	9	10	11
10.5	SAL/MTH	2924	3002	3081	3163	3247	3333	3422	3512	3605	3701	3799
10.2	HRLY	16.87	17.32	17.78	18.25	18.73	19.23	19.74	20.26	20.80	21.35	21.92
LI 10		2954	3032	3112	3195	3280	3367	3456	3547	3642	3738	3837
10.2		17.04	17.49	17.96	18.43	18.92	19.42	19.94	20.47	21.01	21.57	22.14
LI 20		2997	3077	3159	3242	3328	3417	3507	3600	3696	3794	3894
10.2		17.29	17.75	18.22	18.71	19.20	19.71	20.23	20.77	21.32	21.89	22.47

111 Records/Property Technician

112 Warrants/Transport

ADVANCED		1	2	3	4	5	6	7	8	9	10	11
11.5	SAL/MTH	3158	3241	3327	3415	3506	3599	3694	3792	3893	3996	4102
11.2	HRLY	18.22	18.70	19.20	19.70	20.23	20.76	21.31	21.88	22.46	23.06	23.67
LI 10		3189	3274	3360	3450	3541	3635	3731	3830	3932	4036	4143
11.2		18.40	18.89	19.39	19.90	20.43	20.97	21.53	22.10	22.68	23.29	23.90
LI 20		3236	3322	3410	3501	3594	3689	3787	3887	3990	4096	4205
11.2		18.67	19.17	19.68	20.20	20.73	21.28	21.85	22.43	23.02	23.63	24.26

113 Civil Deputy

141 Animal Control Officer

ADVANCED		1	2	3	4	5	6	7	8	9	10	11
12.5	SAL/MTH	3411	3501	3594	3689	3787	3888	3991	4096	4205	4317	4431
12.2	HRLY	19.68	20.20	20.73	21.28	21.85	22.43	23.02	23.63	24.26	24.90	25.56
LI 10		3445	3536	3630	3726	3825	3926	4031	4137	4247	4360	4475
12.2		19.87	20.40	20.94	21.50	22.07	22.65	23.25	23.87	24.50	25.15	25.82
LI 20		3496	3589	3684	3781	3882	3985	4090	4199	4310	4425	4542
12.2		20.17	20.70	21.25	21.82	22.39	22.99	23.60	24.22	24.87	25.53	26.20

187 Corrections Health LPN

ADVANCED		1	2	3	4	5	6	7	8	9	10	11
13.5	SAL/MTH	3683	3780	3881	3984	4089	4198	4309	4423	4541	4661	4785
13.2	HRLY	21.25	21.81	22.39	22.98	23.59	24.22	24.86	25.52	26.20	26.89	27.60
LI 10		3720	3818	3919	4023	4130	4240	4352	4467	4586	4708	4832
13.2		21.46	22.03	22.61	23.21	23.83	24.46	25.11	25.77	26.46	27.16	27.88
LI 20		3775	3875	3978	4083	4191	4303	4417	4534	4654	4777	4904
13.2		21.78	22.36	22.95	23.56	24.18	24.82	25.48	26.16	26.85	27.56	28.29

No positions assigned

ADVANCED		1	2	3	4	5	6	7	8	9	10	11
14.5	SAL/MTH	3978	4083	4192	4303	4417	4534	4654	4778	4904	5035	5168
14.2	HRLY	22.95	23.56	24.18	24.82	25.48	26.16	26.85	27.56	28.29	29.05	29.82
LI 10		4018	4124	4234	4346	4461	4579	4701	4826	4953	5085	5220
14.2		23.18	23.79	24.42	25.07	25.74	26.42	27.12	27.84	28.58	29.34	30.11
LI 20		4077	4185	4296	4410	4527	4647	4771	4897	5027	5160	5297
14.2		23.52	24.15	24.79	25.44	26.12	26.81	27.52	28.25	29.00	29.77	30.56

097 Corrections Deputy Interpreter

103 Deputy Sheriff (Patrol)

121 Corrections Deputy

134 Deputy Sheriff Interpreter

ADVANCED		1	2	3	4	5	6	7	8	9	10	11
15.5	SAL/MTH	4296	4410	4527	4647	4770	4897	5027	5160	5297	5437	5582

15.2	HRLY	24.79	25.44	26.12	26.81	27.52	28.25	29.00	29.77	30.56	31.37	32.20
LI 10		4339	4454	4572	4694	4818	4946	5077	5212	5350	5492	5637
15.2		25.03	25.70	26.38	27.08	27.80	28.53	29.29	30.07	30.86	31.68	32.52
LI 20		4404	4520	4640	4763	4890	5019	5152	5289	5429	5573	5721
15.2		25.41	26.08	26.77	27.48	28.21	28.96	29.73	30.51	31.32	32.15	33.01

105 Detective  
122 Corporal Patrol  
129 Corporal Corrections

ADVANCED		1	2	3	4	5	6	7	8	9	10	11
16.5	SAL/MTH	4640	4763	4889	5019	5152	5288	5429	5573	5720	5872	6028
16.2	HRLY	26.77	27.48	28.21	28.95	29.72	30.51	31.32	32.15	33.00	33.88	34.78
LI 10		4686	4810	4938	5069	5203	5341	5483	5628	5778	5931	6088
16.2		27.03	27.75	28.49	29.24	30.02	30.81	31.63	32.47	33.33	34.22	35.12
LI 20		4756	4882	5011	5144	5281	5421	5564	5712	5863	6019	6178
16.2		27.44	28.16	28.91	29.68	30.46	31.27	32.10	32.95	33.83	34.72	35.64

Corrections Health Nurse  
101 1  
Inmate  
560 Counselor

**FTO - NOTHING ELSE**

Base + 2.5%

FTO		1	2	3	4	5	6	7	8	9	10	11
8.5	SAL/MTH	2471	2537	2604	2673	2744	2817	2891	2968	3047	3128	3210
8.2	HRLY	14.26	14.63	15.02	15.42	15.83	16.25	16.68	17.12	17.58	18.04	18.52
LI 10		2496	2562	2630	2700	2771	2845	2920	2998	3077	3159	3243
8.2		14.40	14.78	15.17	15.58	15.99	16.41	16.85	17.29	17.75	18.22	18.71
LI 20		2533	2600	2669	2740	2812	2887	2964	3042	3123	3206	3291
8.2		14.61	15.00	15.40	15.81	16.23	16.66	17.10	17.55	18.02	18.49	18.99

145 Animal Care Office Specialist

FTO		1	2	3	4	5	6	7	8	9	10	11
9.5	SAL/MTH	2668	2739	2811	2886	2962	3041	3122	3204	3289	3376	3466
9.2	HRLY	15.39	15.80	16.22	16.65	17.09	17.54	18.01	18.49	18.98	19.48	20.00
LI 10		2695	2766	2839	2915	2992	3071	3153	3236	3322	3410	3501
9.2		15.55	15.96	16.38	16.82	17.26	17.72	18.19	18.67	19.17	19.67	20.20
LI 20		2735	2807	2881	2958	3036	3117	3200	3284	3371	3461	3553
9.2		15.78	16.19	16.62	17.06	17.52	17.98	18.46	18.95	19.45	19.97	20.50

Corrections Health Office  
100 Assistant 2  
124 Cook

FTO		1	2	3	4	5	6	7	8	9	10	11
10.5	SAL/MTH	2882	2959	3037	3118	3200	3285	3372	3462	3553	3648	3744
10.2	HRLY	16.63	17.07	17.52	17.99	18.46	18.95	19.46	19.97	20.50	21.04	21.60
LI 10		2911	2988	3067	3149	3232	3318	3406	3496	3589	3684	3782

10.2		16.79	17.24	17.70	18.17	18.65	19.14	19.65	20.17	20.71	21.25	21.82
LI 20		2954	3033	3113	3196	3280	3367	3457	3548	3642	3739	3838
10.2		17.04	17.50	17.96	18.44	18.92	19.43	19.94	20.47	21.01	21.57	22.14

111 Records/Property Technician  
112 Warrants/Transport

FTO		1	2	3	4	5	6	7	8	9	10	11
11.5	SAL/MTH	3112	3194	3279	3366	3455	3547	3641	3738	3837	3939	4043
11.2	HRLY	17.95	18.43	18.92	19.42	19.94	20.46	21.01	21.56	22.14	22.72	23.33
LI 10		3143	3226	3312	3400	3490	3583	3678	3775	3875	3978	4083
11.2		18.13	18.61	19.11	19.61	20.13	20.67	21.22	21.78	22.36	22.95	23.56
LI 20		3190	3274	3361	3450	3542	3636	3732	3831	3933	4037	4144
11.2		18.40	18.89	19.39	19.91	20.43	20.98	21.53	22.10	22.69	23.29	23.91

113 Civil Deputy  
141 Animal Control Officer

FTO		1	2	3	4	5	6	7	8	9	10	11
12.5	SAL/MTH	3361	3451	3542	3636	3732	3831	3933	4037	4144	4254	4367
12.2	HRLY	19.39	19.91	20.44	20.98	21.53	22.10	22.69	23.29	23.91	24.54	25.20
LI 10		3395	3485	3578	3672	3770	3870	3972	4078	4186	4297	4411
12.2		19.59	20.11	20.64	21.19	21.75	22.33	22.92	23.53	24.15	24.79	25.45
LI 20		3445	3537	3631	3727	3826	3927	4031	4138	4248	4361	4476
12.2		19.88	20.41	20.95	21.50	22.07	22.66	23.26	23.87	24.51	25.16	25.83

187 Corrections Health LPN

FTO		1	2	3	4	5	6	7	8	9	10	11
13.5	SAL/MTH	3630	3726	3825	3926	4030	4137	4247	4359	4475	4594	4716
13.2	HRLY	20.94	21.50	22.07	22.65	23.25	23.87	24.50	25.15	25.82	26.50	27.21
LI 10		3666	3763	3863	3965	4071	4178	4289	4403	4520	4640	4763
13.2		21.15	21.71	22.29	22.88	23.48	24.11	24.75	25.40	26.08	26.77	27.48
LI 20		3720	3819	3920	4024	4131	4241	4353	4468	4587	4709	4833
13.2		21.46	22.03	22.62	23.22	23.83	24.46	25.11	25.78	26.46	27.16	27.89

No positions assigned

FTO		1	2	3	4	5	6	7	8	9	10	11
14.5	SAL/MTH	3920	4024	4131	4241	4353	4469	4587	4709	4834	4962	5093
14.2	HRLY	22.62	23.22	23.83	24.47	25.11	25.78	26.46	27.17	27.89	28.63	29.39
LI 10		3960	4065	4173	4283	4397	4513	4633	4756	4882	5012	5144
14.2		22.84	23.45	24.07	24.71	25.37	26.04	26.73	27.44	28.17	28.91	29.68
LI 20		4019	4125	4234	4347	4462	4580	4702	4827	4955	5086	5221
14.2		23.18	23.80	24.43	25.08	25.74	26.43	27.13	27.85	28.58	29.34	30.12

097 Corrections Deputy Interpreter  
103 Deputy Sheriff (Patrol)  
121 Corrections Deputy  
134 Deputy Sheriff Interpreter

FTO		1	2	3	4	5	6	7	8	9	10	11
15.5	SAL/MTH	4234	4346	4462	4580	4702	4826	4954	5086	5220	5359	5501
15.2	HRLY	24.43	25.08	25.74	26.42	27.12	27.84	28.58	29.34	30.12	30.92	31.74
LI 10		4277	4390	4506	4626	4749	4874	5004	5136	5273	5412	5556
15.2		24.67	25.33	26.00	26.69	27.40	28.12	28.87	29.63	30.42	31.23	32.05
LI 20		4340	4455	4573	4695	4819	4947	5078	5213	5351	5493	5639
15.2		25.04	25.70	26.38	27.08	27.80	28.54	29.30	30.07	30.87	31.69	32.53

105 Detective  
122 Corporal Patrol  
129 Corporal Corrections

FTO		1	2	3	4	5	6	7	8	9	10	11
16.5	SAL/MTH	4573	4694	4818	4946	5077	5212	5350	5492	5638	5787	5941
16.2	HRLY	26.38	27.08	27.80	28.54	29.29	30.07	30.87	31.69	32.53	33.39	34.27
LI 10		4618	4741	4867	4996	5128	5264	5404	5547	5694	5845	6000
16.2		26.64	27.35	28.08	28.82	29.59	30.37	31.18	32.00	32.85	33.72	34.62
LI 20		4687	4811	4939	5070	5204	5342	5484	5629	5779	5932	6089
16.2		27.04	27.76	28.49	29.25	30.03	30.82	31.64	32.48	33.34	34.22	35.13

Corrections Health Nurse  
101 1  
Inmate  
560 Counselor

**FTO + INTERMEDIATE CERTIFICATE**

Base +2% + 2.5%

FTO + INTER		1	2	3	4	5	6	7	8	9	10	11
8.5	SAL/MTH	2521	2587	2656	2726	2799	2873	2949	3027	3108	3190	3275
8.2	HRLY	14.54	14.93	15.32	15.73	16.15	16.57	17.01	17.47	17.93	18.40	18.89
LI 10		2546	2613	2683	2754	2827	2902	2979	3058	3139	3222	3307
8.2		14.69	15.08	15.48	15.89	16.31	16.74	17.18	17.64	18.11	18.59	19.08
LI 20		2584	2652	2722	2795	2869	2945	3023	3103	3185	3270	3357
8.2		14.91	15.30	15.71	16.12	16.55	16.99	17.44	17.90	18.38	18.86	19.36

145 Animal Care Office Specialist

FTO + INTER		1	2	3	4	5	6	7	8	9	10	11
9.5	SAL/MTH	2721	2793	2867	2943	3022	3102	3184	3268	3355	3444	3535
9.2	HRLY	15.70	16.12	16.55	16.99	17.44	17.90	18.37	18.86	19.36	19.87	20.40
LI 10		2748	2821	2896	2973	3052	3133	3216	3301	3389	3478	3571
9.2		15.86	16.28	16.71	17.16	17.61	18.08	18.56	19.05	19.55	20.07	20.61
LI 20		2789	2863	2939	3017	3097	3179	3264	3350	3439	3530	3624
9.2		16.10	16.52	16.96	17.41	17.87	18.35	18.83	19.33	19.84	20.37	20.91

Corrections Health Office  
100 Assistant 2  
124 Cook

FTO + INTER		1	2	3	4	5	6	7	8	9	10	11
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10.5	SAL/MTH	2940	3018	3098	3180	3264	3351	3440	3531	3625	3721	3819
10.2	HRLY	16.96	17.41	17.87	18.35	18.83	19.33	19.84	20.37	20.91	21.47	22.03
LI 10		2969	3048	3129	3212	3297	3384	3474	3566	3661	3758	3858
10.2		17.13	17.58	18.05	18.53	19.02	19.52	20.04	20.57	21.12	21.68	22.26
LI 20		3013	3093	3175	3259	3346	3435	3526	3619	3715	3814	3915
10.2		17.38	17.85	18.32	18.80	19.30	19.81	20.34	20.88	21.43	22.00	22.59

111 Records/Property Technician  
112 Warrants/Transport

FTO + INTER		1	2	3	4	5	6	7	8	9	10	11
11.5	SAL/MTH	3174	3258	3345	3433	3525	3618	3714	3812	3914	4017	4124
11.2	HRLY	18.31	18.80	19.30	19.81	20.33	20.87	21.43	22.00	22.58	23.18	23.79
LI 10		3206	3291	3378	3468	3560	3654	3751	3851	3953	4058	4165
11.2		18.50	18.99	19.49	20.01	20.54	21.08	21.64	22.21	22.80	23.41	24.03
LI 20		3254	3340	3428	3519	3613	3708	3807	3908	4011	4118	4227
11.2		18.77	19.27	19.78	20.30	20.84	21.40	21.96	22.54	23.14	23.76	24.39

113 Civil Deputy  
141 Animal Control Officer

FTO + INTER		1	2	3	4	5	6	7	8	9	10	11
12.5	SAL/MTH	3429	3520	3613	3709	3807	3908	4012	4118	4227	4339	4455
12.2	HRLY	19.78	20.31	20.84	21.40	21.96	22.55	23.14	23.76	24.39	25.04	25.70
LI 10		3463	3555	3649	3746	3845	3947	4052	4159	4270	4383	4499
12.2		19.98	20.51	21.05	21.61	22.18	22.77	23.38	24.00	24.63	25.29	25.96
LI 20		3514	3608	3703	3801	3902	4006	4112	4221	4333	4448	4566
12.2		20.28	20.81	21.37	21.93	22.51	23.11	23.72	24.35	25.00	25.66	26.34

187 Corrections Health LPN

FTO + INTER		1	2	3	4	5	6	7	8	9	10	11
13.5	SAL/MTH	3702	3800	3901	4005	4111	4220	4332	4447	4565	4686	4810
13.2	HRLY	21.36	21.93	22.51	23.11	23.72	24.35	24.99	25.66	26.34	27.04	27.75
LI 10		3739	3838	3940	4045	4152	4262	4375	4491	4610	4732	4858
13.2		21.57	22.15	22.73	23.34	23.96	24.59	25.24	25.91	26.60	27.31	28.03
LI 20		3795	3895	3999	4105	4214	4325	4440	4558	4679	4803	4930
13.2		21.90	22.48	23.07	23.68	24.31	24.96	25.62	26.30	27.00	27.71	28.45

No positions assigned

FTO + INTER		1	2	3	4	5	6	7	8	9	10	11
14.5	SAL/MTH	3999	4105	4214	4326	4440	4558	4679	4803	4930	5061	5195
14.2	HRLY	23.07	23.68	24.31	24.96	25.62	26.30	26.99	27.71	28.44	29.20	29.97
LI 10		4039	4146	4256	4369	4485	4604	4726	4851	4980	5112	5247
14.2		23.30	23.92	24.55	25.20	25.87	26.56	27.26	27.99	28.73	29.49	30.27
LI 20		4099	4208	4319	4434	4551	4672	4796	4923	5054	5188	5325
14.2		23.65	24.27	24.92	25.58	26.26	26.95	27.67	28.40	29.16	29.93	30.72

097 Corrections Deputy Interpreter

103 Deputy Sheriff (Patrol)  
 121 Corrections Deputy  
 134 Deputy Sheriff Interpreter

FTO + INTER		1	2	3	4	5	6	7	8	9	10	11
15.5	SAL/MTH	4319	4433	4551	4672	4796	4923	5053	5187	5325	5466	5611
15.2	HRLY	24.92	25.58	26.26	26.95	27.67	28.40	29.15	29.93	30.72	31.54	32.37
LI 10		4362	4478	4596	4718	4844	4972	5104	5239	5378	5521	5667
15.2		25.17	25.83	26.52	27.22	27.94	28.68	29.45	30.23	31.03	31.85	32.70
LI 20		4427	4544	4665	4788	4915	5046	5180	5317	5458	5603	5751
15.2		25.54	26.22	26.91	27.63	28.36	29.11	29.88	30.67	31.49	32.32	33.18

105 Detective  
 122 Corporal Patrol  
 129 Corporal Corrections

FTO + INTER		1	2	3	4	5	6	7	8	9	10	11
16.5	SAL/MTH	4664	4788	4915	5045	5179	5316	5457	5602	5751	5903	6060
16.2	HRLY	26.91	27.62	28.35	29.11	29.88	30.67	31.48	32.32	33.18	34.06	34.96
LI 10		4711	4836	4964	5096	5231	5369	5512	5658	5808	5962	6120
16.2		27.18	27.90	28.64	29.40	30.18	30.98	31.80	32.64	33.51	34.40	35.31
LI 20		4781	4908	5038	5171	5308	5449	5594	5742	5894	6051	6211
16.2		27.58	28.31	29.06	29.83	30.63	31.44	32.27	33.13	34.01	34.91	35.83

Corrections Health Nurse  
 101 1  
 Inmate  
 560 Counselor

**FTO + ADVANCED CERTIFICATE**

Base + 4% + 2.5%

FTO + ADV		1	2	3	4	5	6	7	8	9	10	11
8.5	SAL/MTH	2570	2638	2708	2780	2854	2929	3007	3087	3169	3253	3339
8.2	HRLY	14.83	15.22	15.62	16.04	16.46	16.90	17.35	17.81	18.28	18.77	19.26
LI 10		2596	2665	2735	2808	2882	2959	3037	3118	3200	3285	3372
8.2		14.98	15.37	15.78	16.20	16.63	17.07	17.52	17.99	18.46	18.95	19.46
LI 20		2634	2704	2776	2849	2925	3003	3082	3164	3248	3334	3422
8.2		15.20	15.60	16.01	16.44	16.87	17.32	17.78	18.25	18.74	19.23	19.74

145 Animal Care Office Specialist

FTO + ADV		1	2	3	4	5	6	7	8	9	10	11
9.5	SAL/MTH	2775	2848	2924	3001	3081	3162	3246	3332	3421	3512	3605
9.2	HRLY	16.01	16.43	16.87	17.31	17.77	18.25	18.73	19.23	19.74	20.26	20.80
LI 10		2802	2877	2953	3031	3112	3194	3279	3366	3455	3547	3641
9.2		16.17	16.60	17.04	17.49	17.95	18.43	18.92	19.42	19.93	20.46	21.00
LI 20		2844	2919	2997	3076	3158	3242	3328	3416	3506	3599	3695
9.2		16.41	16.84	17.29	17.75	18.22	18.70	19.20	19.71	20.23	20.77	21.32

Corrections Health Office  
 100 Assistant 2

124 Cook

FTO + ADV		1	2	3	4	5	6	7	8	9	10	11
10.5	SAL/MTH	2997	3077	3159	3242	3328	3417	3507	3600	3696	3794	3894
10.2	HRLY	17.29	17.75	18.22	18.71	19.20	19.71	20.23	20.77	21.32	21.89	22.47
LI 10		3027	3108	3190	3275	3362	3451	3542	3636	3733	3832	3933
10.2		17.47	17.93	18.40	18.89	19.39	19.91	20.44	20.98	21.53	22.11	22.69
LI 20		3072	3154	3237	3323	3411	3502	3595	3690	3788	3888	3992
10.2		17.73	18.20	18.68	19.17	19.68	20.20	20.74	21.29	21.85	22.43	23.03

111 Records/Property Technician  
112 Warrants/Transport

FTO + ADV		1	2	3	4	5	6	7	8	9	10	11
11.5	SAL/MTH	3236	3322	3410	3501	3594	3689	3787	3887	3990	4096	4205
11.2	HRLY	18.67	19.17	19.68	20.20	20.73	21.28	21.85	22.43	23.02	23.63	24.26
LI 10		3269	3355	3444	3536	3630	3726	3825	3926	4030	4137	4247
11.2		18.86	19.36	19.87	20.40	20.94	21.50	22.07	22.65	23.25	23.87	24.50
LI 20		3317	3405	3496	3588	3684	3781	3881	3984	4090	4199	4310
11.2		19.14	19.65	20.17	20.70	21.25	21.81	22.39	22.99	23.60	24.22	24.86

113 Civil Deputy  
141 Animal Control Officer

FTO + ADV		1	2	3	4	5	6	7	8	9	10	11
12.5	SAL/MTH	3496	3589	3684	3781	3882	3985	4090	4199	4310	4425	4542
12.2	HRLY	20.17	20.70	21.25	21.82	22.39	22.99	23.60	24.22	24.87	25.53	26.20
LI 10		3531	3625	3721	3819	3921	4025	4131	4241	4353	4469	4587
12.2		20.37	20.91	21.47	22.03	22.62	23.22	23.83	24.47	25.12	25.78	26.47
LI 20		3583	3678	3776	3876	3979	4084	4193	4304	4418	4535	4655
12.2		20.67	21.22	21.78	22.36	22.95	23.56	24.19	24.83	25.49	26.16	26.86

187 Corrections Health LPN

FTO + ADV		1	2	3	4	5	6	7	8	9	10	11
13.5	SAL/MTH	3775	3875	3978	4083	4191	4303	4417	4534	4654	4777	4904
13.2	HRLY	21.78	22.36	22.95	23.56	24.18	24.82	25.48	26.16	26.85	27.56	28.29
LI 10		3813	3914	4017	4124	4233	4346	4461	4579	4701	4825	4953
13.2		22.00	22.58	23.18	23.79	24.42	25.07	25.74	26.42	27.12	27.84	28.58
LI 20		3869	3972	4077	4185	4296	4410	4527	4647	4770	4897	5027
13.2		22.32	22.91	23.52	24.15	24.79	25.44	26.12	26.81	27.52	28.25	29.00

No positions assigned

FTO + ADV		1	2	3	4	5	6	7	8	9	10	11
14.5	SAL/MTH	4077	4185	4296	4410	4527	4647	4771	4897	5027	5160	5297
14.2	HRLY	23.52	24.15	24.79	25.44	26.12	26.81	27.52	28.25	29.00	29.77	30.56
LI 10		4118	4227	4339	4454	4573	4694	4818	4946	5077	5212	5350
14.2		23.76	24.39	25.04	25.70	26.38	27.08	27.80	28.54	29.29	30.07	30.87
LI 20		4179	4290	4404	4521	4641	4764	4890	5020	5153	5289	5430

14.2		24.11	24.75	25.41	26.08	26.77	27.48	28.21	28.96	29.73	30.52	31.32
<p>097 Corrections Deputy Interpreter  103 Deputy Sheriff (Patrol)  121 Corrections Deputy  134 Deputy Sheriff Interpreter</p>												
<b>FTO + ADV</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>
15.5	<b>SAL/MTH</b>	4404	4520	4640	4763	4890	5019	5152	5289	5429	5573	5721
15.2	<b>HRLY</b>	25.41	26.08	26.77	27.48	28.21	28.96	29.73	30.51	31.32	32.15	33.01
<b>LI 10</b>		4448	4566	4687	4811	4938	5069	5204	5342	5484	5629	5778
15.2		25.66	26.34	27.04	27.76	28.49	29.25	30.02	30.82	31.64	32.47	33.34
<b>LI 20</b>		4514	4633	4756	4882	5012	5145	5281	5421	5565	5713	5864
15.2		26.04	26.73	27.44	28.17	28.91	29.68	30.47	31.28	32.11	32.96	33.83
<p>105 Detective  122 Corporal Patrol  129 Corporal Corrections</p>												
<b>FTO + ADV</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>
16.5	<b>SAL/MTH</b>	4756	4882	5011	5144	5281	5421	5564	5712	5863	6019	6178
16.2	<b>HRLY</b>	27.44	28.16	28.91	29.68	30.46	31.27	32.10	32.95	33.83	34.72	35.64
<b>LI 10</b>		4803	4931	5061	5196	5333	5475	5620	5769	5922	6079	6240
16.2		27.71	28.45	29.20	29.97	30.77	31.59	32.42	33.28	34.17	35.07	36.00
<b>LI 20</b>		4874	5004	5136	5273	5413	5556	5703	5855	6010	6169	6333
16.2		28.12	28.87	29.63	30.42	31.23	32.05	32.90	33.78	34.67	35.59	36.54
<p>Corrections Health Nurse  101 1  Inmate  560 Counselor</p>												

**LCDA PAY PLAN**

effective July 1, 2013

LI = Longevity Increase: Employees who attain 10 years of continuous service with the Sheriff's Office will be entitled to a longevity increase equal to 1% of their current wage.

**NORMAL**

NORMAL		1	2	3	4	5	6	LI (10)
7.5	SAL/MTH	2232	2352	2478	2612	2752	2900	2929
7.2	HRLY	12.88	13.57	14.30	15.07	15.88	16.73	16.90

No Positions Assigned

NORMAL		1	2	3	4	5	6	LI (10)
8.5	SAL/MTH	2411	2540	2677	2821	2973	3132	3164
8.2	HRLY	13.91	14.66	15.44	16.27	17.15	18.07	18.25

Animal Care Office  
145 Specialist

NORMAL		1	2	3	4	5	6	LI (10)
9.5	SAL/MTH	2603	2743	2890	3045	3209	3382	3415
9.2	HRLY	15.02	15.82	16.67	17.57	18.51	19.51	19.70

Corrections Health Office Assistant  
100 2  
124 Cook

NORMAL		1	2	3	4	5	6	LI (10)
10.5	SAL/MTH	2812	2963	3122	3290	3467	3653	3690
10.2	HRLY	16.22	17.09	18.01	18.98	20.00	21.08	21.29

Records/Property  
111 Technician  
112 Warrants/Transport

NORMAL		1	2	3	4	5	6	LI (10)
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11.5	SAL/MTH	3036	3199	3371	3552	3743	3945	3984
11.2	HRLY	17.52	18.46	19.45	20.49	21.60	22.76	22.98
113 Civil Deputy 141 Animal Control Officer								
NORMAL		1	2	3	4	5	6	LI (10)
12.5	SAL/MTH	3279	3456	3641	3837	4043	4261	4303
12.2	HRLY	18.92	19.94	21.01	22.14	23.33	24.58	24.83
187 Corrections Health LPN								
NORMAL		1	2	3	4	5	6	LI (10)
13.5	SAL/MTH	3541	3731	3932	4143	4366	4601	4647
13.2	HRLY	20.43	21.53	22.68	23.90	25.19	26.54	26.81
No positions assigned								
NORMAL		1	2	3	4	5	6	LI (10)
14.5	SAL/MTH	3825	4030	4247	4475	4716	4969	5019
14.2	HRLY	22.07	23.25	24.50	25.82	27.21	28.67	28.96
097 Corrections Deputy- Interpreter 103 Deputy Sheriff-Patrol 121 Corrections- Deputy 134 Deputy Sheriff- Interpreter								
NORMAL		1	2	3	4	5	6	LI (10)
15.5	SAL/MTH	4131	4353	4587	4833	5093	5367	5421
15.2	HRLY	23.83	25.11	26.46	27.89	29.38	30.96	31.27
105 Detective 122 Corporal- Patrol 129 Corporal- Corrections								
NORMAL		1	2	3	4	5	6	LI (10)
16.5	SAL/MTH	4461	4701	4954	5220	5500	5796	5854
16.2	HRLY	25.74	27.12	28.58	30.11	31.73	33.44	33.77

101 Corrections Health Nurse 1  
 560 Inmate Counselor

**INTERMEDIATE CERTIFICATE**

**BASE + 2% or \$50 whichever is greater**

INTERMEDIATE		1	2	3	4	5	6	LI (10)
7.5	SAL/MTH	2277	2399	2528	2664	2807	2958	2988
7.2	HRLY	13.14	13.84	14.59	15.37	16.20	17.07	17.24

No Positions Assigned

INTERMEDIATE		1	2	3	4	5	6	LI (10)
8.5	SAL/MTH	2459	2591	2731	2877	3032	3195	3227
8.2	HRLY	14.19	14.95	15.75	16.60	17.49	18.43	18.62

Animal Care Office  
 145 Specialist

INTERMEDIATE		1	2	3	4	5	6	LI (10)
9.5	SAL/MTH	2655	2798	2948	3106	3273	3449	3484
9.2	HRLY	15.32	16.14	17.01	17.92	18.88	19.90	20.10

Corrections Health Office Assistant  
 100 2  
 124 Cook

INTERMEDIATE		1	2	3	4	5	6	LI (10)
10.5	SAL/MTH	2868	3022	3185	3356	3536	3726	3764
10.2	HRLY	16.55	17.44	18.37	19.36	20.40	21.50	21.71

Records/Property  
 111 Technician  
 112 Warrants/Transport

INTERMEDIATE		1	2	3	4	5	6	LI (10)
11.5	SAL/MTH	3097	3263	3439	3623	3818	4023	4064
11.2	HRLY	17.87	18.83	19.84	20.90	22.03	23.21	23.44

113 Civil Deputy

141 Animal Control Officer

INTERMEDIATE		1	2	3	4	5	6	LI (10)
12.5	SAL/MTH	3345	3525	3714	3914	4124	4346	4389
12.2	HRLY	19.30	20.34	21.43	22.58	23.79	25.07	25.32

187 Corrections Health LPN

INTERMEDIATE		1	2	3	4	5	6	LI (10)
13.5	SAL/MTH	3612	3806	4011	4226	4453	4693	4740
13.2	HRLY	20.84	21.96	23.14	24.38	25.69	27.07	27.34

No positions assigned

INTERMEDIATE		1	2	3	4	5	6	LI (10)
14.5	SAL/MTH	3901	4111	4332	4565	4810	5069	5119
14.2	HRLY	22.51	23.72	24.99	26.34	27.75	29.24	29.54

097 Corrections Deputy- Interpreter  
 103 Deputy Sheriff -Patrol  
 121 Corrections- Deputy  
 134 Deputy Sheriff- Interpreter

INTERMEDIATE		1	2	3	4	5	6	LI (10)
15.5	SAL/MTH	4214	4440	4679	4930	5195	5474	5529
15.2	HRLY	24.31	25.62	26.99	28.44	29.97	31.58	31.90

105 Detective  
 122 Corporal- Patrol  
 129 Corporal -Corrections

INTERMEDIATE		1	2	3	4	5	6	LI (10)
16.5	SAL/MTH	4550	4795	5053	5324	5610	5912	5971
16.2	HRLY	26.25	27.66	29.15	30.72	32.37	34.11	34.45

101 Corrections Health Nurse 1  
 560 Inmate Counselor

**ADVANCED CERTIFICATE OR DEGREE**

**Base + 4% or \$100 whichever is greater**

ADVANCED		1	2	3	4	5	6	LI (10)
7.5	SAL/MTH	2321	2446	2578	2716	2862	3016	3046
7.2	HRLY	13.39	14.11	14.87	15.67	16.51	17.40	17.57

No Positions Assigned

ADVANCED		1	2	3	4	5	6	LI (10)
8.5	SAL/MTH	2507	2642	2784	2934	3091	3258	3290
8.2	HRLY	14.47	15.24	16.06	16.93	17.84	18.79	18.98

Animal Care Office  
145 Specialist

ADVANCED		1	2	3	4	5	6	LI (10)
9.5	SAL/MTH	2707	2852	3006	3167	3337	3517	3552
9.2	HRLY	15.62	16.46	17.34	18.27	19.25	20.29	20.49

Corrections Health Office Assistant  
100 2  
124 Cook

ADVANCED		1	2	3	4	5	6	LI (10)
10.5	SAL/MTH	2924	3081	3247	3422	3606	3799	3837
10.2	HRLY	16.87	17.78	18.73	19.74	20.80	21.92	22.14

Records/Property  
111 Technician  
112 Warrants/Transport

ADVANCED		1	2	3	4	5	6	LI (10)
11.5	SAL/MTH	3158	3327	3506	3695	3893	4102	4143
11.2	HRLY	18.22	19.20	20.23	21.31	22.46	23.67	23.90

113 Civil Deputy  
141 Animal Control Officer

ADVANCED		1	2	3	4	5	6	LI (10)
12.5	SAL/MTH	3411	3594	3787	3991	4205	4431	4476
12.2	HRLY	19.68	20.73	21.85	23.02	24.26	25.56	25.82
187 Corrections Health LPN								
ADVANCED		1	2	3	4	5	6	LI (10)
13.5	SAL/MTH	3683	3881	4089	4309	4541	4785	4833
13.2	HRLY	21.25	22.39	23.59	24.86	26.20	27.60	27.88
No positions assigned								
ADVANCED		1	2	3	4	5	6	LI (10)
14.5	SAL/MTH	3978	4192	4417	4654	4905	5168	5220
14.2	HRLY	22.95	24.18	25.48	26.85	28.30	29.82	30.11
097 Corrections Deputy- Interpreter 103 Deputy Sheriff -Patrol 121 Corrections- Deputy 134 Deputy Sheriff- Interpreter								
ADVANCED		1	2	3	4	5	6	LI (10)
15.5	SAL/MTH	4296	4527	4770	5027	5297	5582	5638
15.2	HRLY	24.79	26.12	27.52	29.00	30.56	32.20	32.52
105 Detective 122 Corporal- Patrol 129 Corporal- Corrections								
ADVANCED		1	2	3	4	5	6	LI (10)
16.5	SAL/MTH	4640	4889	5152	5429	5720	6028	6088
16.2	HRLY	26.77	28.21	29.72	31.32	33.00	34.78	35.12
101 Corrections Health Nurse 1 560 Inmate Counselor								

**FTO - NOTHING ELSE**

Base + 2.5%

FTO	1	2	3	4	5	6	LI
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								(10)
7.5	SAL/MTH	2288	2411	2540	2677	2821	2973	3002
7.2	HRLY	13.20	13.91	14.66	15.44	16.27	17.15	17.32
No Positions Assigned								
<b>FTO</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>LI (10)</b>
8.5	SAL/MTH	2471	2604	2744	2891	3047	3211	3243
8.2	HRLY	14.26	15.02	15.83	16.68	17.58	18.52	18.71
Animal Care Office 145 Specialist								
<b>FTO</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>LI (10)</b>
9.5	SAL/MTH	2668	2811	2962	3122	3289	3466	3501
9.2	HRLY	15.39	16.22	17.09	18.01	18.98	20.00	20.20
Corrections Health Office Assistant 100 2 124 Cook								
<b>FTO</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>LI (10)</b>
10.5	SAL/MTH	2882	3037	3200	3372	3554	3745	3782
10.2	HRLY	16.63	17.52	18.46	19.46	20.50	21.60	21.82
Records/Property 111 Technician 112 Warrants/Transport								
<b>FTO</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>LI (10)</b>
11.5	SAL/MTH	3112	3279	3455	3641	3837	4043	4084
11.2	HRLY	17.95	18.92	19.94	21.01	22.14	23.33	23.56
113 Civil Deputy 141 Animal Control Officer								
<b>FTO</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>LI (10)</b>
12.5	SAL/MTH	3361	3542	3733	3933	4145	4367	4411
12.2	HRLY	19.39	20.44	21.53	22.69	23.91	25.20	25.45

187 Corrections Health LPN

FTO		1	2	3	4	5	6	LI (10)
13.5	SAL/MTH	3630	3825	4030	4247	4475	4716	4763
13.2	HRLY	20.94	22.07	23.25	24.50	25.82	27.21	27.48

No positions assigned

FTO		1	2	3	4	5	6	LI (10)
14.5	SAL/MTH	3920	4131	4353	4587	4834	5094	5145
14.2	HRLY	22.62	23.83	25.12	26.46	27.89	29.39	29.68

097 Corrections Deputy- Interpreter  
 103 Deputy Sheriff -Patrol  
 121 Corrections- Deputy  
 134 Deputy Sheriff- Interpreter

FTO		1	2	3	4	5	6	LI (10)
15.5	SAL/MTH	4234	4462	4702	4954	5221	5501	5556
15.2	HRLY	24.43	25.74	27.12	28.58	30.12	31.74	32.05

105 Detective  
 122 Corporal- Patrol  
 129 Corporal- Corrections

FTO		1	2	3	4	5	6	LI (10)
16.5	SAL/MTH	4573	4818	5077	5350	5638	5941	6000
16.2	HRLY	26.38	27.80	29.29	30.87	32.53	34.28	34.62

101 Corrections Health Nurse 1  
 560 Inmate Counselor

**FTO + INTERMEDIATE CERTIFICATE**

Base +2% + 2.5%

FTO + INTER		1	2	3	4	5	6	LI (10)
7.5	SAL/MTH	2334	2459	2591	2731	2877	3032	3062
7.2	HRLY	13.46	14.19	14.95	15.75	16.60	17.49	17.67

No Positions Assigned

FTO + INTER		1	2	3	4	5	6	LI (10)
8.5	SAL/MTH	2521	2656	2799	2949	3108	3275	3308
8.2	HRLY	14.54	15.32	16.15	17.01	17.93	18.89	19.08

Animal Care Office  
145 Specialist

FTO + INTER		1	2	3	4	5	6	LI (10)
9.5	SAL/MTH	2721	2867	3022	3184	3355	3535	3571
9.2	HRLY	15.70	16.54	17.43	18.37	19.36	20.40	20.60

Corrections Health Office Assistant  
100 2  
124 Cook

FTO + INTER		1	2	3	4	5	6	LI (10)
10.5	SAL/MTH	2940	3098	3264	3440	3625	3819	3858
10.2	HRLY	16.96	17.87	18.83	19.84	20.91	22.04	22.26

Records/Property  
111 Technician  
112 Warrants/Transport

FTO + INTER		1	2	3	4	5	6	LI (10)
11.5	SAL/MTH	3174	3345	3525	3714	3914	4124	4165
11.2	HRLY	18.31	19.30	20.33	21.43	22.58	23.79	24.03

113 Civil Deputy  
141 Animal Control Officer

FTO + INTER		1	2	3	4	5	6	LI (10)
12.5	SAL/MTH	3429	3613	3807	4012	4227	4455	4499
12.2	HRLY	19.78	20.84	21.96	23.15	24.39	25.70	25.96

187 Corrections Health LPN

FTO + INTER		1	2	3	4	5	6	LI (10)
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13.5	SAL/MTH	3702	3901	4111	4332	4565	4810	4858
13.2	HRLY	21.36	22.51	23.72	24.99	26.33	27.75	28.03

No positions assigned

FTO + INTER		1	2	3	4	5	6	LI (10)
14.5	SAL/MTH	3999	4214	4440	4679	4931	5196	5247
14.2	HRLY	23.07	24.31	25.62	26.99	28.45	29.97	30.27

097 Corrections Deputy- Interpreter  
 103 Deputy Sheriff -Patrol  
 121 Corrections- Deputy  
 134 Deputy Sheriff- Interpreter

FTO + INTER		1	2	3	4	5	6	LI (10)
15.5	SAL/MTH	4319	4551	4796	5053	5325	5611	5667
15.2	HRLY	24.92	26.26	27.67	29.15	30.72	32.37	32.70

105 Detective  
 122 Corporal- Patrol  
 129 Corporal- Corrections

FTO + INTER		1	2	3	4	5	6	LI (10)
16.5	SAL/MTH	4664	4915	5179	5457	5751	6060	6120
16.2	HRLY	26.91	28.35	29.88	31.48	33.18	34.96	35.31

101 Corrections Health Nurse 1  
 560 Inmate Counselor

**FTO + ADVANCED CERTIFICATE**

Base + 4% + 2.5%

FTO + ADV		1	2	3	4	5	6	LI (10)
7.5	SAL/MTH	2379	2507	2642	2784	2934	3091	3122
7.2	HRLY	13.73	14.47	15.24	16.06	16.93	17.84	18.01

No Positions Assigned

FTO + ADV		1	2	3	4	5	6	LI (10)
8.5	SAL/MTH	2570	2708	2854	3007	3169	3339	3372

<b>8.2</b>	<b>HRLY</b>	14.83	15.62	16.46	17.35	18.28	19.26	19.46
Animal Care Office 145 Specialist								
<b>FTO + ADV</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>LI (10)</b>
<b>9.5</b>	<b>SAL/MTH</b>	2775	2924	3081	3246	3421	3605	3641
<b>9.2</b>	<b>HRLY</b>	16.01	16.87	17.77	18.73	19.74	20.80	21.00
Corrections Health Office Assistant 100 2 124 Cook								
<b>FTO + ADV</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>LI (10)</b>
<b>10.5</b>	<b>SAL/MTH</b>	2997	3159	3328	3507	3696	3894	3933
<b>10.2</b>	<b>HRLY</b>	17.29	18.22	19.20	20.23	21.32	22.47	22.69
Records/Property 111 Technician 112 Warrants/Transport								
<b>FTO + ADV</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>LI (10)</b>
<b>11.5</b>	<b>SAL/MTH</b>	3236	3410	3594	3787	3990	4205	4247
<b>11.2</b>	<b>HRLY</b>	18.67	19.68	20.73	21.85	23.02	24.26	24.50
113 Civil Deputy 141 Animal Control Officer								
<b>FTO + ADV</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>LI (10)</b>
<b>12.5</b>	<b>SAL/MTH</b>	3496	3684	3882	4090	4310	4542	4587
<b>12.2</b>	<b>HRLY</b>	20.17	21.25	22.40	23.60	24.87	26.20	26.47
187 Corrections Health LPN								
<b>FTO + ADV</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>LI (10)</b>
<b>13.5</b>	<b>SAL/MTH</b>	3775	3978	4191	4417	4654	4904	4953
<b>13.2</b>	<b>HRLY</b>	21.78	22.95	24.18	25.48	26.85	28.29	28.58
No positions assigned								

FTO + ADV		1	2	3	4	5	6	LI (10)
14.5	SAL/MTH	4077	4296	4527	4771	5027	5297	5350
14.2	HRLY	23.52	24.79	26.12	27.52	29.00	30.56	30.87
097 Corrections Deputy- Interpreter 103 Deputy Sheriff -Patrol 121 Corrections- Deputy 134 Deputy Sheriff- Interpreter								
FTO + ADV		1	2	3	4	5	6	LI (10)
15.5	SAL/MTH	4404	4640	4890	5152	5429	5721	5778
15.2	HRLY	25.41	26.77	28.21	29.73	31.32	33.01	33.34
105 Detective 122 Corporal- Patrol 129 Corporal -Corrections								
FTO + ADV		1	2	3	4	5	6	LI (10)
16.5	SAL/MTH	4756	5011	5281	5564	5863	6179	6240
16.2	HRLY	27.44	28.91	30.46	32.10	33.83	35.65	36.00
101 Corrections Health Nurse 1 560 Inmate Counselor								

MEMORANDUM OF UNDERSTANDING

For attachment to the

COLLECTIVE BARGAINING AGREEMENT

Re: First to Call Procedure

The Lincoln County Sheriff and the Lincoln County Deputies' Association (LCDA) have reached certain understandings that they wish to memorialize by way of this Agreement. Those understandings follow.

Notwithstanding any other requirements of the Collective Bargaining Agreement (CBA) between the parties to the contrary, the parties agree:

To meet the requirement of having a female deputy available at any time of day or night for specific tasks based on gender requirements, a procedure known as "first to call" will be used. This designation will reflect unpaid time while off duty, but will allow the female staff that may be needed to volunteer to be the "first to call" if services by a female are required at the jail.

At the time a female deputy is needed, call back provisions as stated in Article 9 of the CBA will apply. A standard response time of 45 minutes for the deputy to report for duty is considered adequate. Full duty uniform and duty belt will be worn. Preparation and travel time will be unpaid as is the current practice.

Once the specific tasks are completed, the "first to call" person will be relieved from further duties and allowed to return to "first to call" status for the remainder of the period for which they have volunteered.

"First to call" volunteer slots will be designated and posted at the same time other overtime slots are posted. The policy and current practice on overtime will be applied and followed for filling the "first to call" slots. The shifts needing female staff may be split by any number of staff meeting the gender requirement. For regular slots, overtime will be mandated without gender consideration. In the event that no staff person signs up for a "first to call" slot, this will be mandated by gender needed.

Termination or change of this MOU will not take place until both parties have agreed upon conditions of the changes in writing or a replacement agreement in the event of termination. This MOU will remain in effect for the life of the contract.

This MOU is not precedent setting and shall not be used as a past practice between the parties.

IN WITNESS WHEREOF, the parties hereto have set their hand this \_\_\_\_ day of \_\_\_\_ 2013

LINCOLN COUNTY

By:  \_\_\_\_\_

Dennis Dotson, Sheriff

LINCOLN COUNTY DEPUTIES ASSOCIATION

By:  \_\_\_\_\_

Rick Ballentine, President

By: Bill Hall

Bill Hall, Chair

Board of Commissioners

By: Terry Thompson

Terry Thompson, Commissioner

Board of Commissioners

By: Doug Hunt

Doug Hunt, Commissioner

Board of Commissioners

Memorandum of Understanding  
By and Between Lincoln County and the Lincoln County Deputies Association  
For the Collective Bargaining Agreement (CBA) Expiring June 30, 2016

This Memorandum is entered into by the Parties to amend the current CBA in the following particulars:

Effective May 1, 2014 and continuing through the contract period, the Parties agree to amend the language in Article 10 Higher Classification Work, Section 3 to read as follows:

Any employee designated to act in the capacity of a field training officer (FTO) or as the search and rescue coordinator (SAR coordinator) will receive a two and one-half percent (2.5%) pay increase for the time period they are so designated.

The parties further agree that any other reference to FTO in the Pay Plan shall now include FTO or SAR Coordinator.

This MOU shall remain in effect for the life of the CBA.

So understood and agreed by authorized representatives of the Parties:

Lincoln County

  
\_\_\_\_\_  
Sheriff

  
\_\_\_\_\_  
Chair, Board of Commissioners

Lincoln County Deputies Association

  
\_\_\_\_\_  
President