COLLECTIVE BARGAINING AGREEMENT

BETWEEN

MONROE COUNTY
MONROE COUNTY SHERIFF

AND

THE MONROE COUNTY DEPUTY SHERIFFS' ASSOCIATION, INC.

JANUARY 1, 2013
TO
DECEMBER 31, 2022

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ARTICLE 1
PREAMBLE

1.1 This Agreement is entered into among the Monroe County Executive, the Monroe County Sheriff (hereinafter referred to as the "Employer" or the "County") and the Monroe County Deputy Sheriffs' Association, Inc. (hereinafter referred to as the "Union"). The parties declare it to be their mutual policy that in order to promote harmonious labor relations between the Employer and the Union representing certain of its employees for the establishment of an equitable and orderly procedure for the resolution of differences, and the establishment of rates of pay, hours of work and other terms and conditions of employment, the principle of collective bargaining is to be employed pursuant to the New York State Public Employees' Fair Employment Act. Both parties to this Agreement affirm that if public employment is to be regarded as a lifelong career, the terms, conditions of employment, and working conditions shall be of the highest to attract and maintain employment with the Monroe County Sheriff's Office the highest caliber and best personnel available. It is further affirmed that all employees covered by this Agreement shall at all times endeavor to be courteous and efficient representatives of the Sheriff's Office and Monroe County, realizing that they are under the constant scrutiny of the public at large and they are performing an essential service private enterprise cannot undertake.

It is also declared that there will be full cooperation between the Employer and the Union for purposes of implementing the Monroe County Affirmative Action Policy, with the understanding that in the event of a conflict between such policy and the express provisions of this Agreement, the contractual provisions shall prevail.

In the event a problem arises with respect to any Affirmative Action Program, the Employer and the Union will consult with each other in a sincere effort to resolve such problem.

1.2 The Employer understands that the provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to their age, sex, marital status, race, color, creed, national origin, or political registration.

1.3 Employees covered by this Agreement shall have every right to take active part in the affairs of any lawful political party or movement except that employees shall be required to adhere to the policy memorandum issued by the Sheriff on January 7, 1974, and to the rules and regulations of the department in effect as of the effective date of this Agreement.

ARTICLE 2
RECOGNITION

2.1.1 Pursuant to the certification by the New York State Public Employment Relations Board on August 3, 1988 (Case No. C-3408) the employer hereby recognizes the Monroe County Deputy Sheriffs' Association, Inc. as the sole and exclusive representative for all employees in the collective bargaining unit as set forth below, and in any other classification which may be mutually agreed upon by the parties in writing, or set forth in a determination made by the New York State Public Employment Relations Board, and excluding all seasonal and part-time employees and all other employees.

2.1.2 A part-time employee shall be defined as one who is regularly scheduled to work twenty-five (25) hours or less per week.

2.1.3 A seasonal employee is defined as one who is employed for a specific portion of a year only. The Sheriff agrees that a seasonal employee will not be used to displace a full-time Deputy under extraordinary circumstances.

2.2 Collective Bargaining Unit

2.2.1 The following shall comprise the collective bargaining unit:

Grade	Title
40	Deputy Sheriff Civil
44	Deputy Sheriff Civil Sergeant
64	Deputy Sheriff Jailor
65	Deputy Sheriff Jailor Corporal
66	Deputy Sheriff Jailor Sergeant

2.2.2 All members of the bargaining unit shall be deputized.

2.2.3 It is the intention of the parties that the basic structure of each job title and classification will be adhered to by the Department; however, while it is understood that the maintenance of job classifications and specifications for such jobs is the function and responsibility of the Employer, under no circumstances may any new job classification be added to the list of job titles within the bargaining unit, or changes be made in the specifications of any position, until such changes have been discussed with the Union, including consideration of any proposed new salary or wage structure. Upon consultation with the Union, the Employer may then designate the new job classification and rate structure or new or changed specifications for the positions; however, should the Union not agree that the salary or wage rates for the position are proper, it shall have the right to process the matter as a grievance under the grievance procedure of the contract.

ARTICLE 3
MANAGEMENT RIGHTS

3.1.1 The Sheriff retains the right to manage its services and direct the working force, to decide the number and location of its service operations, the service operations to be conducted and rendered, and the methods, processes and means used in operating its services and the control of the buildings, real estate, materials, parts, tools, machinery and all equipment which may be used in the operation of its services, to maintain order and efficiency in all its operations, including the right to discipline, suspend and discharge employees for just cause, to hire, layoff, assign, transfer, promote, and determine the qualifications of employees, to determine the work schedule of the various bureaus, and to determine the starting and quitting time, and the number of hours to be worked, subject only to an in accordance with such provisions governing these rights as are expressly set forth in this Agreement or as provided by law.

3.1.2 The foregoing rights of the employer are not all-inclusive, but indicated the type of matter or rights which are inherent to the employer. All rights, powers and authority the employee had prior to entering into this Agreement are retained by the employer, except as expressly abridged, delegated, granted, or modified by this Agreement.

3.1.3 Unless specifically limited by provisions of this Agreement, the Sheriff retains all of his statutory and common law prerogatives in respect to the exercise of his authority.

ARTICLE 4
UNION RIGHTS

4.1 Pledge Against Coercion

4.1.1 The Employer will notify the Union of any new bargaining unit employees hired and agrees that this Agreement shall apply equally to all employees. The Employer agrees not to interfere with the rights of the employees to become members of the Union and there will be no discrimination, interference, restraint, or coercion practiced by the Employer or the Union against any employee because of Union membership or non-membership or because of such employee's union activity in an official capacity.

4.2 Aid to Other Unions

4.2.1 The Employer agrees there will be no aid, promotion or financing of any other labor organizations which purport to represent the employees in this bargaining unit and that any such activities on the part of the Employer or its agents is prohibited.

4.3 Notification of New Employees

4.3.1 The Employer agrees to submit to the Union a list of any new employees hired, the bureau or activity in which they are working or will work, their home addresses and the status of their employment as to whether they are seasonal or permanent.

4.4 Access to Premises

4.4.1 The Employer agrees to permit representatives of the local union, on an exclusive basis, to enter the premises of the Employer at any time for the discussion of working conditions, processing of grievances and communicating with other officers and stewards of the Union.

4.4.2 Such access to the premises shall not be allowed unless prior approval has been given by the Sheriff or designated command personnel, and also providing that such representatives abide by the security provisions promulgated by the Sheriff.

4.4.3 The Employer shall provide meeting space to the Union during non-working hours, upon request from the President of the Union or his designee, in facilities owned by the Employer, provided that the Union agrees to reimburse the Employer for any additional expenses incurred by the Employer which would not have been incurred had the space not been made available.

4.5 Bulletin Boards

4.5.1 The Employer agrees to provide 3' by 3' bulletin boards for the exclusive use of the Union, to post notices and other information at each of the following locations:

Forensic Unit
Headquarter
Jail
Monroe Correctional Facility
Prisoner Transport
Dining Room
Civil Bureau

4.5.2 Any notices posted on bulletin boards must be signed by an authorized representative of the Union. Any unsigned postings will be removed by the Sheriff or his designee.

4.6 Printing and Distribution of Agreement

4.6.1 Seven hundred fifty (750) copies of this Agreement shall be printed, the cost of which shall be shared equally between the parties hereto. The Union shall retain five hundred (500) copies and the County shall retain two hundred fifty (250) copies.

4.7 Distribution of Union Literature

4.7.1 The Employer shall permit a reasonable amount of the Union's literature to be distributed through the inter-unit mailing system maintained by the Sheriff's Office.

4.8 Union Dues Deductions and Other Deductions

4.8.1 The Employer shall accord the Union separate deductions on its payroll for membership dues certified by the Union as authorized by the employees on a payroll deduction authorization and membership card provided by the Union for that purpose to the Department of Human Resources. The Employer shall also accord the Union a minimum of two separate deductions on its payroll for the insurance Plans of the Union.

4.8.2 The aggregate total of all Union dues deductions and the aggregate total of all insurance deductions shall be remitted separately each payroll period, together with a list of names of those employees from whom such deductions have been made to:

Monroe County Deputy Sheriffs' Association, Inc.
170 Mt. Read Blvd.
Rochester, New York 14611

Any changes in the amount of Union dues to be deducted must be certified by the Union in writing and forwarded to the Monroe County Department of Human Resources implementation of any such change shall accomplished by the next payroll period, when possible.

4.8.3 The Union shall indemnify and save the Employer harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or for the reason of action taken by the Employer in reliance upon payroll deduction authorization cards submitted by the Union to the Employer.

ARTICLE 5
RULES AND REGULATIONS

5.1 Present Rules

5.1.1 All employees shall comply with departmental rules and regulations, which are not in conflict with this Agreement.

5.1.2 Departmental rules and regulations shall be uniformly applied and enforced. Any claim that a rule or regulation is arbitrary and/or capricious shall be subject to the grievance and arbitration procedure provided for in this Agreement.

5.2 New Rules

5.2.1 The Sheriff shall have the right to adopt additional rules and regulations provided that such proposed additional rules and regulations are not in violation of any specific or express provision of this Agreement. The Sheriff agrees to submit a copy of the proposed rule or regulation to the Union at least ten (10) business days prior to the adoption of such rule or regulation. The Union shall have the right to grieve any rule or regulation deemed by it to be unreasonable.

5.2.2 The Sheriff shall not issue a general order which shall be in violation of a specific and express provision of this Agreement.

ARTICLE 6
OUTSIDE EMPLOYMENT

6.1.1 No employee of the department shall be permitted to work at outside employment without the express written permission of the Sheriff, the Undersheriff, or their respective designees, in respect to each such outside employer. Any request will be made on the appropriate form and shall not be arbitrary or capriciously denied. All responses shall be in writing.

6.1.2 Total hours of outside employment shall not exceed twenty (20) hours per week and shall not represent a conflict of interest, nor shall such outside employment conflict with the rules and regulations of the Sheriff's Office.

6.1.3 No employee shall be permitted to utilize any County equipment for outside duty, with or without compensation, without the permission of the Sheriff.

ARTICLE 7
DEFENSE AND INDEMNIFICATION

7.1 Defense

7.1.1 The County shall pay reasonable and necessary attorney's fees, disbursements, and litigation expenses, prevailing in the local legal community, incurred by an employee in his defense in a criminal proceeding in a state or federal court arising out of any act or omission that occurred, or allegedly occurred, while the employee was acting, or in good faith purporting to act, within the scope of his public employment. The employee in such instances shall be entitled to private counsel of his own choice, except that the County Attorney may require that appropriate groups of employees be represented by the same private counsel. This duty to pay for a defense in a criminal proceeding shall arise only upon the complete acquittal of the employee or the dismissal of all criminal charges against the employee. Attorney's fees, disbursements, and litigation expenses shall be submitted by the attorney within sixty (60) days after acquittal or dismissal to the County Attorney in the manner and form required by him, and shall be reviewed and approved by him prior to payment.

7.1.2 The County shall provide for the defense of an employee in any civil action or proceeding in any state or federal court or administrative agency arising out of any act or omission that occurred, or allegedly occurred, while the employee was acting, or in good faith purporting to act, within the scope of his public employment. This duty to provide for a defense shall not arise where such civil action or proceeding is brought by or on behalf of the County.

The employee shall be entitled to be represented by private counsel when the County Attorney determines, or when a court of competent jurisdiction determines, that a conflict of interest exists. The County Attorney may require that appropriate groups of such employees be represented by the same counsel. Reasonable and necessary attorney's fees, disbursements, and expenses, prevailing in the local legal community, shall be submitted promptly each month, in the manner and form required by the County Attorney, and shall be paid every 30 days during the pendency of the action.

7.1.3 Disputes under this Article concerning whether the employee was acting, or in good faith purporting to act, within the scope of his public employment shall be resolved under the grievance-arbitration procedure.

7.2 Indemnification

7.2.1 The County of Monroe shall indemnify and hold harmless an employee in the amount of any judgment obtained against the employee in any state or federal court or administrative agency or in the amount of any settlement of a claim, provided that the act or omission from which such judgment or settlement arose occurred while the employee was acting, or in good faith purporting to act, within the scope of his public employment.

An employee represented by private counsel shall cause to be submitted to the County Attorney for his approval any proposed settlement which is subject to indemnification by the County. Such approval shall not be unreasonably withheld.

7.2.2 Indemnification for punitive damages shall be made pursuant to General Municipal Law, Section 50-j, and only in the manner established pursuant to said statute.

7.3 Accountability

7.3.1 The duty to defend or indemnify and hold harmless shall be conditioned upon delivery to the County Attorney of the original or a copy of any notice of claim, summons, complaint, process, notice, demand, or pleading within five (5) business days after the employee is served with such document and the full cooperation of the employee in the defense of such action or proceeding. The County Attorney's Office shall, upon delivery of the aforementioned document(s) and upon the request of the employee, issue a receipt to the employee. In addition, the employee shall deliver a copy of such documents to the Sheriff's Counsel when the documents are delivered to the County Attorney.

7.3.2 An employee involved in any incident which may be the subject of litigation must cooperate with the county Attorney's Office and the Sheriff's legal counsel in all respects. Such employee must respond promptly to letters and must appear for interviews, hearings, and examinations as requested by the County Attorney's Office of its retained counsel.

7.3.3 If such employee fails to cooperate without a justifiable excuse, the County shall be relieved of its obligation to defend and indemnify such employee.

7.3.4 In the event that such employee is being represented by private counsel, any such contact with the employee, regarding the matter for which private counsel represents the employee, must be made through such private counsel.

7.3.5 Upon receipt of any notice of claim and/or summons and complaint naming an employee as a party, the County shall, within five (5) business days, advise the employee of the existence of such documents and provide copies to the employee upon request.

ARTICLE 8
COMPENSATION

8.1 Salaries

8.1.1 All employees coming on the County payroll shall be hired at Step "X"(Entry) of the salary schedule. An employee commencing at Step "X" of the salary schedule shall, upon satisfactory completion of a twelve (12) month period, be upgraded to Step "XX". Upon satisfactory completion of a twenty-four (24) month period the employee shall be upgraded to Step "A" of the salary schedule. Upon satisfactory completion of a thirty-six (36) month period the employee shall be upgraded to Step "A" of the salary schedule. Upon satisfactory completion of a forty-eight (48) month period the employee shall be upgraded to Step "B" of the salary schedule. Upon satisfactory completion of a sixty (60) month period the employee shall be upgraded to Step "C" of the salary schedule. Upon satisfactory completion of a seventy-two (72) month period the employee shall be upgraded to Step "D" of the salary schedule; and upon satisfactory completion of a eighty-four (84) month period the employee shall be upgraded to Step "E" of the salary schedule.

8.1.2 The Sheriff may hire an employee at a step higher than Step "X" when such action is justified by the employee's qualifications. Any such action by the Sheriff in this regard shall be grievable and arbitrable. Any employee hired at a salary grade higher than Step "X" shall only receive future increments on a yearly basis.

8.1.3 When an employee is promoted to a job title having a higher salary range, such employee shall, upon promotion, be paid the salary step in the higher pay group which is immediately above the salary being received in the old title, plus one additional step. Future pay increments will become effective upon the anniversary date of such employee's promotion to the higher position. If however, the employee is promoted to the rank of Corporal and, as of the date of such promotion, has not reached the top of the Salary Schedule (currently Step E), all future pay increments as a Corporal following the promotion will be effective upon the employee's anniversary date of employment. An employee who moves to a new title without a change in pay group shall, for purposes of increment evaluation, retain his anniversary date prior to the title change.

8.1.4 Effective January 1, 2018, the 2012 salary schedule (for all steps other than Entry level) will be increased by 2.5%.

8.1.5 Effective January 1, 2019, the 2018 salary schedule (for all steps other than Entry level) will be increased by 1.5%.

8.1.6 Effective January 1, 2020, the 2019 salary schedule (for all steps other than Entry level) will be increased by 1.5%.

8.1.7 Effective January 1, 2021, the 2020 salary schedule (for all steps other than Entry level) will be increased by 7.5%.

8.1.8 Effective January 1, 2022, the 2021 salary schedule (for all steps other than Entry level) will be increased by 2.0%.

8.1.9 The salaries applicable to the classifications covered by this Agreement shall be as set forth in the appendices of this Agreement.

8.1.10 All payroll deposits will be made by direct deposit.

8.2 Payroll Periods

8.2.1 The parties agree that all employees shall be paid in at least twenty-six (26) payroll checks during the course of the year, which shall be on the same day except when a holiday occurs on the pay day, in which case payment shall be made on the day preceding the holiday.

8.3 Longevity Service Pay

8.3.1 All employees covered by this Agreement who have given five (5) years continuous service based upon anniversary date of employment shall have their hourly rate increased by four percent (4%).

8.3.2 All employees covered by this Agreement that have given ten (10) years of continuous service based upon anniversary date of employment shall have their hourly rate increased by four and one-half percent (4.5%).

8.3.3 All employees covered by this Agreement that have given fifteen (15) years of continuous service based upon anniversary date of employment shall have their hourly rate increased by five percent (5%).

8.3.4 All employees covered by this Agreement that have given twenty (20) years of continuous service based upon anniversary date of employment shall have their hourly rate increased by five and one-half percent (5.5%).

8.3.5 The above increases shall take effect in the pay period following the employee's anniversary date.

8.4 Shift Premium

8.4.1 An employee whose major part of the working day falls between the hours of 4:00 P.M. and 4:00 A.M. on a regular basis shall be paid two and one-half percent (2.5%) of the employee's hourly rate per hour shift premium for all hours worked on such shift. The major part of a working day is defined as fifty percent (50%) or more of the employee's hours.

8.5 Roll-Call Briefing Pay

8.5.1 In recognition of the fact that all members of the bargaining unit are required to assemble for a briefing fifteen (15) minutes prior to the beginning of their tour of duty, payment for roll call shall be made.

8.5.2 Sergeants shall be paid eighty-three dollars ($83.00) per pay period. Members of the bargaining unit holding titles other than those listed above shall be paid fifty-five dollars ($55.00) per pay period.

8.5.3 Roll call payments shall not be diminished, notwithstanding the fact that the Sheriff may, during the life of this Agreement, no longer require members to stand roll call.

8.5.4 Corporals who conduct roll call shall receive one quarter hour of overtime for each day that they conduct roll call.

ARTICLE 9
WORK WEEKS AND WORK SHIFTS

9.1 Workweek

9.1.1 The "regular workweek" for employees of the Jail Bureau shall consist of 4 days on and 2 days off (wheel), which shall average thirty-seven and one-half (37.5) hours per workweek. In the event that a position mandates a workweek other than the "regular workweek", the position shall be posted in accordance with Article 13 of this Agreement.

9.1.2 The "regular workweek" for employees of the Civil Bureau shall be Monday through Friday (including holidays provided in Section 20.1.1 of this Agreement).

9.2 Work Shifts

9.2.1 The regular work shift of employees of the Jail Bureau shall consist of eight (8) consecutive hours within a twenty-four (24) hour period, commencing from the employee's regular starting time, and including a paid lunch period of twenty (20) minutes. "Normal work shifts" shall be defined as assignment to one of the existing work shifts (platoons). All employees shall have a regular starting and quitting time. In units operating on a twenty-four (24) hour basis (continuous operations), work schedules showing the work shifts and work days of all employees assigned to such units shall be posted.

9.2.2 The regular work shift of employees of the Civil Bureau shall consist of seven and one-half (7.5) hours per day, which shall execute a thirty (30) minute unpaid lunch period. All employees shall have a regular starting and quitting time.

9.2.3 If the Sheriff determines that certain assignments require work hours other than the normal work shift, such assignments shall be posted in accordance with Article 13 of this Agreement.

9.2.4 The Sheriff shall retain the right to modify the starting and quitting times of work shifts (platoons) for valid purposes of the department. The Union shall be notified of such changes no fewer than fifteen (15) calendar days prior to the proposed implementation date.

9.2.5 An employee's work shift shall not be changed in an arbitrary or capricious manner, or be temporarily changed for the purpose of avoiding overtime payment, but may be temporarily modified due to abnormal circumstances which may prevail in the Department (*e.g.*, special investigations, programs, Departmental projects, training programs, schools, voluntarily attended and public events.)

9.2.6 In the event an employee's work shift is to be changed, the Sheriff agrees to give such employee a minimum of three (3) calendar days advance notice, except under emergency conditions. In any case where such advance notification is less than forty-eight (48) hours, the employee must be given the opportunity to work his regular shift at his overtime rate of pay.

9.3 Shift Preference

9.3.1 A shift vacancy shall be defined as a shift opening which the Sheriff intends to fill, excluding positions filed by probationary employees on rotation assignment. Positions filled by probationary employees shall be considered shift vacancies upon completion of the probationary period.

9.3.2 All shift vacancies shall be posted in accordance with Article 13 of this Agreement. Shift vacancies shall be filled with seniority being a factor, provided that there is no infringement upon the efficient operation of the department, and further provided that the employee's work performance is satisfactory to the Sheriff or his designee. For purposes of this Article, seniority

shall be defined as the total length of service within the classification in which the shift vacancy exists.

9.3.3 Any grievance processed as a result of a dispute arising over whether an infringement of efficient operation exists shall not be subject to arbitration.

9.4 Substitution

9.4.1 The practice of substitution, where on employee voluntarily works for another, shall be permitted provided that such substitution does not impose additional cost to the department, is within rank only and is approved in advance by an appropriate supervisor. Neither the employer nor the department shall be held responsible for enforcing any agreement made between employees.

9.5 In-Service Training

9.5.1 It is understood that during the course of each contract year, employees scheduled to work a "wheel" shall be required to engage in a maximum of thirty-two (32) hours of in-service training during non-duty times as designated by the Sheriff or his designee. In-service training time blocks shall be for a duration of at least four (4) hours. Remuneration for training time shall be as follows:

The first sixteen (16) hours of such training time shall be paid at the rate of straight time the employee's base hourly rate.

The second sixteen (16) hours of such training time shall be paid at the rate of straight compensatory time off only.

9.6 Credit Earning Rate

9.6.1 Credits shall be earned and taken at the rate of seven and one-half (7.5) hours per day in respect to those employees who work an average of thirty-seven and one-half (37.5) hours per week.

ARTICLE 10
OVERTIME

10.1 Distribution

10.1.1 Overtime shall be distributed as equitably as possible among qualified employees within the limits of practicability. Overtime vacancies shall be filled by volunteers, if available. Volunteers may be denied overtime that will exceed twenty-four (24) hours of overtime work in the pay period. Overtime records shall be made available to employees within their work unit at reasonable times and to Union representatives upon reasonable notice.

10.2 Premium Pay

10.2.1 Time and one-half (1½) the employee's basic hourly rate (or compensatory time at the rate of time and one-half (1½) at the option of the employee given in writing) shall be paid for all work performed by Civil Bureau employees in excess of forty (40) hours within the workweek. For employees regularly scheduled to work a thirty-seven and one-half (37.5) hour week, hours between 37.5 and 40 hours within the week shall be paid for in compensatory time off at the straight time rate.

10.2.2 Time and one-half (1½) the employee's basic hourly rate for compensatory time at the rate of time and one-half (1½) at the option of the employee given in writing) shall be paid for all work performed by Jail Bureau employees in excess of forty (40) hours within the workweek. Hours worked between thirty-seven and one-half (37.5) and forty (40) hours within the workweek shall be paid for in compensatory time off.

10.2.3 Any employee required to work more than four (4) hours overtime following his regular full workday shall be granted a paid twenty (20) minutes period for the purpose of eating, and an additional paid twenty (20) minutes for each subsequent four (4) hour period of overtime worked.

10.2.4 Hours paid for but not work for holidays, compensatory time off and vacations leave shall be counted as time worked for the purpose of calculating overtime. Sick leave time shall not be counted as time worked in the calculation of overtime.

10.2.5 Compensatory time may be considered a manner of payment in lieu of overtime at the option of the employee, request for which must be made in writing and signed by the employee. Compensatory time off may be taken only with the authorization of the Sheriff or his designee.

10.2.6 Overtime shall only be worked when authorized by the Sheriff or his designee.

10.2.7 All overtime work shall be paid for no later than by the next regular payroll check. Compensatory time may be considered a manner of payment in lieu of overtime pay only at the option of the employee, authorization for which must be made in writing and signed by the employee.

10.3 Call-Out Pay

10.3.1 Employees summoned to perform work outside of their regularly scheduled hours shall be paid time and one-half (1½) their regular rate of pay (or compensatory time off at the rate of time and one-half (1½) at the option of the employee given in writing) with a minimum guarantee of 2.7 hours at time and one-half (1½). Such guarantee shall not apply to time worked immediately preceding the employee's regularly scheduled hours of work. Call-out pay will not apply to meetings initiated or requested by a deputy, or where supervision has permitted a meeting to be rescheduled on the request of the deputy.

10.4 Special Duty Call-Out

10.4.1 Deputies regularly assigned to the SRT or Hostage Negotiations Team who are summoned to perform duty outside of their regularly scheduled hours, shall be paid time and one-half (1½) their regular rate of pay (or compensatory time off at the rate of time and one-half (1½) at the option of the employee in writing) with a minimum guarantee of four (4) hours at time and one-half (1½).

ARTICLE 11
COURT APPEARANCE

11.1 Minimum Guarantee

11.1.1 Deputies required to appear at Court Hearings, Grand Jury Hearings, or Motor Vehicle Bureau Hearings, outside of regularly scheduled hours, shall be paid time and one-half (1½) their regular rate of pay (or compensatory time off at the rate of time and one-half (1½) at the option of the employee in writing) with a minimum guarantee of two (2) hours pay at time and one-half (1½).

ARTICLE 12
JURY DUTY

12.1.1 To meet an obligation as a citizen by serving on juries, an employee will be granted time off with pay for jury duty. Compensation received by the employee, except for mileage fees, will be paid by the employee to the County of Monroe.

ARTICLE 13
POSTINGS

13.1 Procedure

13.1.1 Unless otherwise provided in this Article, all openings which the Department intends to fill shall be posted in accordance with this Article. Notices of vacancies shall be posted on Departmental Bulletin Boards for a minimum of ten (10) calendar days. Such postings shall list the position or positions which are vacant and the minimum qualifications required for the position(s). In the case of specialized assignments, the posting shall include the duration of the assignment, if applicable. Employees meeting the minimum qualifications may submit a written request to be considered for such position to the Bureau head, through the employee's immediate supervisor. A copy of the request form shall be returned to the employee documenting that the request has been received by the Bureau head.

13.1.2 Temporary assignments shall be defined as assignments which shall not extend beyond forty-five (45) calendar days. For purposes of facility to facility temporary assignments, the Sheriff or his designee will first consider the use of qualified volunteers; selection for these assignments will not be made in an arbitrary or capricious manner or for the purpose of discipline.

13.1.3 In the event that a position is not filled within thirty (30) days of expiration of a posting, a new posting shall be made in accordance with this Article prior to filling such position.

13.1.4 Postings shall not be required under the following circumstances:

Filling of temporary assignments as defined in this Article, provided however that no employee shall remain more than forty-five (45) calendar days in a position which has not been posted; in emergency situations; with mutual agreement between the Union and the Sheriff; or where posting would be counterproductive to the assignment (*e.g.*, clandestine operations).

ARTICLE 14
OUT-OF-TITLE WORK

14.1 Assignment

14.1.1 Except in a *bona fide* emergency, no employee shall be required to assume the duties of a higher classification except when directed in writing by his supervisor. In the event such out-of-title service exceeds ten (10) aggregate days within a twelve (12) month period encompassing December 1st to November 30th, the employee will receive out-of-title pay for the balance of the assignment commencing with the expiration of the tenth day. Such payment shall be made in lump sum in the last pay period of the calendar year.

Any employee directed by his supervisor to assume the duties of a higher classification shall request such designation in writing. Failure to secure such designation in writing shall require the employee to submit a grievance promptly protesting the failure of a written designation.

14.1.2 No supervisor shall assign an employee to out-of-title work, except in the event of a temporary vacancy in an authorized position.

14.2 Compensation

14.2.1 Out-of-title pay shall correspond to the salary step in the higher title which is immediately above the salary being received by the employee in his permanent classification, plus one additional step.

14.2.2 Temporary out-of-title assignments in a lower title shall not result in a salary reduction. Out-of-title assignments must be designated to the employee in writing, setting forth the commencement date of the out-of-title assignment.

14.2.3 Any other claim by an employee that he is working out-of-title shall be processed with the Sheriff in a request for a job evaluation.

ARTICLE 15
LATERAL ASSIGNMENTS, PROMOTIONS AND SPECIALIZED ASSIGNMENTS

15.1 Lateral Assignments

15.1.1 Lateral assignments shall be defined as assignments to work locations within the same bureau, requiring the same job duties.

15.1.2 Openings classified as lateral assignments shall be posted in accordance with Article 13 of this Agreement.

15.1.3 Lateral assignments shall be filled with seniority being a factor, provided that there is no infringement upon the efficient operation of the department, and further provided that the employee's work performance is satisfactory to the Sheriff or his designee. For purposes of this Article, seniority shall be defined as the total length of service within the classification in which the shift vacancy exists.

15.1.4 Any grievance processed as a result of a dispute arising over whether an infringement of efficient operations exists shall not be subject to arbitration.

15.1.5 An employee's assignment shall not be changed in an arbitrary or capricious manner.

15.2 Promotions

15.2.1 Promotions shall be defined as an increase in rank or pay grade.

15.2.2 All promotional opportunities shall be posted in accordance with Article 13 of this Agreement. In cases where promotional opportunities are based upon a testing process, posting of the testing process shall be made in accordance with Article 13 of this Agreement.

15.3 Specialized Assignment

15.3.1 Specialized assignments shall be defined as those assignments, within a bureau, in which the employee performs specialized duties related to his/her job title. Specialized assignments may be full-time assignments, or may be additional duties performed in conjunction with a regular assignment.

15.3.2 All specialized assignments shall be posted in accordance with Article 13 of this Agreement.

ARTICLE 16
CIVIL SERVICE EXAMINATIONS

16.1.1 Employees shall be permitted the necessary time off, without any loss of time or pay, during their regular work hours so that they may participate in any open competitive examination held by the Monroe County Civil Service Commission.

16.1.2 Such time off shall be granted, provided the request for such time off is submitted at least two (2) weeks before the examination is scheduled.

ARTICLE 17
REDUCTION OF FORCE

17.1 Layoff

17.1.1 Where, because of economy, consolidation, abolishment of functions, curtailment of activities or otherwise, the Employer finds it necessary to reduce the work force, such reduction shall be made in accordance with the provisions set forth in this section. The Employer agrees to discuss with the Union any and all anticipated job abolishment as soon as possible prior to a final decision to engage in job abolishment.

17.1.2 Employees subject to layoff shall be given at least thirty (30) calendar days' notice prior to the date of layoff. Seasonal or part-time employees within the bureau affected shall be the first to be laid off. If additional layoffs are necessary, newly hired probationary employees within the bureau affected shall then be laid off in inverse order of seniority.

17.1.3 If further layoffs are necessary, then permanent employees within the bureau affected shall be laid off in the inverse order of seniority.

17.1.4 When a permanent employee is laid off due to a reduction in the work force, such employee may displace another employee within the same department bureau serving in a lower classification within the bureau, or to a classification previously held in another bureau, providing the displacing employee has greater seniority than the employee whom he displaces, and further providing the employee is able to perform the work required.

17.1.5 An employee subject to layoff shall have the right to reject an appointment in a lower title and accept a layoff.

17.1.6 Laid off employees shall be placed on a recall list in the order of their seniority. The recall rights of employees shall expire four (4) years from the date of layoff. Written notice of expiration of recall rights shall be sent by registered or certified mail to the employee's last known address.

17.1.7 For purposes of this Article, seniority shall be defined as total length of service within a classification.

17.2 Recall from Layoff

17.2.1 When the work force is increased after a layoff, employees shall be recalled by classification according to their seniority, such notice of recall being sent to each employee being recalled at his last known address by registered or certified mail. The Union shall be notified at the same time the employees are being notified. Any employee who fails to report to work within ten (10) business days from the date of mailing of notice of recall shall be terminated unless extenuating circumstances make it impossible for an employee to comply. It is understood that no new employees will be hired until all employees on layoff have been recalled.

17.2.2 For purposes of this Article, seniority shall be defined as total length of service within a classification.

ARTICLE 18
PAID LEAVES OF ABSENCE

18.1 Bereavement Leave

18.1.1 An employee covered under this Agreement shall be granted a maximum of four (4) working days with pay due to death in the immediate family. The immediate family shall include spouse, children or step-children, brother or step-brother, sister or step-sister, parent or step-parent, person occupying the position of parent of the employee or of the employee's spouse, grandparents and grandchildren, spouse's grandparents, father-in-law, mother-in-law, sister-in-law, brother-in-law, or any relative who is an actual member of the employee's household. This absence must be reported to an appropriate supervisor on the first (1st) day of absence.

18.1.2 An employee covered under this Agreement may request compensatory, vacation or floating holiday credits to attend services for relatives not included above. Such requests shall not be unreasonably denied.

18.1.3 The Sheriff or his designee may request that the employee submit a notice of death or other evidence attesting to the validity of the absence.

18.2 Sick Leave

18.2.1 Sick leave is earned and posted at the rate of one (1) day per month of service, up to two hundred twenty-five (225) days maximum. Sick leave is neither earned nor posted when the employee is at this maximum. If sick leave credits are exhausted, existing vacation credits can be applied toward days absent due to illness or injury.

18.2.2 Sick leave constitutes absence for reasons of illness or injury, dental optical or medical appointments, quarantine regulations and serious illness in the immediate family requiring care and attendance by the employee as certified by a physician, or when a physician certifies that, because of the employee's exposure to contagious disease, his presence at his place of duty jeopardizes the health of others.

18.2.3 Immediate family includes parents, person occupying the position of parent of the employee, or of the employee's spouse, spouse, children, brother, sister, grandparents, grandchildren or any relative who is an actual member of an employee's household.

18.2.4 When absence is required under the provisions of sick leave, an employee or a person acting in his stead must notify the employee's supervisor of the reason at least one (1) hour prior to the commencement of the work day, or as soon thereafter as is possible. Failure to report within stated time limits without satisfactory reason shall cause the action to be considered leave without pay. Sickness during the working day must be reported to the Sheriff or his designee.

18.2.5 Sick leave which extends three (3) or more consecutive working days shall be supported by a standard medical certificate completed by the attending physician only if the employee's supervisor has reasonable doubt as to the validity of the employee's absence. The medical certificate shall, upon request, be submitted to the employee's supervisor.

18.2.6 When sick leave is used for three (3) or more consecutive days because of illness in the immediate family, a certificate by the attending physician covering the nature of the illness and need for the employee to be in attendance of the relative may be required upon reasonable doubt of the supervisor as to the validity of the absence.

18.2.7 The Sheriff may verify the validity of any sick leave absence in accordance with departmental regulations.

An employee on extended sick leave in excess of three (3) days shall be required to notify his supervisor of any instance in which he will not be reachable for one (1) full day or longer at his residence, and where he will be during such absence from his residence.

18.2.8 Failure to submit evidence of illness when required will cause the absence to be considered as time off without pay.

18.2.9 If an employee is required to report to the Sheriff's Physician for return-to-work clearance or to verify the validity of sick leave, in accordance with departmental orders, the employee will report to the examination at the time scheduled by the County or the Sheriff's Physician. For any such examination, the employee shall not be entitled to any additional compensation.

18.3 Half-Pay Sick Leave

18.3.1 Employees who have been employed for one (1) year or more shall be entitled to half-pay sick leave for a maximum period of three (3) months under the following conditions:

1. Employee has exhausted all available leave time;

2. The employee is subjected to an unpaid waiting period of ten (10) working days; and

3. The employee has not abused the sick leave privileges during his term of employment.

18.3.2 Employees who have been employed for two (2) years or more shall be entitled to half-pay sick leave for a maximum period of six (6) months under the following conditions:

1. The employee has exhausted all available leave time;

2. The employee is subjected to an unpaid waiting period of five (5) working days; and

3. The employee has not abused the sick leave privileges during his term of employment.

18.3.3 Employees who have been employed for three (3) years or more shall be entitled to half-pay sick leave for a maximum period of six (6) months under the following conditions:

1. The employee has exhausted all available leave time;

2. The elimination of an unpaid waiting period; and

3. The employee has not abused the sick leave privileges during his term of employment.

18.3.4 It is understood that the foregoing half-pay provision applies to the employee only and may be granted not more than one during any twelve (12) month period.

18.3.5 Sick leave at half-pay shall not be unreasonably denied; challenges to an unreasonable denial of half-pay sick leave shall be processed through the grievance procedure, commencing at Step 2.

18.3.6 If a grievance is not resolved at Step 2 or Step 3 of the grievance procedure, the case shall be presented to the County Executive for final determination. The parties agree that a grievance in respect to half-pay sick leave shall not be arbitrable. When the case is presented to the County Executive for determination, a Union representative shall be allowed to participate in such presentation.

18.3.7 Upon the recommendation of the Sheriff and the approval of the County Executive, an extension of half-pay sick leave may be granted.

18.4 Maternity Leave

18.4.1 An employee who is pregnant may continue working as long as she and her physician feel she can adequately perform her work. However, the Sheriff shall retain the right to temporarily reassign such employee if he deems it appropriate. In maternity cases, the employee will be allowed to use her accrued vacation and compensatory time credits during the non-disability period of maternity leave.

18.4.2 A pregnancy related disability shall be treated in the same manner as any other non-occupational disability in respect to sick leave benefits.

18.4.3 The employee has the right to be reinstated to a similar position of equivalent pay at the end of the leave period.

18.4.4 An employee on maternity leave may choose to receive no pay for any number of days leave within the six-month leave period. In such case, the employee shall continue to accrue leave credits and receive medical and dental insurance coverage only for the amount of time that the full-time use of credits would have covered.

18.5 Military Duty Leave of Absence

18.5.1 If an employee is required to render Military Duty, he shall be granted a Military Leave of Absence pursuant to Section 243 of the Military Law of the State of New York.

18.5.2 Consistent with Section 242 of the Military Law of the State of New York, members of the National Guard or the Reserve of the Army, Navy, Marine Corps, Air Force or Coast Guard will be granted a Military Duty Leave of Absence up to thirty (30) working days in a calendar year with pay.

18.6 Union Convention Leave

18.6.1 The County agrees to allocate up to a maximum of twenty (20) working days total paid release time for the purpose of attendance by unit members at up to two (2) law enforcement conventions, provided that a written request for such leave is made to the Superintendent at least thirty (30) calendar days prior to the date that the function is scheduled.

ARTICLE 19
UNPAID LEAVES OF ABSENCE

19.1 Union Leave

19.1.1 Employees elected to any Union office or selected by the Union to do work which takes them from their employment as Deputy Sheriffs of the Monroe County Sheriff's Office at the written request of the Union may be granted a leave of absence without pay with the approval of the Sheriff for the period of time requested, not to exceed one (1) year.

19.2 Extended Sick Leave Without Pay

19.2.1 If an employee is ill for a prolonged period of time and because of such long period of absence he has exhausted all of his paid leave credits, including the half-pay benefits provided by this Agreement, such employee, upon request, may be granted an extended sick leave of absence without pay, provided that that employee has submitted a physician's statement certifying the nature of the employee's illness and when the employee will be able to return to work. Extended sick leaves of absence without pay may be granted up to one (1) year, but no more than once during each four (4) years of continuous service.

19.3 Educational Leave

19.3.1 Subject to the prior approval of the Sheriff, leave without pay may be granted for the purpose of acquiring educational training. A written request for educational leave must be made to the Sheriff. Approval of the leave may be granted upon recommendation of the County Executive. Educational leave without pay for a period not to exceed one (1) year may be granted for the purpose of obtaining educational training.

19.3.2 In certain cases where educational leave with pay is desired, a written request must be approved by the Sheriff and the Director of Human Resources. A student may not earn leave credits during this time. A person requesting educational leave with pay must sign a statement promising to work for the employer a length of time equal to his educational leave with pay after finishing his studies.

19.4 Other Leaves of Absence

19.4.1 A written request for a leave of absence without pay for reasons not cited in this Agreement must be submitted to the Sheriff. Upon his recommendation, and approval of the Director of Human Resources, such leave may be granted by the County Executive for no more than one (1) year.

ARTICLE 20
HOLIDAYS

20.1 Recognized and Observed

20.1.1 The following days shall be recognized and observed as paid holidays for Jail Bureau members:

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

And a floating holiday which may be taken at a time mutually agreed to between the employee and the Sheriff or his designee. To receive a floating holiday during any year, the employee must have been hired prior to pay period 21 of that year. If the employee does not utilize the floating holiday by December 1 of each year, such floating holiday shall be included for payment pursuant to Section 20.1.6 of the collective bargaining agreement.

The above days shall be recognized and observed as paid holidays for the Civil Bureau with the following exceptions:

Lincoln's Birthday shall not be included;
The Friday following Thanksgiving shall be added.

20.1.2 All employees shall be entitled to holiday pay.

20.1.3 The day of observance of the above-stated holidays shall be in accordance with the observance prescribed by State law.

20.1.4 When a holiday falls on a Saturday, the preceding Friday will be considered a holiday with pay. When a holiday falls on a Sunday, the following Monday will be considered a holiday with pay.

20.1.5 Holidays for employees in the Civil Bureau will constitute days off with pay. Such employees who are required to work on such holidays shall receive the regular holiday pay for the day plus time and one-half (1½) for all hours worked, providing the employee works his regularly scheduled hours immediately preceding and following the holiday, unless excused for reasons satisfactory to the Sheriff.

20.1.6 All other employees in the bargaining unit will be paid for holidays in the pay period during which the holiday falls. Floating holidays for all employees shall be paid in pay period 24.

20.1.7 Any employee desiring compensatory time off in lieu of payment shall notify the Sheriff in writing prior to the end of the pay period during which the holiday occurs.

ARTICLE 21
VACATION

21.1 Vacation Allowance and Eligibility

21.1.1 A full-time employee will earn a paid vacation allowance determined by length of service as hereinafter prescribed. Vacation time taken shall only be granted when approved by the Sheriff or his designee in accordance with the procedures set forth herein.

21.1.2 Accumulation of vacation credits is allowed up to a maximum of forty (40) working days. Vacation credits are neither earned nor posted when an employee is at his maximum. Vacation earned will be granted and posted on the following schedule:

FIRST AND SECOND YEAR: Starting with the first (1st) month and ending with the twenty-fourth (24th) month, five-sixths (5/6) days vacation credit shall be earned and posted for each month employed. This is at an annual rate of ten (10) days per year.

THIRD YEAR TO NINTH YEAR: After two (2) years of service, starting with the twenty-fifth (25th) month and ending with the ninety-sixth (96th) month, of service, one and five-twelfths (1 5/12) days per month shall be earned and posted per month. This is at an annual rate of seventeen (17) days vacation per year.

NINTH YEAR TO THE FIFTEENTH YEAR: After nine years of service, starting with the ninety-seventh (97th) month and ending with the one hundred sixty-eighth (168th) month, one and one-half (1½) days per month vacation shall be earned and posted. This is at an annual rate of eighteen (18) days vacation per year.

FIFTEENTH YEAR AND OVER: Commencing with the one-hundred sixty-ninth (169th) month of service, two (2) days per month vacation shall be earned and posted. This is at an annual rate of twenty-four (24) days vacation per year.

21.2 Choice of Vacation Periods

21.2.1 Vacation requests shall be honored on the basis of seniority, and shall be acted upon within fifteen (15) days of the closing date for the vacation period. Members may request vacation in blocks of less than one work week, however, requests submitted for one or more full work weeks shall take precedence over requests for less than one full work week regardless of seniority. Members may not request vacation time unless they have the time in their vacation bank at the time the request is submitted. Members shall have the right to use compensatory time credits in place of previously approved vacation time credits (or vice-versa) at any time prior to the dates that the credits are used.

21.2.2 Requests for the period April 1 through September 30 must be submitted by March 1 of that year. Vacation requests for the period October 1, through March 31 must be submitted by September 1.

Members shall initially be entitled to be granted a maximum of three (3) full workweeks of vacation during each vacation period. During the summer period no more than two of these weeks shall be granted to any member during the period May 15 to September 14. Members may request vacations in excess of these maximums. Vacations granted in excess of these maximums shall be granted based upon seniority.

Any request submitted after the closing date in a time frame shall be acted upon on a first come / first serve basis and shall be approved or disapproved no sooner than thirty (30) days or less prior to dates requested, will be approved or disapproved within seventy-two (72) hours.

21.2.3 Vacations which have been previously authorized and scheduled shall not be canceled without mutual agreement between the employee and the Sheriff or his designee, unless such cancellation is necessary due to an emergency declared by the Sheriff. Such cancellation shall not be utilized solely for the purpose of circumventing the payment of overtime.

21.2.4 For purposes of this Section, seniority shall be determined based upon the employee's date of appointment to his/her current title. Time employed in another bureau, or as a part-time or seasonal employee, shall not be included when calculating seniority. In the event that a conflict arises between two persons with the same appointment date, the following criteria shall be used, in the order listed, to determine seniority:

> Deputy Sheriff Jailor Sergeant, date of appointment as a Corporal; date of appointment as a Deputy.
>
> Deputy Sheriff Jailor Corporal, Deputy Sheriff Civil Sergeant; date of appointment as a Deputy.
>
> Deputy (All Bureaus) - seniority is determined by random drawing among members of each academy class; IBM number.

ARTICLE 22
HEALTH INSURANCE

22.1 Eligibility for Deputies Hired Prior to January 1, 2018

22.1.1 Effective January 1, 2018, full-time unit members **hired by the County prior to January 1, 2018**, may, by application, become eligible for health insurance as follows:

> **CAT 1:** Full-time unit members hired by the County prior to September 1, 2006 shall pay $50 per pay period toward the cost of Value 2 (for single or family type coverage).
>
> **CAT 2:** Full-time unit members hired by the County on or after September 1, 2006, but before January 1, 2018, shall pay $65 per pay period toward the cost of Value 2 (for single or family type coverage).

22.1.2 Effective January 1, 2019, full-time unit members in CAT 1 and CAT 2 shall pay $110 per pay period toward the cost of Value 2 (for single or family type coverage).

22.1.3 Effective January 1, 2020, full-time unit members in CAT 1 and CAT 2 shall pay $120 per pay period toward the cost of Value 2 (for single or family type coverage).

22.1.4 Effective January 1, 2021, full-time unit members in CAT 1 and CAT 2 shall pay $140 per pay period toward the cost of Value 2 (for single or family type coverage).

22.1.5 Effective January 1, 2022, full-time unit members in CAT 1 and CAT 2 shall pay $150 per pay period toward the cost of Value 2 (for single or family type coverage).

22.1.6 Only those employees enrolled in Blue Cross/Blue Shield Traditional as of December 31, 2005, may remain in that plan, with an employee contribution of 15% of the premium cost. Employees who enrolled in Blue Cross/Blue Shield Traditional after December 31, 2005 are not eligible to continue in this plan.

22.2 Eligibility for Deputies Hired On and after January 1, 2018

22.2.1 Effective January 1, 2018, **full-time unit members hired by the County on or after January 1, 2018**, may, by application, become eligible for health insurance as follows:

> **CAT 3:** Full-time unit members shall pay 20% of the premium cost of Value 2 (for single or family type coverage).

22.3 Effective January 1, 2018, the Healthy Blue PPO and the Healthy Blue HSA shall be eliminated.

22.4 In addition to the Value 2 plan offered, the County reserves the right to develop and implement high-deductible alternatives to Value 2 as voluntary options for employees.

22.5 Employee contributions to health insurance costs shall be made by payroll deductions in equal payments during two (2) pay periods each month.

22.6 It shall be the employee's responsibility to apply for such coverage or to make changes in existing coverage. The employer shall not be responsible to provide the coverage listed in Section 22.1 and 22.2 if the employee and/or the employee's dependents are covered by any other group medical/surgical insurance plan. Members may be required to sign a statement affirming that such duplicate coverage does not exist or may be required to provide documentation of termination of other coverage.

22.7 The County reserves the right to change insurance carriers or to become self-insured if it deems necessary. However, the County agrees to provide at least equal benefits to the coverage contained in the then existing health insurance contract. "At least equal coverage benefits" shall be construed to include acceptability of coverage in the medical community.

In the event the County is to consider an alternative health coverage plan, the County agrees to consult with the Union in respect to the proposed plan. If the Union does not agree that the proposed change of insurance carriers provides at least equal benefits, the parties shall enter into negotiations in respect to the equal benefits provision in an attempt to resolve the existing differences.

22.8 For **full-time unit members hired by the County prior to September 1, 2006 (CAT 1)**, an annual "buy out" shall be available for those covered employees eligible for health insurance. Upon satisfactory evidence that the employee is covered under a non-County health insurance plan, the employee will receive a stipend of $2000 for each calendar year that the employee withdraws from or declines coverage under 22.1.1 above. The County shall have the right to increase the stipend to an amount not to exceed $5000. The stipend shall be prorated on a monthly basis if the employee commences participation in the "buy out" program during the calendar year. "Buy out" payments shall not be considered a part of base salary for any purposes. Any participant in the "buy out" program who wishes to obtain or resume coverage under a County plan may do so during open enrollment period, or when otherwise eligible as the result of a qualifying event under health insurance rules and regulations. Employees who return to coverage under a County plan during the calendar year, after having received the annual stipend, shall be required to refund that portion of the stipend that represents the portion of the calendar year that the employee will be covered under a County plan. The stipend shall be subject to customary deductions required by law.

22.9 The dental insurance program provided for by Memorandum of Agreement between the parties shall continue to be available to employees who elect such coverage and who contribute $0.66 per month per single contract and $1.64 per month per family contract.

22.10 Termination of Coverage

22.10.1 All health insurance coverage provided by the employer will terminate upon the absence of an employee from the active payroll for thirty (30) days or more for any reason other than an absence because of illness or other disability, except as may otherwise be provided by this Agreement.

22.10.2 In any case of a non-service connected illness or disability, coverage will be continued for up to a maximum period of one (1) year after the exhaustion of all paid leave benefits.

22.10.3 Employees who retire on or before October 1, 2018 shall be entitled to health insurance coverage as provided in the parties' 2009-2012 collective bargaining agreement. An employee may revoke any such notice of retirement, but will then be subject to the terms of this 2013-2022 Agreement.

22.10.4 CAT 1 (Hired Before September 1, 2006) Full-time employees in the bargaining unit **hired before September 1, 2006** (CAT 1) who have met the existing service time requirements to qualify for retiree health insurance coverage will receive the following contribution from the County toward Value 2 coverage:

A. For retirees whose years of service total 30 years or more based upon the New York State Retirement Calculation of credited service, the County shall pay 100% of the cost of coverage.

B. For retirees whose years of service total 25 years but less than 30 based upon the New York State Retirement Calculation of credited service, the County shall pay 95% of the cost of coverage.

C. For retirees whose years of service total 20 years but less than 25 based upon the New York State Retirement Calculation of credited service, the County shall pay 90% of the cost of coverage.

D. For retirees whose years of service total 15 years but less than 20 based upon the New York State Retirement Calculation of credited service, the County shall pay 80% of the cost of coverage.

E. For retirees whose years of service total 10 years but less than 15 based upon the New York State Retirement Calculation of credited service, the County shall pay 75% of the cost of coverage.

22.10.5 CAT 1 retirees who move outside of the Rochester managed care coverage area shall receive a County contribution to an out-of-area health insurance carrier up to the dollar amount available to the retiree under Value 2.

22.10.6 CAT 2 (Hired on and After September 1, 2006 but before January 1, 2018) Full-time employees in the bargaining unit **hired on or after September 1, 2006 but before January 1, 2018** (CAT 2) who have met the existing service time requirements to qualify for retiree health insurance coverage shall receive coverage under the Value 2 plan at the same contribution rate applicable to active employees hired on and after September 1, 2006 but before January 1, 2018.

22.10.7 CAT 2 retirees who move out of the Rochester managed care plan geographical coverage area, shall be entitled to a County contribution to an out-of-area health insurance carrier up to the dollar amount available to active employees hired on or after September 1, 2006 but before January 1, 2018.

22.10.8 CAT 3: Full-time employees in the bargaining unit **hired after January 1, 2018** who have met the existing service time requirements to qualify for retiree health insurance coverage and have reached the age of 55 shall receive coverage under the Value 2 plan at the same contribution rate applicable to active employees hired after January 1, 2018. If a full-time employee hired after January 1, 2018 retires before reaching the age of 55, in addition to the contribution rate he/she shall pay a one percent (1%) penalty for each year under the age of 55.

22.10.9 CAT 3 retirees who move out of the Rochester managed care plan geographical coverage area, shall be entitled to a County contribution to an out-of-area health insurance carrier up to the dollar amount available to active employees hired on or after January 1, 2018.

22.10.10 All retirees covered by sections 22.2.4 (CAT1), 22.2.6 (CAT 2), and 22.2.8 (CAT 3) shall receive their benefits provided under this section with the following conditions:

A. The individual has ten (10) years of continuous full-time service with the MCSO Jail and/or Civil Bureau immediately preceding the date of retirement; and

B. This individual is drawing a pension from the New York State Retirement System or

C. The individual is drawing a pension under Social Security.

A deputy who qualifies for and receives a disability retirement under the New York State Retirement System, and has less than twenty-five (25) years of credited service with the County (but at least twelve (12) months of credited service with the County) will be treated as if the deputy has twenty-five (25) years of service.

22.10.11 The buy-out option provided to active employees pursuant to 22.6 shall be extended to pre-Medicare retirees.

22.10.12 When premium contributions are required from a retiree, the retiree shall remit advance payments of the difference between the cost of the health insurance premium and the health insurance premium paid by the County. The advance payment shall be made to the County in a manner prescribed by the Department of Human Resources. Failure of the employee to make the prescribed advance payments shall result in removal of the employee from the County's health insurance coverage.

22.10.13 The surviving spouse of a deceased County retiree (meaning the spouse that the retiree had at the time he/she retired from the County) shall continue to receive health and dental benefit for which the retiree was eligible until Medicare eligibility or until remarriage, whichever occurs first.

Such person shall have full responsibility to remit to the County the periodic premium required, if any. Failure of the person to comply with requirements of premium remittance shall relieve the County of any obligation to continue such person on its health insurance roster.

The County agrees that at the time of such person's application to continue coverage in the County's group plan, it will, in writing, fully inform such person of the procedure necessary, and

of the remittance requirement in order for such person to continue participation in the County's Group Health Insurance Program.

22.10.14 It shall be the employee's responsibility to initiate membership in the plan and any change in family status in the Department of Human Resources.

22.11 Survivor Benefit

22.11.1 The Employer shall also provide fully paid health insurance coverage for the surviving spouse and children up to the age of nineteen (19) (single or family, whichever is applicable) of employees who die as a result of action in the line of duty. Such coverage shall continue for the lifetime of the surviving spouse or until remarriage, whichever comes first.

22.11.2 The Employer shall provide the medical insurance in effect at the time of death for the surviving spouse and children up to the age of nineteen (19) (single or family, whichever is applicable) of employees who die while employed by the County (other than as a result of action in the line of duty). The surviving spouse and/or children shall be responsible for the employee contribution that the deceased employee would have been required to make. Such coverage shall be subject to the following limitations:

A. In the case of a member employed by the County for ten years or more at the time of death, the benefits shall be provided to the surviving spouse until Medicare eligibility or until remarriage, whichever occurs first; or

B. In the case of a member employed by the County for less than ten years at the time of death, the benefits shall be provided for a period equal to the period of time that the member was employed by the County, until Medicare eligibility, or until remarriage, whichever occurs first.

The Employer shall not be responsible to provide such coverage if the surviving spouse and/or children are covered by another health insurance plan or any other group medical/surgical insurance plan.

ARTICLE 23
IN-SERVICE DISABILITY AND PARTIALLY DISABLED EMPLOYEES

23.1 Worker's Compensation

23.1.1 The County agrees to comply with Section 207(C) of the General Municipal Law in respect to all employees covered under that section.

An employee being paid his full salary under this section shall assign the full amount of his weekly Workers' Compensation award to the County.

If a Workers' Compensation award is received by the employee, the employee shall assign to the County an amount of the award for the purpose of reimbursing the County for wages paid beyond the weekly amount paid by Workers' Compensation.

23.1.2 During any absence covered by Worker's Compensation, the employee will not be required to use any leave credits.

23.1.3 Upon the request of a partially disabled employee who has become so as a result of non-service connected illness or injury, the Employer agrees to make every reasonable effort to place such employee on sworn/uniformed work assignments which the employee is able to perform.

23.1.4 Nothing contained herein shall invalidate any provision of Section 207(C) of the General Municipal Law.

ARTICLE 24
FIREARMS QUALIFICATION

24.1.1 Employees who fail to meet the Department's minimum standards for firearms' qualifications after three (3) attempts at "in service" training sessions, shall be deemed "unqualified:'

The Sheriff agrees to utilize his best efforts to place such unqualified employee in alternative employment within the Department.

24.1.2 This shall apply only to those employees who are, as a condition of employment, required to carry and qualify in the use and handling of Department issued weapons. This provision shall not apply when failure to qualify is a result of a temporary medical condition as certified by the Department physician.

24.1.3 Should a disagreement arise between the employer's physician and the employee's physician in respect to whether a physical disability exists or whether such physical disability is temporary or permanent, then a third physician mutually agreed upon and selected by the two (2) physicians shall make the final determination. The full cost of the services of the third physician shall be borne by the employer.

ARTICLE 25
RETIREMENT AND PENSIONS

25.1.1 The twenty-five (25) year retirement plans (Section 89-n) will be available to Sheriff's Deputies who are qualified pursuant to the regulations of the State Retirement System and the New York State Retirement and Social Security Law.

25.1.2 All other employees who do not qualify for plans under the above sections of the New York State Retirement and Social Security Law shall be covered under the appropriate regular plan offered by the New York State Retirement System.

ARTICLE 26
PROBATIONARY PERIOD

26.1 New Employees

26.1.1 The probationary period for all new employees of the Sheriff's Office shall be for a period of fourteen (14) months, providing the employee has satisfactorily completed his mandatory training requirement. However, in no case shall the probationary period exceed eighteen (18) months.

26.1.2 New employees serving their probationary period shall have the right to Union representation for all purposes of this Agreement with the exception of discipline or discharge. During the probationary period such employee may be discharged, suspended, or demoted without recourse to the grievance procedure.

26.2 Promoted Employees

26.2.1 The probationary period for employees promoted to a higher position shall be for a period of twelve (12) months, during which time such employee may be returned to his former position for unsatisfactory performance, without recourse to the arbitration procedure.

26.3 Evaluations

26.3.1 While such employee is serving a probationary period, the Employer shall make every effort to notify such employee of any deficiency that may have been observed in such employee's work which, if not corrected, could be cause to terminate the employee, or in the case of a promoted employee, the return of that employee to his former position prior to the completion of the probationary period.

ARTICLE 27
CONTINUOUS SERVICE

27.1 Definition

27.1.1 Continuous service shall mean an employee's total length of employment as a full-time employee of the Sheriff's Office of the County of Monroe within the bargaining unit since his last date of hire, such being applicable to all benefits provided by this Agreement except as may otherwise be provided for below.

27.1.2 Continuous service shall be broken by voluntary resignation, discharge for cause, retirement and failure to return from layoff within ten (10) working days following notification; however, should such an employee be rehired within one (1) year of leaving employment to work in any capacity that is normally performed by employees covered by this Agreement, then the break in continuous service shall be removed, subtracting the period of non-service.

27.1.3 An employee's continuous service will continue to accrue during any period of absence brought about as a result of a service incurred disability or any other paid or unpaid approved leave of absence, except as may otherwise be limited elsewhere in this Agreement.

27.1.4 For purposes of shift preference and vacation selection, seniority shall mean an employee's total length of service in a job classification in a bureau of the Sheriff's Office of Monroe County.

27.2 Seniority Lists

27.2.1 The Employer agrees to furnish the Union with up-to-date seniority lists showing the total continuous service of each permanent employee and his service in title, upon request of the Union. The seniority list will show the names of such employees, their job classification, their length of service in title, and their last date of hire.

ARTICLE 28
LEAVE CREDITS AND MAXIMUM ACCRUALS

28.1 Accrual

28.1.1 There shall be no interruption of an employee's continuous service during any period of absence in which the employee has not been removed from the County payroll. An employee's leave credits shall accrue unless otherwise provided for in this Agreement. Credits shall be earned by employees during all payroll periods in which the employee is on full pay status.

28.1.2 Leave credits shall be earned by all full-time employees. Credits shall accumulate in days and hours and can be used in no less than half-hour (½) units, as approved by the Sheriff or his designee.

28.1.3 Earned credits are based upon an employee's hire date, which shall remain constant. If job changes occur within the County government, credits shall remain with the employee.

28.1.4 All credits must be earned before they can be used. Borrowing against future credits is prohibited. Credits accrued shall be noted on each time account card in terms of days and/or hours appropriate to the employee's position.

28.1.5 The maximum amount of vacation and compensatory time off which may be accrued shall be forty (40) days in each category.

ARTICLE 29
TARDINESS AND ABSENTEEISM

29.1.1 Chronic and excessive tardiness and/or absenteeism may result in disciplinary action.

29.1.2 In the event of a personal transportation breakdown and/or severe storms in a properly and promptly documented situation which makes it impossible for employees covered by this Agreement to report for work or to be tardy as a result of such circumstances, such situation will be excused from disciplinary action.

ARTICLE 30
RESIGNATION AND RETIREMENT

30.1.1 In cases of resignation or retirement, compensation will be made for unused vacation and compensatory time up to forty (40) days in each category, and accrued holiday pay will be paid to the employee. In cases of dismissal for cause, compensation will not be made for unused vacation time.

30.1.2 In cases of resignation a written notice of intention to resign shall be given to the Sheriff at least ten (10) business days prior to the last date of employment.

In cases of retirement, a written notice of intention to retire shall be given to the Sheriff at least ten (10) business days prior to the last date of employment.

30.1.3 In the event of an employee's death, compensation for unused vacation, all holiday pay, and compensatory time credits will be paid to his estate.

ARTICLE 31
UNIFORMS AND EQUIPMENT

31.1 Dry Cleaning and Maintenance

31.1.1 All employees shall continue to be provided with required equipment and firearms and appropriate items of clothing as presently provided, including the cleaning and maintenance of all such items, the full cost of which to be borne by the Employer. The County further agrees to provide inclement weather gear for all uniformed deputies engaged in outside work duties.

31.2 Plainclothes Duty

31.2.1 The Sheriff will issue a supplemental payment on a monthly basis at an annual rate of four hundred dollars ($400) for clothing maintenance to those plain clothes deputies assigned to the Prisoner Transport and the Civil Bureau. Such monthly payment will commence after the end of the first month's assignment to plain clothes duty.

ARTICLE 32
REIMBURSEMENT AND PARKING

32.1 Mileage and Transportation Reimbursement

32.1.1 The Employer shall provide mileage allowance in the amount promulgated by the Internal Revenue Service. In the event that public transportation or other private transportation is required and in the event that parking or toll fees are incurred on Sheriff's Office business, such fees and expenses shall be reimbursed upon proper proof thereof.

32.1.2 Deputies required to appear at court hearings on behalf of the Employer shall be compensated for the use of their personal automobiles at the established mileage reimbursement rate set forth in this Agreement for all miles driven both from and returning to their residence by the most direct route.

32.2 Tuition Reimbursement

32.2.1 Tuition and textbook reimbursement shall be equal to seventy-five percent (75%) of the cost in accordance with Resolution #206 of 1966 and as amended, to a maximum of one thousand, one hundred and twenty-five dollars ($1,125) per year, per employee. Employees shall submit documentation of expenses as required.

32.3 Conference Expenses

32.3.1 Legitimate expenses incurred at conferences or travel on official out-of-county departmental business which has been approved by the Sheriff and legally payable by the Controller's Office shall be reimbursed to the employee.

32.3.2 The maximum meal allowance incurred in attending to out-of-County business shall be thirty dollars ($30) per day. Meal allowance incurred while an employee is on out-of-County business shall be reimbursed up to the following maximum amounts:

Breakfast	$5.50
Lunch	$6.50
Dinner	$18.00

32.4 Personal Property Damage

32.4.1 The Employer agrees to reimburse employees of the Sheriff's Office for damage sustained in the performance of duty in accordance with the rules and regulations of the Sheriff's Office to clothing, glasses, timepieces, or any other personal property of the employee which is normally used in the conduct of official business. The County agrees to reimburse, replace, or repair any of the foregoing personal items which are damaged in the performance of duty in a documented situation promptly submitted. The Employer's financial obligation in respect to the aforementioned matters shall be limited to one hundred fifty Dollars ($150) in the case of eyeglasses, and one hundred dollars ($100) in the case of other types of property.

32.5 Filing of Claims

32.5.1 Reimbursement of claims shall be made on or before the thirtieth (30th) day of the month following the month in which these expenses were incurred, subject to the employee submitting his claim to the department bookkeeper by the third (3rd) day of the month.

32.6 Parking

32.6.1 Members of the bargaining unit who are assigned to units in downtown facilities shall be entitled to receive a key card for parking in the Civic Center Garage. Such members shall pay two-thirds (2/3) the base rate for such key cards, and payment shall be made by payroll deduction.

32.6.2 Members will be required to maintain deductions for key cards for the remainder of the calendar year, except that members may discontinue their deductions under the following circumstances:

a) If the member is transferred to an assignment other than a downtown unit;
b) If the cost of key cards is increased; or
c) If the member will be on a leave that continues for more than 30 days. In all cases, members shall be required to surrender their key card before deductions will be discontinued.

32.6.3 Members using such key cards shall be required to park on the south side of the lower level.

ARTICLE 33
EMPLOYEE'S PERSONNEL FILE

33.1 Employee Rights

33.1.1 No material related to an employee's conduct, performance, character or personality which is derogatory in nature shall be placed in an employee's personnel file without notification to the employee. The employee shall be given an opportunity to read such material and shall acknowledge that he has read such material by affixing his signature on the material to be filed, with the understanding that such signature merely acknowledges that he has read such material and does not indicate agreement with its contents. The employee shall receive a copy of such material upon request.

33.1.2 An employee shall have the opportunity to review his personnel file, and make copies of materials contained in the file, in the presence of an appropriate department official upon five (5) days written notice and to place in such file a response of reasonable length to anything contained therein which such employee deems to be adverse.

33.2 Maintenance of Files

33.2.1 The Sheriff agrees that there shall not be more than one (1) personnel file in the department which shall be maintained in the personnel office of the department.

33.3 Performance Evaluation

33.3.1 Performance evaluation shall be consistent with the policies and procedures of the County Administration and the Multi-Bureau General Order covering the same.

33.3.2 Appeals concerning performance evaluations shall be governed by the Multi-Bureau General Order covering the same.

33.3.3 Performance evaluations shall not be subject to the grievance and arbitration provisions of this Agreement.

ARTICLE 34
DISCIPLINE

34.1 Exercise of Rights

34.1.1 It is understood and agreed that any employee in the bargaining unit who has been employed by the Sheriff's Office and who has completed his probationary period shall not be removed or otherwise subjected to any disciplinary penalty set forth below, except for just cause shown only after a departmental hearing upon stated charges.

34.1.2 No employee shall be suspended or otherwise removed prior to a departmental hearing upon stated charges, except if the Sheriff determines that the continuing presence of the employee on the job unduly interferes with the proper operation of the department or reflects upon the integrity of the department. In such case, the Sheriff may suspend an employee without pay for up to 45 days.

If the suspension is continued beyond 45 days, the employee shall be paid. If the employee is terminated and the termination is upheld, the amount paid during a paid suspension shall be deducted from the employee's pay-off of accrued credits. If the employee is found not guilty, the employee shall be restored to his position with full pay and benefits for any period of suspension without pay.

Any delay caused by the employee's request does not count as part of the 45-day suspension without pay and is not paid time after the initial 45-day period.

34.1.3 Disciplinary action or measures which may be imposed upon employees shall consist of the following:

Written reprimand;
Suspension without pay for a period not to exceed sixty (60) days;
Loss of leave credits or other privileges;
Demotion;
Discharge.

34.1.4 It is understood and agreed that any employee covered by this Agreement shall be entitled to either Union representation or representation by an attorney at an Internal Affairs interview which he is required to attend, where the outcome may result in disciplinary action against him. It is understood that at such an interview the Union representative may act only as an observer. The employee's attorney may also act only as an observer, with the exception that at the close of the interview, the attorney will be permitted to ask questions of his client and the person conducting the interview.

Employees shall be entitled to two (2) business days to obtain an attorney or union representative, unless the nature of the investigation requires immediate action.

In cases requiring immediate action, the affected employee shall be provided a reasonable opportunity to contact an attorney or a union representative. If an attorney or union representative is not immediately available, the interview may still be conducted.

If the interview is conducted in the absence of an attorney (under the preceding paragraph), the employee's attorney shall, upon request, be provided a transcript or tape recording of the interview, if available, as soon as possible. The attorney shall then be allowed, upon request, to schedule a second interview, at which time he will be allowed to ask questions as provided for above. If no transcript or tape recording exists, the employee's attorney shall, upon request, be provided with a copy of the interviewer's notes of the interview, if such notes exist.

34.2 Procedure for Filing and Departmental Hearing

34.2.1 Any employee against whom departmental charges are brought shall be served with a written copy of the charges, either personally or by registered or certified mail, sent to the address on file with the department Personnel Office and a copy served upon the Union. The charges shall be specific and contain a description of the alleged conduct, including dates, times and places, and the employee shall have eight (8) business days in which to respond to the commanding officer who placed the charges, with a copy to the Sheriff. Failure to respond within the specified time limits shall serve to nullify the employee's right to a departmental hearing.

34.2.2 A departmental hearing shall be conducted by a hearing panel within thirty (30) calendar days of the date of selection of the three (3) person hearing panel. The hearing panel will be selected in the following manner:

The Sheriff will provide the employee with a list of three (3) members or employees of equal or higher rank than the employee. The employee shall strike one (1) of the three (3) names from the list. The remaining two names become part of the hearing panel. The employee shall submit a list of three (3) members or employees to the Sheriff. The Sheriff shall strike two (2) of those names from the list. The remaining name will become the third member of the panel.

In the event that a vacancy occurs in the hearing panel, the party from whose list that panel member was selected shall select a new panelist from a list of three members, of equal or higher rank than the employee subject to discipline, submitted by the other party.

The employee shall have the right to be represented either by the Union or by an attorney. The Sheriff shall have the burden of proving the charge(s) by clear and convincing evidence. In order to sustain a charge, at least two (2) of the three (3) panel members must agree that the employer has met the burden of proof.

A transcript of the hearing shall be taken. If the Union requests a copy of the transcript, then the cost involved shall be borne by the Union.

An attorney shall be selected as outlined below to serve as presiding officer. The attorney shall not participate in the determination of the factual issues, which shall be the exclusive function of the hearing panel. Furthermore, the attorney shall not participate in the deliberations of the hearing panel, but may be consulted on issues of law after consultation with the Union and the Employer.

The role of the attorney shall be limited to resolving procedural and evidentiary issues. The attorney shall act as a judge. The attorney shall be selected as follows:

A list of five (5) attorneys shall be obtained from the Monroe County Bar Association. The Sheriff or his designee, and the employee or his designee shall alternately strike names until one attorney is chosen. That Attorney shall serve as presiding officer with the limited powers, as outlined above.

34.2.3 Discovery shall be conducted as follows:

At least two weeks prior to the departmental hearing, the Sheriff shall produce any statements and reports obtained in the internal investigation. Investigator's opinions, reports to the Sheriff, and disclosures that are prohibited by law shall not be produced.

At least two weeks prior to the departmental hearing, the employee or the Union shall produce any statements of witnesses who are expected to testify in the hearing and any reports that are expected to be used in the hearing. Incriminating material shall not be produced.

Witness lists shall be exchanged at least one week prior to the departmental hearing. The parties shall be under a continuing obligation to produce material discovered or the names of witnesses decided upon after the above time limits.

Any disputes concerning discovery shall be decided by the presiding officer.

34.2.4 The hearing panel shall submit their findings to the Sheriff, the employee and the Union no later than thirty (30) days following the close of the hearing unless the time limit is waived or extended by mutual agreement between the parties hereto.

34.2.5 Where an employee has been suspended prior to a departmental hearing, and as a result of such hearing the charges against the employee are not sustained, such charged employee shall be restored to his position with full pay for any period of suspension the employee may have suffered.

34.2.6 If a charged employee has been determined to be guilty of the charges, a copy of the charges, his written answer thereto and a determination made by the Sheriff shall be furnished to the employee and the Union.

34.2.7 Nothing contained in this article shall preclude the settlement of a disciplinary matter at any time following the service of a notification of charges. Any charged employee shall have the right to meet with the Sheriff or his designee, and the right to union representation to discuss and effect a settlement. The terms of any agreed upon settlement shall be reduced to writing with copies provided to both the employee and the Union. A copy of such settlement shall be placed in the employee's personnel file.

34.3 Appeals Procedure

34.3.1 Should an employee feel aggrieved by a determination that he is guilty of the charges and/or by any of the penalties set forth in this article, such employee shall have the right to file a disciplinary grievance within ten (10) business days of the date of receipt of the determination and the penalty imposed. Such grievance shall be in writing and signed by the

employee. The Sheriff, within five (5) business days of receipt of the disciplinary grievance shall, upon request, meet with a committee from the Union, which shall not exceed three (3) members, in an effort to resolve the matter.

34.3.2 In the event the matter is not resolved at the meeting between the Sheriff and the Union committee, the employee may, within ten (10) business days of the date the meeting was held, file a demand for arbitration in accordance with Sections 35.4.1 and 35.4.2 of this agreement, copies of which shall be sent simultaneously to the Sheriff and the Special Counsel for Labor Relations of the County.

34.3.3 The arbitrator shall review the record of the disciplinary hearing and determine if the finding of guilt was based upon clear and convincing evidence. Either party may submit oral or written arguments relating to the determination of guilt or the penalty. The arbitrator will not conduct a hearing on the issue of guilt. The arbitrator shall be precluded from any determination in respect to the merits of the rules and regulations of the Sheriff's Office or in respect to the penalty imposed upon the grievant, except where the penalty imposed is found to be arbitrary or capricious. Witnesses can be called and proof adduced by either party solely on the issue of whether the penalty imposed was arbitrary and capricious.

34.3.4 The arbitrator shall not have the authority to add to, detract from or alter in any way the provisions of this Agreement. The decision of the arbitrator shall be final and binding upon the parties.

34.3.5 All fees and expenses of the arbitrator shall be divided equally between the Employer and the Union, or between the Employer and the employee if he is not represented by the Union.

34.3.6 If an arbitration hearing is canceled or postponed within the penalty period provided by the arbitrator, then the party requesting such cancellation or postponement shall be obligated to pay the cancellation fee of the arbitrator.

34.4 Limitation

34.4.1 An employee shall not be disciplined or otherwise removed for acts which occurred more than one (1) year prior to the service of the notice of discipline, except those acts which would constitute a crime. However, the employee’s whole record of employment may be considered with respect to the appropriateness of the penalty.

34.5 Right of the Parties

34.5.1 The Union Steward, the Union President or his designee, the disciplined employee and necessary witnesses shall suffer no loss of time or pay or be required to charge any accrued leave credits as a result of processing or investigating disciplinary grievances or attending departmental or arbitration hearings on disciplinary matters during such employee’s regular working hours.

34.5.2 Union staff representatives may be present and participate at any disciplinary hearing, grievance meeting and arbitration proceeding.

34.5.3 The time limits as specified herein shall be strictly adhered to unless waived by written mutual agreement of the parties to this Agreement.

34.5.4 Nothing contained in this Agreement shall be construed to modify or displace the rules and regulations of the Sheriff's Office or any General Order, except as it relates to the procedures set forth in this Agreement.

34.5.5 No employee shall be asked or permitted to take a polygraph examination.

34.5.6 Employees may be directed to participate in a line-up. Such line-up shall be conducted with a minimum of five persons with similar physical characteristics. An employee is entitled to have a Union representative or an attorney observe the line-up.

An at-the-scene, contemporaneous identification may be performed as part of an internal investigation. No other show-up procedure shall be performed on an employee.

34.5.7 Employees may be requested to submit financial records or disclosure statements as part of an internal investigation, as permitted by law.

ARTICLE 35
GRIEVANCE PROCEDURE

35.1 General

35.1.1 All employees covered by this Agreement shall have the right to utilize this grievance procedure free from interference, coercion, restraint, discrimination or reprisal, and shall have the right to Union representation at any and all steps of the procedure.

35.1.2 Aggrieved employees and necessary witnesses shall suffer no loss of time or pay, or be required to charge paid leave credits as the result of attending grievance reviews or arbitration hearings during their regular working hours.

35.1.3 No recording devices of any kind shall be used during any grievance review or arbitration proceeding unless it is agreed to by the parties, and each party receives a copy of the tape.

35.1.4 The pendency of a grievance shall not impede or delay the Sheriff from taking the action being grieved.

35.2 Grievance Definition

35.2.1 A grievance shall be defined as any claimed violation of a specific provision of this Agreement, or any matter which relates to employee health and safety.

35.3 Procedure

Step 1: Any grievance as defined herein shall be initiated by the employee and/or the Union Steward, or other representative of the Union, with the immediate supervisor of the Unit or

Bureau. The grievance shall be submitted on a grievance form provided by the union and signed by the aggrieved party or the Union Steward, or other authorized representative of the Union, whichever the case may be. Such grievance shall be presented within ten (10) business days from its known occurrence. The immediate supervisor shall make a written response to the aggrieved party and the Union Steward, or other authorized representative of the Union within five (5) business days of the submission of the grievance.

Step 2: In the event the grievance is not resolved at Step 1, or no answer is forthcoming, the Union President or his designee shall submit the grievance to the Sheriff on the appropriate grievance form within five (5) business days of the receipt of the Step 1 response, or of the date that such response was to have been due. The Sheriff or his authorized designee shall investigate the grievance and the relief sought, which may include an informal meeting with the Union President or his designee, the Union Steward, and the employee if he so desires. In any event, the Sheriff or his authorized designee shall render a decision in writing, which shall be served upon the Union President or his designee within five (5) business days of receipt of the grievance.

Step 3: In the event the grievance is not resolved at Step 2, the Union President or his designee shall submit the grievance to the Special Counsel for Labor Relations within five (5) business days of the receipt of the Step 2 decision or of the date that such decision was to have been due. The Special Counsel for Labor Relations shall meet with the Union President or his designee, the Union Steward, and the employee, if he so desires, within five (5) business days from receipt of the grievance. The Special Counsel for Labor Relations shall render a decision in writing, which shall be served upon the Union President or his designee within ten (10) business days following the date of the meeting.

Step 4: In the event the grievance is not resolved at Step 3, the Union may submit the grievance to arbitration within fifteen (15) business days of the receipt of the Step 3 decision, or of the date that such decision would have been due.

35.4 Arbitration

35.4.1 The parties shall establish, by mutual agreement, a panel of five (5) arbitrators. The panel may include fewer than five (5) arbitrators only with the mutual consent of the parties. In the event that an arbitrator is unable to continue serving on the panel, the parties shall appoint a replacement by mutual agreement. If the parties are at any time unable to agree on a panel of arbitrators, they shall proceed in accordance with Section 36.4.2 of this Agreement.

Each party may delete arbitrators from the panel once per calendar year. Such deletions shall take effect on the third Friday of January of each calendar year. If a party wishes to make deletions, it shall notify the other party in writing of the arbitrator(s) it is deleting no later than January 10 of each year. If such notification is not received by January 10, the party shall have no right to make deletions in that calendar year. The parties shall select replacements, by mutual agreement, no later than the third Friday of January of each calendar year. If such replacements are not made by the third Friday of January, the parties shall proceed according to Section 36.4.2 for the remainder of the calendar year.

An arbitrator shall be selected randomly for each case, and the Union shall submit a demand for arbitration to the arbitrator selected. Copies shall be sent simultaneously to the Special Counsel for Labor Relations and to the Sheriff.

35.4.2 In the event that no panel of arbitrators is in existence in accordance with section 36.4.1, the demand for arbitration shall be made on the appropriate form and sent to the Public Employment Relations Board, requesting that a panel of seven (7) arbitrators be submitted to both parties to the dispute. A copy of the arbitration demand shall be sent to the Employer. Upon receipt of the panel of arbitrators submitted by the Public Employment Relations Board, the parties shall make the selection of the arbitrator by alternately striking names from the panel until the name of only one person remains. The remaining person shall be designated the arbitrator in the dispute.

35.4.3 The arbitrator, after considering all oral testimony and any other evidence presented at an appropriate hearing, shall make every effort to render his written decision to both parties within thirty (30) calendar days of the close of the hearing. The decision of the arbitrator shall be final and binding upon both parties to the dispute.

35.4.4 The arbitrator shall not have jurisdiction or authority to add to, modify, detract from, or alter in any way the provisions of this Agreement, or any amendment or supplement thereto. If the grievance concerns matters not specifically covered by this Agreement, or if the arbitrator determines that the procedures contained herein have not been adhered to, the . grievance shall be denied by the arbitrator.

35.4.5 The time limits as set forth in this article shall be strictly adhered to and shall be binding upon the parties unless extended, or otherwise waived, by mutual agreement in writing.

35.4.6 The fees and expenses of the arbitrator shall be shared equally by the County and the Union.

35.4.7 If an arbitration hearing is canceled or postponed within the penalty period provided by the arbitrator, then the party requesting such cancellation or postponement shall be obligated to pay the cancellation fee of the arbitrator.

ARTICLE 36
UNION BUSINESS

36.1 Release Time for Union Business

36.1.1 Representatives of the Union shall be allowed release time with pay for the purpose of discussing wages, working conditions, grievances and disputes with Employer representatives, and to meet with employees during working hours solely for the purpose of investigating and processing grievances. All other Union business shall be performed outside of working hours or without pay. Except the Union President may appear at appropriate public hearings before the County Legislature using release time if such hearing occurs during his/her regular work schedule.

Upon written request of the President of the Union, and at the sole discretion of the Sheriff or his designee, authorization may be given for additional release time with pay.

36.1.2 Union representatives who are designated to represent employees in the aforementioned matters shall be permitted a reasonable amount of free time from their regular duties without loss of pay, providing such release time does not unduly interfere with the proper operation of the department.

36.1.3 The Employer will provide release time with pay to Union representatives (not to exceed six (6) in number) for the purpose of participating in contract negotiations. The Employer will provide release time with pay to Union representatives (not to exceed four (4) in number) for the purpose of participating in labor/management meetings. With the exception of contract negotiations and labor/management meetings, release time with pay shall be allowed to no more than two (2) Union representatives at any one time.

Upon written request of the President, and at the sole discretion of the Sheriff or his designee, authorization may be given for an increase in the foregoing numbers.

36.1.4 The Union President will be granted full day release time on Mondays and Fridays.

36.1.5 The parties to this Agreement agree to the following procedures for release time for Union business with or without pay:

1. Union representatives shall request permission from the Superintendent for release time and shall specify the place of intended visitation, and the purpose of release time and the estimated duration of stay.

2. The Union representative shall, upon return to his work area, notify his supervisor of the time of return.

3. All notification by the Union representative to the Superintendent shall be in writing whenever possible.

4. Failure of the Union representative to abide by the procedures contained herein shall result in no pay for the release time utilized.

36.1.6 Release time for union business shall not be unreasonably denied.

36.2 Joint Labor Relations Committee

36.2.1 To facilitate communications between the parties and to promote a climate conducive to constructive employee relations, a Joint Labor Relations Committee shall be established to discuss problems of mutual concern.

36.2.2 The meetings shall be held at reasonable hours mutually agreed upon by the parties. The party requesting the Joint Labor Relations Committee meeting shall submit an agenda of items to be discussed at least five (5) days in advance of the scheduled meeting. Employee committee members acting on behalf of the Union shall suffer no loss of time or pay as a result of attending such meetings during their regular working hours.

ARTICLE 37
NO STRIKE-NO LOCKOUT

37.1.1 The Union hereby affirms that it does not assert the right to strike against the Employer, to assist or participate in any such strike, or to impose an obligation upon its members to conduct, assist or participate in such a strike or concerted withholding of services.

37.1.2 The Employer will not institute any form of lockout against employees covered by this Agreement.

ARTICLE 38
COMPLETE AGREEMENT

38.1.1 The parties agree that during the negotiations which preceded the execution of this Agreement, each had the unlimited right and opportunity to make demands and proposals, and that the understandings and agreements reached by the parties after the exercise of that right are set forth in this Agreement. Therefore, for the life of this Agreement the Employer and the Union each voluntarily and unqualifiedly agree that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered by this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated and executed this Agreement.

38.1.2 It is further agreed that any subject or matter which either party wishes to open for negotiations subsequent to the execution of this Agreement may only be by written mutual agreement.

38.1.3 Any specific express provision of this Agreement shall supersede any and all previous personnel rules and regulations, or resolutions which are in direct conflict thereof.

38.1.4 This Agreement shall supersede all previous employee rights and benefits.

ARTICLE 39
STATUTORY PROVISIONS

39.1.1 IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

ARTICLE 40
SEVERABILITY

40.1.1 It is agreed and understood that all provisions of this Agreement are subject to all applicable laws, and in the event any of the provisions of this Agreement are held to be unlawful by a court of competent jurisdiction, the parties shall not be bound by the invalidated portions of the Agreement. Such invalidation shall not affect the remainder of the Agreement, which shall

remain in full force and effect as if the invalid or illegal provisions had not been part of the Agreement. However, the parties agree to meet for the purpose of negotiating a substitute for those portions of the Agreement that have been declared invalid.

ARTICLE 41
EXPIRATION AND MODIFICATION

41.1 This shall be a ten (10) year agreement effective the 1st day of January, 2013, and shall remain in full force and effect until the 31st day of December, 2022; it shall be renewed automatically from year to year thereafter, unless either party shall notify the other in writing at least ninety (90) calendar days in advance of the expiration date that they desire to modify this Agreement. In the event that either party exercises his right as set forth above and such notice is given, the parties shall meet at a mutually agreeable time for the purpose of exchanging proposals and commencing negotiations.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representatives.

PRESENT FOR THE UNION:	**PRESENT FOR THE EMPLOYER:**
Mike Samperi, Union President	Brayton McK. Connard, Director of HR
Tom Spring	Korey K. Brown, Undersheriff
Adam Leisenring	Ron W. Harling, Superintendent
Josh Rant	Paul V. Ciminelli, Esq.
Marvin Yamonaco	Holly Moynihan, Esq.
Jason Tripoli	William Q. Lowe, Esq.
Scott Farina	Karlee S. Bolaños, Esq.
Nolan Lafler, Esq.	
Jules Smith, Esq.	

MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2018 SALARY SCHEDULE - BASELINE

	GROUP		ENTRY	STEP XX	STEP A	STEP AA	STEP B	STEP C	STEP D	STEP E
	40	ANNUALIZED	36,894.70	40,602.20	43,387.86	45,849.61	48,311.62	50,408.50	52,695.64	54,888.04
		PAYROLL YEAR	36,753.34	40,446.64	43,221.62	45,673.94	48,126.52	50,215.36	52,493.74	54,677.74
		75 HOUR	18.8478	20.7419	22.1649	23.4225	24.6803	25.7514	26.9199	28.0399
		BI-WEEKLY	1,413.59	1,555.64	1,662.37	1,756.69	1,851.02	1,931.36	2,018.99	2,102.99
BMP	**40**	ANNUALIZED	40,818.57	44,920.71	48,002.34	50,725.87	53,449.67	55,769.70	58,300.09	60,726.09
		PAYROLL YEAR	40,662.18	44,748.60	47,818.42	50,531.52	53,244.88	55,556.02	58,076.72	60,493.42
		75 HOUR	20.8524	22.9480	24.5223	25.9136	27.3050	28.4903	29.7829	31.0222
		BI-WEEKLY	1,563.93	1,721.10	1,839.17	1,943.52	2,047.88	2,136.77	2,233.72	2,326.67
	44	ANNUALIZED	40,999.19	45,225.04	48,425.16	52,233.15	56,041.14	58,473.92	61,126.98	63,669.91
		PAYROLL YEAR	40,842.10	45,051.76	48,239.62	52,033.02	55,826.42	58,249.88	60,892.78	63,425.96
		75 HOUR	20.9447	23.1034	24.7383	26.6836	28.6289	29.8717	31.2270	32.5261
		BI-WEEKLY	1,570.85	1,732.76	1,855.37	2,001.27	2,147.17	2,240.38	2,342.03	2,439.46
BMP	**44**	ANNUALIZED	45,359.71	50,034.74	53,575.99	57,788.79	62,001.86	64,693.03	67,628.49	70,441.81
		PAYROLL YEAR	45,185.92	49,843.04	53,370.72	57,567.38	61,764.30	64,445.16	67,369.38	70,171.92
		75 HOUR	23.1723	25.5605	27.3696	29.5217	31.6740	33.0488	34.5484	35.9856
		BI-WEEKLY	1,737.92	1,917.04	2,052.72	2,214.13	2,375.55	2,478.66	2,591.13	2,698.92
	64	ANNUALIZED	41,261.49	45,513.18	48,732.35	51,651.12	54,569.10	57,334.13	60,283.43	62,682.02
		PAYROLL YEAR	41,103.40	45,338.80	48,545.64	51,453.22	54,360.02	57,114.46	60,052.46	62,441.86
		75 HOUR	21.0787	23.2506	24.8952	26.3862	27.8769	29.2894	30.7961	32.0214
		BI-WEEKLY	1,580.90	1,743.80	1,867.14	1,978.97	2,090.77	2,196.71	2,309.71	2,401.61
	65	ANNUALIZED	43,822.16	48,343.46	51,769.09	55,351.58	58,934.58	61,920.16	65,105.93	67,696.35
		PAYROLL YEAR	43,654.26	48,158.24	51,570.74	55,139.50	58,708.78	61,682.92	64,856.48	67,436.98
		75 HOUR	22.3868	24.6965	26.4465	28.2767	30.1070	31.6323	33.2597	34.5830
		BI-WEEKLY	1,679.01	1,852.24	1,983.49	2,120.75	2,258.03	2,372.42	2,494.48	2,593.73
	66	ANNUALIZED	46,909.27	51,789.97	55,498.00	59,398.90	63,299.81	66,506.98	69,928.95	72,710.95
		PAYROLL YEAR	46,729.54	51,591.54	55,285.36	59,171.32	63,057.28	66,252.16	69,661.02	72,432.36
		75 HOUR	23.9639	26.4572	28.3514	30.3443	32.3371	33.9755	35.7236	37.1448
		BI-WEEKLY	1,797.29	1,984.29	2,126.36	2,275.82	2,425.28	2,548.16	2,679.27	2,785.86

MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2018 SALARY SCHEDULE - 5 OR MORE YEARS SERVICE PLUS 4.0%

	GROUP		ENTRY	STEP XX	STEP A	STEP AA	STEP B	STEP C	STEP D	STEP E
	40	ANNUALIZED	38,370.39	42,226.41	45,123.25	47,683.40	50,244.07	52,424.72	54,803.21	57,083.57
		PAYROLL YEAR	38,223.38	42,064.62	44,950.36	47,500.70	50,051.56	52,223.86	54,593.24	56,864.86
		75 HOUR	19.6017	21.5716	23.0514	24.3593	25.6675	26.7815	27.9965	29.1615
		BI-WEEKLY	1,470.13	1,617.87	1,728.86	1,826.95	1,925.06	2,008.61	2,099.74	2,187.11
BMP	**40**	ANNUALIZED	42,451.39	46,717.43	49,922.25	52,755.15	55,588.04	58,000.73	60,632.39	63,154.95
		PAYROLL YEAR	42,288.74	46,538.44	49,730.98	52,553.02	55,375.06	57,778.50	60,400.08	62,912.98
		75 HOUR	21.6865	23.8658	25.5030	26.9503	28.3974	29.6300	30.9744	32.2630
		BI-WEEKLY	1,626.49	1,789.94	1,912.73	2,021.27	2,129.81	2,222.25	2,323.08	2,419.73
	44	ANNUALIZED	42,639.31	47,033.77	50,362.30	54,322.45	58,282.87	60,812.48	63,571.77	66,216.48
		PAYROLL YEAR	42,475.94	46,853.56	50,169.34	54,114.32	58,059.56	60,579.48	63,328.20	65,962.78
		75 HOUR	21.7825	24.0274	25.7278	27.7509	29.7741	31.0664	32.4760	33.8271
		BI-WEEKLY	1,633.69	1,802.06	1,929.59	2,081.32	2,233.06	2,329.98	2,435.70	2,537.03
BMP	**44**	ANNUALIZED	47,174.45	52,036.35	55,718.80	60,100.47	64,481.88	67,280.84	70,333.76	73,259.31
		PAYROLL YEAR	46,993.70	51,836.98	55,505.32	59,870.20	64,234.82	67,023.06	70,064.28	72,978.62
		75 HOUR	24.0993	26.5831	28.4643	30.7027	32.9409	34.3708	35.9304	37.4249
		BI-WEEKLY	1,807.45	1,993.73	2,134.82	2,302.70	2,470.57	2,577.81	2,694.78	2,806.87
	64	ANNUALIZED	42,912.05	47,333.66	50,682.02	53,716.93	56,751.32	59,626.76	62,694.81	65,188.93
		PAYROLL YEAR	42,747.64	47,152.30	50,487.84	53,511.12	56,533.88	59,398.30	62,454.60	64,939.16
		75 HOUR	21.9218	24.1806	25.8912	27.4416	28.9917	30.4606	32.0280	33.3021
		BI-WEEKLY	1,644.14	1,813.55	1,941.84	2,058.12	2,174.38	2,284.55	2,402.10	2,497.66
	65	ANNUALIZED	45,575.04	50,277.47	53,839.34	57,565.90	61,292.20	64,397.31	67,710.45	70,403.97
		PAYROLL YEAR	45,400.42	50,084.84	53,633.06	57,345.34	61,057.36	64,150.58	67,451.02	70,134.22
		75 HOUR	23.2823	25.6845	27.5041	29.4079	31.3114	32.8977	34.5902	35.9663
		BI-WEEKLY	1,746.17	1,926.34	2,062.81	2,205.59	2,348.36	2,467.33	2,594.27	2,697.47
	66	ANNUALIZED	48,785.60	53,861.53	57,717.80	61,774.79	65,832.03	69,167.35	72,726.08	75,619.01
		PAYROLL YEAR	48,598.68	53,655.16	57,496.66	61,538.10	65,579.80	68,902.34	72,447.44	75,329.28
		75 HOUR	24.9224	27.5154	29.4854	31.5580	33.6306	35.3345	37.1525	38.6304
		BI-WEEKLY	1,869.18	2,063.66	2,211.41	2,366.85	2,522.30	2,650.09	2,786.44	2,897.28

MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2018 SALARY SCHEDULE - 10 OR MORE YEARS SERVICE PLUS 4.5%

	GROUP		ENTRY	STEP XX	STEP A	STEP AA	STEP B	STEP C	STEP D	STEP E
	40	ANNUALIZED	38,554.66	42,429.47	45,340.14	47,912.81	50,485.23	52,676.59	55,067.09	57,357.62
		PAYROLL YEAR	38,406.94	42,266.90	45,166.42	47,729.24	50,291.80	52,474.76	54,856.10	57,137.86
		75 HOUR	19.6959	21.6753	23.1622	24.4765	25.7907	26.9101	28.1313	29.3015
		BI-WEEKLY	1,477.19	1,625.65	1,737.17	1,835.74	1,934.30	2,018.26	2,109.85	2,197.61
BMP	**40**	ANNUALIZED	42,655.23	46,942.16	50,162.11	53,008.84	55,855.57	58,279.47	60,923.66	63,458.50
		PAYROLL YEAR	42,491.80	46,762.30	49,969.92	52,805.74	55,641.56	58,056.18	60,690.24	63,215.36
		75 HOUR	21.7906	23.9806	25.6256	27.0799	28.5341	29.7724	31.1232	32.4181
		BI-WEEKLY	1,634.30	1,798.55	1,921.92	2,030.99	2,140.06	2,232.93	2,334.24	2,431.36
	44	ANNUALIZED	42,844.19	47,260.05	50,603.99	54,583.45	58,563.18	61,105.06	63,877.66	66,535.16
		PAYROLL YEAR	42,680.04	47,078.98	50,410.10	54,374.32	58,338.80	60,870.94	63,632.92	66,280.24
		75 HOUR	21.8872	24.1430	25.8513	27.8842	29.9173	31.2159	32.6323	33.9898
		BI-WEEKLY	1,641.54	1,810.73	1,938.85	2,091.32	2,243.80	2,341.19	2,447.42	2,549.24
BMP	**44**	ANNUALIZED	47,400.99	52,286.65	55,986.85	60,389.40	64,792.21	67,604.22	70,671.75	73,611.66
		PAYROLL YEAR	47,219.38	52,086.32	55,772.34	60,158.02	64,543.96	67,345.20	70,400.98	73,329.62
		75 HOUR	24.2151	26.7109	28.6012	30.8502	33.0994	34.5360	36.1031	37.6049
		BI-WEEKLY	1,816.13	2,003.32	2,145.09	2,313.77	2,482.46	2,590.20	2,707.73	2,820.37
	64	ANNUALIZED	43,118.51	47,560.73	50,925.80	53,975.06	57,024.59	59,913.33	62,996.27	65,502.39
		PAYROLL YEAR	42,953.30	47,378.50	50,730.68	53,768.26	56,806.10	59,683.78	62,754.90	65,251.42
		75 HOUR	22.0273	24.2966	26.0157	27.5734	29.1313	30.6071	32.1820	33.4622
		BI-WEEKLY	1,652.05	1,822.25	1,951.18	2,068.01	2,184.85	2,295.53	2,413.65	2,509.67
	65	ANNUALIZED	45,794.28	50,518.90	54,098.25	57,842.56	61,586.60	64,706.86	68,035.65	70,742.22
		PAYROLL YEAR	45,618.82	50,325.34	53,890.98	57,620.94	61,350.64	64,458.94	67,774.98	70,471.18
		75 HOUR	23.3943	25.8079	27.6364	29.5492	31.4618	33.0558	34.7564	36.1391
		BI-WEEKLY	1,754.57	1,935.59	2,072.73	2,216.19	2,359.64	2,479.19	2,606.73	2,710.43
	66	ANNUALIZED	49,020.24	54,120.44	57,994.98	62,071.54	66,148.62	69,499.60	73,075.56	75,982.32
		PAYROLL YEAR	48,832.42	53,913.08	57,772.78	61,833.72	65,895.18	69,233.32	72,795.58	75,691.20
		75 HOUR	25.0422	27.6477	29.6271	31.7096	33.7924	35.5043	37.3311	38.8160
		BI-WEEKLY	1,878.17	2,073.58	2,222.03	2,378.22	2,534.43	2,662.82	2,799.83	2,911.20

MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2018 SALARY SCHEDULE - 15 OR MORE YEARS SERVICE PLUS 5.0%

	GROUP		ENTRY	STEP XX	STEP A	STEP AA	STEP B	STEP C	STEP D	STEP E
	40	ANNUALIZED	38,738.93	42,632.52	45,557.03	48,141.71	50,727.18	52,928.97	55,330.43	57,632.45
		PAYROLL YEAR	38,590.50	42,469.18	45,382.48	47,957.26	50,532.82	52,726.18	55,118.44	57,411.64
		75 HOUR	19.7900	21.7790	23.2731	24.5934	25.9142	27.0390	28.2659	29.4419
		BI-WEEKLY	1,484.25	1,633.43	1,745.48	1,844.51	1,943.57	2,027.93	2,119.94	2,208.14
BMP	**40**	ANNUALIZED	42,859.59	47,166.88	50,402.23	53,262.53	56,122.05	58,557.96	61,215.46	63,761.78
		PAYROLL YEAR	42,695.38	46,986.16	50,209.12	53,058.46	55,907.02	58,333.60	60,980.92	63,517.48
		75 HOUR	21.8950	24.0955	25.7482	27.2095	28.6703	29.9147	31.2722	32.5730
		BI-WEEKLY	1,642.13	1,807.16	1,931.12	2,040.71	2,150.27	2,243.60	2,345.42	2,442.98
	44	ANNUALIZED	43,049.08	47,486.08	50,846.45	54,844.97	58,843.23	61,397.12	64,183.03	66,853.06
		PAYROLL YEAR	42,884.14	47,304.14	50,651.64	54,634.84	58,617.78	61,161.88	63,937.12	66,596.92
		75 HOUR	21.9919	24.2585	25.9752	28.0178	30.0604	31.3651	32.7883	34.1523
		BI-WEEKLY	1,649.39	1,819.39	1,948.14	2,101.34	2,254.53	2,352.38	2,459.12	2,561.42
BMP	**44**	ANNUALIZED	47,628.06	52,536.69	56,254.37	60,678.32	65,102.27	67,927.60	71,010.01	73,964.01
		PAYROLL YEAR	47,445.58	52,335.40	56,038.84	60,445.84	64,852.84	67,667.34	70,737.94	73,680.62
		75 HOUR	24.3310	26.8387	28.7379	30.9979	33.2578	34.7012	36.2759	37.7849
		BI-WEEKLY	1,824.83	2,012.90	2,155.34	2,324.84	2,494.34	2,602.59	2,720.69	2,833.87
	64	ANNUALIZED	43,324.96	47,788.32	51,169.05	54,233.45	57,297.33	60,199.91	63,297.46	65,815.59
		PAYROLL YEAR	43,158.96	47,605.22	50,973.00	54,025.66	57,077.80	59,969.26	63,054.94	65,563.42
		75 HOUR	22.1328	24.4129	26.1400	27.7054	29.2706	30.7535	32.3359	33.6223
		BI-WEEKLY	1,659.96	1,830.97	1,960.50	2,077.91	2,195.30	2,306.51	2,425.19	2,521.67
	65	ANNUALIZED	46,013.26	50,760.59	54,357.43	58,119.48	61,881.01	65,016.41	68,361.38	71,081.26
		PAYROLL YEAR	45,836.96	50,566.10	54,149.16	57,896.80	61,643.92	64,767.30	68,099.46	70,808.92
		75 HOUR	23.5061	25.9313	27.7688	29.6907	31.6122	33.2140	34.9228	36.3122
		BI-WEEKLY	1,762.96	1,944.85	2,082.66	2,226.80	2,370.92	2,491.05	2,619.21	2,723.42
	66	ANNUALIZED	49,254.62	54,379.35	58,272.95	62,368.82	66,464.69	69,832.90	73,425.30	76,346.15
		PAYROLL YEAR	49,065.90	54,171.00	58,049.68	62,129.86	66,210.04	69,565.34	73,143.98	76,053.64
		75 HOUR	25.1620	27.7800	29.7690	31.8615	33.9538	35.6745	37.5097	39.0019
		BI-WEEKLY	1,887.15	2,083.50	2,232.68	2,389.61	2,546.54	2,675.59	2,813.23	2,925.14

MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2018 SALARY SCHEDULE - 20 OR MORE YEARS SERVICE PLUS 5.5%

	GROUP		ENTRY	STEP XX	STEP A	STEP AA	STEP B	STEP C	STEP D	STEP E
	40	ANNUALIZED	38,923.97	42,835.32	45,773.92	48,371.13	50,968.60	53,180.84	55,594.31	57,906.77
		PAYROLL YEAR	38,774.84	42,671.20	45,598.54	48,185.80	50,773.32	52,977.08	55,381.30	57,684.90
		75 HOUR	19.8845	21.8826	23.3839	24.7107	26.0376	27.1677	28.4006	29.5820
		BI-WEEKLY	1,491.34	1,641.20	1,753.79	1,853.30	1,952.82	2,037.58	2,130.05	2,218.65
BMP	**40**	ANNUALIZED	43,063.70	47,391.34	50,642.61	53,515.96	56,389.57	58,837.23	61,506.74	64,065.84
		PAYROLL YEAR	42,898.70	47,209.76	50,448.58	53,310.92	56,173.52	58,611.80	61,271.08	63,820.38
		75 HOUR	21.9993	24.2101	25.8710	27.3389	28.8069	30.0573	31.4210	32.7284
		BI-WEEKLY	1,649.95	1,815.76	1,940.33	2,050.42	2,160.52	2,254.30	2,356.58	2,454.63
	44	ANNUALIZED	43,254.23	47,711.84	51,088.66	55,105.97	59,123.55	61,689.70	64,488.92	67,171.74
		PAYROLL YEAR	43,088.50	47,529.04	50,892.92	54,894.84	58,897.02	61,453.34	64,241.84	66,914.38
		75 HOUR	22.0967	24.3739	26.0989	28.1512	30.2036	31.5145	32.9445	34.3150
		BI-WEEKLY	1,657.25	1,828.04	1,957.42	2,111.34	2,265.27	2,363.59	2,470.84	2,573.63
BMP	**44**	ANNUALIZED	47,854.61	52,786.73	56,522.42	60,966.99	65,411.82	68,251.24	71,348.27	74,316.36
		PAYROLL YEAR	47,671.26	52,584.48	56,305.86	60,733.40	65,161.20	67,989.74	71,074.90	74,031.62
		75 HOUR	24.4468	26.9664	28.8748	31.1453	33.4160	34.8665	36.4487	37.9649
		BI-WEEKLY	1,833.51	2,022.48	2,165.61	2,335.90	2,506.20	2,614.99	2,733.65	2,847.37
	64	ANNUALIZED	43,531.41	48,016.17	51,412.56	54,491.58	57,570.34	60,487.27	63,599.18	66,129.57
		PAYROLL YEAR	43,364.62	47,832.20	51,215.58	54,282.80	57,349.76	60,255.52	63,355.50	65,876.20
		75 HOUR	22.2382	24.5293	26.2644	27.8373	29.4101	30.9002	32.4900	33.7826
		BI-WEEKLY	1,667.87	1,839.70	1,969.83	2,087.80	2,205.76	2,317.52	2,436.75	2,533.70
	65	ANNUALIZED	46,232.76	51,002.53	54,615.82	58,395.88	62,175.94	65,326.21	68,686.85	71,419.52
		PAYROLL YEAR	46,055.62	50,807.12	54,406.56	58,172.14	61,937.72	65,075.92	68,423.68	71,145.88
		75 HOUR	23.6182	26.0549	27.9008	29.8319	31.7629	33.3722	35.0891	36.4850
		BI-WEEKLY	1,771.37	1,954.12	2,092.56	2,237.39	2,382.22	2,502.92	2,631.68	2,736.38
	66	ANNUALIZED	49,488.99	54,638.52	58,550.13	62,666.10	66,781.55	70,164.63	73,774.78	76,709.73
		PAYROLL YEAR	49,299.38	54,429.18	58,325.80	62,426.00	66,525.68	69,895.80	73,492.12	76,415.82
		75 HOUR	25.2817	27.9124	29.9106	32.0133	34.1157	35.8440	37.6883	39.1876
		BI-WEEKLY	1,896.13	2,093.43	2,243.30	2,401.00	2,558.68	2,688.30	2,826.62	2,939.07

MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2019 SALARY SCHEDULE - BASELINE

GROUP		ENTRY	STEP XX	STEP A	STEP AA	STEP B	STEP C	STEP D	STEP E
40	ANNUALIZED	36,894.70	41,211.38	44,038.79	46,537.34	49,036.42	51,164.61	53,486.21	55,711.49
	PAYROLL YEAR	36,753.34	41,053.48	43,870.06	46,359.04	48,848.54	50,968.58	53,281.28	55,498.04
	75 HOUR	18.8478	21.0530	22.4974	23.7738	25.0505	26.1377	27.3237	28.4605
	BI-WEEKLY	1,413.59	1,578.98	1,687.31	1,783.04	1,878.79	1,960.33	2,049.28	2,134.54
40	ANNUALIZED	40,818.57	45,594.61	48,722.44	51,486.69	54,251.46	56,606.46	59,174.44	61,636.72
	PAYROLL YEAR	40,662.18	45,419.92	48,535.76	51,289.42	54,043.60	56,389.58	58,947.72	61,400.56
	75 HOUR	20.8524	23.2922	24.8901	26.3023	27.7146	28.9177	30.2296	31.4875
	BI-WEEKLY	1,563.93	1,746.92	1,866.76	1,972.67	2,078.60	2,168.83	2,267.22	2,361.56
44	ANNUALIZED	40,999.19	45,903.38	49,151.78	53,016.67	56,881.56	59,351.14	62,043.88	64,624.91
	PAYROLL YEAR	40,842.10	45,727.50	48,963.46	52,813.54	56,663.62	59,123.74	61,806.16	64,377.30
	75 HOUR	20.9447	23.4500	25.1094	27.0839	29.0583	30.3198	31.6954	33.0140
	BI-WEEKLY	1,570.85	1,758.75	1,883.21	2,031.29	2,179.37	2,273.99	2,377.16	2,476.05
44	ANNUALIZED	45,359.71	50,785.12	54,379.61	58,655.57	62,931.80	65,663.42	68,643.00	71,498.60
	PAYROLL YEAR	45,185.92	50,590.54	54,171.26	58,430.84	62,690.68	65,411.84	68,380.00	71,224.66
	75 HOUR	23.1723	25.9439	27.7801	29.9645	32.1491	33.5445	35.0666	36.5254
	BI-WEEKLY	1,737.92	1,945.79	2,083.51	2,247.34	2,411.18	2,515.84	2,630.00	2,739.41
64	ANNUALIZED	41,261.49	46,195.96	49,463.42	52,425.77	55,387.59	58,193.87	61,187.54	63,622.14
	PAYROLL YEAR	41,103.40	46,018.96	49,273.90	52,224.90	55,175.38	57,970.90	60,953.10	63,378.38
	75 HOUR	21.0787	23.5994	25.2686	26.7820	28.2951	29.7287	31.2580	32.5017
	BI-WEEKLY	1,580.90	1,769.96	1,895.15	2,008.65	2,122.13	2,229.65	2,344.35	2,437.63
65	ANNUALIZED	43,822.16	49,068.52	52,545.56	56,182.08	59,818.59	62,849.06	66,082.59	68,711.64
	PAYROLL YEAR	43,654.26	48,880.52	52,344.24	55,966.82	59,589.40	62,608.26	65,829.40	68,448.38
	75 HOUR	22.3868	25.0669	26.8432	28.7009	30.5586	32.1068	33.7586	35.1017
	BI-WEEKLY	1,679.01	1,880.02	2,013.24	2,152.57	2,291.90	2,408.01	2,531.90	2,632.63
66	ANNUALIZED	46,909.27	52,566.97	56,330.33	60,289.96	64,249.59	67,504.52	70,977.91	73,801.67
	PAYROLL YEAR	46,729.54	52,365.56	56,114.50	60,058.96	64,003.42	67,245.88	70,705.96	73,518.90
	75 HOUR	23.9639	26.8541	28.7767	30.7995	32.8222	34.4851	36.2595	37.7020
	BI-WEEKLY	1,797.29	2,014.06	2,158.25	2,309.96	2,461.67	2,586.38	2,719.46	2,827.65

MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2019 SALARY SCHEDULE - 5 OR MORE YEARS SERVICE PLUS 4.0%

GROUP		ENTRY	STEP XX	STEP A	STEP AA	STEP B	STEP C	STEP D	STEP E
40	ANNUALIZED	38,370.39	42,859.85	45,800.02	48,398.54	50,997.83	53,211.11	55,625.10	57,939.91
	PAYROLL YEAR	38,223.38	42,695.64	45,624.54	48,213.10	50,802.44	53,007.24	55,411.98	57,717.92
	75 HOUR	19.6017	21.8952	23.3972	24.7247	26.0525	27.1832	28.4164	29.5989
	BI-WEEKLY	1,470.13	1,642.14	1,754.79	1,854.35	1,953.94	2,038.74	2,131.23	2,219.92
40	ANNUALIZED	42,451.39	47,418.22	50,670.80	53,546.76	56,421.94	58,870.90	61,541.97	64,102.12
	PAYROLL YEAR	42,288.74	47,236.54	50,476.66	53,341.60	56,205.76	58,645.34	61,306.18	63,856.52
	75 HOUR	21.6865	24.2238	25.8855	27.3546	28.8234	30.0745	31.4390	32.7469
	BI-WEEKLY	1,626.49	1,816.79	1,941.41	2,051.60	2,161.76	2,255.59	2,357.93	2,456.02
44	ANNUALIZED	42,639.31	47,739.25	51,117.63	55,137.29	59,156.96	61,724.67	64,525.20	67,209.85
	PAYROLL YEAR	42,475.94	47,556.34	50,921.78	54,926.04	58,930.30	61,488.18	64,277.98	66,952.34
	75 HOUR	21.7825	24.3878	26.1137	28.1672	30.2207	31.5324	32.9631	34.3345
	BI-WEEKLY	1,633.69	1,829.09	1,958.53	2,112.54	2,266.55	2,364.93	2,472.23	2,575.09
44	ANNUALIZED	47,174.45	52,817.00	56,554.79	61,001.96	65,449.14	68,290.13	71,388.98	74,358.12
	PAYROLL YEAR	46,993.70	52,614.64	56,338.10	60,768.24	65,198.38	68,028.48	71,115.46	74,073.22
	75 HOUR	24.0993	26.9818	28.8913	31.1632	33.4350	34.8864	36.4694	37.9863
	BI-WEEKLY	1,807.45	2,023.64	2,166.85	2,337.24	2,507.63	2,616.48	2,735.21	2,848.97
64	ANNUALIZED	42,912.05	48,043.58	51,442.32	54,522.64	57,602.70	60,520.94	63,635.19	66,166.63
	PAYROLL YEAR	42,747.64	47,859.50	51,245.22	54,313.74	57,382.00	60,289.06	63,391.38	65,913.12
	75 HOUR	21.9218	24.5433	26.2796	27.8532	29.4266	30.9175	32.5084	33.8016
	BI-WEEKLY	1,644.14	1,840.75	1,970.97	2,088.99	2,207.00	2,318.81	2,438.13	2,535.12
65	ANNUALIZED	45,575.04	51,031.76	54,646.88	58,429.55	62,211.44	65,363.27	68,726.00	71,460.23
	PAYROLL YEAR	45,400.42	50,836.24	54,437.50	58,205.68	61,973.08	65,112.84	68,462.68	71,186.44
	75 HOUR	23.2823	26.0698	27.9167	29.8490	31.7811	33.3912	35.1091	36.5058
	BI-WEEKLY	1,746.17	1,955.24	2,093.75	2,238.68	2,383.58	2,504.34	2,633.18	2,737.94
66	ANNUALIZED	48,785.60	54,669.32	58,583.54	62,701.60	66,819.39	70,204.82	73,817.06	76,753.31
	PAYROLL YEAR	48,598.68	54,459.86	58,359.08	62,461.36	66,563.38	69,935.84	73,534.24	76,459.24
	75 HOUR	24.9224	27.9281	29.9277	32.0314	34.1351	35.8645	37.7098	39.2099
	BI-WEEKLY	1,869.18	2,094.61	2,244.58	2,402.36	2,560.13	2,689.84	2,828.24	2,940.74

MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2019 SALARY SCHEDULE - 10 OR MORE YEARS SERVICE PLUS 4.5%

GROUP		ENTRY	STEP XX	STEP A	STEP AA	STEP B	STEP C	STEP D	STEP E
40	ANNUALIZED	38,554.66	43,065.78	46,020.04	48,631.35	51,242.65	53,466.89	55,893.15	58,218.14
	PAYROLL YEAR	38,406.94	42,900.78	45,843.72	48,445.02	51,046.32	53,262.04	55,679.00	57,995.08
	75 HOUR	19.6959	22.0004	23.5096	24.8436	26.1776	27.3138	28.5533	29.7410
	BI-WEEKLY	1,477.19	1,650.03	1,763.22	1,863.27	1,963.32	2,048.54	2,141.50	2,230.58
40	ANNUALIZED	42,655.23	47,646.07	50,914.58	53,804.11	56,693.38	59,153.82	61,837.43	64,410.36
	PAYROLL YEAR	42,491.80	47,463.52	50,719.50	53,597.96	56,476.16	58,927.18	61,600.50	64,163.58
	75 HOUR	21.7906	24.3403	26.0100	27.4861	28.9621	30.2190	31.5900	32.9044
	BI-WEEKLY	1,634.30	1,825.52	1,950.75	2,061.46	2,172.16	2,266.43	2,369.25	2,467.83
44	ANNUALIZED	42,844.19	47,968.67	51,362.97	55,402.21	59,441.71	62,021.69	64,836.05	67,532.97
	PAYROLL YEAR	42,680.04	47,784.88	51,166.18	55,189.94	59,213.96	61,784.06	64,587.64	67,274.22
	75 HOUR	21.8872	24.5051	26.2391	28.3025	30.3661	31.6841	33.1218	34.4996
	BI-WEEKLY	1,641.54	1,837.88	1,967.93	2,122.69	2,277.46	2,376.31	2,484.14	2,587.47
44	ANNUALIZED	47,400.99	53,070.96	56,826.75	61,295.33	65,763.91	68,618.21	71,731.94	74,715.95
	PAYROLL YEAR	47,219.38	52,867.62	56,609.02	61,060.48	65,511.94	68,355.30	71,457.10	74,429.68
	75 HOUR	24.2151	27.1116	29.0302	31.3130	33.5959	35.0540	36.6446	38.1690
	BI-WEEKLY	1,816.13	2,033.37	2,177.27	2,348.48	2,519.69	2,629.05	2,748.35	2,862.68
64	ANNUALIZED	43,118.51	48,274.04	51,689.48	54,784.68	57,879.88	60,812.22	63,941.09	66,484.79
	PAYROLL YEAR	42,953.30	48,089.08	51,491.44	54,574.78	57,658.12	60,579.22	63,696.10	66,230.06
	75 HOUR	22.0273	24.6610	26.4059	27.9870	29.5683	31.0662	32.6647	33.9641
	BI-WEEKLY	1,652.05	1,849.58	1,980.44	2,099.03	2,217.62	2,329.97	2,449.85	2,547.31
65	ANNUALIZED	45,794.28	51,276.84	54,909.70	58,710.12	62,510.28	65,677.26	69,056.16	71,803.45
	PAYROLL YEAR	45,618.82	51,080.38	54,699.32	58,485.18	62,270.78	65,425.62	68,791.58	71,528.34
	75 HOUR	23.3943	26.1950	28.0509	29.9924	31.9337	33.5516	35.2777	36.6812
	BI-WEEKLY	1,754.57	1,964.63	2,103.82	2,249.43	2,395.03	2,516.37	2,645.83	2,751.09
66	ANNUALIZED	49,020.24	54,932.15	58,864.90	63,002.53	67,140.95	70,542.30	74,171.76	77,122.11
	PAYROLL YEAR	48,832.42	54,721.68	58,639.36	62,761.14	66,883.70	70,272.02	73,887.58	76,826.62
	75 HOUR	25.0422	28.0624	30.0715	32.1852	34.2993	36.0369	37.8911	39.3982
	BI-WEEKLY	1,878.17	2,104.68	2,255.36	2,413.89	2,572.45	2,702.77	2,841.83	2,954.87

MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2019 SALARY SCHEDULE - 15 OR MORE YEARS SERVICE PLUS 5.0%

GROUP		ENTRY	STEP XX	STEP A	STEP AA	STEP B	STEP C	STEP D	STEP E
40	ANNUALIZED	38,738.93	43,271.97	46,240.59	48,863.64	51,487.99	53,722.94	56,160.41	58,496.89
	PAYROLL YEAR	38,590.50	43,106.18	46,063.42	48,676.42	51,290.72	53,517.10	55,945.24	58,272.76
	75 HOUR	19.7900	22.1057	23.6222	24.9623	26.3029	27.4446	28.6899	29.8835
	BI-WEEKLY	1,484.25	1,657.93	1,771.67	1,872.17	1,972.72	2,058.35	2,151.74	2,241.26
40	ANNUALIZED	42,859.59	47,874.45	51,158.09	54,061.45	56,964.03	59,436.49	62,133.66	64,718.08
	PAYROLL YEAR	42,695.38	47,691.02	50,962.08	53,854.32	56,745.78	59,208.76	61,895.60	64,470.12
	75 HOUR	21.8950	24.4569	26.1344	27.6176	29.1004	30.3634	31.7413	33.0616
	BI-WEEKLY	1,642.13	1,834.27	1,960.08	2,071.32	2,182.53	2,277.26	2,380.60	2,479.62
44	ANNUALIZED	43,049.08	48,198.35	51,609.10	55,667.65	59,725.94	62,318.19	65,145.86	67,856.09
	PAYROLL YEAR	42,884.14	48,013.68	51,411.36	55,454.36	59,497.10	62,079.42	64,896.26	67,596.10
	75 HOUR	21.9919	24.6224	26.3648	28.4381	30.5113	31.8356	33.2801	34.6646
	BI-WEEKLY	1,649.39	1,846.68	1,977.36	2,132.86	2,288.35	2,387.67	2,496.01	2,599.85
44	ANNUALIZED	47,628.06	53,324.91	57,098.45	61,588.69	66,078.68	68,946.54	72,075.15	75,073.52
	PAYROLL YEAR	47,445.58	53,120.60	56,879.68	61,352.72	65,825.50	68,682.38	71,799.00	74,785.88
	75 HOUR	24.3310	27.2413	29.1690	31.4629	33.7567	35.2217	36.8200	38.3517
	BI-WEEKLY	1,824.83	2,043.10	2,187.68	2,359.72	2,531.75	2,641.63	2,761.50	2,876.38
64	ANNUALIZED	43,324.96	48,505.02	51,936.65	55,046.99	58,156.80	61,102.97	64,246.98	66,802.95
	PAYROLL YEAR	43,158.96	48,319.18	51,737.66	54,836.08	57,933.98	60,868.86	64,000.82	66,547.00
	75 HOUR	22.1328	24.7791	26.5321	28.1210	29.7097	31.2148	32.8209	34.1266
	BI-WEEKLY	1,659.96	1,858.43	1,989.91	2,109.08	2,228.23	2,341.11	2,461.57	2,559.50
65	ANNUALIZED	46,013.26	51,521.92	55,172.79	58,991.48	62,809.13	65,991.76	69,386.85	72,147.45
	PAYROLL YEAR	45,836.96	51,324.52	54,961.40	58,765.46	62,568.48	65,738.92	69,121.00	71,871.02
	75 HOUR	23.5061	26.3203	28.1853	30.1361	32.0864	33.7122	35.4466	36.8569
	BI-WEEKLY	1,762.96	1,974.02	2,113.90	2,260.21	2,406.48	2,528.42	2,658.50	2,764.27
66	ANNUALIZED	49,254.62	55,194.98	59,146.78	63,304.51	67,461.45	70,880.29	74,526.46	77,491.42
	PAYROLL YEAR	49,065.90	54,983.50	58,920.16	63,061.96	67,202.98	70,608.72	74,240.92	77,194.52
	75 HOUR	25.1620	28.1967	30.2155	32.3394	34.4631	36.2096	38.0723	39.5869
	BI-WEEKLY	1,887.15	2,114.75	2,266.16	2,425.46	2,584.73	2,715.72	2,855.42	2,969.02

MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2019 SALARY SCHEDULE - 20 OR MORE YEARS SERVICE PLUS 5.5%

GROUP		ENTRY	STEP XX	STEP A	STEP AA	STEP B	STEP C	STEP D	STEP E
40	ANNUALIZED	38,923.97	43,477.64	46,460.61	49,096.97	51,733.33	53,978.45	56,428.20	58,775.37
	PAYROLL YEAR	38,774.84	43,311.06	46,282.60	48,908.86	51,535.12	53,771.64	56,212.00	58,550.18
	75 HOUR	19.8845	22.2108	23.7347	25.0814	26.4282	27.5752	28.8266	30.0257
	BI-WEEKLY	1,491.34	1,665.81	1,780.10	1,881.11	1,982.12	2,068.14	2,162.00	2,251.93
40	ANNUALIZED	43,063.70	48,102.30	51,402.12	54,318.80	57,235.47	59,719.93	62,429.11	65,026.85
	PAYROLL YEAR	42,898.70	47,918.00	51,205.18	54,110.68	57,016.18	59,491.12	62,189.92	64,777.70
	75 HOUR	21.9993	24.5733	26.2591	27.7490	29.2390	30.5082	31.8923	33.2193
	BI-WEEKLY	1,649.95	1,843.00	1,969.43	2,081.18	2,192.93	2,288.12	2,391.92	2,491.45
44	ANNUALIZED	43,254.23	48,427.51	51,854.96	55,932.56	60,010.43	62,614.94	65,456.19	68,179.20
	PAYROLL YEAR	43,088.50	48,241.96	51,656.28	55,718.26	59,780.50	62,375.04	65,205.40	67,917.98
	75 HOUR	22.0967	24.7395	26.4904	28.5735	30.6567	31.9872	33.4387	34.8297
	BI-WEEKLY	1,657.25	1,855.46	1,986.78	2,143.01	2,299.25	2,399.04	2,507.90	2,612.23
44	ANNUALIZED	47,854.61	53,578.60	57,370.15	61,881.53	66,392.92	69,274.88	72,418.63	75,431.09
	PAYROLL YEAR	47,671.26	53,373.32	57,150.34	61,644.44	66,138.54	69,009.46	72,141.16	75,142.08
	75 HOUR	24.4468	27.3709	29.3079	31.6125	33.9172	35.3895	36.9954	38.5344
	BI-WEEKLY	1,833.51	2,052.82	2,198.09	2,370.94	2,543.79	2,654.21	2,774.66	2,890.08
64	ANNUALIZED	43,531.41	48,736.27	52,183.82	55,309.03	58,433.99	61,394.51	64,553.39	67,121.37
	PAYROLL YEAR	43,364.62	48,549.54	51,983.88	55,097.12	58,210.10	61,159.28	64,306.06	66,864.20
	75 HOUR	22.2382	24.8972	26.6584	28.2549	29.8513	31.3637	32.9774	34.2893
	BI-WEEKLY	1,667.87	1,867.29	1,999.38	2,119.12	2,238.85	2,352.28	2,473.31	2,571.70
65	ANNUALIZED	46,232.76	51,767.52	55,435.10	59,272.06	63,108.50	66,306.01	69,717.28	72,490.66
	PAYROLL YEAR	46,055.62	51,569.18	55,222.70	59,044.96	62,866.70	66,051.96	69,450.16	72,212.92
	75 HOUR	23.6182	26.4457	28.3193	30.2794	32.2393	33.8728	35.6154	37.0323
	BI-WEEKLY	1,771.37	1,983.43	2,123.95	2,270.96	2,417.95	2,540.46	2,671.16	2,777.42
66	ANNUALIZED	49,488.99	55,458.06	59,428.40	63,605.96	67,783.27	71,217.24	74,881.42	77,860.48
	PAYROLL YEAR	49,299.38	55,245.58	59,200.70	63,362.26	67,523.56	70,944.38	74,594.52	77,562.16
	75 HOUR	25.2817	28.3311	30.3593	32.4935	34.6274	36.3817	38.2536	39.7754
	BI-WEEKLY	1,896.13	2,124.83	2,276.95	2,437.01	2,597.06	2,728.63	2,869.02	2,983.16

2019 SALARY SCHEDULE - BASELINE

	ENTRY	STEP XX	STEP A	STEP AA	STEP B	STEP C	STEP D	STEP E
40	36,895	41,211	44,039	46,537	49,036	51,165	53,486	55,711
40	40,819	45,595	48,722	51,487	54,251	56,606	59,174	61,637
44	40,999	45,903	49,152	53,017	56,882	59,351	62,044	64,625
44	45,360	50,785	54,380	58,656	62,932	65,663	68,643	71,499
64	41,261	46,196	49,463	52,426	55,388	58,194	61,188	63,622
65	43,822	49,069	52,546	56,182	59,819	62,849	66,083	68,712
66	46,909	52,567	56,330	60,290	64,250	67,505	70,978	73,802

MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2020 SALARY SCHEDULE - BASELINE

GROUP		ENTRY	STEP XX	STEP A	STEP AA	STEP B	STEP C	STEP D	STEP E
40	ANNUALIZED	36,894.70	41,829.43	44,699.38	47,235.26	49,771.92	51,932.21	54,288.52	56,547.22
	PAYROLL YEAR	36,753.34	41,669.16	44,528.12	47,054.28	49,581.22	51,733.24	54,080.52	56,330.56
	75 HOUR	18.8478	21.3688	22.8349	24.1304	25.4263	26.5298	27.7336	28.8874
	BI-WEEKLY	1,413.59	1,602.66	1,712.62	1,809.78	1,906.97	1,989.74	2,080.02	2,166.56
40	ANNUALIZED	40,818.57	46,278.43	49,453.24	52,258.99	55,065.00	57,455.50	60,062.10	62,561.44
	PAYROLL YEAR	40,662.18	46,101.12	49,263.76	52,058.76	54,854.02	57,235.36	59,831.98	62,321.74
	75 HOUR	20.8524	23.6416	25.2635	26.6968	28.1303	29.3515	30.6830	31.9598
	BI-WEEKLY	1,563.93	1,773.12	1,894.76	2,002.26	2,109.77	2,201.36	2,301.23	2,396.99
44	ANNUALIZED	40,999.19	46,592.15	49,888.85	53,812.20	57,735.03	60,241.41	62,974.34	65,594.26
	PAYROLL YEAR	40,842.10	46,413.64	49,697.70	53,606.02	57,513.82	60,010.60	62,733.06	65,342.94
	75 HOUR	20.9447	23.8018	25.4860	27.4902	29.4942	30.7746	32.1708	33.5092
	BI-WEEKLY	1,570.85	1,785.14	1,911.45	2,061.77	2,212.07	2,308.10	2,412.81	2,513.19
44	ANNUALIZED	45,359.71	51,546.98	55,195.24	59,535.41	63,875.84	66,648.44	69,672.65	72,571.05
	PAYROLL YEAR	45,185.92	51,349.48	54,983.76	59,307.30	63,631.10	66,393.08	69,405.70	72,293.00
	75 HOUR	23.1723	26.3331	28.1968	30.4140	32.6313	34.0477	35.5926	37.0733
	BI-WEEKLY	1,737.92	1,974.98	2,114.76	2,281.05	2,447.35	2,553.58	2,669.45	2,780.50
64	ANNUALIZED	41,261.49	46,888.91	50,205.18	53,212.16	56,218.36	59,066.91	62,105.47	64,576.36
	PAYROLL YEAR	41,103.40	46,709.26	50,012.82	53,008.28	56,002.96	58,840.60	61,867.52	64,328.94
	75 HOUR	21.0787	23.9534	25.6476	27.1837	28.7195	30.1746	31.7269	32.9892
	BI-WEEKLY	1,580.90	1,796.51	1,923.57	2,038.78	2,153.96	2,263.10	2,379.52	2,474.19
65	ANNUALIZED	43,822.16	49,804.54	53,333.78	57,024.85	60,715.91	63,791.79	67,073.87	69,742.33
	PAYROLL YEAR	43,654.26	49,613.72	53,129.44	56,806.36	60,483.28	63,547.38	66,816.88	69,475.12
	75 HOUR	22.3868	25.4429	27.2458	29.1314	31.0170	32.5884	34.2650	35.6282
	BI-WEEKLY	1,679.01	1,908.22	2,043.44	2,184.86	2,326.28	2,444.13	2,569.88	2,672.12
66	ANNUALIZED	46,909.27	53,355.45	57,175.44	61,194.32	65,213.20	68,517.20	72,042.79	74,908.57
	PAYROLL YEAR	46,729.54	53,151.02	56,956.38	60,959.86	64,963.34	68,254.68	71,766.76	74,621.56
	75 HOUR	23.9639	27.2569	29.2084	31.2615	33.3145	35.0024	36.8034	38.2675
	BI-WEEKLY	1,797.29	2,044.27	2,190.63	2,344.61	2,498.59	2,625.18	2,760.26	2,870.06

MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2020 SALARY SCHEDULE - 5 OR MORE YEARS SERVICE PLUS 4.0%

GROUP		ENTRY	STEP XX	STEP A	STEP AA	STEP B	STEP C	STEP D	STEP E
40	ANNUALIZED	38,370.39	43,502.70	46,487.23	49,124.64	51,762.83	54,009.25	56,459.52	58,809.04
	PAYROLL YEAR	38,223.38	43,336.02	46,309.12	48,936.42	51,564.50	53,802.32	56,243.20	58,583.72
	75 HOUR	19.6017	22.2236	23.7482	25.0956	26.4433	27.5909	28.8426	30.0429
	BI-WEEKLY	1,470.13	1,666.77	1,781.12	1,882.17	1,983.25	2,069.32	2,163.20	2,253.22
40	ANNUALIZED	42,451.39	48,129.44	51,431.09	54,349.86	57,268.36	59,753.86	62,465.13	65,063.65
	PAYROLL YEAR	42,288.74	47,945.04	51,234.04	54,141.62	57,048.94	59,524.92	62,225.80	64,814.36
	75 HOUR	21.6865	24.5872	26.2738	27.7649	29.2558	30.5256	31.9106	33.2381
	BI-WEEKLY	1,626.49	1,844.04	1,970.54	2,082.37	2,194.19	2,289.42	2,393.30	2,492.86
44	ANNUALIZED	42,639.31	48,455.17	51,884.45	55,964.40	60,044.36	62,650.70	65,492.99	68,217.83
	PAYROLL YEAR	42,475.94	48,269.52	51,685.66	55,749.98	59,814.30	62,410.66	65,242.06	67,956.46
	75 HOUR	21.7825	24.7536	26.5054	28.5897	30.6740	32.0054	33.4575	34.8495
	BI-WEEKLY	1,633.69	1,856.52	1,987.91	2,144.23	2,300.55	2,400.41	2,509.31	2,613.71
44	ANNUALIZED	47,174.45	53,609.14	57,403.04	61,917.03	66,430.76	69,314.55	72,459.60	75,473.63
	PAYROLL YEAR	46,993.70	53,403.74	57,183.10	61,679.80	66,176.24	69,048.98	72,181.98	75,184.46
	75 HOUR	24.0993	27.3865	29.3247	31.6306	33.9365	35.4097	37.0164	38.5561
	BI-WEEKLY	1,807.45	2,053.99	2,199.35	2,372.30	2,545.24	2,655.73	2,776.23	2,891.71
64	ANNUALIZED	42,912.05	48,764.20	52,214.09	55,340.61	58,466.61	61,428.96	64,589.67	67,159.22
	PAYROLL YEAR	42,747.64	48,577.36	52,014.04	55,128.58	58,242.60	61,193.60	64,342.20	66,901.90
	75 HOUR	21.9218	24.9114	26.6738	28.2710	29.8680	31.3813	32.9960	34.3086
	BI-WEEKLY	1,644.14	1,868.36	2,000.54	2,120.33	2,240.10	2,353.60	2,474.70	2,573.15
65	ANNUALIZED	45,575.04	51,797.02	55,466.68	59,305.73	63,144.77	66,343.85	69,756.95	72,532.16
	PAYROLL YEAR	45,400.42	51,598.56	55,254.16	59,078.50	62,902.84	66,089.66	69,489.68	72,254.26
	75 HOUR	23.2823	26.4608	28.3355	30.2967	32.2578	33.8921	35.6357	37.0534
	BI-WEEKLY	1,746.17	1,984.56	2,125.16	2,272.25	2,419.34	2,541.91	2,672.68	2,779.01
66	ANNUALIZED	48,785.60	55,489.38	59,462.33	63,641.98	67,821.63	71,257.96	74,924.23	77,904.59
	PAYROLL YEAR	48,598.68	55,276.78	59,234.50	63,398.14	67,561.78	70,984.94	74,637.16	77,606.10
	75 HOUR	24.9224	28.3470	30.3766	32.5119	34.6471	36.4025	38.2754	39.7980
	BI-WEEKLY	1,869.18	2,126.03	2,278.25	2,438.39	2,598.53	2,730.19	2,870.66	2,984.85

MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2020 SALARY SCHEDULE - 10 OR MORE YEARS SERVICE PLUS 4.5%

GROUP		ENTRY	STEP XX	STEP A	STEP AA	STEP B	STEP C	STEP D	STEP E
40	ANNUALIZED	38,554.66	43,711.76	46,710.39	49,360.84	52,011.30	54,268.69	56,731.48	59,091.18
	PAYROLL YEAR	38,406.94	43,544.28	46,531.42	49,171.72	51,812.02	54,060.76	56,514.12	58,864.78
	75 HOUR	19.6959	22.3304	23.8622	25.2163	26.5703	27.7235	28.9816	30.1871
	BI-WEEKLY	1,477.19	1,674.78	1,789.67	1,891.22	1,992.77	2,079.26	2,173.62	2,264.03
40	ANNUALIZED	42,655.23	48,360.95	51,678.52	54,611.12	57,543.71	60,040.96	62,765.02	65,376.59
	PAYROLL YEAR	42,491.80	48,175.66	51,480.52	54,401.88	57,323.24	59,810.92	62,524.54	65,126.10
	75 HOUR	21.7906	24.7054	26.4002	27.8984	29.3965	30.6723	32.0639	33.3980
	BI-WEEKLY	1,634.30	1,852.91	1,980.02	2,092.38	2,204.74	2,300.42	2,404.79	2,504.85
44	ANNUALIZED	42,844.19	48,688.25	52,133.45	56,233.23	60,333.28	62,952.16	65,808.54	68,545.91
	PAYROLL YEAR	42,680.04	48,501.70	51,933.70	56,017.78	60,102.12	62,710.96	65,556.40	68,283.28
	75 HOUR	21.8872	24.8727	26.6327	28.7270	30.8216	32.1594	33.6186	35.0171
	BI-WEEKLY	1,641.54	1,865.45	1,997.45	2,154.53	2,311.62	2,411.96	2,521.40	2,626.28
44	ANNUALIZED	47,400.99	53,867.01	57,679.17	62,214.57	66,750.49	69,647.59	72,807.78	75,836.42
	PAYROLL YEAR	47,219.38	53,660.62	57,458.18	61,976.20	66,494.74	69,380.74	72,528.82	75,545.86
	75 HOUR	24.2151	27.5183	29.4657	31.7827	34.0998	35.5798	37.1943	38.7415
	BI-WEEKLY	1,816.13	2,063.87	2,209.93	2,383.70	2,557.49	2,668.49	2,789.57	2,905.61
64	ANNUALIZED	43,118.51	48,998.05	52,464.92	55,606.31	58,748.23	61,724.41	64,900.26	67,482.07
	PAYROLL YEAR	42,953.30	48,810.32	52,263.90	55,393.26	58,523.14	61,487.92	64,651.60	67,223.52
	75 HOUR	22.0273	25.0309	26.8020	28.4068	30.0118	31.5322	33.1547	34.4736
	BI-WEEKLY	1,652.05	1,877.32	2,010.15	2,130.51	2,250.89	2,364.92	2,486.60	2,585.52
65	ANNUALIZED	45,794.28	52,045.75	55,733.42	59,590.74	63,447.80	66,662.53	70,092.07	72,880.60
	PAYROLL YEAR	45,618.82	51,846.34	55,519.88	59,362.42	63,204.70	66,407.12	69,823.52	72,601.36
	75 HOUR	23.3943	26.5879	28.4717	30.4423	32.4127	34.0549	35.8069	37.2314
	BI-WEEKLY	1,754.57	1,994.09	2,135.38	2,283.17	2,430.95	2,554.12	2,685.52	2,792.36
66	ANNUALIZED	49,020.24	55,756.13	59,748.12	63,947.61	68,148.14	71,600.39	75,284.41	78,278.86
	PAYROLL YEAR	48,832.42	55,542.50	59,519.20	63,702.60	67,887.04	71,326.06	74,995.96	77,978.94
	75 HOUR	25.0422	28.4833	30.5226	32.6680	34.8138	36.5775	38.4595	39.9892
	BI-WEEKLY	1,878.17	2,136.25	2,289.20	2,450.10	2,611.04	2,743.31	2,884.46	2,999.19

MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2020 SALARY SCHEDULE - 15 OR MORE YEARS SERVICE PLUS 5.0%

GROUP		ENTRY	STEP XX	STEP A	STEP AA	STEP B	STEP C	STEP D	STEP E
40	ANNUALIZED	38,738.93	43,921.08	46,934.06	49,596.53	52,260.29	54,528.64	57,002.92	59,374.63
	PAYROLL YEAR	38,590.50	43,752.80	46,754.24	49,406.50	52,060.06	54,319.72	56,784.52	59,147.14
	75 HOUR	19.7900	22.4373	23.9765	25.3367	26.6974	27.8563	29.1202	30.3318
	BI-WEEKLY	1,484.25	1,682.80	1,798.24	1,900.25	2,002.31	2,089.22	2,184.02	2,274.89
40	ANNUALIZED	42,859.59	48,592.72	51,925.43	54,872.38	57,818.55	60,328.06	63,065.69	65,688.74
	PAYROLL YEAR	42,695.38	48,406.54	51,726.48	54,662.14	57,597.02	60,096.92	62,824.06	65,437.06
	75 HOUR	21.8950	24.8238	26.5264	28.0319	29.5369	30.8189	32.2174	33.5575
	BI-WEEKLY	1,642.13	1,861.79	1,989.48	2,102.39	2,215.27	2,311.42	2,416.31	2,516.81
44	ANNUALIZED	43,049.08	48,921.32	52,383.22	56,502.59	60,621.95	63,252.83	66,123.05	68,873.99
	PAYROLL YEAR	42,884.14	48,733.88	52,182.52	56,286.10	60,389.68	63,010.48	65,869.70	68,610.10
	75 HOUR	21.9919	24.9917	26.7603	28.8647	30.9690	32.3131	33.7793	35.1846
	BI-WEEKLY	1,649.39	1,874.38	2,007.02	2,164.85	2,322.68	2,423.48	2,533.45	2,638.85
44	ANNUALIZED	47,628.06	54,124.61	57,954.79	62,512.37	67,069.95	69,980.63	73,156.21	76,199.73
	PAYROLL YEAR	47,445.58	53,917.24	57,732.74	62,272.86	66,812.98	69,712.50	72,875.92	75,907.78
	75 HOUR	24.3310	27.6499	29.6065	31.9348	34.2631	35.7500	37.3723	38.9270
	BI-WEEKLY	1,824.83	2,073.74	2,220.49	2,395.11	2,569.73	2,681.25	2,802.92	2,919.53
64	ANNUALIZED	43,324.96	49,232.69	52,715.74	55,872.53	59,029.07	62,019.60	65,210.59	67,804.93
	PAYROLL YEAR	43,158.96	49,044.06	52,513.76	55,658.46	58,802.90	61,781.98	64,960.74	67,545.14
	75 HOUR	22.1328	25.1508	26.9301	28.5428	30.1553	31.6830	33.3132	34.6385
	BI-WEEKLY	1,659.96	1,886.31	2,019.76	2,140.71	2,261.65	2,376.23	2,498.49	2,597.89
65	ANNUALIZED	46,013.26	52,294.74	56,000.42	59,876.27	63,751.34	66,981.47	70,427.46	73,229.81
	PAYROLL YEAR	45,836.96	52,094.38	55,785.86	59,646.86	63,507.08	66,724.84	70,157.62	72,949.24
	75 HOUR	23.5061	26.7151	28.6081	30.5881	32.5677	34.2179	35.9783	37.4098
	BI-WEEKLY	1,762.96	2,003.63	2,145.61	2,294.11	2,442.58	2,566.34	2,698.37	2,805.74
66	ANNUALIZED	49,254.62	56,023.13	60,033.92	64,254.02	68,473.35	71,943.35	75,644.59	78,653.66
	PAYROLL YEAR	49,065.90	55,808.48	59,803.90	64,007.84	68,211.00	71,667.70	75,354.76	78,352.30
	75 HOUR	25.1620	28.6197	30.6687	32.8245	34.9800	36.7527	38.6434	40.1807
	BI-WEEKLY	1,887.15	2,146.48	2,300.15	2,461.84	2,623.50	2,756.45	2,898.26	3,013.55

MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2020 SALARY SCHEDULE - 20 OR MORE YEARS SERVICE PLUS 5.5%

GROUP		ENTRY	STEP XX	STEP A	STEP AA	STEP B	STEP C	STEP D	STEP E
40	ANNUALIZED	38,923.97	44,129.88	47,157.48	49,833.25	52,509.29	54,788.08	57,274.62	59,657.03
	PAYROLL YEAR	38,774.84	43,960.80	46,976.80	49,642.32	52,308.10	54,578.16	57,055.18	59,428.46
	75 HOUR	19.8845	22.5440	24.0907	25.4576	26.8246	27.9888	29.2590	30.4761
	BI-WEEKLY	1,491.34	1,690.80	1,806.80	1,909.32	2,011.85	2,099.16	2,194.43	2,285.71
40	ANNUALIZED	43,063.70	48,823.70	52,173.38	55,133.38	58,093.90	60,615.68	63,365.58	66,002.20
	PAYROLL YEAR	42,898.70	48,636.64	51,973.48	54,922.14	57,871.32	60,383.44	63,122.80	65,749.32
	75 HOUR	21.9993	24.9419	26.6530	28.1652	29.6776	30.9658	32.3707	33.7176
	BI-WEEKLY	1,649.95	1,870.64	1,998.98	2,112.39	2,225.82	2,322.44	2,427.80	2,528.82
44	ANNUALIZED	43,254.23	49,154.13	52,633.00	56,771.68	60,910.88	63,554.28	66,438.07	69,201.80
	PAYROLL YEAR	43,088.50	48,965.80	52,431.34	56,554.16	60,677.50	63,310.78	66,183.52	68,936.66
	75 HOUR	22.0967	25.1106	26.8878	29.0021	31.1166	32.4670	33.9403	35.3521
	BI-WEEKLY	1,657.25	1,883.30	2,016.59	2,175.16	2,333.75	2,435.03	2,545.52	2,651.41
44	ANNUALIZED	47,854.61	54,382.22	58,230.67	62,809.65	67,388.90	70,313.92	73,504.65	76,562.52
	PAYROLL YEAR	47,671.26	54,173.86	58,007.56	62,569.00	67,130.70	70,044.52	73,223.02	76,269.18
	75 HOUR	24.4468	27.7815	29.7475	32.0867	34.4260	35.9203	37.5503	39.1124
	BI-WEEKLY	1,833.51	2,083.61	2,231.06	2,406.50	2,581.95	2,694.02	2,816.27	2,933.43
64	ANNUALIZED	43,531.41	49,467.33	52,966.56	56,138.49	59,310.42	62,315.58	65,521.70	68,128.05
	PAYROLL YEAR	43,364.62	49,277.80	52,763.62	55,923.40	59,083.18	62,076.82	65,270.66	67,867.02
	75 HOUR	22.2382	25.2707	27.0583	28.6787	30.2991	31.8342	33.4721	34.8036
	BI-WEEKLY	1,667.87	1,895.30	2,029.37	2,150.90	2,272.43	2,387.57	2,510.41	2,610.27
65	ANNUALIZED	46,232.76	52,544.00	56,266.64	60,161.02	64,055.14	67,300.68	70,762.84	73,578.25
	PAYROLL YEAR	46,055.62	52,342.68	56,051.06	59,930.52	63,809.72	67,042.82	70,491.72	73,296.34
	75 HOUR	23.6182	26.8424	28.7441	30.7336	32.7229	34.3809	36.1496	37.5878
	BI-WEEKLY	1,771.37	2,013.18	2,155.81	2,305.02	2,454.22	2,578.57	2,711.22	2,819.09
66	ANNUALIZED	49,488.99	56,290.13	60,319.71	64,560.18	68,799.86	72,285.52	76,004.77	79,028.19
	PAYROLL YEAR	49,299.38	56,074.46	60,088.60	64,312.82	68,536.26	72,008.56	75,713.56	78,725.40
	75 HOUR	25.2817	28.7561	30.8147	32.9809	35.1468	36.9274	38.8274	40.3720
	BI-WEEKLY	1,896.13	2,156.71	2,311.10	2,473.57	2,636.01	2,769.56	2,912.06	3,027.90

MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2021 SALARY SCHEDULE - BASELINE

GROUP		ENTRY	STEP XX	STEP A	STEP AA	STEP B	STEP C	STEP D	STEP E
40	ANNUALIZED	36,894.70	44,966.65	48,051.67	50,778.07	53,505.00	55,826.86	58,360.12	60,788.21
	PAYROLL YEAR	36,753.34	44,794.36	47,867.56	50,583.52	53,300.00	55,612.96	58,136.52	60,555.30
	75 HOUR	18.8478	22.9715	24.5475	25.9402	27.3333	28.5195	29.8136	31.0540
	BI-WEEKLY	1,413.59	1,722.86	1,841.06	1,945.52	2,050.00	2,138.96	2,236.02	2,329.05
40	ANNUALIZED	40,818.57	49,749.21	53,162.31	56,178.42	59,195.06	61,764.87	64,566.70	67,253.44
	PAYROLL YEAR	40,662.18	49,558.60	52,958.62	55,963.18	58,968.26	61,528.22	64,319.32	66,995.76
	75 HOUR	20.8524	25.4147	27.1583	28.6991	30.2401	31.5529	32.9842	34.3568
	BI-WEEKLY	1,563.93	1,906.10	2,036.87	2,152.43	2,268.01	2,366.47	2,473.82	2,576.76
44	ANNUALIZED	40,999.19	50,086.42	53,630.54	57,848.04	62,065.02	64,759.32	67,697.40	70,513.85
	PAYROLL YEAR	40,842.10	49,894.52	53,425.06	57,626.40	61,827.22	64,511.20	67,438.02	70,243.68
	75 HOUR	20.9447	25.5869	27.3975	29.5520	31.7063	33.0827	34.5836	36.0224
	BI-WEEKLY	1,570.85	1,919.02	2,054.81	2,216.40	2,377.97	2,481.20	2,593.77	2,701.68
44	ANNUALIZED	45,359.71	55,413.17	59,334.96	64,000.59	68,666.49	71,647.11	74,897.87	78,013.94
	PAYROLL YEAR	45,185.92	55,200.86	59,107.62	63,755.38	68,403.40	71,372.60	74,610.90	77,715.04
	75 HOUR	23.1723	28.3081	30.3116	32.6951	35.0786	36.6013	38.2620	39.8538
	BI-WEEKLY	1,737.92	2,123.11	2,273.37	2,452.13	2,630.90	2,745.10	2,869.65	2,989.04
64	ANNUALIZED	41,261.49	50,405.36	53,970.62	57,203.11	60,434.81	63,496.86	66,763.28	69,419.74
	PAYROLL YEAR	41,103.40	50,212.24	53,763.84	56,983.94	60,203.26	63,253.58	66,507.48	69,153.76
	75 HOUR	21.0787	25.7499	27.5712	29.2225	30.8735	32.4377	34.1064	35.4634
	BI-WEEKLY	1,580.90	1,931.24	2,067.84	2,191.69	2,315.51	2,432.83	2,557.98	2,659.76
65	ANNUALIZED	43,822.16	53,539.71	57,333.61	61,301.59	65,269.58	68,576.18	72,104.38	74,972.77
	PAYROLL YEAR	43,654.26	53,334.58	57,113.94	61,066.72	65,019.50	68,313.44	71,828.12	74,685.52
	75 HOUR	22.3868	27.3511	29.2892	31.3163	33.3433	35.0325	36.8349	38.3003
	BI-WEEKLY	1,679.01	2,051.33	2,196.69	2,348.72	2,500.75	2,627.44	2,762.62	2,872.52
66	ANNUALIZED	46,909.27	57,357.10	61,463.67	65,784.01	70,104.08	73,656.03	77,446.01	80,526.85
	PAYROLL YEAR	46,729.54	57,137.34	61,228.18	65,531.96	69,835.48	73,373.82	77,149.28	80,218.32
	75 HOUR	23.9639	29.3012	31.3990	33.6061	35.8131	37.6276	39.5637	41.1376
	BI-WEEKLY	1,797.29	2,197.59	2,354.93	2,520.46	2,685.98	2,822.07	2,967.28	3,085.32

MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2021 SALARY SCHEDULE - 5 OR MORE YEARS SERVICE PLUS 4.0%

GROUP		ENTRY	STEP XX	STEP A	STEP AA	STEP B	STEP C	STEP D	STEP E
40	ANNUALIZED	38,370.39	46,765.46	49,973.67	52,809.17	55,644.94	58,059.97	60,693.98	63,219.68
	PAYROLL YEAR	38,223.38	46,586.28	49,782.20	52,606.84	55,431.74	57,837.52	60,461.44	62,977.46
	75 HOUR	19.6017	23.8904	25.5293	26.9778	28.4265	29.6602	31.0058	32.2961
	BI-WEEKLY	1,470.13	1,791.78	1,914.70	2,023.34	2,131.99	2,224.52	2,325.44	2,422.21
40	ANNUALIZED	42,451.39	51,739.07	55,288.15	58,426.16	61,563.38	64,235.49	67,149.82	69,943.56
	PAYROLL YEAR	42,288.74	51,540.84	55,076.32	58,202.30	61,327.50	63,989.38	66,892.54	69,675.58
	75 HOUR	21.6865	26.4312	28.2443	29.8473	31.4500	32.8150	34.3039	35.7310
	BI-WEEKLY	1,626.49	1,982.34	2,118.32	2,238.55	2,358.75	2,461.13	2,572.79	2,679.83
44	ANNUALIZED	42,639.31	52,089.34	55,775.70	60,161.54	64,547.91	67,349.48	70,405.01	73,334.21
	PAYROLL YEAR	42,475.94	51,889.76	55,562.00	59,931.04	64,300.60	67,091.44	70,135.26	73,053.24
	75 HOUR	21.7825	26.6101	28.4933	30.7339	32.9746	34.4058	35.9668	37.4632
	BI-WEEKLY	1,633.69	1,995.76	2,137.00	2,305.04	2,473.10	2,580.44	2,697.51	2,809.74
44	ANNUALIZED	47,174.45	57,629.84	61,708.49	66,560.74	71,412.99	74,513.15	77,894.15	81,134.20
	PAYROLL YEAR	46,993.70	57,409.04	61,472.06	66,305.72	71,139.38	74,227.66	77,595.70	80,823.34
	75 HOUR	24.0993	29.4405	31.5241	34.0029	36.4817	38.0654	39.7926	41.4478
	BI-WEEKLY	1,807.45	2,208.04	2,364.31	2,550.22	2,736.13	2,854.91	2,984.45	3,108.59
64	ANNUALIZED	42,912.05	52,421.59	56,129.88	59,491.04	62,851.67	66,036.13	69,433.83	72,195.99
	PAYROLL YEAR	42,747.64	52,220.74	55,914.82	59,263.10	62,610.86	65,783.12	69,167.80	71,919.38
	75 HOUR	21.9218	26.7798	28.6743	30.3913	32.1081	33.7349	35.4707	36.8817
	BI-WEEKLY	1,644.14	2,008.49	2,150.57	2,279.35	2,408.11	2,530.12	2,660.30	2,766.13
65	ANNUALIZED	45,575.04	55,682.00	59,626.76	63,753.95	67,880.36	71,319.56	74,988.69	77,971.92
	PAYROLL YEAR	45,400.42	55,468.66	59,398.30	63,509.68	67,620.28	71,046.30	74,701.38	77,673.18
	75 HOUR	23.2823	28.4454	30.4607	32.5690	34.6771	36.4340	38.3084	39.8324
	BI-WEEKLY	1,746.17	2,133.41	2,284.55	2,442.68	2,600.78	2,732.55	2,873.13	2,987.43
66	ANNUALIZED	48,785.60	59,651.03	63,921.77	68,415.15	72,908.26	76,602.20	80,543.56	83,747.59
	PAYROLL YEAR	48,598.68	59,422.48	63,676.86	68,153.02	72,628.92	76,308.70	80,234.96	83,426.72
	75 HOUR	24.9224	30.4730	32.6548	34.9503	37.2456	39.1327	41.1461	42.7829
	BI-WEEKLY	1,869.18	2,285.48	2,449.11	2,621.27	2,793.42	2,934.95	3,085.96	3,208.72

MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2021 SALARY SCHEDULE - 10 OR MORE YEARS SERVICE PLUS 4.5%

GROUP		ENTRY	STEP XX	STEP A	STEP AA	STEP B	STEP C	STEP D	STEP E
40	ANNUALIZED	38,554.66	46,990.18	50,213.53	53,062.87	55,912.20	58,338.98	60,986.30	63,522.96
	PAYROLL YEAR	38,406.94	46,810.14	50,021.14	52,859.56	55,697.98	58,115.46	60,752.64	63,279.58
	75 HOUR	19.6959	24.0052	25.6519	27.1075	28.5631	29.8028	31.1552	32.4511
	BI-WEEKLY	1,477.19	1,800.39	1,923.89	2,033.06	2,142.23	2,235.21	2,336.64	2,433.83
40	ANNUALIZED	42,655.23	51,987.81	55,554.37	58,706.99	61,859.35	64,544.00	67,472.42	70,279.99
	PAYROLL YEAR	42,491.80	51,788.62	55,341.52	58,482.06	61,622.34	64,296.70	67,213.90	70,010.72
	75 HOUR	21.7906	26.5583	28.3802	29.9908	31.6012	32.9727	34.4687	35.9029
	BI-WEEKLY	1,634.30	1,991.87	2,128.52	2,249.31	2,370.09	2,472.95	2,585.15	2,692.72
44	ANNUALIZED	42,844.19	52,340.16	56,043.75	60,450.47	64,858.24	67,673.65	70,744.05	73,687.09
	PAYROLL YEAR	42,680.04	52,139.62	55,829.02	60,218.86	64,609.74	67,414.36	70,473.00	73,404.76
	75 HOUR	21.8872	26.7382	28.6302	30.8815	33.1332	34.5714	36.1400	37.6434
	BI-WEEKLY	1,641.54	2,005.37	2,147.27	2,316.11	2,484.99	2,592.86	2,710.50	2,823.26
44	ANNUALIZED	47,400.99	57,907.29	62,004.99	66,880.73	71,756.73	74,870.98	78,268.42	81,524.13
	PAYROLL YEAR	47,219.38	57,685.42	61,767.42	66,624.48	71,481.80	74,584.12	77,968.54	81,211.78
	75 HOUR	24.2151	29.5822	31.6756	34.1664	36.6573	38.2483	39.9839	41.6471
	BI-WEEKLY	1,816.13	2,218.67	2,375.67	2,562.48	2,749.30	2,868.62	2,998.79	3,123.53
64	ANNUALIZED	43,118.51	52,672.93	56,400.01	59,776.83	63,154.17	66,353.51	69,767.91	72,543.12
	PAYROLL YEAR	42,953.30	52,471.12	56,183.92	59,547.80	62,912.20	66,099.28	69,500.60	72,265.18
	75 HOUR	22.0273	26.9082	28.8122	30.5373	32.2627	33.8971	35.6413	37.0591
	BI-WEEKLY	1,652.05	2,018.12	2,160.92	2,290.30	2,419.70	2,542.28	2,673.10	2,779.43
65	ANNUALIZED	45,794.28	55,949.27	59,913.33	64,060.10	68,206.61	71,662.25	75,348.87	78,346.72
	PAYROLL YEAR	45,618.82	55,734.90	59,683.78	63,814.66	67,945.28	71,387.68	75,060.18	78,046.54
	75 HOUR	23.3943	28.5820	30.6071	32.7255	34.8437	36.6090	38.4924	40.0238
	BI-WEEKLY	1,754.57	2,143.65	2,295.53	2,454.41	2,613.28	2,745.68	2,886.93	3,001.79
66	ANNUALIZED	49,020.24	59,937.61	64,229.23	68,743.75	73,259.05	76,970.47	80,930.88	84,149.79
	PAYROLL YEAR	48,832.42	59,707.96	63,983.14	68,480.36	72,978.36	76,675.56	80,620.80	83,827.38
	75 HOUR	25.0422	30.6195	32.8118	35.1181	37.4248	39.3208	41.3440	42.9884
	BI-WEEKLY	1,878.17	2,296.46	2,460.89	2,633.86	2,806.86	2,949.06	3,100.80	3,224.13

MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2021 SALARY SCHEDULE - 15 OR MORE YEARS SERVICE PLUS 5.0%

GROUP		ENTRY	STEP XX	STEP A	STEP AA	STEP B	STEP C	STEP D	STEP E
40	ANNUALIZED	38,738.93	47,215.16	50,453.91	53,316.56	56,179.73	58,618.25	61,278.10	63,827.55
	PAYROLL YEAR	38,590.50	47,034.26	50,260.60	53,112.28	55,964.48	58,393.66	61,043.32	63,583.00
	75 HOUR	19.7900	24.1201	25.7747	27.2370	28.6997	29.9455	31.3042	32.6067
	BI-WEEKLY	1,484.25	1,809.01	1,933.10	2,042.78	2,152.48	2,245.91	2,347.82	2,445.50
40	ANNUALIZED	42,859.59	52,237.06	55,819.81	58,987.83	62,155.06	64,852.50	67,795.53	70,615.38
	PAYROLL YEAR	42,695.38	52,036.92	55,605.94	58,761.82	61,916.92	64,604.02	67,535.78	70,344.82
	75 HOUR	21.8950	26.6856	28.5159	30.1343	31.7522	33.1303	34.6337	36.0743
	BI-WEEKLY	1,642.13	2,001.42	2,138.69	2,260.07	2,381.42	2,484.77	2,597.53	2,705.57
44	ANNUALIZED	43,049.08	52,590.46	56,312.06	60,740.44	65,168.57	67,997.03	71,082.05	74,039.44
	PAYROLL YEAR	42,884.14	52,388.96	56,096.30	60,507.72	64,918.88	67,736.50	70,809.70	73,755.76
	75 HOUR	21.9919	26.8661	28.7673	31.0296	33.2917	34.7366	36.3127	37.8234
	BI-WEEKLY	1,649.39	2,014.96	2,157.55	2,327.22	2,496.88	2,605.25	2,723.45	2,836.76
44	ANNUALIZED	47,628.06	58,183.95	62,301.48	67,200.71	72,100.21	75,229.34	78,642.95	81,914.59
	PAYROLL YEAR	47,445.58	57,961.02	62,062.78	66,943.24	71,823.96	74,941.10	78,341.64	81,600.74
	75 HOUR	24.3310	29.7236	31.8270	34.3299	36.8328	38.4313	40.1752	41.8465
	BI-WEEKLY	1,824.83	2,229.27	2,387.03	2,574.74	2,762.46	2,882.35	3,013.14	3,138.49
64	ANNUALIZED	43,324.96	52,925.06	56,669.36	60,062.89	63,456.15	66,670.88	70,101.47	72,890.25
	PAYROLL YEAR	43,158.96	52,722.28	56,452.24	59,832.76	63,213.02	66,415.44	69,832.88	72,610.98
	75 HOUR	22.1328	27.0371	28.9499	30.6835	32.4169	34.0592	35.8117	37.2364
	BI-WEEKLY	1,659.96	2,027.78	2,171.24	2,301.26	2,431.27	2,554.44	2,685.88	2,792.73
65	ANNUALIZED	46,013.26	56,216.79	60,200.43	64,367.04	68,532.60	72,005.20	75,709.58	78,721.78
	PAYROLL YEAR	45,836.96	56,001.40	59,969.78	64,120.42	68,270.02	71,729.32	75,419.50	78,420.16
	75 HOUR	23.5061	28.7187	30.7537	32.8822	35.0103	36.7842	38.6767	40.2155
	BI-WEEKLY	1,762.96	2,153.90	2,306.53	2,466.17	2,625.77	2,758.82	2,900.75	3,016.16
66	ANNUALIZED	49,254.62	60,224.97	64,536.69	69,072.87	73,608.79	77,339.26	81,317.94	84,552.78
	PAYROLL YEAR	49,065.90	59,994.22	64,289.42	68,808.22	73,326.76	77,042.94	81,006.38	84,228.82
	75 HOUR	25.1620	30.7662	32.9689	35.2863	37.6035	39.5092	41.5417	43.1943
	BI-WEEKLY	1,887.15	2,307.47	2,472.67	2,646.47	2,820.26	2,963.19	3,115.63	3,239.57

MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2021 SALARY SCHEDULE - 20 OR MORE YEARS SERVICE PLUS 5.5%

GROUP		ENTRY	STEP XX	STEP A	STEP AA	STEP B	STEP C	STEP D	STEP E
40	ANNUALIZED	38,923.97	47,439.62	50,694.29	53,570.77	56,447.25	58,897.26	61,570.16	64,131.35
	PAYROLL YEAR	38,774.84	47,257.86	50,500.06	53,365.52	56,230.98	58,671.60	61,334.26	63,885.64
	75 HOUR	19.8845	24.2348	25.8975	27.3669	28.8364	30.0880	31.4534	32.7618
	BI-WEEKLY	1,491.34	1,817.61	1,942.31	2,052.52	2,162.73	2,256.60	2,359.01	2,457.14
40	ANNUALIZED	43,063.70	52,485.53	56,086.29	59,268.40	62,451.04	65,161.78	68,118.13	70,952.33
	PAYROLL YEAR	42,898.70	52,284.44	55,871.40	59,041.32	62,211.76	64,912.12	67,857.14	70,680.48
	75 HOUR	21.9993	26.8125	28.6520	30.2776	31.9034	33.2882	34.7985	36.2464
	BI-WEEKLY	1,649.95	2,010.94	2,148.90	2,270.82	2,392.76	2,496.62	2,609.89	2,718.48
44	ANNUALIZED	43,254.23	52,840.49	56,580.36	61,029.63	65,478.90	68,320.67	71,421.08	74,391.79
	PAYROLL YEAR	43,088.50	52,638.04	56,363.58	60,795.80	65,228.02	68,058.90	71,147.44	74,106.76
	75 HOUR	22.0967	26.9939	28.9044	31.1773	33.4503	34.9020	36.4858	38.0035
	BI-WEEKLY	1,657.25	2,024.54	2,167.83	2,338.30	2,508.77	2,617.65	2,736.44	2,850.26
44	ANNUALIZED	47,854.61	58,460.87	62,598.24	67,520.44	72,443.16	75,587.43	79,017.75	82,304.78
	PAYROLL YEAR	47,671.26	58,236.88	62,358.40	67,261.74	72,165.60	75,297.82	78,715.00	81,989.44
	75 HOUR	24.4468	29.8651	31.9786	34.4932	37.0080	38.6143	40.3666	42.0458
	BI-WEEKLY	1,833.51	2,239.88	2,398.40	2,586.99	2,775.60	2,896.07	3,027.50	3,153.44
64	ANNUALIZED	43,531.41	53,177.45	56,939.24	60,348.94	63,758.65	66,989.30	70,435.81	73,237.64
	PAYROLL YEAR	43,364.62	52,973.70	56,721.08	60,117.72	63,514.36	66,732.64	70,165.94	72,957.04
	75 HOUR	22.2382	27.1660	29.0877	30.8296	32.5715	34.2218	35.9825	37.4139
	BI-WEEKLY	1,667.87	2,037.45	2,181.58	2,312.22	2,442.86	2,566.64	2,698.69	2,806.04
65	ANNUALIZED	46,232.76	56,484.84	60,486.49	64,673.19	68,859.11	72,348.16	76,070.02	79,096.57
	PAYROLL YEAR	46,055.62	56,268.42	60,254.74	64,425.40	68,595.28	72,070.96	75,778.56	78,793.52
	75 HOUR	23.6182	28.8556	30.8999	33.0386	35.1771	36.9595	38.8608	40.4069
	BI-WEEKLY	1,771.37	2,164.17	2,317.49	2,477.90	2,638.28	2,771.96	2,914.56	3,030.52
66	ANNUALIZED	49,488.99	60,511.81	64,843.88	69,402.25	73,959.83	77,707.01	81,705.01	84,955.24
	PAYROLL YEAR	49,299.38	60,279.96	64,595.44	69,136.34	73,676.46	77,409.28	81,391.96	84,629.74
	75 HOUR	25.2817	30.9128	33.1258	35.4545	37.7828	39.6970	41.7395	43.3999
	BI-WEEKLY	1,896.13	2,318.46	2,484.44	2,659.09	2,833.71	2,977.28	3,130.46	3,254.99

MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2022 SALARY SCHEDULE - BASELINE

GROUP		ENTRY	STEP XX	STEP A	STEP AA	STEP B	STEP C	STEP D	STEP E
40	ANNUALIZED	36,894.70	45,866.05	49,012.93	51,793.62	54,575.10	56,943.41	59,527.31	62,003.94
	PAYROLL YEAR	36,753.34	45,690.32	48,825.14	51,595.18	54,366.00	56,725.24	59,299.24	61,766.38
	75 HOUR	18.8478	23.4309	25.0385	26.4590	27.8800	29.0899	30.4099	31.6751
	BI-WEEKLY	1,413.59	1,757.32	1,877.89	1,984.43	2,091.00	2,181.74	2,280.74	2,375.63
40	ANNUALIZED	40,818.57	50,744.40	54,225.62	57,302.03	60,378.96	63,000.18	65,857.87	68,598.37
	PAYROLL YEAR	40,662.18	50,549.98	54,017.86	57,082.48	60,147.62	62,758.80	65,605.54	68,335.54
	75 HOUR	20.8524	25.9230	27.7015	29.2731	30.8449	32.1840	33.6439	35.0439
	BI-WEEKLY	1,563.93	1,944.23	2,077.61	2,195.48	2,313.37	2,413.80	2,523.29	2,628.29
44	ANNUALIZED	40,999.19	51,088.14	54,703.25	59,005.05	63,306.33	66,054.66	69,051.47	71,924.03
	PAYROLL YEAR	40,842.10	50,892.40	54,493.66	58,778.98	63,063.78	65,801.58	68,786.90	71,648.46
	75 HOUR	20.9447	26.0986	27.9455	30.1430	32.3404	33.7444	35.2753	36.7428
	BI-WEEKLY	1,570.85	1,957.40	2,095.91	2,260.73	2,425.53	2,530.83	2,645.65	2,755.71
44	ANNUALIZED	45,359.71	56,521.38	60,521.72	65,280.80	70,039.87	73,080.00	76,395.74	79,574.20
	PAYROLL YEAR	45,185.92	56,304.82	60,289.84	65,030.68	69,771.52	72,800.00	76,103.04	79,269.32
	75 HOUR	23.1723	28.8743	30.9178	33.3490	35.7802	37.3333	39.0272	40.6509
	BI-WEEKLY	1,737.92	2,165.57	2,318.84	2,501.18	2,683.52	2,800.00	2,927.04	3,048.82
64	ANNUALIZED	41,261.49	51,413.61	55,050.12	58,347.33	61,643.76	64,766.89	68,098.55	70,808.00
	PAYROLL YEAR	41,103.40	51,216.62	54,839.20	58,123.78	61,407.58	64,518.74	67,837.64	70,536.70
	75 HOUR	21.0787	26.2649	28.1226	29.8070	31.4910	33.0865	34.7885	36.1727
	BI-WEEKLY	1,580.90	1,969.87	2,109.20	2,235.53	2,361.83	2,481.49	2,609.14	2,712.95
65	ANNUALIZED	43,822.16	54,610.60	58,480.44	62,527.77	66,575.10	69,947.74	73,546.41	76,472.22
	PAYROLL YEAR	43,654.26	54,401.36	58,256.38	62,288.20	66,320.02	69,679.74	73,264.62	76,179.22
	75 HOUR	22.3868	27.8981	29.8750	31.9426	34.0102	35.7332	37.5716	39.0663
	BI-WEEKLY	1,679.01	2,092.36	2,240.63	2,395.70	2,550.77	2,679.99	2,817.87	2,929.97
66	ANNUALIZED	46,909.27	58,504.19	62,692.98	67,099.71	71,506.43	75,129.37	78,995.04	82,137.48
	PAYROLL YEAR	46,729.54	58,280.04	62,452.78	66,842.62	71,232.46	74,841.52	78,692.38	81,822.78
	75 HOUR	23.9639	29.8872	32.0270	34.2782	36.5294	38.3802	40.3550	41.9604
	BI-WEEKLY	1,797.29	2,241.54	2,402.03	2,570.87	2,739.71	2,878.52	3,026.63	3,147.03

MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2022 SALARY SCHEDULE - 5 OR MORE YEARS SERVICE PLUS 4.0%

GROUP		ENTRY	STEP XX	STEP A	STEP AA	STEP B	STEP C	STEP D	STEP E
40	ANNUALIZED	38,370.39	47,700.88	50,973.04	53,865.44	56,757.84	59,221.16	61,907.63	64,483.97
	PAYROLL YEAR	38,223.38	47,518.12	50,777.74	53,659.06	56,540.38	58,994.26	61,670.44	64,236.90
	75 HOUR	19.6017	24.3682	26.0399	27.5174	28.9950	30.2534	31.6259	32.9420
	BI-WEEKLY	1,470.13	1,827.62	1,952.99	2,063.81	2,174.63	2,269.01	2,371.94	2,470.65
40	ANNUALIZED	42,451.39	52,773.94	56,394.01	59,594.65	62,794.77	65,520.14	68,492.93	71,342.26
	PAYROLL YEAR	42,288.74	52,571.74	56,177.94	59,366.32	62,554.18	65,269.10	68,230.50	71,068.92
	75 HOUR	21.6865	26.9598	28.8092	30.4442	32.0790	33.4713	34.9900	36.4456
	BI-WEEKLY	1,626.49	2,021.99	2,160.69	2,283.32	2,405.93	2,510.35	2,624.25	2,733.42
44	ANNUALIZED	42,639.31	53,130.99	56,891.21	61,365.02	65,838.82	68,696.24	71,813.11	74,801.03
	PAYROLL YEAR	42,475.94	52,927.42	56,673.24	61,129.90	65,586.56	68,433.04	71,537.96	74,514.44
	75 HOUR	21.7825	27.1423	29.0632	31.3486	33.6341	35.0939	36.6861	38.2125
	BI-WEEKLY	1,633.69	2,035.67	2,179.74	2,351.15	2,522.56	2,632.04	2,751.46	2,865.94
44	ANNUALIZED	47,174.45	58,782.42	62,942.76	67,892.10	72,841.19	76,003.20	79,452.05	82,756.84
	PAYROLL YEAR	46,993.70	58,557.20	62,701.60	67,631.98	72,562.10	75,712.00	79,147.64	82,439.76
	75 HOUR	24.0993	30.0293	32.1546	34.6830	37.2113	38.8267	40.5885	42.2768
	BI-WEEKLY	1,807.45	2,252.20	2,411.60	2,601.23	2,790.85	2,912.00	3,044.14	3,170.76
64	ANNUALIZED	42,912.05	53,470.03	57,252.70	60,680.67	64,108.65	67,356.79	70,822.61	73,639.85
	PAYROLL YEAR	42,747.64	53,265.16	57,033.34	60,448.18	63,863.02	67,098.72	70,551.26	73,357.70
	75 HOUR	21.9218	27.3154	29.2478	30.9991	32.7503	34.4096	36.1801	37.6193
	BI-WEEKLY	1,644.14	2,048.66	2,193.59	2,324.93	2,456.27	2,580.72	2,713.51	2,821.45
65	ANNUALIZED	45,575.04	56,795.43	60,819.26	65,028.93	69,238.08	72,745.92	76,488.66	79,531.40
	PAYROLL YEAR	45,400.42	56,577.82	60,586.24	64,779.78	68,972.80	72,467.20	76,195.60	79,226.68
	75 HOUR	23.2823	29.0143	31.0699	33.2204	35.3706	37.1627	39.0746	40.6290
	BI-WEEKLY	1,746.17	2,176.07	2,330.24	2,491.53	2,652.80	2,787.20	2,930.60	3,047.18
66	ANNUALIZED	48,785.60	60,844.06	65,200.15	69,783.57	74,366.47	78,134.53	82,154.45	85,422.69
	PAYROLL YEAR	48,598.68	60,610.94	64,950.34	69,516.20	74,081.54	77,835.16	81,839.68	85,095.40
	75 HOUR	24.9224	31.0825	33.3079	35.6493	37.9905	39.9154	41.9690	43.6386
	BI-WEEKLY	1,869.18	2,331.19	2,498.09	2,673.70	2,849.29	2,993.66	3,147.68	3,272.90

MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2022 SALARY SCHEDULE - 10 OR MORE YEARS SERVICE PLUS 4.5%

GROUP		ENTRY	STEP XX	STEP A	STEP AA	STEP B	STEP C	STEP D	STEP E
40	ANNUALIZED	38,554.66	47,930.04	51,217.86	54,124.35	57,030.59	59,505.91	62,205.96	64,793.51
	PAYROLL YEAR	38,406.94	47,746.40	51,021.62	53,916.98	56,812.08	59,277.92	61,967.62	64,545.26
	75 HOUR	19.6959	24.4853	26.1649	27.6497	29.1344	30.3989	31.7783	33.1001
	BI-WEEKLY	1,477.19	1,836.40	1,962.37	2,073.73	2,185.08	2,279.92	2,383.37	2,482.51
40	ANNUALIZED	42,655.23	53,027.63	56,665.45	59,881.23	63,096.49	65,835.16	68,822.05	71,685.74
	PAYROLL YEAR	42,491.80	52,824.46	56,448.34	59,651.80	62,854.74	65,582.92	68,558.36	71,411.08
	75 HOUR	21.7906	27.0895	28.9478	30.5906	32.2332	33.6322	35.1581	36.6210
	BI-WEEKLY	1,634.30	2,031.71	2,171.09	2,294.30	2,417.49	2,522.42	2,636.86	2,746.58
44	ANNUALIZED	42,844.19	53,387.03	57,164.48	61,659.42	66,155.41	69,026.93	72,158.93	75,160.69
	PAYROLL YEAR	42,680.04	53,182.48	56,945.46	61,423.18	65,901.94	68,762.46	71,882.46	74,872.72
	75 HOUR	21.8872	27.2730	29.2028	31.4991	33.7959	35.2628	36.8628	38.3963
	BI-WEEKLY	1,641.54	2,045.48	2,190.21	2,362.43	2,534.69	2,644.71	2,764.71	2,879.72
44	ANNUALIZED	47,400.99	59,065.34	63,245.00	68,218.35	73,191.71	76,368.60	79,833.90	83,154.60
	PAYROLL YEAR	47,219.38	58,839.04	63,002.68	67,956.98	72,911.28	76,076.00	79,528.02	82,836.00
	75 HOUR	24.2151	30.1738	32.3091	34.8497	37.3904	39.0133	40.7836	42.4800
	BI-WEEKLY	1,816.13	2,263.04	2,423.18	2,613.73	2,804.28	2,926.00	3,058.77	3,186.00
64	ANNUALIZED	43,118.51	53,726.33	57,527.79	60,972.21	64,417.41	67,680.69	71,163.22	73,994.02
	PAYROLL YEAR	42,953.30	53,520.48	57,307.38	60,738.60	64,170.60	67,421.38	70,890.56	73,710.52
	75 HOUR	22.0273	27.4464	29.3884	31.1480	32.9080	34.5750	36.3541	37.8003
	BI-WEEKLY	1,652.05	2,058.48	2,204.13	2,336.10	2,468.10	2,593.13	2,726.56	2,835.02
65	ANNUALIZED	45,794.28	57,068.17	61,111.58	65,341.35	69,570.86	73,095.40	76,855.89	79,913.50
	PAYROLL YEAR	45,618.82	56,849.52	60,877.44	65,091.00	69,304.30	72,815.34	76,561.42	79,607.32
	75 HOUR	23.3943	29.1536	31.2192	33.3800	35.5406	37.3412	39.2622	40.8243
	BI-WEEKLY	1,754.57	2,186.52	2,341.44	2,503.50	2,665.55	2,800.59	2,944.67	3,061.82
66	ANNUALIZED	49,020.24	61,136.38	65,513.61	70,118.69	74,724.30	78,509.84	82,549.60	85,832.98
	PAYROLL YEAR	48,832.42	60,902.14	65,262.60	69,850.04	74,438.00	78,209.04	82,233.32	85,504.12
	75 HOUR	25.0422	31.2319	33.4680	35.8205	38.1733	40.1072	42.1709	43.8482
	BI-WEEKLY	1,878.17	2,342.39	2,510.10	2,686.54	2,863.00	3,008.04	3,162.82	3,288.62

MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2022 SALARY SCHEDULE - 15 OR MORE YEARS SERVICE PLUS 5.0%

GROUP		ENTRY	STEP XX	STEP A	STEP AA	STEP B	STEP C	STEP D	STEP E
40	ANNUALIZED	38,738.93	48,159.46	51,463.20	54,382.74	57,303.33	59,790.66	62,503.50	65,104.10
	PAYROLL YEAR	38,590.50	47,974.94	51,266.02	54,174.38	57,083.78	59,561.58	62,264.02	64,854.66
	75 HOUR	19.7900	24.6025	26.2902	27.7817	29.2737	30.5444	31.9303	33.2588
	BI-WEEKLY	1,484.25	1,845.19	1,971.77	2,083.63	2,195.53	2,290.83	2,394.77	2,494.41
40	ANNUALIZED	42,859.59	53,281.85	56,936.37	60,167.81	63,397.94	66,149.67	69,151.43	72,027.91
	PAYROLL YEAR	42,695.38	53,077.70	56,718.22	59,937.28	63,155.04	65,896.22	68,886.48	71,751.94
	75 HOUR	21.8950	27.2193	29.0862	30.7370	32.3872	33.7929	35.3264	36.7958
	BI-WEEKLY	1,642.13	2,041.45	2,181.47	2,305.28	2,429.04	2,534.47	2,649.48	2,759.69
44	ANNUALIZED	43,049.08	53,642.29	57,438.27	61,955.40	66,471.74	69,356.84	72,503.97	75,520.09
	PAYROLL YEAR	42,884.14	53,436.76	57,218.20	61,718.02	66,217.06	69,091.10	72,226.18	75,230.74
	75 HOUR	21.9919	27.4034	29.3426	31.6502	33.9575	35.4313	37.0390	38.5799
	BI-WEEKLY	1,649.39	2,055.26	2,200.70	2,373.77	2,546.81	2,657.35	2,777.93	2,893.49
44	ANNUALIZED	47,628.06	59,347.75	63,547.24	68,544.86	73,542.23	76,733.74	80,215.74	83,552.89
	PAYROLL YEAR	47,445.58	59,120.36	63,303.76	68,282.24	73,260.46	76,439.74	79,908.40	83,232.76
	75 HOUR	24.3310	30.3181	32.4635	35.0165	37.5695	39.1999	40.9787	42.6834
	BI-WEEKLY	1,824.83	2,273.86	2,434.76	2,626.24	2,817.71	2,939.99	3,073.40	3,201.26
64	ANNUALIZED	43,324.96	53,983.67	57,802.89	61,264.27	64,725.13	68,004.33	71,503.30	74,347.94
	PAYROLL YEAR	43,158.96	53,776.84	57,581.42	61,029.54	64,477.14	67,743.78	71,229.34	74,063.08
	75 HOUR	22.1328	27.5778	29.5289	31.2972	33.0652	34.7404	36.5279	37.9811
	BI-WEEKLY	1,659.96	2,068.34	2,214.67	2,347.29	2,479.89	2,605.53	2,739.59	2,848.58
65	ANNUALIZED	46,013.26	57,341.18	61,404.43	65,654.29	69,903.37	73,445.14	77,223.90	80,296.39
	PAYROLL YEAR	45,836.96	57,121.48	61,169.16	65,402.74	69,635.54	73,163.74	76,928.02	79,988.74
	75 HOUR	23.5061	29.2931	31.3688	33.5398	35.7105	37.5199	39.4502	41.0198
	BI-WEEKLY	1,762.96	2,196.98	2,352.66	2,515.49	2,678.29	2,813.99	2,958.77	3,076.49
66	ANNUALIZED	49,254.62	61,429.22	65,827.33	70,454.34	75,081.09	78,886.21	82,944.23	86,244.06
	PAYROLL YEAR	49,065.90	61,193.86	65,575.12	70,184.40	74,793.42	78,583.96	82,626.44	85,913.62
	75 HOUR	25.1620	31.3815	33.6283	35.9920	38.3556	40.2994	42.3725	44.0582
	BI-WEEKLY	1,887.15	2,353.61	2,522.12	2,699.40	2,876.67	3,022.46	3,177.94	3,304.37

MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2022 SALARY SCHEDULE - 20 OR MORE YEARS SERVICE PLUS 5.5%

GROUP		ENTRY	STEP XX	STEP A	STEP AA	STEP B	STEP C	STEP D	STEP E
40	ANNUALIZED	38,923.97	48,388.36	51,708.28	54,642.18	57,576.08	60,075.41	62,801.56	65,413.91
	PAYROLL YEAR	38,774.84	48,202.96	51,510.16	54,432.82	57,355.48	59,845.24	62,560.94	65,163.28
	75 HOUR	19.8845	24.7195	26.4155	27.9142	29.4131	30.6898	32.0825	33.4170
	BI-WEEKLY	1,491.34	1,853.96	1,981.16	2,093.57	2,205.98	2,301.74	2,406.19	2,506.28
40	ANNUALIZED	43,063.70	53,535.28	57,208.07	60,453.86	63,699.92	66,464.96	69,480.55	72,371.39
	PAYROLL YEAR	42,898.70	53,330.16	56,988.88	60,222.24	63,455.86	66,210.30	69,214.34	72,094.10
	75 HOUR	21.9993	27.3488	29.2250	30.8832	32.5415	33.9540	35.4945	36.9713
	BI-WEEKLY	1,649.95	2,051.16	2,191.88	2,316.24	2,440.61	2,546.55	2,662.09	2,772.85
44	ANNUALIZED	43,254.23	53,897.54	57,712.06	62,250.07	66,788.60	69,687.00	72,849.28	75,879.75
	PAYROLL YEAR	43,088.50	53,691.04	57,490.94	62,011.56	66,532.70	69,420.00	72,570.16	75,589.02
	75 HOUR	22.0967	27.5338	29.4825	31.8008	34.1193	35.6000	37.2155	38.7636
	BI-WEEKLY	1,657.25	2,065.04	2,211.19	2,385.06	2,558.95	2,670.00	2,791.16	2,907.27
44	ANNUALIZED	47,854.61	59,630.15	63,850.26	68,870.85	73,892.23	77,099.40	80,597.84	83,950.65
	PAYROLL YEAR	47,671.26	59,401.68	63,605.62	68,606.98	73,609.12	76,804.00	80,289.04	83,629.00
	75 HOUR	24.4468	30.4624	32.6182	35.1831	37.7482	39.3866	41.1739	42.8867
	BI-WEEKLY	1,833.51	2,284.68	2,446.37	2,638.73	2,831.12	2,954.00	3,088.04	3,216.50
64	ANNUALIZED	43,531.41	54,241.02	58,077.98	61,556.07	65,033.89	68,329.02	71,844.69	74,702.64
	PAYROLL YEAR	43,364.62	54,033.20	57,855.46	61,320.22	64,784.72	68,067.22	71,569.42	74,416.42
	75 HOUR	22.2382	27.7093	29.6695	31.4462	33.2229	34.9062	36.7022	38.1622
	BI-WEEKLY	1,667.87	2,078.20	2,225.21	2,358.47	2,491.72	2,617.97	2,752.67	2,862.17
65	ANNUALIZED	46,232.76	57,614.45	61,696.22	65,966.71	70,236.41	73,795.14	77,591.39	80,678.49
	PAYROLL YEAR	46,055.62	57,393.70	61,459.84	65,713.96	69,967.30	73,512.40	77,294.10	80,369.38
	75 HOUR	23.6182	29.4327	31.5179	33.6994	35.8806	37.6987	39.6380	41.2150
	BI-WEEKLY	1,771.37	2,207.45	2,363.84	2,527.46	2,691.05	2,827.40	2,972.85	3,091.13
66	ANNUALIZED	49,488.99	61,722.06	66,140.53	70,790.25	75,439.18	79,261.00	83,339.13	86,654.35
	PAYROLL YEAR	49,299.38	61,485.58	65,887.12	70,519.02	75,150.14	78,957.32	83,019.82	86,322.34
	75 HOUR	25.2817	31.5311	33.7883	36.1636	38.5385	40.4909	42.5743	44.2679
	BI-WEEKLY	1,896.13	2,364.83	2,534.12	2,712.27	2,890.39	3,036.82	3,193.07	3,320.09