COLLECTIVE BARGAINING AGREEMENT

BETWEEN

MONROE COUNTY
MONROE COUNTY SHERIFF

AND

THE MONROE COUNTY
LAW ENFORCEMENT ASSOCIATION

JANUARY 1, 2013
TO
DECEMBER 31, 2023

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ARTICLE 1
PREAMBLE

1.1 This agreement entered into by Monroe County and the Monroe County Sheriff (hereinafter referred to as the Employer) and the Monroe County Law Enforcement Association, (hereinafter referred to as the Union) declares 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.

1.2 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.

1.3 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.

1.4 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.

1.5 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 voluntary recognition by Monroe County and the Monroe County Sheriff, on July 28, 2000, the employer hereby recognizes the Monroe County Law Enforcement Association 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 except under extraordinary circumstances.

2.2 Collective Bargaining Unit

2.2.1 The following shall comprise the collective bargaining unit:

Grade	Title
42	Deputy Sheriff Court Security Sergeant
41	Deputy Sheriff Court Security

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 for 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 Court Security Bureau, and to determine the starting and quitting time, and the number of hours to be worked, subject only to and 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 employer 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 Notification of New Employees

4.1.1 The Employer will timely notify the Union of any new bargaining unit employees hired, with their home addresses, 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 Access to Premises

4.2.1 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.

4.2.2 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.

4.2.3 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.

4.3 Bulletin Boards

4.3.1 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:

Court Security

4.3.2 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.

4.4 Printing and Distribution of Agreement

4.4.1 The County shall print an adequate supply of copies of this agreement so that each employee may have a copy.

4.5 Distribution of Union Literature

4.5.1 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.

4.6 Union Dues Deductions and Other Deductions

4.6.1 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.

4.6.2 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 Law Enforcement Association
P.O. Box 14007
Rochester, NY 14614

4.6.3 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 be accomplished by the next payroll period, when practicable.

4.6.4 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, and general orders that 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 on the appropriate form and will not be arbitrarily or capriciously denied.

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

6.1.3 No employee will 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 save 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 save harmless shall be conditioned upon compliance with Section 39 of the Monroe County Code and 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 or 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 For all unit members:

(a) All employees coming on the payroll of the County shall be hired at Step "X" of the salary schedule. An employee commencing at Step "X" of the salary schedule shall, upon satisfactory completion of twelve (12) month period, be upgraded to Step "A" of the salary schedule.

(b) Effective with the first payroll period following the completion of two (2) years of satisfactory service, such employee shall be upgraded to Step "B" of the salary schedule.

(c) Effective with the first payroll period following the completion of three (3) years' satisfactory service, such employee shall be upgraded to Step "C" of the salary schedule.

(d) Effective with the first payroll period following the completion of four (4) years' satisfactory service, such employee shall be upgraded to Step "D" of the salary schedule.

(e) Effective with the first payroll period following the completion of five (5) years' satisfactory service, such employee shall be upgraded to Step "E" of the salary schedule.

(f) Beginning January 1, 2019, effective with the first payroll period following the completion of six (6) years' satisfactory service, such employee shall be upgraded to Step "F" of the salary schedule, which shall be 2.25% higher than Step "E".

(g) Beginning January 1, 2021, effective with the first payroll period following the completion of seven (7) years' satisfactory service, such employee shall be upgraded to Step "G" of the salary schedule, which shall be 5.0% higher than Step "F".

(h) Beginning January 1, 2023, effective with the first payroll period following the completion of eight (8) years' satisfactory service, such employee shall be upgraded to Step "H" of the salary schedule, which shall be 3.5% higher than Step "G".

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. 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 April 1, 2018, the 2012 salary schedules will be increased by 2.5%.

8.1.5 Effective January 1, 2019, the 2018 salary schedule will be increased by 1.5%.

8.1.6 Effective January 1, 2020, the 2019 salary schedule will be increased by 1.5%.

8.1.7 Effective January 1, 2021, the 2020 salary schedule will be increased by 1.5%.

8.1.8 Effective January 1, 2022, the 2021 salary schedule shall be increased by 1.75%.

8.1.9 Effective January 1, 2023, the 2022 salary schedule shall be increased by 2.0%.

8.1.10 All increases to the salary schedule shall not apply to the Entry Level.

8.1.11 The salaries applicable to the classifications covered by this agreement shall be as set forth in the appendices of this agreement. All payroll deposits shall be made by direct deposit.

8.1.12 In addition to the raises set forth above, the salary schedules for Sergeants shall receive an additional 1% in base wages effective on the following dates: January 1, 2018; January 1, 2019; January 1, 2020; and January 1, 2021.

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 of continuous service based upon anniversary date of employment shall have their hourly rate increased by three percent (3%).

8.3.2 All employees covered by this agreement who have given ten (10) years of continuous service based upon anniversary date of employment shall have their hourly rate increased by three and one half percent (3.5%).

8.3.3 All employees covered by this agreement who have given fifteen (15) years of continuous service based upon anniversary date of employment shall have their hourly rate increased by four percent (4%).

8.3.4 All employees covered by this agreement who have given twenty (20) years of continuous service based upon anniversary date of employment shall have their hourly rate increased by four and one-half percent (4.5%).

8.3.5 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 6:00 P.M. and 6:00 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.

8.4.2 Shift premium shall be excluded from the regular rate of pay for the purpose of calculating overtime, unless otherwise mandated under the Fair Labor Standards Act (FLSA).

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.

Members holding the title of Deputy Sheriff Court Security Sergeant shall be paid eighty-eight dollars ($88) per pay period.

Members holding the title of Deputy Sheriff Court Security shall be paid sixty dollars ($60) per pay period.

Roll call payments shall be automatically deposited.

It is further agreed that the 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.

ARTICLE 9
WORK WEEKS AND WORK SHIFTS

9.1 Workweek

9.1.1 The "regular workweek" for employees of the Court Security Bureau shall be Monday through Friday (excluding 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 Court Security Bureau shall consist of seven and one-half (7.5) hours per day, which shall exclude either a one-hour or one-half-hour unpaid lunch period, as determined by the Sheriff. All employees shall have a regular starting and quitting time.

9.2.2 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.

9.2.3 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.

9.2.4 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.)

9.2.5 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 filled 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 one 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.

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 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 at the straight time rate.

10.2.2 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.

10.2.3 Hours paid for but not worked 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.

10.2.4 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.

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

10.2.6 All overtime work shall be paid for no later than by the next regular payroll check.

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 or following 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 Court Overtime

10.4.1 Members of Court Security working Saturday or Holiday courts shall be guaranteed a minimum of four (4) hours of overtime.

10.4.2 Members of Court Security working City Court (evenings)/Small Claims shall be guaranteed a minimum of three (3) hours of overtime.

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.

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
PROMOTIONS AND SPECIALIZED ASSIGNMENTS

15.1 Promotions

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

15.1.2 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.

15.2 Specialized Assignments

15.2.1 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.

15.2.2 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 abolishments as soon as possible prior to a final decision to engage in job abolishments.

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 Court Security subject to layoff may displace the incumbent with the least seniority only among the employees classified as Deputy Sheriff Court Security.

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

17.1.7 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.

17.1.8 For purposes of this article, seniority shall be defined as total length of service within 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 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, brother-in-law, sister-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 shall 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 once 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 Pregnancy and Child Care 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 An employee who is responsible for the care of his/her newborn child, or an adoptive child five (5) years of age or younger, will be granted an unpaid leave of absence for a period not to exceed six (6) months. During such leave the employee will be required to use any accrued vacation and compensatory time credits, with the exception of five (5) vacation or compensatory time days which may be reserved for when the employee returns to work. The employee will be reinstated to a position of equivalent pay at the end of the leave period.

18.4.4 An employee on child care 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 Employer agrees to permit members of the Union who are elected or designated to attend any convention of the Police Conference of New York or of the New York State Deputies' Association to attend such functions without loss of time or pay, provided that a request for such leave is made by the Union to their bureau head no less than ten (10) working days prior to the date that the function is scheduled.

18.6.2 Attendance in respect to the foregoing functions shall be limited to twenty-nine (29) man days per year.

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 the 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 Court Security 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 processed for payment.

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 Courts 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.

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 5/12ths) 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, 1 1/2 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 Vacation 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 served basis and shall be approved or disapproved no sooner than thirty (30) days prior to date(s) requested. Vacation requests submitted 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 Court Security Sergeant - Date of appointment as a Deputy.

Deputy Sheriff Court Security - Seniority as determined by random drawing among members of each academy class; IBM number.

ARTICLE 22
HEALTH INSURANCE

22.1 Eligibility

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

1. The County's contribution for health insurance coverage shall be based upon Value 2 with covered employees contributing toward premium payments as follows:

a. Effective January 2018, unit members hired on or before January 1, 2007, shall pay $50 per pay period toward the premium cost of Value 2 (for single or family type coverage); and unit members hired after January 1, 2007, shall pay $65 per pay period toward the premium cost of Value 2 (for single or family type coverage).

b. Effective January 1, 2019, all unit members shall pay $110 per pay period toward the premium cost of Value 2 (for single or family type coverage).

c. Effective January 1, 2020, all unit members shall pay $120 per pay period toward the premium cost of Value 2 (for single or family type coverage).

d. Effective January 1, 2021, all unit members shall pay $140 per pay period toward the premium cost of Value 2 (for single or family type coverage).

e. Effective January 1, 2022, all unit members shall pay $150 per pay period toward the premium cost of Value 2 (for single or family type coverage).

f. Effective January 1, 2023, all unit members shall pay $160 per pay period toward the premium cost of Value 2 (for single or family type coverage).

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

1. The County's contribution for health insurance coverage shall be based upon Value 2 with all covered employees contributing 20% towards the premium cost of Value 2 (for single or family type coverage).

22.1.3 Employee contributions to health insurance costs outlined in Sections 22.1.1 and 22.1.2 shall be made by payroll deductions in equal payments during two (2) pay periods each month.

22.1.4 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 Sections 22.1.1 and 22.1.2 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.

22.1.5 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 that the County elects, for any reason, to change insurance plans, insurance carriers, or to become self-insured, the County will provide the Union with at least 30 calendar days' written notice prior to such change taking effect. The notice will specify the nature of the change, the effective date of the change, and the impact on member coverage benefits (if any).

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.

22.1.6 Effective January 1, 2018, the Healthy Blue PPO and the Healthy Blue HSA plans shall be eliminated; Value 2 shall be the base plan for all unit members.

22.1.7 The County reserves the right to develop and implement high-deductible alternatives to the Value 2 plan as voluntary options for employees.

22.1.8 For full-time unit members hired by the County prior to January 1, 2007, effective March 1, 2007, 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 $5,000. 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.

22.1.9 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.

22.2 Termination of Coverage

22.2.1 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.

22.2.2 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.

22.2.3 Employees who retire on or before August 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 2013-2023 Agreement.

22.2.4 For full-time employees in the bargaining unit **hired before January 1, 2007** (CAT 1) who have met existing service time requirements to qualify for retiree health insurance coverage shall receive coverage under the Value 2 plan as follows:

1. 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.

2. 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.

3. 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.

4. 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.

5. 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

22.2.5 For full-time employees in the bargaining unit **hired on or after January 1, 2007 but before January 1, 2018 (CAT 2)** who have met existing service time requirements to qualify for retiree health insurance coverage shall receive coverage under Value 2 at the same contribution rate applicable for active employees hired on or after January 1, 2007 but before January 1, 2018.

22.2.6 For full-time employees in the bargaining unit **hired on or after January 1, 2018 (CAT 3)** who have met existing service time requirements to qualify for retiree health insurance coverage (15 years of continuous full-time service with the County) shall receive coverage under Value 2 at the same contribution rate applicable for active employees hired on or after January 1, 2018. If a CAT 3 employee retires before reaching the age of 55, in addition to the contribution set forth above, he/she shall permanently contribute an additional (1%) towards health care for each year under age 55 at the time of retirement.

22.2.7 All retirees covered by sections 22.2.4, 22.2.5, and 22.2.6 shall receive benefits provided under this section with the following conditions:

A. The individual has ten (10) years of continuous full-time service with the MCSO Court Bureau immediately preceding the date of retirement., (Except that CAT 3 must have 15 years of continuous full-time service with the County) and

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

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

22.2.8 If retirees covered by sections 22.2.4, 22.2.5, and 22.2.6 move outside the Rochester managed care plan geographical coverage area, such retirees shall be entitled to a County contribution to an out-of-area health insurance carrier up to the dollar amount they would have been entitled to under the Value 2 plan.

22.2.9 A deputy who qualifies 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.

22.2.10 The buy-out option provided to active employees pursuant to Section 22.1.8 shall be extended to pre-Medicare retirees.

22.2.11 The surviving spouse of a retiree at the time of retirement will continue to receive the health and dental insurance applicable to their deceased spouse's CAT until Medicare eligibility, death, or remarriage whichever termination condition occurs first.

22.3 Survivor Benefit

22.3.1 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.

22.3.2 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:

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 at the time of retirement until Medicare eligibility or until remarriage, whichever termination condition occurs first; or

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, he 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 available work assignments, within his job title, which he is able to perform.

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 (20) year retirement plan (Section 89-b); the twenty-five (25) year retirement plans (Section 89-n and Section 89-p); and the twenty year (20) with additional 1/60ths (Sections 552 and 553) shall 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 the plan under the above section 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/or 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 accounting card in terms of days and 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.

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 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 ($1125) 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 Multi-Bureau General Order No. 30-95 of the department, dated October 27, 1995, and any modifications thereof.

33.3.2 Appeals concerning performance evaluations shall be governed by Multi-Bureau General Order No. 30-95.

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, and shall not have the authority to dismiss charges, both of 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, and 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 36.4.1 and 36.4.2 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 Labor Relations Manager 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.

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 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 immediate supervisor 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 his immediate supervisor 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.

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

36.1.6 The Union President shall be granted full-day release time on Fridays.

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 THEREFOR, 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

41.1.1 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, 2023; 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, parties hereto have caused this agreement to be executed by their duly authorized representatives

FOR THE UNION:	FOR THE EMPLOYER:
JOHN CRESPO Union President	CHERYL DINOLFO Monroe County Executive
ALEX AMO Union Executive Vice President	TODD BAXTER Monroe County Sheriff
CHRIS HOWELL Union Vice President	BRAYTON McK. CONNARD Director of Human Resources
DAVID CARTER Union Vice President	KOREY K. BROWN Undersheriff
JESSICA LEWIS Union Treasurer	KEN WILLIS Chief

BRITTANY CAPPON
Sergeant-at-Arms

NOLAN LAFLER, Esq.
Attorney for the Union

Paul V. Ciminelli, Esq.
Sheriff's Counsel

Holly Moynihan, Esq.
Sheriff's Counsel

Karlee S. Bolaños, Esq.
Attorney for the County

William Q. Lowe, Esq.
Attorney for the County

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
April 1, 2018 SALARY SCHEDULE - BASELINE

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
41	ANNUALIZED	41,535.28	48,845.37	51,166.70	53,387.81	55,809.63	58,132.01
	PAYROLL YEAR	41,376.14	48,658.22	50,970.66	53,183.26	55,595.80	57,909.28
	75 HOUR	21.2185	24.9529	26.1388	27.2735	28.5107	29.6971
	BI-WEEKLY	1,591.39	1,871.47	1,960.41	2,045.51	2,138.30	2,227.28
42	ANNUALIZED	44,858.33	53,267.23	55,798.93	58,221.53	60,862.85	63,395.07
	PAYROLL YEAR	44,686.46	53,063.14	55,585.14	57,998.46	60,629.66	63,152.18
	75 HOUR	22.9161	27.2119	28.5052	29.7428	31.0921	32.3857
	BI-WEEKLY	1,718.71	2,040.89	2,137.89	2,230.71	2,331.91	2,428.93

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
April 1, 2018 SALARY SCHEDULE - 5 OR MORE YEARS SERVICE PLUS 3%

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
41	ANNUALIZED	42,781.29	50,310.62	52,701.90	54,989.57	57,483.95	59,876.01
	PAYROLL YEAR	42,617.38	50,117.86	52,499.98	54,778.88	57,263.70	59,646.60
	75 HOUR	21.8551	25.7015	26.9230	28.0917	29.3660	30.5880
	BI-WEEKLY	1,639.13	1,927.61	2,019.23	2,106.88	2,202.45	2,294.10
42	ANNUALIZED	46,204.05	54,865.33	57,472.98	59,968.14	62,688.81	65,296.98
	PAYROLL YEAR	46,027.02	54,655.12	57,252.78	59,738.38	62,448.62	65,046.80
	75 HOUR	23.6036	28.0283	29.3604	30.6351	32.0249	33.3573
	BI-WEEKLY	1,770.27	2,102.12	2,202.03	2,297.63	2,401.87	2,501.80

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
April 1, 2018 SALARY SCHEDULE - 10 OR MORE YEARS SERVICE PLUS 3.5%

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
41	ANNUALIZED	42,988.79	50,554.92	52,957.68	55,256.57	57,763.22	60,166.76
	PAYROLL YEAR	42,824.08	50,361.22	52,754.78	55,044.86	57,541.90	59,936.24
	75 HOUR	21.9611	25.8263	27.0537	28.2281	29.5086	30.7365
	BI-WEEKLY	1,647.08	1,936.97	2,029.03	2,117.11	2,213.15	2,305.24
42	ANNUALIZED	46,428.51	55,131.55	57,751.99	60,259.42	62,992.87	65,613.83
	PAYROLL YEAR	46,250.62	54,920.32	57,530.72	60,028.54	62,751.52	65,362.44
	75 HOUR	23.7182	28.1643	29.5029	30.7838	32.1803	33.5192
	BI-WEEKLY	1,778.87	2,112.32	2,212.72	2,308.79	2,413.52	2,513.94

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
April 1, 2018 SALARY SCHEDULE - 15 OR MORE YEARS SERVICE PLUS 4.0%

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
41	ANNUALIZED	43,196.54	50,799.21	53,213.46	55,523.31	58,041.96	60,457.52
	PAYROLL YEAR	43,031.04	50,604.58	53,009.58	55,310.58	57,819.58	60,225.88
	75 HOUR	22.0672	25.9510	27.1844	28.3644	29.6511	30.8850
	BI-WEEKLY	1,655.04	1,946.33	2,038.83	2,127.33	2,223.83	2,316.38
42	ANNUALIZED	46,652.45	55,398.03	58,031.00	60,550.43	63,297.46	65,930.69
	PAYROLL YEAR	46,473.70	55,185.78	57,808.66	60,318.44	63,054.94	65,678.08
	75 HOUR	23.8327	28.3004	29.6454	30.9325	32.3358	33.6811
	BI-WEEKLY	1,787.45	2,122.53	2,223.41	2,319.94	2,425.19	2,526.08

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
April 1, 2018 SALARY SCHEDULE - 20 OR MORE YEARS SERVICE PLUS 4.5%

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
41	ANNUALIZED	43,404.30	51,043.51	53,469.24	55,790.32	58,321.23	60,748.01
	PAYROLL YEAR	43,238.00	50,847.94	53,264.38	55,576.56	58,097.78	60,515.26
	75 HOUR	22.1733	26.0758	27.3150	28.5008	29.7937	31.0335
	BI-WEEKLY	1,663.00	1,955.69	2,048.63	2,137.56	2,234.53	2,327.51
42	ANNUALIZED	46,876.91	55,664.25	58,309.75	60,841.45	63,601.52	66,247.80
	PAYROLL YEAR	46,697.30	55,450.98	58,086.34	60,608.34	63,357.84	65,993.98
	75 HOUR	23.9473	28.4364	29.7879	31.0812	32.4912	33.8431
	BI-WEEKLY	1,796.05	2,132.73	2,234.09	2,331.09	2,436.84	2,538.23

April 1, 2018 SALARY SCHEDULE
MONROE COUNTY LAW ENFORCEMENT ASSOCIATION

GROUP	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
41	41,535	48,845	51,167	53,388	55,810	58,132
42	44,858	53,267	55,799	58,222	60,863	63,395

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
2019 SALARY SCHEDULE - BASELINE

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
41	ANNUALIZED	41,535.28	49,577.99	51,934.30	54,188.82	56,646.92	59,004.27	60,331.72
	PAYROLL YEAR	41,376.14	49,388.04	51,735.32	53,981.20	56,429.88	58,778.20	60,100.56
	75 HOUR	21.2185	25.3272	26.5309	27.6826	28.9384	30.1426	30.8208
	BI-WEEKLY	1,591.39	1,899.54	1,989.82	2,076.20	2,170.38	2,260.70	2,311.56
42	ANNUALIZED	44,858.33	54,599.11	57,193.97	59,677.13	62,384.48	64,979.87	66,441.99
	PAYROLL YEAR	44,686.46	54,389.92	56,974.84	59,448.48	62,145.46	64,730.90	66,187.42
	75 HOUR	22.9161	27.8922	29.2178	30.4864	31.8694	33.1953	33.9422
	BI-WEEKLY	1,718.71	2,091.92	2,191.34	2,286.48	2,390.21	2,489.65	2,545.67

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
2019 SALARY SCHEDULE - 5 OR MORE YEARS SERVICE PLUS 3%

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
41	ANNUALIZED	42,781.82	51,065.17	53,492.21	55,813.81	58,346.55	60,773.85	62,141.49
	PAYROLL YEAR	42,617.90	50,869.52	53,287.26	55,599.96	58,123.00	60,541.00	61,903.40
	75 HOUR	21.8553	26.0869	27.3268	28.5128	29.8066	31.0467	31.7453
	BI-WEEKLY	1,639.15	1,956.52	2,049.51	2,138.46	2,235.50	2,328.50	2,380.90
42	ANNUALIZED	46,204.31	56,237.15	58,909.79	61,467.59	64,255.85	66,929.27	68,435.24
	PAYROLL YEAR	46,027.28	56,021.68	58,684.08	61,232.08	64,009.66	66,672.84	68,173.04
	75 HOUR	23.6037	28.7290	30.0944	31.4010	32.8255	34.1912	34.9605
	BI-WEEKLY	1,770.28	2,154.68	2,257.08	2,355.08	2,461.91	2,564.34	2,622.04

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
2019 SALARY SCHEDULE - 10 OR MORE YEARS SERVICE PLUS 3.5%

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
41	ANNUALIZED	42,989.31	51,312.86	53,751.91	56,084.99	58,629.47	61,069.04	62,442.95
	PAYROLL YEAR	42,824.60	51,116.26	53,545.96	55,870.10	58,404.84	60,835.06	62,203.70
	75 HOUR	21.9613	26.2135	27.4595	28.6513	29.9512	31.1974	31.8993
	BI-WEEKLY	1,647.10	1,966.01	2,059.46	2,148.85	2,246.34	2,339.81	2,392.45
42	ANNUALIZED	46,428.77	56,509.89	59,195.84	61,765.91	64,567.75	67,254.22	68,767.50
	PAYROLL YEAR	46,250.88	56,293.38	58,969.04	61,529.26	64,320.36	66,996.54	68,504.02
	75 HOUR	23.7184	28.8684	30.2405	31.5534	32.9848	34.3572	35.1302
	BI-WEEKLY	1,778.88	2,165.13	2,268.04	2,366.51	2,473.86	2,576.79	2,634.77

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
2019 SALARY SCHEDULE - 15 OR MORE YEARS SERVICE PLUS 4.0%

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
41	ANNUALIZED	43,197.07	51,560.55	54,011.86	56,356.16	58,913.18	61,364.23	62,744.92
	PAYROLL YEAR	43,031.56	51,363.00	53,804.92	56,140.24	58,687.46	61,129.12	62,504.52
	75 HOUR	22.0674	26.3400	27.5922	28.7899	30.0961	31.3483	32.0536
	BI-WEEKLY	1,655.06	1,975.50	2,069.42	2,159.24	2,257.21	2,351.12	2,404.02
42	ANNUALIZED	46,652.71	56,782.90	59,481.64	62,064.23	64,879.90	67,578.90	69,099.49
	PAYROLL YEAR	46,473.96	56,565.34	59,253.74	61,826.44	64,631.32	67,319.98	68,834.74
	75 HOUR	23.8328	29.0079	30.3865	31.7058	33.1442	34.5231	35.2999
	BI-WEEKLY	1,787.46	2,175.59	2,278.99	2,377.94	2,485.82	2,589.23	2,647.49

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
2019 SALARY SCHEDULE - 20 OR MORE YEARS SERVICE PLUS 4.5%

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
41	ANNUALIZED	43,404.56	51,808.50	54,271.04	56,626.82	59,196.11	61,658.64	63,046.12
	PAYROLL YEAR	43,238.26	51,610.00	54,063.10	56,409.86	58,969.30	61,422.40	62,804.56
	75 HOUR	22.1735	26.4666	27.7247	28.9281	30.2407	31.4987	32.2074
	BI-WEEKLY	1,663.01	1,985.00	2,079.35	2,169.61	2,268.05	2,362.40	2,415.56
42	ANNUALIZED	46,877.17	57,055.91	59,767.70	62,362.56	65,191.54	67,904.11	69,432.00
	PAYROLL YEAR	46,697.56	56,837.30	59,538.70	62,123.62	64,941.76	67,643.94	69,165.98
	75 HOUR	23.9475	29.1473	30.5326	31.8582	33.3035	34.6892	35.4697
	BI-WEEKLY	1,796.06	2,186.05	2,289.95	2,389.37	2,497.76	2,601.69	2,660.23

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
2020 SALARY SCHEDULE - BASELINE

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
41	ANNUALIZED	41,535.28	50,321.58	52,713.39	55,001.57	57,496.73	59,889.06	61,236.60
	PAYROLL YEAR	41,376.14	50,128.78	52,511.42	54,790.84	57,276.44	59,659.60	61,001.98
	75 HOUR	21.2185	25.7071	26.9289	28.0978	29.3725	30.5947	31.2831
	BI-WEEKLY	1,591.39	1,928.03	2,019.67	2,107.34	2,202.94	2,294.60	2,346.23
42	ANNUALIZED	44,858.33	55,963.88	58,623.73	61,169.27	63,943.96	66,604.33	68,102.99
	PAYROLL YEAR	44,686.46	55,749.46	58,399.12	60,934.90	63,698.96	66,349.14	67,842.06
	75 HOUR	22.9161	28.5895	29.9482	31.2486	32.6661	34.0252	34.7908
	BI-WEEKLY	1,718.71	2,144.21	2,246.12	2,343.65	2,449.96	2,551.89	2,609.31

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
2020 SALARY SCHEDULE - 5 OR MORE YEARS SERVICE PLUS 3%

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
41	ANNUALIZED	42,781.82	51,831.21	54,294.53	56,651.09	59,221.68	61,685.52	63,073.52
	PAYROLL YEAR	42,617.90	51,632.62	54,086.50	56,434.04	58,994.78	61,449.18	62,831.86
	75 HOUR	21.8553	26.4782	27.7367	28.9405	30.2537	31.5124	32.2215
	BI-WEEKLY	1,639.15	1,985.87	2,080.25	2,170.54	2,269.03	2,363.43	2,416.61
42	ANNUALIZED	46,204.31	57,642.89	60,382.61	63,004.10	65,862.31	68,602.55	70,146.10
	PAYROLL YEAR	46,027.28	57,422.04	60,151.26	62,762.70	65,609.96	68,339.70	69,877.34
	75 HOUR	23.6037	29.4472	30.8468	32.1860	33.6461	35.0460	35.8345
	BI-WEEKLY	1,770.28	2,208.54	2,313.51	2,413.95	2,523.46	2,628.45	2,687.59

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
2020 SALARY SCHEDULE - 10 OR MORE YEARS SERVICE PLUS 3.5%

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
41	ANNUALIZED	42,989.31	52,082.55	54,558.40	56,926.19	59,509.04	61,985.15	63,379.67
	PAYROLL YEAR	42,824.60	51,883.00	54,349.36	56,708.08	59,281.04	61,747.66	63,136.84
	75 HOUR	21.9613	26.6067	27.8714	29.0811	30.4005	31.6654	32.3778
	BI-WEEKLY	1,647.10	1,995.50	2,090.36	2,181.08	2,280.04	2,374.91	2,428.34
42	ANNUALIZED	46,428.77	57,922.69	60,675.71	63,309.99	66,182.03	68,935.58	70,486.70
	PAYROLL YEAR	46,250.88	57,700.76	60,443.24	63,067.42	65,928.46	68,671.46	70,216.64
	75 HOUR	23.7184	29.5901	30.9965	32.3422	33.8094	35.2161	36.0085
	BI-WEEKLY	1,778.88	2,219.26	2,324.74	2,425.67	2,535.71	2,641.21	2,700.64

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
2020 SALARY SCHEDULE - 15 OR MORE YEARS SERVICE PLUS 4.0%

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
41	ANNUALIZED	43,197.07	52,333.89	54,822.01	57,201.54	59,796.67	62,284.78	63,686.09
	PAYROLL YEAR	43,031.56	52,133.38	54,611.96	56,982.38	59,567.56	62,046.14	63,442.08
	75 HOUR	22.0674	26.7351	28.0061	29.2217	30.5475	31.8185	32.5344
	BI-WEEKLY	1,655.06	2,005.13	2,100.46	2,191.63	2,291.06	2,386.39	2,440.08
42	ANNUALIZED	46,652.71	58,202.48	60,968.82	63,615.62	66,501.76	69,268.62	70,827.05
	PAYROLL YEAR	46,473.96	57,979.48	60,735.22	63,371.88	66,246.96	69,003.22	70,555.68
	75 HOUR	23.8328	29.7331	31.1462	32.4984	33.9728	35.3862	36.1824
	BI-WEEKLY	1,787.46	2,229.98	2,335.97	2,437.38	2,547.96	2,653.97	2,713.68

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
2020 SALARY SCHEDULE - 20 OR MORE YEARS SERVICE PLUS 4.5%

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
41	ANNUALIZED	43,404.56	52,585.50	55,085.36	57,476.12	60,084.03	62,583.62	63,991.72
	PAYROLL YEAR	43,238.26	52,384.02	54,874.30	57,255.90	59,853.82	62,343.84	63,746.54
	75 HOUR	22.1735	26.8636	28.1406	29.3620	30.6943	31.9712	32.6905
	BI-WEEKLY	1,663.01	2,014.77	2,110.55	2,202.15	2,302.07	2,397.84	2,451.79
42	ANNUALIZED	46,877.17	58,482.27	61,261.66	63,921.51	66,821.48	69,601.65	71,167.65
	PAYROLL YEAR	46,697.56	58,258.20	61,026.94	63,676.60	66,565.46	69,334.98	70,894.98
	75 HOUR	23.9475	29.8760	31.2959	32.6547	34.1361	35.5564	36.3564
	BI-WEEKLY	1,796.06	2,240.70	2,347.19	2,449.10	2,560.21	2,666.73	2,726.73

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
2021 SALARY SCHEDULE - BASELINE

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
41	ANNUALIZED	41,535.28	51,076.40	53,503.96	55,826.60	58,359.08	60,787.42	62,155.06	65,262.79
	PAYROLL YEAR	41,376.14	50,880.70	53,298.96	55,612.70	58,135.48	60,554.52	61,916.92	65,012.74
	75 HOUR	21.2185	26.0927	27.3328	28.5193	29.8131	31.0536	31.7523	33.3399
	BI-WEEKLY	1,591.39	1,956.95	2,049.96	2,138.95	2,235.98	2,329.02	2,381.42	2,500.49
42	ANNUALIZED	44,858.33	57,363.10	60,089.25	62,698.46	65,542.58	68,269.51	69,805.76	73,295.85
	PAYROLL YEAR	44,686.46	57,143.32	59,859.02	62,458.24	65,291.46	68,007.94	69,538.30	73,015.02
	75 HOUR	22.9161	29.3042	30.6969	32.0298	33.4828	34.8758	35.6606	37.4436
	BI-WEEKLY	1,718.71	2,197.82	2,302.27	2,402.24	2,511.21	2,615.69	2,674.55	2,808.27

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
2021 SALARY SCHEDULE - 5 OR MORE YEARS SERVICE PLUS 3%

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
41	ANNUALIZED	42,781.82	52,608.73	55,109.11	57,501.43	60,109.87	62,610.77	64,019.65	67,220.55
	PAYROLL YEAR	42,617.90	52,407.16	54,897.96	57,281.12	59,879.56	62,370.88	63,774.36	66,963.00
	75 HOUR	21.8553	26.8754	28.1528	29.3749	30.7075	31.9851	32.7048	34.3400
	BI-WEEKLY	1,639.15	2,015.66	2,111.46	2,203.12	2,303.06	2,398.88	2,452.86	2,575.50
42	ANNUALIZED	46,204.31	59,084.14	61,892.24	64,579.23	67,508.96	70,317.84	71,899.76	75,494.77
	PAYROLL YEAR	46,027.28	58,857.76	61,655.10	64,331.80	67,250.30	70,048.42	71,624.28	75,205.52
	75 HOUR	23.6037	30.1834	31.6180	32.9907	34.4873	35.9222	36.7304	38.5669
	BI-WEEKLY	1,770.28	2,263.76	2,371.35	2,474.30	2,586.55	2,694.17	2,754.78	2,892.52

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
2021 SALARY SCHEDULE - 10 OR MORE YEARS SERVICE PLUS 3.5%

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
41	ANNUALIZED	42,989.31	52,863.98	55,376.63	57,780.18	60,401.66	62,914.83	64,330.24	67,546.80
	PAYROLL YEAR	42,824.60	52,661.44	55,164.46	57,558.80	60,170.24	62,673.78	64,083.76	67,288.00
	75 HOUR	21.9613	27.0058	28.2895	29.5173	30.8565	32.1404	32.8635	34.5067
	BI-WEEKLY	1,647.10	2,025.44	2,121.71	2,213.80	2,314.24	2,410.53	2,464.76	2,588.00
42	ANNUALIZED	46,428.77	59,370.71	62,192.65	64,892.69	67,836.51	70,658.96	72,248.72	75,861.22
	PAYROLL YEAR	46,250.88	59,143.24	61,954.36	64,644.06	67,576.60	70,388.24	71,971.90	75,570.56
	75 HOUR	23.7184	30.3299	31.7714	33.1508	34.6546	36.0965	36.9087	38.7541
	BI-WEEKLY	1,778.88	2,274.74	2,382.86	2,486.31	2,599.10	2,707.24	2,768.15	2,906.56

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
2021 SALARY SCHEDULE - 15 OR MORE YEARS SERVICE PLUS 4.0%

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
41	ANNUALIZED	43,197.07	53,118.98	55,644.42	58,059.45	60,693.72	63,219.16	64,641.35	67,873.31
	PAYROLL YEAR	43,031.56	52,915.46	55,431.22	57,837.00	60,461.18	62,976.94	64,393.68	67,613.26
	75 HOUR	22.0674	27.1361	28.4262	29.6600	31.0057	32.2958	33.0224	34.6735
	BI-WEEKLY	1,655.06	2,035.21	2,131.97	2,224.50	2,325.43	2,422.19	2,476.68	2,600.51
42	ANNUALIZED	46,652.71	59,657.55	62,493.06	65,206.15	68,164.33	71,000.35	72,597.93	76,227.92
	PAYROLL YEAR	46,473.96	59,428.98	62,253.62	64,956.32	67,903.16	70,728.32	72,319.78	75,935.86
	75 HOUR	23.8328	30.4764	31.9249	33.3109	34.8221	36.2709	37.0870	38.9414
	BI-WEEKLY	1,787.46	2,285.73	2,394.37	2,498.32	2,611.66	2,720.32	2,781.53	2,920.61

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
2021 SALARY SCHEDULE - 20 OR MORE YEARS SERVICE PLUS 4.5%

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
41	ANNUALIZED	43,404.56	53,374.50	55,911.42	58,338.20	60,985.26	63,522.44	64,951.68	68,199.04
	PAYROLL YEAR	43,238.26	53,170.00	55,697.20	58,114.68	60,751.60	63,279.06	64,702.82	67,937.74
	75 HOUR	22.1735	27.2666	28.5627	29.8024	31.1547	32.4508	33.1809	34.8399
	BI-WEEKLY	1,663.01	2,045.00	2,142.20	2,235.18	2,336.60	2,433.81	2,488.57	2,612.99
42	ANNUALIZED	46,877.17	59,944.39	62,793.21	65,519.61	68,491.88	71,341.74	72,946.89	76,594.37
	PAYROLL YEAR	46,697.56	59,714.72	62,552.62	65,268.58	68,229.46	71,068.40	72,667.40	76,300.90
	75 HOUR	23.9475	30.6229	32.0783	33.4711	34.9895	36.4453	37.2653	39.1286
	BI-WEEKLY	1,796.06	2,296.72	2,405.87	2,510.33	2,624.21	2,733.40	2,794.90	2,934.65

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
2022 SALARY SCHEDULE - BASELINE

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
41	ANNUALIZED	41,535.28	51,970.32	54,440.16	56,803.52	59,380.37	61,851.26	63,242.91	66,404.93
	PAYROLL YEAR	41,376.14	51,771.20	54,231.58	56,585.88	59,152.86	61,614.28	63,000.60	66,150.50
	75 HOUR	21.2185	26.5493	27.8111	29.0184	30.3348	31.5970	32.3080	33.9233
	BI-WEEKLY	1,591.39	1,991.20	2,085.83	2,176.38	2,275.11	2,369.78	2,423.10	2,544.25
42	ANNUALIZED	44,858.33	58,366.91	61,140.82	63,795.45	66,689.42	69,464.11	71,027.24	74,578.66
	PAYROLL YEAR	44,686.46	58,143.28	60,906.56	63,551.02	66,433.90	69,197.96	70,755.10	74,292.92
	75 HOUR	22.9161	29.8170	31.2341	32.5903	34.0687	35.4861	36.2847	38.0989
	BI-WEEKLY	1,718.71	2,236.28	2,342.56	2,444.27	2,555.15	2,661.46	2,721.35	2,857.42

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
2022 SALARY SCHEDULE - 5 OR MORE YEARS SERVICE PLUS 3%

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
41	ANNUALIZED	42,781.82	53,529.27	56,073.50	58,507.07	61,161.96	63,706.45	65,139.86	68,397.14
	PAYROLL YEAR	42,617.90	53,324.18	55,858.66	58,282.90	60,927.62	63,462.36	64,890.28	68,135.08
	75 HOUR	21.8553	27.3457	28.6455	29.8887	31.2449	32.5448	33.2771	34.9410
	BI-WEEKLY	1,639.15	2,050.93	2,148.41	2,241.65	2,343.37	2,440.86	2,495.78	2,620.58
42	ANNUALIZED	46,204.31	60,117.96	62,975.39	65,709.36	68,690.24	71,548.19	73,158.04	76,815.95
	PAYROLL YEAR	46,027.28	59,887.62	62,734.10	65,457.60	68,427.06	71,274.06	72,877.74	76,521.64
	75 HOUR	23.6037	30.7116	32.1713	33.5680	35.0908	36.5508	37.3732	39.2418
	BI-WEEKLY	1,770.28	2,303.37	2,412.85	2,517.60	2,631.81	2,741.31	2,802.99	2,943.14

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
2022 SALARY SCHEDULE - 10 OR MORE YEARS SERVICE PLUS 3.5%

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
41	ANNUALIZED	42,989.31	53,788.97	56,345.99	58,791.29	61,458.71	64,015.99	65,456.19	68,729.13
	PAYROLL YEAR	42,824.60	53,582.88	56,130.10	58,566.04	61,223.24	63,770.72	65,205.40	68,465.80
	75 HOUR	21.9613	27.4784	28.7846	30.0339	31.3965	32.7029	33.4386	35.1106
	BI-WEEKLY	1,647.10	2,060.88	2,158.85	2,252.54	2,354.74	2,452.72	2,507.90	2,633.30
42	ANNUALIZED	46,428.77	60,409.76	63,281.02	66,028.30	69,023.54	71,895.58	73,513.26	77,188.66
	PAYROLL YEAR	46,250.88	60,178.30	63,038.56	65,775.32	68,759.08	71,620.12	73,231.60	76,892.92
	75 HOUR	23.7184	30.8607	32.3274	33.7309	35.2611	36.7282	37.5546	39.4323
	BI-WEEKLY	1,778.88	2,314.55	2,424.56	2,529.82	2,644.58	2,754.62	2,816.60	2,957.42

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
2022 SALARY SCHEDULE - 15 OR MORE YEARS SERVICE PLUS 4.0%

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
41	ANNUALIZED	43,197.07	54,048.66	56,618.21	59,075.52	61,755.73	64,325.54	65,772.52	69,061.12
	PAYROLL YEAR	43,031.56	53,841.58	56,401.28	58,849.18	61,519.12	64,079.08	65,520.52	68,796.52
	75 HOUR	22.0674	27.6110	28.9237	30.1791	31.5483	32.8610	33.6003	35.2803
	BI-WEEKLY	1,655.06	2,070.83	2,169.28	2,263.43	2,366.12	2,464.58	2,520.02	2,646.02
42	ANNUALIZED	46,652.71	60,701.55	63,586.65	66,347.24	69,357.10	72,242.71	73,868.22	77,561.89
	PAYROLL YEAR	46,473.96	60,468.98	63,343.02	66,093.04	69,091.36	71,965.92	73,585.20	77,264.72
	75 HOUR	23.8328	31.0097	32.4836	33.8938	35.4315	36.9056	37.7360	39.6229
	BI-WEEKLY	1,787.46	2,325.73	2,436.27	2,542.04	2,657.36	2,767.92	2,830.20	2,971.72

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
2022 SALARY SCHEDULE - 20 OR MORE YEARS SERVICE PLUS 4.5%

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
41	ANNUALIZED	43,404.56	54,308.88	56,890.17	59,359.75	62,052.49	64,634.56	66,088.85	69,393.11
	PAYROLL YEAR	43,238.26	54,100.80	56,672.20	59,132.32	61,814.74	64,386.92	65,835.64	69,127.24
	75 HOUR	22.1735	27.7440	29.0626	30.3242	31.6999	33.0189	33.7619	35.4498
	BI-WEEKLY	1,663.01	2,080.80	2,179.70	2,274.32	2,377.49	2,476.42	2,532.14	2,658.74
42	ANNUALIZED	46,877.17	60,993.35	63,892.28	66,666.19	69,690.65	72,590.10	74,223.44	77,934.86
	PAYROLL YEAR	46,697.56	60,759.66	63,647.48	66,410.76	69,423.64	72,311.98	73,939.06	77,636.26
	75 HOUR	23.9475	31.1588	32.6397	34.0568	35.6018	37.0831	37.9174	39.8134
	BI-WEEKLY	1,796.06	2,336.91	2,447.98	2,554.26	2,670.14	2,781.23	2,843.81	2,986.01

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
2023 SALARY SCHEDULE - BASELINE

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
41	ANNUALIZED	41,535.28	53,009.62	55,529.06	57,939.65	60,567.92	63,088.14	64,507.98	67,733.15	70,103.82
	PAYROLL YEAR	41,376.14	52,806.52	55,316.30	57,717.66	60,335.86	62,846.42	64,260.82	67,473.64	69,835.22
	75 HOUR	21.2185	27.0803	28.3673	29.5988	30.9415	32.2289	32.9542	34.6018	35.8129
	BI-WEEKLY	1,591.39	2,031.02	2,127.55	2,219.91	2,320.61	2,417.17	2,471.57	2,595.14	2,685.97
42	ANNUALIZED	44,858.33	59,534.10	62,363.60	65,071.48	68,023.39	70,853.41	72,447.86	76,070.28	78,732.74
	PAYROLL YEAR	44,686.46	59,306.00	62,124.66	64,822.16	67,762.76	70,581.94	72,170.28	75,778.82	78,431.08
	75 HOUR	22.9161	30.4133	31.8588	33.2421	34.7501	36.1958	37.0104	38.8609	40.2210
	BI-WEEKLY	1,718.71	2,281.00	2,389.41	2,493.16	2,606.26	2,714.69	2,775.78	2,914.57	3,016.58

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
2023 SALARY SCHEDULE - 5 OR MORE YEARS SERVICE PLUS 3%

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
41	ANNUALIZED	42,781.82	54,599.90	57,195.02	59,677.39	62,385.26	64,980.65	66,442.77	69,765.04	72,206.69
	PAYROLL YEAR	42,617.90	54,390.70	56,975.88	59,448.74	62,146.24	64,731.68	66,188.20	69,497.74	71,930.04
	75 HOUR	21.8553	27.8926	29.2184	30.4865	31.8698	33.1957	33.9426	35.6398	36.8872
	BI-WEEKLY	1,639.15	2,091.95	2,191.38	2,286.49	2,390.24	2,489.68	2,545.70	2,672.99	2,766.54
42	ANNUALIZED	46,204.31	61,320.38	64,234.71	67,023.76	70,064.15	72,979.25	74,621.21	78,352.20	81,094.27
	PAYROLL YEAR	46,027.28	61,085.44	63,988.60	66,766.96	69,795.70	72,699.64	74,335.30	78,052.00	80,783.56
	75 HOUR	23.6037	31.3258	32.8147	34.2394	35.7926	37.2818	38.1207	40.0266	41.4275
	BI-WEEKLY	1,770.28	2,349.44	2,461.10	2,567.96	2,684.45	2,796.14	2,859.05	3,002.00	3,107.06

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
2023 SALARY SCHEDULE - 10 OR MORE YEARS SERVICE PLUS 3.5%

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
41	ANNUALIZED	42,989.31	54,864.81	57,472.72	59,967.36	62,687.76	65,296.46	66,765.37	70,103.56	72,557.22
	PAYROLL YEAR	42,824.60	54,654.60	57,252.52	59,737.60	62,447.58	65,046.28	66,509.56	69,834.96	72,279.22
	75 HOUR	21.9613	28.0280	29.3603	30.6346	32.0244	33.3570	34.1074	35.8128	37.0662
	BI-WEEKLY	1,647.10	2,102.10	2,202.02	2,297.60	2,401.83	2,501.78	2,558.06	2,685.96	2,779.97
42	ANNUALIZED	46,428.77	61,617.92	64,546.34	67,348.70	70,403.97	73,333.43	74,983.47	78,732.48	81,488.12
	PAYROLL YEAR	46,250.88	61,381.84	64,299.04	67,090.66	70,134.22	73,052.46	74,696.18	78,430.82	81,175.90
	75 HOUR	23.7184	31.4779	32.9739	34.4055	35.9663	37.4628	38.3057	40.2209	41.6286
	BI-WEEKLY	1,778.88	2,360.84	2,473.04	2,580.41	2,697.47	2,809.71	2,872.93	3,016.57	3,122.15

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
2023 SALARY SCHEDULE - 15 OR MORE YEARS SERVICE PLUS 4.0%

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
41	ANNUALIZED	43,197.07	55,129.46	57,750.69	60,257.07	62,991.05	65,612.01	67,087.96	70,442.33	72,908.00
	PAYROLL YEAR	43,031.56	54,918.24	57,529.42	60,026.20	62,749.70	65,360.62	66,830.92	70,172.44	72,628.66
	75 HOUR	22.0674	28.1632	29.5022	30.7827	32.1793	33.5182	34.2723	35.9859	37.2454
	BI-WEEKLY	1,655.06	2,112.24	2,212.67	2,308.70	2,413.45	2,513.87	2,570.42	2,698.94	2,793.41
42	ANNUALIZED	46,652.71	61,915.46	64,858.50	67,674.17	70,744.31	73,687.61	75,345.48	79,113.28	81,881.96
	PAYROLL YEAR	46,473.96	61,678.24	64,610.00	67,414.88	70,473.26	73,405.28	75,056.80	78,810.16	81,568.24
	75 HOUR	23.8328	31.6299	33.1333	34.5717	36.1401	37.6437	38.4907	40.4154	41.8299
	BI-WEEKLY	1,787.46	2,372.24	2,485.00	2,592.88	2,710.51	2,823.28	2,886.80	3,031.16	3,137.24

MONROE COUNTY LAW ENFORCEMENT ASSOCIATION
2023 SALARY SCHEDULE - 20 OR MORE YEARS SERVICE PLUS 4.5%

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
41	ANNUALIZED	43,404.56	55,395.16	58,027.87	60,546.78	63,293.54	65,927.30	67,410.56	70,780.85	73,258.26
	PAYROLL YEAR	43,238.26	55,182.92	57,805.54	60,314.80	63,051.04	65,674.70	67,152.28	70,509.66	72,977.58
	75 HOUR	22.1735	28.2989	29.6439	30.9307	32.3339	33.6793	34.4371	36.1588	37.4244
	BI-WEEKLY	1,663.01	2,122.42	2,223.29	2,319.80	2,425.04	2,525.95	2,582.78	2,711.91	2,806.83
42	ANNUALIZED	46,877.17	62,213.27	65,170.13	67,999.37	71,084.39	74,042.05	75,707.75	79,493.55	82,275.55
	PAYROLL YEAR	46,697.56	61,974.90	64,920.44	67,738.84	70,812.04	73,758.36	75,417.68	79,188.98	81,960.32
	75 HOUR	23.9475	31.7820	33.2925	34.7379	36.3138	37.8248	38.6757	40.6097	42.0309
	BI-WEEKLY	1,796.06	2,383.65	2,496.94	2,605.34	2,723.54	2,836.86	2,900.68	3,045.73	3,152.32