

STATE OF NEW YORK
PUBLIC EMPLOYMENT RELATIONS BOARD
INTEREST ARBITRATION PANEL

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In the Matter of the Interest Arbitration between

MADISON COUNTY DEPUTY SHERIFF'S POLICE
BENEVOLENT ASSOCIATION, INC.,

Petitioner,

AWARD

- and -

For the Period:

January 1, 2009-December 31, 2011

COUNTY OF MADISON/MADISON COUNTY
SHERIFF,

Joint Employer.

PERB Case No.: IA2009-036; M2009-209
-----X

BEFORE: Michael S. Lewandowski
Public Panel Member and Chairman

Anthony V. Solfaro
Employee Organization Panel Member

John F. Corcoran, Esq.
Public Employer Panel Member

APPEARANCES:

For the PBA:

New York State Union of Police Associations, Inc. on behalf of its
Affiliate Madison County Deputy Sheriff's Police Benevolent Association, Inc.
John M. Crotty, Esq., of Counsel

For the County and Sheriff:

Hancock Estabrook, LLP
Melinda B. Bowe, Esq.

Pursuant to the provisions contained in Section 209.4 of the Civil Service Law, the undersigned Panel was designated by the Chairman of the New York State Public Employment Relations Board ("PERB") to make a just and reasonable determination of an impasse and dispute between the Madison County Deputy Sheriff's Police Benevolent Association, Inc. ("Association") and the County of Madison and the Madison County Sheriff (collectively referred to as the "Joint Employer" or "County"). PERB made this designation by letter dated April 23, 2010.

In arriving at each determination, the Panel has specifically reviewed and considered the following factors, as detailed in Section 209.4 of the Civil Service Law:

- a) Comparison of the wages, hours and conditions of employment of the employees involved in the arbitration proceeding with the wages, hours and conditions of employment of other employees performing similar services or requiring similar skills under similar working conditions and with other employees generally in public and private employment in comparable communities;
- b) The interests and welfare of the public and the financial ability of the public employer to pay;
- c) Comparison of peculiarities in regard to other trades or professions, including specifically, 1) hazards of employment; 2) physical qualifications; 3) educational qualifications; 4) mental qualifications; 5) job training and skills;

d) The terms of collective agreements negotiated between the parties in the past providing for compensation and fringe benefits, including, but not limited to, the provisions for salary, insurance and retirement benefits, medical and hospitalization benefits, paid time off and job security.

The Panel determined that the members of this unit performed the full duties of police officers as referenced in §209 of the Law.

An arbitration hearing was conducted before the Panel on January 31, 2011 and February 24, 2011 in the Madison County Office Complex, Wampsville, New York, with a transcribed record which was the official record of this proceeding. The Panel received exhibits, contracts, demonstrative evidence and sworn testimony. Both parties authorized this Panel to make an Award for the three (3) year period of January 1, 2009 - December 31, 2011.

Thereafter, the Panel convened an Executive Session. The Panel engaged in discussions concerning the issues raised by the parties. Subsequently, the Panel was able to reach agreement on a just and reasonable Award for the period commencing January 1, 2009 through December 31, 2011.

It is necessary for the record to reflect that the unit affected by this Award is comprised of 27 employees including 21 Deputy Sheriffs, 4 Deputy Sheriff Sergeants and 2 Deputy Sheriff Lieutenants. The total base annual salaries of the unit members subject to this interest arbitration is \$1,256,612. Therefore, a one percent (1%) increase in base salary only would cost the County \$12,566.

The Panel considered the proposed list of comparable employers submitted by both the Association and the County and concluded that it could accept neither list. Instead, the Panel reached its positions considering both comparables utilizing data contained therein where the Panel deemed it appropriate.

The Panel unanimously agreed that the data presented shows the County has the ability to pay the items awarded here. As to the demands denied here, the Panel's determination is that to award those demands would impose an undue cost upon the County.

ABILITY TO PAY: The County operates on a fiscal year that runs from January 1st to December 31st. The last full fiscal year for which budget information was available to be used by the Panel was for the year ending December 31, 2009. The total expenditures for that period were \$103,831,204 of which \$91,698,512 were monies spent from the County's General Operating Fund. The Sheriff's Office expenditures for that period were \$3,257,791 or three and one-half percent (3.5%) of the General Fund Operating Expenditures. The County has been able to manage its budget so well that in four of the last five years the County has been able to achieve a surplus providing a fund balance of \$20,117,844 at the close of the 2009 fiscal year. Data for the same fiscal year shows the County closing out the year with \$350,000 in total debt outstanding, well below neighboring governmental entities. The County currently enjoys an excellent bond rating of A1.

On the negative side, the County faces the same fiscal concerns for the level of future State aid as the rest of New York State local governments. Additionally, while the County, as of 2010, had an improving jobless rate, the Panel recognizes that upstate New York, including Madison County, currently is experiencing a slow recovery from the recessionary trends of the past few years.

As stated above, considering all of the extensive evidence, testimony and statutory criteria contained in Section 209.4 of the Civil Service Law presented to the Panel, it concluded that the County has the ability to pay the increases in base salaries and benefits contained in this Award.

COMPARABLES: The Panel could not agree on a list of comparable units, however, the data presented below shows justification to increase base wages and benefits. Even using the County's

proposed list of comparable units, the base maximum salaries paid to the members of this unit in the title deputy sheriff fall below those paid to members of its comparables in the year 2009, as set forth below.

County	Minimum Salary	Maximum Salary
Chenango County	\$38,323	\$44,012
Cortland County	\$37,197	\$51,301
Madison County	\$37,565	\$46,550 expired 2008
Oneida County	\$38,963	\$54,607
Oswego County	\$38,377	\$47,377
Average *	\$38,215	\$49,324

*Excludes Madison County and Otsego County – both contracts expired.

Comparing Madison County Deputy Sheriffs to the averages listed in the above chart shows that it falls short by \$650 at the average minimum base salary level, and further falls short by \$2,774, or six percent (6%) at the average maximum salary level in just the first year of the period covered by this Award by using just the comparables proposed by the County. Using comparable units proposed by the Association shows significantly higher shortfalls. The average top base salary for the units proposed as its comparables is \$51,078. This represents a \$4,528 shortfall or a showing that the Madison County Deputy Sheriffs are paid about 9% less at the top base salary than the average member of the comparables proposed by the Association for 2009.

The data submitted into evidence provides a justification for the increases in base salary awarded here and demonstrates the ability on the part of the County to pay these increases.

The following constitutes the Award:

Regular Compensation Rate

See Schedule "A" – Regular Compensation Rate attached hereto and made a part of this Award.

Section 24 – Uniforms and Equipment:

24.1 Initial Issuance. The Award concerning the third paragraph of Section 24.1 of the parties' Agreement shall be as follows:

Initial Issuance

For the period of January 1, 2009 through December 31, 2010, there shall be a maximum allotment of uniform clothing and equipment prescribed by the Sheriff. One year after receiving the initial issuance, a Deputy Sheriff may utilize up to three hundred dollars (\$300.00) on an annual basis to purchase uniform clothing and equipment until the maximum allotment has been issued. Effective January 1, 2011, the amount shall increase to four hundred dollars (\$400.00). An employee may carry over up to fifty dollars (\$50.00) of the annual allowance into the following calendar year. Effective January 1, 2011, the Sheriff shall also have the sole discretion, which shall not be reviewable or subject to a grievance pursuant to Section 9 – Grievance Procedure, to approve, on an individual basis, up to an additional one hundred dollars (\$100.00) each year upon the employee demonstrating the need for repair or replacement of uniform clothing and equipment items. The approval of the Sheriff is required prior to the purchase of any clothing or equipment items. Thereafter, uniform clothing and equipment items damaged through the performance of required job duties shall be replaced at County expense as determined by the Sheriff. Repair and/or replacement of damaged or worn-out clothing and equipment will be purchased through the annual uniform and clothing allowance set forth herein.

X
Concur

Dissent

John F. Corcoran 1/13/12
John F. Corcoran Date
Employer Panel Member

X
Concur

Dissent

Anthony V. Solfaro 1/19/12
Anthony V. Solfaro Date
Employee Panel Member

The Award for Section 24.2 shall be as follows:

For the period of January 1, 2009 through December 31, 2010, and upon successful completion of the probationary period, and on an annual basis thereafter, each full-time plain-clothes Deputy Sheriff shall receive a clothing allowance of two hundred and fifty dollars (\$250.00). Effective January 1, 2011, the amount shall increase to three hundred and fifty dollars (\$350.00). Effective January 1, 2011, the Sheriff shall also have the sole discretion, which shall not be reviewable or subject to a grievance pursuant to Section 9 – Grievance Procedure, to approve, on an individual basis, up to an additional one hundred dollars (\$100.00) each year upon the employee demonstrating the need for additional clothing items. The approval of the Sheriff is required prior to the purchase of any clothing items. Equipment prescribed by the Sheriff shall be provided at County expense. It shall be the responsibility of the plain-clothes Deputy Sheriff to clean and maintain his/her clothing and equipment.

X
Concur

Dissent

John F. Corcoran 1/13/12
John F. Corcoran Date
Employer Panel Member

X
Concur

Dissent

Anthony V. Sorfaro 1/19/12
Anthony V. Sorfaro Date
Employee Panel Member

Section 27 – Health Insurance/Disability Benefits:

The Award regarding Section 27.1.1 - Traditional Health Plan shall be as follows:

Effective January 1, 2009, for all full-time employees in the bargaining unit, the County will contribute ninety percent (90%) of the premium cost of individual medical coverage and individual dental coverage. The County shall also contribute an additional sixty percent (60%) of the difference between the individual and dependent health

insurance premium cost, and an additional fifty percent (50%) of the difference between the individual and dependent dental insurance premium cost. (An illustration is attached to this Award, to provide an example only, regarding the formula and calculations as an aid to the parties).

<u> X </u>	_____	<u>John F. Corcoran</u>	<u>1/13/12</u>
Concur	Dissent	John F. Corcoran	Date
		Employer Panel Member	
<u> X </u>	_____	<u>Anthony V. Solfaro</u>	<u>1/19/12</u>
Concur	Dissent	Anthony V. Solfaro	Date
		Employee Panel Member	

AVS NOTE: *Concur that the above clarifies the existing cost calculation 1/19/12 AND how it's applied, but not cost ratio that exists as set forth above.*

The Award for Section 27.2 – Health Maintenance Organization shall be as follows:

Effective upon the issuance of this Award, this section shall be deleted from the parties' collective bargaining agreement in recognition that there are no unit members availing themselves of HMO coverage.

<u> X </u>	_____	<u>John F. Corcoran</u>	<u>1/13/12</u>
Concur	Dissent	John F. Corcoran	Date
		Employer Panel Member	
_____	<u> X </u>	<u>Anthony V. Solfaro</u>	<u>1/19/12</u>
Concur	Dissent	Anthony V. Solfaro	Date
		Employee Panel Member	

Retiree Health Insurance:

The Award on retiree health coverage shall be as follows:

Effective January 1, 2009, each full-time employee who has completed at least ten (10) years of full-time continuous service as an employee with the County, and who retires directly from the County and receives a pension from the New York State Employees' Retirement System, shall be offered a one-time election at the time of his/her

retirement to continue his/her participation in the County's health insurance program as a retiree. The County will pay ninety-five percent (95%) of the premium cost for individual health insurance coverage, with the retiree responsible for the remaining five percent (5%). In the event the retiree elects dependent or family coverage, the County shall pay toward the cost of dependent or family coverage the dollar amount equal to ninety-five percent (95%) of the individual premium cost, with the retiree responsible for the balance of the premium cost. (An illustration is attached to this Award, to provide an example only, regarding the formula and calculation as an aid to the parties.) The ten (10) year service requirement herein shall be waived in the event the employee is granted and receives from the New York State Employees' Retirement System either an accidental or performance of duty disability retirement.

X
Concur

Dissent

John F. Corcoran 1/13/12
John F. Corcoran Date
Employer Panel Member

X
Concur

Dissent

Anthony V. Solfaro 1/19/12
Anthony V. Solfaro Date
Employee Panel Member

Section 52 – Shift Differential:

The Award for Section 52.1 shall be as follows:

Effective for the period of January 1, 2009 through December 31, 2010, a shift differential premium of thirty-five cents (\$.35) per hour shall be paid to full-time employees for all hours worked when a majority of the employee's regularly scheduled shift hours occur between 4:00 p.m. and 12:00 a.m. Effective January 1, 2011, the foregoing shift differential premium shall be increased to fifty cents (\$.50)

per hour. Effective for the period January 1, 2009 through December 31, 2010, a shift differential premium of seventy cents (\$.70) per hour shall be paid to full-time employees for all hours worked when a majority of the employee's regularly scheduled shift hours occur between 12:00 a.m. and 8:00 a.m. Effective January 1, 2011, the foregoing shift differential premium shall be increased to eighty-five cents (\$.85) per hour. The amounts set forth herein shall be added to Schedule "A" base salary and shall be considered part of the base salary when computing the overtime premium rate of pay.

<u> X </u>	_____	<u>John F. Corcoran</u> 1/13/12
Concur	Dissent	John F. Corcoran Date Employer Panel Member
<u> X </u>	_____	<u>Anthony V. Solfaro</u> 1/19/12
Concur	Dissent	Anthony V. Solfaro Date Employee Panel Member

Term of Award : This Award shall be for the period of January 1, 2009 through December 31, 2011.

<u> X </u>	_____	<u>John F. Corcoran</u> 1/13/12
Concur	Dissent	John F. Corcoran Date Employer Panel Member
<u> X </u>	_____	<u>Anthony V. Solfaro</u> 1/19/12
Concur	Dissent	Anthony V. Solfaro Date Employee Panel Member

Retroactivity and Implementation of the Award:

Each member of the bargaining unit who is still on the active payroll of the County as of the date of the Panel Chairman's execution of the interest arbitration award, and any former employee who worked during any of the period covered by the award and who retired on or after January 1, 2009, shall receive a retroactive payment computed upon the difference between the new Schedule "A" regular compensation rates and the Schedule "A" regular compensation rate existing prior to the issuance of the interest arbitration award for each hour actually paid, including paid time off and overtime, between January 1, 2009 and the time of the implementation of the interest arbitration award. Retroactivity shall also apply to shift differential, and such other provisions of the expired collective bargaining agreement, if any, that are necessarily affected by the terms of this Award that have express and intended retroactive effect.

The terms of the Award shall be implemented as soon as practical. The Panel retains jurisdiction until payment of retroactivity and implementation of this Award is completed as set forth herein. Any disputes shall be returned to the Panel for its determination.

 X
Concur

Dissent

John F. Corcoran 1/13/12
John F. Corcoran Date
Employer Panel Member

Concur

 X
Dissent

Anthony V. Solfaro 1/19/12
Anthony V. Solfaro Date
Employee Panel Member

SCHEDULE "A"
REGULAR COMPENSATION RATES

The 2008 Schedule "A" base hourly wages for the title of Deputy Sheriff shall be increased as follows for the period covered by this Award:

Effective January 1, 2009, the 2008 Hire Rate and Steps 1-5 shall increase by two percent (2%).

Effective July 1, 2009, the then existing 2009 Hire Rate and Steps 1-5 shall be further increased by two percent (2%).

Effective January 1, 2010, the July 1, 2009 Hire Rate and Steps 1-5 shall increase by two percent (2%).

Effective July 1, 2010, the then existing 2010 Hire Rate and Steps 1-5 shall be further increased by two percent (2%).

Effective January 1, 2011, the July 1, 2011 Hire Rate and Steps 1-5 shall increase by two percent (2%).

Effective July 1, 2011, the then existing 2011 Hire Rate and Steps 1-5 shall be further increased by two percent (2%).

Furthermore, for the titles of Sergeant and Lieutenant, an employee moves from the Hire Rate to the Job Rate listed in Schedule "A" upon the successful completion of the probationary period in accordance with Section 34.3.

The Job Rate for Sergeant shall be five percent (5%) higher than the top step for Deputy Sheriff. The Hire Rate for this title shall be thirty cents (\$.30) less than the Job Rate.

The Job Rate for Lieutenant shall be ten percent (10%) higher than the top step for Deputy Sheriff. The Hire Rate for this title shall be thirty cents (\$.30) less than the Job Rate.

SCHEDULE "A"
REGULAR COMPENSATION RATE PERCENTAGE INCREASES

 X
Concur

Dissent

John F. Corcoran 1/13/12
John F. Corcoran Date
Employer Panel Member

 X
Concur

Dissent

Anthony V. Solfano 1/19/12
Anthony V. Solfano Date
Employee Panel Member

As indicated above, the Panel members agree on the extent of the base wage schedule increases. However, as indicated below, Arbitrator Corcoran dissents on the date of the payment of the "mid-year" increases opting for the payment to be made at the beginning of the first full payroll period after July 1st of the applicable year, rather than the awarded July 1st date.

SCHEDULE "A"
REGULAR COMPENSATION RATE INCREASES
"MID-YEAR" IMPLEMENTATION DATE

<u> </u>	<u> </u>	<u> </u>	<u> </u>
Concur	Dissent	John F. Corcoran	1/13/12
		John F. Corcoran	Date
		Employer Panel Member	
<u> </u>	<u> </u>	<u> </u>	<u> </u>
Concur	Dissent	Anthony V. Solfaro	1/19/12
		Anthony V. Solfaro	Date
		Employee Panel Member	

Accordingly, the resulting 2009-2011 Base Wage schedule shall be as follows:

2009-2011 Base Wage Schedule

<u>Title</u>	(2.0%) <u>1/1/09</u>	(2.0%) <u>7/1/09</u>	(2.0%) <u>1/1/10</u>	(2.0%) <u>7/1/10</u>	(2.0%) <u>1/1/11</u>	(2.0%) <u>7/1/11</u>
Deputy Sheriff (A – See Below)	\$18.42/hr	\$18.79/hr	\$19.17/hr	\$19.55/hr	\$19.94/hr	\$20.34/hr
Deputy Sheriff (B – See Below)	\$19.42/hr	\$19.79/hr	\$20.17/hr	\$20.55/hr	\$20.94/hr	\$21.34/hr
Deputy Sheriff (C – See Below)	\$20.17/hr	\$20.54/hr	\$20.92/hr	\$21.30/hr	\$21.69/hr	\$22.09/hr
Step 1 (D – See Below)	\$20.72/hr	\$21.13/hr	\$21.55/hr	\$21.98/hr	\$22.42/hr	\$22.87/hr
Step 2 (E – See Below)	\$21.34/hr	\$21.77/hr	\$22.21/hr	\$22.65/hr	\$23.10/hr	\$23.56/hr
Step 3 (F – See Below)	\$21.77/hr	\$22.21/hr	\$22.65/hr	\$23.10/hr	\$23.56/hr	\$24.03/hr
Step 4 (G – See Below)	\$22.21/hr	\$22.65/hr	\$23.10/hr	\$23.56/hr	\$24.03/hr	\$24.51/hr
Step 5 (H – See Below)	\$22.83/hr	\$23.29/hr	\$23.76/hr	\$24.24/hr	\$24.72/hr	\$25.21/hr
Sergeant (1) Upon Appointment (Hire Rate)	\$23.67/hr	\$24.15/hr	\$24.65/hr	\$25.15/hr	\$25.66/hr	\$26.17/hr
Sergeant (2) Completes Probation (Job Rate)	\$23.97/hr	\$24.45/hr	\$24.95/hr	\$25.45/hr	\$25.96/hr	\$26.47/hr
Lieutenant (3) Upon Appointment (Hire Rate)	\$24.81/hr	\$25.32/hr	\$25.84/hr	\$26.36/hr	\$26.89/hr	\$27.43/hr
Lieutenant (4) Completes Probation (Job Rate)	\$25.11/hr	\$25.62/hr	\$26.14/hr	\$26.66/hr	\$27.19/hr	\$27.73/hr

- (1) The differential for a Sergeant upon appointment shall be \$.30/hour below the differential for a Sergeant who completes probation.
- (2) The differential for a Sergeant who completes probation shall be 5% over and above a Step 5 Deputy Sheriff.
- (3) The differential for a Lieutenant upon appointment shall be \$.30/hour below the differential for a Lieutenant who completes probation.
- (4) The differential for a Lieutenant who completes probation shall be 10% over and above a Step 5 Deputy Sheriff.

2009-2011 Step Increment – Deputy Sheriff

- (A) An employee hired in the title of Deputy Sheriff who has not completed the basic academy in accordance with Municipal Police Training Council (MPTC) standards shall receive the Hire Rate.
- (B) An employee hired in the title of Deputy Sheriff who has successfully completed the basic training academy in accordance with MPTC standards, or when an employee successfully completes said basic training academy, shall receive the MPTC rate. The MPTC rate is the Hire Rate plus \$1.00 per hour.
- (C) Upon the successful completion of field training in the Madison County Sheriff's Office, an employee in the title of Deputy Sheriff shall receive the Field Training (FT) rate. The FT rate is the MPTC rate plus seventy-five cents (\$.75) per hour.
- (D) A full-time employee with at least one year of continuous permanent service in the title of Deputy Sheriff following the date that employee achieved the FT rate shall receive the Step 1 rate.
- (E) A full-time employee with at least two years of continuous permanent service in the title of Deputy Sheriff following the date that employee achieved the FT rate shall receive the Step 2 rate.
- (F) A full-time employee with at least three years of continuous permanent service in the title of Deputy Sheriff following the date that employee achieved the FT rate shall receive the Step 3 rate.
- (G) A full-time employee with at least four years of continuous permanent service in the title of Deputy Sheriff following the date that employee achieved the FT rate shall receive the Step 4 rate.
- (H) A full-time employee with at least five years of continuous permanent service in the title of Deputy Sheriff following the date that employee achieved the FT rate shall receive the Step 5 rate.

Transfers and Reinstatements

In the case of a lateral transfer or reinstatement, the employee shall receive the MPTC rate upon hire. Upon the completion of field training, said employee shall be credited for each year of full-time paid experience following the completion of the basic academy in the title of Deputy Sheriff or Police Officer, and he/she shall be placed on the corresponding step rate up to the Step 5 rate.

X
Concur

Dissent

John F. Corcoran 1/13/12
John F. Corcoran Date
Employer Panel Member

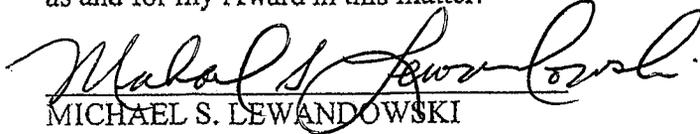
X
Concur

Dissent

A. V. Soffaro 1/19/12
Anthony V. Soffaro Date
Employee Panel Member

PANEL MEMBER AFFIRMATIONS

Pursuant to Article 75 of the Civil Practice Law and Rules, I hereby affirm that I executed the foregoing as and for my Award in this matter.



MICHAEL S. LEWANDOWSKI
Public Panel Member and Chairman

Dated: 1.20.12

Pursuant to Article 75 of the Civil Practice Law and Rules, I hereby affirm that I executed the foregoing as and for my Award in this matter.



ANTHONY V. SOLIARO

Employee Organization Panel Member

Dated: 1/19/12

Pursuant to Article 75 of the Civil Practice Law and Rules, I hereby affirm that I executed the foregoing as and for my Award in this matter.



JOHN F. CORCORAN, ESQ.
Employer Panel Member

Dated: 1/13/12

ATTACHMENT TO INTEREST ARBITRATION AWARD

ILLUSTRATIONS

THE FOLLOWING INFORMATION IS FOR ILLUSTRATION PURPOSES ONLY. SHOULD ANY OF THE DATA LISTED BELOW BE IN CONFLICT WITH THE BODY OF THE AWARD, IN ANY WAY, THE TERMS OF THE AWARD SHALL PREVAIL.

UNIFORM ALLOWANCE:

The maximum annual uniform allowance, after the initial uniform issue, is increased to the following amounts.

(N/C)	(N/C)	(+\$100.00)
<u>1/1/09</u>	<u>1/1/10</u>	<u>1/1/11</u>
\$300.00	\$300.00	\$400.00

An employee may carry over, into the next calendar year, the following amounts:

(N/C)	(N/C)	(N/C)
<u>1/1/09</u>	<u>1/1/10</u>	<u>1/1/11</u>
\$50.00	\$50.00	\$50.00

Plain Clothes Allowance:

Upon successful completion of the probationary period, and on an annual basis thereafter, each full time plain clothes Deputy Sheriff shall receive a clothing allowance as follows:

(N/C)	(N/C)	(+\$100.00)
<u>1/1/09</u>	<u>1/1/10</u>	<u>1/1/11</u>
\$250.00	\$250.00	\$350.00

HEALTH INSURANCE: The amounts shown below are illustrations of what the County's and the employee's contribution to the costs of active employee health insurance and dental insurance premiums are under this Award. **NOTE: THESE ILLUSTRATIONS ARE BASED ON HYPOTHETICAL PREMIUM RATES AND DO NOT NECESSARILY REFLECT THE CURRENT PREMIUM RATES WHICH ARE SUBJECT TO CHANGE.**

	Premium Cost	County Contribution	Employee Contribution
Individual	\$ 500.00/month	\$450.00/month	\$ 50.00/month
Dependent	\$1,200.00/month	\$850.00/month	\$330.00/month

DENTAL

	Premium Cost	County Contribution	Employee Contribution
Individual	\$25.00/month	\$22.50/month	\$ 2.50/month
Dependent	\$60.00/month	\$43.50/month	\$16.50/month

Retiree Health Insurance Premiums: Retirees have a one-time only option at time of retirement after meeting the conditions expressed in the Award, to participate in the County's health insurance program as a retiree. The rates shown below illustrate the costs to a retiree if he/she opts to participate in the program. **NOTE: THIS ILLUSTRATION IS BASED ON HYPOTHETICAL PREMIUM RATES AND DO NOT NECESSARILY REFLECT THE CURRENT PREMIUM RATES WHICH ARE SUBJECT TO CHANGE.**

	Premium Cost	County Contribution	Retiree Contribution
Individual	\$ 500.00/month	\$475.00/month	\$ 25.00/month
Dependent	\$1,200.00/month	\$475.00/month	\$725.00/month

Shift Differential:

A shift differential premium shall be paid for all hours worked when a majority of the employee's regularly scheduled shift hours occur between the hours set forth below:

	(N/C) <u>1/1/09</u>	(N/C) <u>1/1/10</u>	(+\$.15/hr) <u>1/1/11</u>
4:00 p.m. to 12:00 midnight	+.35/hr	+.35/hr	+.50/hr
12:00 midnight to 8:00 a.m.	+.70/hr	+.70/hr	+.85/hr

**EMPLOYEE PANEL MEMBER ANTHONY V. SOLFARO'S ILLUSTRATION OF HOURLY WAGES
EXPRESSED AS ANNUALIZED EARNINGS.**

NOTE: The "annualized earnings" shown below are based on multiplying the hourly rate of pay by 40 hours per week times 52 weeks per year. Any variance in the "annualized earnings" and the hourly rates listed in the body of the Award shall be reconciled by using the hourly rates shown in the Award.

Title	2009-2011 Base Wage Schedule					
	(2.0%) <u>1/1/09</u>	(2.0%) <u>7/1/09</u>	(2.0%) <u>1/1/10</u>	(2.0%) <u>7/1/10</u>	(2.0%) <u>1/1/11</u>	(2.0%) <u>7/1/11</u>
Deputy Sheriff	\$38,314 \$18.42/hr	\$39,083 \$18.79/hr	\$39,874 \$19.17/hr	\$40,664 \$19.55/hr	\$41,475 \$19.94/hr	\$42,307 \$20.34/hr
Deputy Sheriff	\$40,394 \$19.42/hr	\$41,163 \$19.79/hr	\$41,954 \$20.17/hr	\$42,744 \$20.55/hr	\$43,555 \$20.94/hr	\$44,387 \$21.34/hr
Deputy Sheriff	\$41,954 \$20.17/hr	\$42,723 \$20.54/hr	\$43,514 \$20.92/hr	\$44,304 \$21.30/hr	\$45,115 \$21.69/hr	\$45,947 \$22.09/hr
Step 1	\$43,098 \$20.72/hr	\$43,950 \$21.13/hr	\$44,824 \$21.55/hr	\$45,718 \$21.98/hr	\$46,634 \$22.42/hr	\$47,570 \$22.87/hr
Step 2	\$44,387 \$21.34/hr	\$45,282 \$21.77/hr	\$46,197 \$22.21/hr	\$47,112 \$22.65/hr	\$48,048 \$23.10/hr	\$49,005 \$23.56/hr
Step 3	\$45,282 \$21.77/hr	\$46,197 \$22.21/hr	\$47,112 \$22.65/hr	\$48,048 \$23.10/hr	\$49,005 \$23.56/hr	\$49,982 \$24.03/hr
Step 4	\$46,197 \$22.21/hr	\$47,112 \$22.65/hr	\$48,048 \$23.10/hr	\$49,005 \$23.56/hr	\$49,982 \$24.03/hr	\$50,981 \$24.51/hr
Step 5	\$47,486 \$22.83/hr	\$48,443 \$23.29/hr	\$49,421 \$23.76/hr	\$50,419 \$24.24/hr	\$51,418 \$24.72/hr	\$52,437 \$25.21/hr
Sergeant(s) (1) Upon Appointment (Hire Rate)	\$49,234 \$23.67/hr	\$50,232 \$24.15/hr	\$51,272 \$24.65/hr	\$52,312 \$25.15/hr	\$53,373 \$25.66/hr	\$54,434 \$26.17/hr
Sergeant(s) (2) Completes Probation (Job Rate)	\$49,858 \$23.97/hr	\$50,856 \$24.45/hr	\$51,896 \$24.95/hr	\$52,936 \$25.45/hr	\$53,997 \$25.96/hr	\$55,058 \$26.47/hr
Lieutenant (3) Upon Appointment (Hire Rate)	\$51,605 \$24.81/hr	\$52,666 \$25.32/hr	\$53,747 \$25.84/hr	\$54,829 \$26.36/hr	\$55,931 \$26.89/hr	\$57,054 \$27.43/hr
Lieutenant (4) Completes Probation (Job Rate)	\$52,229 \$25.11/hr	\$53,290 \$25.62/hr	\$54,371 \$26.14/hr	\$55,453 \$26.66/hr	\$56,555 \$27.19/hr	\$57,678 \$27.73/hr