

**ARTICLE 2
RECOGNITION**

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

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

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

2.2 Collective Bargaining Unit

2.2.1 The following shall comprise the collective bargaining unit:

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

2.2.2 All members of the bargaining unit shall be deputized.

2.3.1 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 various bureaus, 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 Pledge Against Coercion

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

4.2 Aid to other Unions

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

4.3 Notification of New Employees

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

**MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2008 SALARY SCHEDULE - BASELINE**

INCREMENT FACTOR 3.50%

	GROUP	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
With BMP Cert.	40 ANNUALIZED	33,424.55	38,348.29	42,700.25	44,553.55	46,575.30	48,512.87
	PAYROLL YEAR	33,296.38	38,201.28	42,536.52	44,382.78	46,396.74	48,326.98
	75 HOUR	17,075.1	19,590.4	21,813.6	22,760.4	23,793.2	24,783.1
	BI-WEEKLY	1,280.63	1,469.28	1,636.02	1,707.03	1,784.49	1,858.73
	40 ANNUALIZED	36,979.56	42,426.99	47,241.83	49,292.23	51,529.01	53,672.67
	PAYROLL YEAR	36,837.84	42,264.56	47,060.78	49,103.34	51,331.54	53,466.92
	75 HOUR	18,891.2	21,674.1	24,133.7	25,181.2	26,323.9	27,418.9
	BI-WEEKLY	1,416.84	1,625.56	1,810.03	1,888.59	1,974.29	2,056.42
	64 ANNUALIZED	37,381.02	43,072.40	48,230.90	50,674.59	53,281.76	55,401.40
	PAYROLL YEAR	37,237.72	42,907.28	48,046.18	50,480.56	53,077.70	55,189.16
	75 HOUR	19,096.3	22,003.7	24,639.1	25,887.5	27,219.3	28,302.1
	BI-WEEKLY	1,432.22	1,650.28	1,847.93	1,941.56	2,041.45	2,122.66
65 ANNUALIZED	39,700.86	45,755.91	52,089.36	54,728.56	57,544.28	59,833.51	
PAYROLL YEAR	39,548.86	45,580.60	51,889.76	54,518.88	57,323.76	59,604.22	
75 HOUR	20,281.5	23,374.7	26,610.1	27,958.4	29,396.8	30,566.3	
BI-WEEKLY	1,521.11	1,753.10	1,995.76	2,096.88	2,204.76	2,292.47	
66 ANNUALIZED	42,497.33	49,051.83	55,947.84	58,782.54	61,806.82	64,265.61	
PAYROLL YEAR	42,334.50	48,863.88	55,733.60	58,557.20	61,570.08	64,019.28	
75 HOUR	21,710.0	25,058.4	28,581.3	30,029.3	31,574.4	32,830.4	
BI-WEEKLY	1,628.25	1,879.38	2,143.60	2,252.20	2,368.08	2,462.28	

**MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2008 SALARY SCHEDULE - 5 OR MORE YEARS SERVICE PLUS 4.0%**

	GROUP	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
With BMP Cert.	40 ANNUALIZED	34,761.53	39,882.22	44,408.26	46,335.69	48,438.31	50,453.38
	PAYROLL YEAR	34,628.36	39,729.30	44,238.22	46,158.06	48,252.62	50,260.08
	75 HOUR	17,758.1	20,374.0	22,686.3	23,670.8	24,744.9	25,774.4
	BI-WEEKLY	1,331.86	1,528.05	1,701.47	1,775.31	1,855.87	1,933.08
	40 ANNUALIZED	38,458.74	44,124.07	49,131.50	51,263.92	53,590.17	55,819.58
	PAYROLL YEAR	38,311.26	43,955.08	48,943.18	51,067.38	53,384.76	55,605.68
	75 HOUR	19,646.8	22,541.1	25,099.1	26,188.4	27,376.8	28,515.7
	BI-WEEKLY	1,473.51	1,690.58	1,882.43	1,964.13	2,053.26	2,138.68
	64 ANNUALIZED	38,876.26	44,795.30	50,160.14	52,701.57	55,413.03	57,617.46
	PAYROLL YEAR	38,727.26	44,623.80	49,967.84	52,499.72	55,200.60	57,396.82
	75 HOUR	19,860.1	22,884.0	25,624.5	26,922.9	28,308.0	29,434.3
	BI-WEEKLY	1,489.51	1,716.30	1,921.84	2,019.22	2,123.10	2,207.57
65 ANNUALIZED	41,288.89	47,586.15	54,172.93	56,917.70	59,846.05	62,226.85	
PAYROLL YEAR	41,130.70	47,403.72	53,965.34	56,699.50	59,616.70	61,988.42	
75 HOUR	21,092.7	24,309.6	27,674.5	29,076.7	30,572.7	31,788.9	
BI-WEEKLY	1,581.95	1,823.22	2,075.59	2,180.75	2,292.95	2,384.17	
66 ANNUALIZED	44,197.22	51,013.90	58,185.75	61,133.84	64,279.09	66,836.23	
PAYROLL YEAR	44,027.88	50,818.56	57,962.84	60,899.54	64,032.80	66,580.28	
75 HOUR	22,578.4	26,060.8	29,724.5	31,230.5	32,837.3	34,143.7	
BI-WEEKLY	1,693.38	1,954.56	2,229.34	2,342.29	2,462.80	2,560.78	

**MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2008 SALARY SCHEDULE - 10 OR MORE YEARS SERVICE PLUS 4.5%**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	
With BMP Cert.	40	ANNUALIZED	34,928.65	40,073.96	44,621.76	46,558.46	48,671.19	50,695.95
		PAYROLL YEAR	34,794.76	39,920.40	44,450.90	46,380.10	48,484.80	50,501.62
		75 HOUR BI-WEEKLY	17,8435 1,338.26	20,4720 1,535.40	22,7953 1,709.65	23,7847 1,783.85	24,8640 1,864.80	25,8983 1,942.37
	40	ANNUALIZED	38,643.64	44,336.20	49,367.71	51,510.38	53,847.82	56,087.94
		PAYROLL YEAR	38,495.60	44,166.20	49,178.48	51,313.08	53,641.38	55,872.96
		75 HOUR BI-WEEKLY	19,7413 1,480.60	22,6493 1,698.70	25,2197 1,891.48	26,3144 1,973.58	27,5084 2,063.13	28,6528 2,148.96
	64	ANNUALIZED	39,063.17	45,010.66	50,401.29	52,954.95	55,679.44	57,894.46
		PAYROLL YEAR	38,913.42	44,838.30	50,208.08	52,752.18	55,466.06	57,672.68
		75 HOUR BI-WEEKLY	19,9556 1,496.67	22,9940 1,724.55	25,7477 1,931.08	27,0524 2,028.93	28,4441 2,133.31	29,5757 2,218.18
	65	ANNUALIZED	41,487.40	47,814.93	54,433.38	57,191.35	60,133.77	62,526.02
		PAYROLL YEAR	41,328.56	47,631.74	54,224.82	56,972.24	59,903.48	62,286.38
		75 HOUR BI-WEEKLY	21,1941 1,589.56	24,4265 1,831.99	27,8076 2,085.57	29,2165 2,191.24	30,7197 2,303.98	31,9417 2,395.63
66	ANNUALIZED	44,409.71	51,259.16	58,465.49	61,427.75	64,588.13	67,157.56	
	PAYROLL YEAR	44,239.52	51,062.70	58,241.56	61,192.30	64,340.64	66,900.34	
	75 HOUR BI-WEEKLY	22,6869 1,701.52	26,1860 1,963.95	29,8675 2,240.06	31,3807 2,353.55	32,9952 2,474.64	34,3079 2,573.09	

**MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2008 SALARY SCHEDULE - 15 OR MORE YEARS SERVICE PLUS 5.0%**

GROUP		ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	
With BMP Cert.	40	ANNUALIZED	35,095.78	40,265.70	44,835.26	46,781.23	48,904.07	50,938.51
		PAYROLL YEAR	34,961.42	40,111.50	44,663.58	46,601.88	48,716.72	50,743.42
		75 HOUR BI-WEEKLY	17,9289 1,344.67	20,5700 1,542.75	22,9044 1,717.83	23,8984 1,792.38	24,9829 1,873.72	26,0223 1,951.67
	40	ANNUALIZED	38,828.54	44,548.34	49,603.92	51,756.84	54,105.46	56,356.30
		PAYROLL YEAR	38,679.68	44,377.58	49,413.78	51,558.52	53,898.26	56,140.50
		75 HOUR BI-WEEKLY	19,8357 1,487.68	22,7577 1,706.83	25,3404 1,900.53	26,4403 1,983.02	27,6401 2,073.01	28,7900 2,159.25
	64	ANNUALIZED	39,250.07	45,226.02	50,642.45	53,208.32	55,945.85	58,171.47
		PAYROLL YEAR	39,099.58	45,052.80	50,448.32	53,004.38	55,731.52	57,948.54
		75 HOUR BI-WEEKLY	20,0511 1,503.83	23,1040 1,732.80	25,8709 1,940.32	27,1817 2,038.63	28,5803 2,143.52	29,7172 2,228.79
	65	ANNUALIZED	41,685.90	48,043.71	54,693.83	57,464.99	60,421.49	62,825.19
		PAYROLL YEAR	41,526.16	47,859.76	54,484.30	57,244.72	60,190.00	62,584.60
		75 HOUR BI-WEEKLY	21,2955 1,597.16	24,5435 1,840.76	27,9407 2,095.55	29,3563 2,201.72	30,8667 2,315.00	32,0947 2,407.10
66	ANNUALIZED	44,622.20	51,504.42	58,745.23	61,721.67	64,897.16	67,478.89	
	PAYROLL YEAR	44,451.16	51,307.10	58,520.28	61,485.06	64,648.48	67,220.40	
	75 HOUR BI-WEEKLY	22,7955 1,709.66	26,3113 1,973.35	30,0104 2,250.78	31,5308 2,364.81	33,1531 2,486.48	34,4720 2,585.40	

**MONROE COUNTY DEPUTY SHERIFF'S ASSOCIATION
2008 SALARY SCHEDULE - 20 OR MORE YEARS SERVICE PLUS 5.5%**

GROUP	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E	
With BMP Cert.	40 ANNUALIZED	35,262.90	40,457.45	45,048.76	47,004.00	49,136.94	51,181.08
	PAYROLL YEAR	35,127.82	40,302.34	44,876.26	46,823.92	48,948.64	50,984.96
	75 HOUR	18,014.3	20,667.9	23,013.5	24,012.3	25,101.9	26,146.1
	BI-WEEKLY	1,351.07	1,550.09	1,726.01	1,800.92	1,882.64	1,960.96
	40 ANNUALIZED	39,013.44	44,760.47	49,840.13	52,003.30	54,363.11	56,624.67
	PAYROLL YEAR	38,864.02	44,588.96	49,649.08	51,803.96	54,154.88	56,407.78
	75 HOUR	19,930.3	22,866.1	25,461.1	26,566.1	27,771.7	28,927.1
	BI-WEEKLY	1,494.77	1,714.96	1,909.58	1,992.46	2,082.88	2,169.53
	64 ANNUALIZED	39,436.98	45,441.38	50,883.60	53,461.69	56,212.26	58,448.48
	PAYROLL YEAR	39,286.00	45,267.30	50,688.56	53,256.84	55,996.98	58,224.66
	75 HOUR	20,146.7	23,214.0	25,994.1	27,311.2	28,716.4	29,858.8
	BI-WEEKLY	1,511.00	1,741.05	1,949.56	2,048.34	2,153.73	2,239.41
65 ANNUALIZED	41,884.41	48,272.49	54,954.27	57,738.63	60,709.22	63,124.35	
PAYROLL YEAR	41,724.02	48,087.52	54,743.78	57,517.46	60,476.52	62,882.56	
75 HOUR	21,396.9	24,660.3	28,073.7	29,496.1	31,013.6	32,247.5	
BI-WEEKLY	1,604.77	1,849.52	2,105.53	2,212.21	2,326.02	2,418.56	
66 ANNUALIZED	44,834.68	51,749.68	59,024.97	62,015.58	65,206.20	67,800.22	
PAYROLL YEAR	44,662.80	51,551.50	58,798.74	61,778.08	64,956.32	67,540.46	
75 HOUR	22,904.0	26,436.7	30,153.2	31,681.1	33,310.9	34,636.1	
BI-WEEKLY	1,717.80	1,982.75	2,261.49	2,376.08	2,498.32	2,597.71	

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