

BOARD OF COUNTY COMMISSIONERS
SARPY COUNTY, NEBRASKA

RESOLUTION APPROVING ADDENDUM TO 2012-2014 AGREEMENT WITH FRATERNAL
ORDER OF POLICE, SARPY LODGE NO. 3, LAW ENFORCEMENT – NON-SWORN

WHEREAS, pursuant to Neb. Rev. Stat. § 23-104 (Reissue 2007), the County has the power to do all acts in relation to the concerns of the County necessary to the exercise of its corporate powers; and,

WHEREAS, pursuant to Neb. Rev. Stat. § 23-103 (Reissue 2007), the powers of the County as a body are exercised by the County Board; and,

WHEREAS, the County of Sarpy previously entered into an agreement on June 26, 2012 with the Fraternal Order of Police, Sarpy County Lodge #3, Law Enforcement – Non-Sworn (hereinafter “FOP Non-Sworn”), concerning terms and conditions of employment of the non-sworn members of the bargaining unit for fiscal years 2012 through 2014; and,

WHEREAS, the parties are desirous of amending the provisions of said Agreement by this Addendum, a copy of which is attached as Exhibit A.

NOW, THEREFORE, BE IT RESOLVED by the Sarpy County Board of Commissioners that this Board hereby approves and adopts this addendum to the agreement with FOP Non-Sworn, a copy of which is attached as Exhibit A.

BE IT FURTHER RESOLVED that the Chairman of this Board, together with the County Clerk, is hereby authorized to sign on behalf of this Board the addendum to the agreement with FOP Non-Sworn, a copy of which is attached, and any other related documents, the same being approved by the Board.

The above Resolution was approved by a vote of the Sarpy County Board of Commissioners at a public meeting duly held in accordance with applicable law on the 6th day of November, 2012.

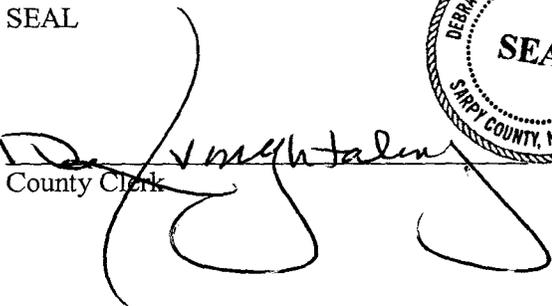


Sarpy County Board Chairman

Attest:

SEAL





County Clerk

Sarpy County Board of Commissioners

1210 GOLDEN GATE DRIVE
PAPILLION, NE 68046-2895
593-4155

www.sarpy.com
ADMINISTRATOR Mark Wayne

DEPUTY ADMINISTRATOR Scott Bovick

FISCAL ADMIN./PURCHASING AGT. Brian Hanson



COMMISSIONERS

Rusty Hike District 1
Jim Thompson District 2
Tom Richards District 3
Jim Nekuda District 4
Jim Warren District 5

November 6, 2012

MEMO

TO: Sarpy County Board of Commissioners

FROM: Scott Bovick, Deputy County Administrator

RE: Resolution to approve addendum to 2012-2014 Agreement with FOP Non-Sworn

The Resolution adopts a salary schedule for the new position of Juvenile Justice Center (JJC) Coordinator, corrects several position titles on the salary schedule to match Article 21 of the contract, and re-inserts the "Software Training Manager" position level in Article 21.

The Sheriff's Office has reorganized the JJC into two divisions, an Operations Division and a Support Services Division, with each division to be lead by the new position of JJC Coordinator. The JJC Coordinator position title was added to the contract this summer in anticipation of the reorganization but a salary schedule had not been developed at the time of contract approval.

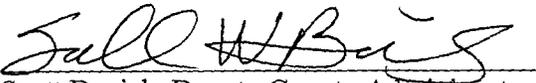
No new employees are being added but there will be a cost increase of approximately \$10,000 this fiscal year due to several employees being promoted to higher paid positions.

Administration, Human Resources, and the FOP Non-Sworn bargaining unit have reviewed the JJC Coordinator salary schedule developed by the Sheriff's Office and find it acceptable.

The Resolution also corrects the following discrepancies between the position classification levels listed in Article 21 of the contract and in "Appendix B—Salary Schedule":

<u>Previous incorrect title on Salary Schedule</u>	<u>Corrected Title</u>
Vehicle Title Inspector	Vehicle Inspector
Process Server (non-sworn)	Non-Sworn Civil Process Server
Office Coordinator (JJC)	Administrative Office Coordinator
Community Relations Outreach Coordinator	Community Relations Coordinator
Juvenile Services Assistant Director	Juvenile Services Deputy Director

Administration and the Sheriff's Office recommend approval of the Resolution. Please feel free to contact me or Dick Shea if you would like more information or have questions. Thank you.


Scott Bovick, Deputy County Administrator

Cc: Deb Houghtaling, Dick Shea, Mike Jones, Mark Wayne, Matt Barrall, Brian Hanson, Karen Buche

**ADDENDUM TO 2012-2014 AGREEMENT
WITH FRATERNAL ORDER OF POLICE, SARPY LODGE NO. 3,
LAW ENFORCEMENT – NON-SWORN**

This Addendum is entered into by and between Sarpy County (hereinafter “Sarpy”) and the Fraternal Order of Police, Sarpy County Lodge #3, Law Enforcement – Non-Sworn, a recognized collective bargaining organization (hereinafter “FOP”).

WHEREAS, the parties previously entered into an agreement on June 26, 2012 concerning terms and conditions of employment of the non-sworn members of the bargaining unit for fiscal years 2012 through 2014; and,

WHEREAS, the parties are desirous of amending the provisions of said Agreement by this Addendum.

NOW, THEREFORE, it is hereby agreed by and between the parties:

I.

The prior Agreement between the parties is hereby amended by the terms of this Addendum.

II.

Article 21, Section 1 shall be amended to read, “Employees will be compensated in accordance with the Salary Schedule effective July 1, 2012 set forth in Amended Appendix B hereto.”

III.

Article 21, Section 2 shall be amended to read, “Position classification levels shall be as follows:

Staff Support
Account Clerk
Sheriff’s Confidential Administrative Assistant
Assistant Office Manager/Software Training Manager
Office Manager
Vehicle Inspector
Information Systems Manager
IS/IT Technical Support
Evidence/Property Tech II
Evidence/Property Tech I
Booking Clerk
Entry Security Officer
Non-Sworn Civil Process Server

Tow Lot Operator
Registered Nurse
R.N. Supervisor
Administrative Office Coordinator
Youth Attendant
Juvenile Services Officer
Senior Juvenile Services Officer
Juvenile Services Supervisor
Juvenile Services Coordinator
Juvenile Services Deputy Director
Juvenile Services Director
Community Relations Coordinator”

IV.

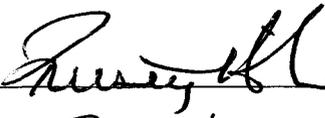
The remaining terms and conditions of said prior Agreement shall remain unchanged.

IN WITNESS WHEREOF, we, the contracting parties, by our respective and duly authorized agents, hereby affix our signatures and seals as shown on the following signature pages.

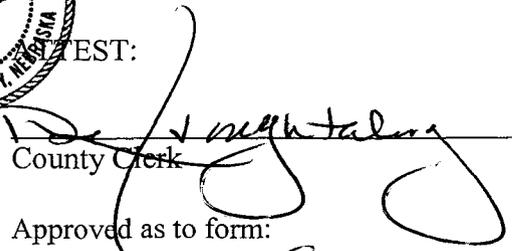
FOP LODGE #3
PRESIDENT

SARPY COUNTY BOARD OF
COMMISSIONERS, CHAIRPERSON


By: MATTHEW BARRALL
Its: PRESIDENT


By: RUSTY HIKO
Its: Chairman



TEST:

County Clerk
Approved as to form:

County Attorney/Deputy

2.75%

FISCAL YEAR 2012 - 2013
 FOP LODGE 3 NON-SWORN
 *Amended Appendix B (November 6, 2012)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
STAFF	33,209.28	34,842.08	36,476.96	38,113.92	39,746.72	41,385.76	43,020.64	44,653.44
SUPPORT	1,277.28	1,340.08	1,402.96	1,465.92	1,528.72	1,591.76	1,654.64	1,717.44
	15.966	16.751	17.537	18.324	19.109	19.897	20.683	21.468
ACCOUNT CLERK	35,767.68	37,612.64	39,451.36	41,290.08	43,128.80	44,969.60	46,810.40	48,649.12
	1,375.68	1,446.64	1,517.36	1,588.08	1,658.80	1,729.60	1,800.40	1,871.12
	17.196	18.083	18.967	19.851	20.735	21.620	22.505	23.389
SHERIFFS CONFIDENTIAL	37,150.88	39,064.48	40,976.00	42,887.52	44,794.88	46,706.40	48,620.00	50,531.52
ADMIN ASSIST	1,428.88	1,502.48	1,576.00	1,649.52	1,722.88	1,796.40	1,870.00	1,943.52
	17.861	18.781	19.700	20.619	21.536	22.455	23.375	24.294
ASSISTANT OFFICE					41,007.20	46,151.04	51,284.48	56,422.08
MANAGER/SOFTWARE					1,577.20	1,775.04	1,972.48	2,170.08
TRAINING MANAGER					19.715	22.188	24.656	27.126
OFFICE					44,603.52	50,423.36	56,255.68	62,081.76
MANAGER					1,715.52	1,939.36	2,163.68	2,387.76
					21.444	24.242	27.046	29.847
COMMUNITY RELATIONS	48,158.24	50,566.88	53,094.08	55,748.16	58,535.36	61,461.92	64,534.08	68,217.76
COORDINATOR	1,852.24	1,944.88	2,042.08	2,144.16	2,251.36	2,363.92	2,482.08	2,623.76
	23.153	24.311	25.526	26.802	28.142	29.549	31.026	32.797
VEHICLE INSPECTOR	36,508.16	37,666.72	38,833.60	39,992.16	41,154.88	42,313.44	43,478.24	44,636.80
	1,404.16	1,448.72	1,493.60	1,538.16	1,582.88	1,627.44	1,672.24	1,716.80
	17.552	18.109	18.670	19.227	19.786	20.343	20.903	21.460
INFORMATION	57,264.48	60,003.84	62,747.36	65,495.04	68,240.64	70,984.16	73,729.76	76,475.36
SYSTEMS MANAGER	2,202.48	2,307.84	2,413.36	2,519.04	2,624.64	2,730.16	2,835.76	2,941.36
	27.531	28.848	30.167	31.488	32.808	34.127	35.447	36.767
IS IT TECHNICAL SUPPORT	51,837.76	54,319.20	56,804.80	59,288.32	61,776.00	64,259.52	66,743.04	69,228.64
	1,993.76	2,089.20	2,184.80	2,280.32	2,376.00	2,471.52	2,567.04	2,662.64
	24.922	26.115	27.310	28.504	29.700	30.894	32.088	33.283
EVIDENCE / PROPERTY	37,232.00	39,230.88	41,233.92	43,336.80	45,229.60	47,232.64	49,231.52	51,228.32
TECHNICIAN II	1,432.00	1,508.88	1,585.92	1,666.80	1,739.60	1,816.64	1,893.52	1,970.32
	17.900	18.861	19.824	20.835	21.745	22.708	23.669	24.629
EVIDENCE / PROPERTY	33,057.44	34,575.84	36,100.48	37,620.96	39,137.28	40,659.84	42,180.32	43,704.96
TECHNICIAN I	1,271.44	1,329.84	1,388.48	1,446.96	1,505.28	1,563.84	1,622.32	1,680.96
	15.893	16.623	17.356	18.087	18.816	19.548	20.279	21.012

FISCAL YEAR 2012 - 2013
FOP LODGE 3 NON-SWORN

*Amended Appendix B (November 6, 2012)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
NON-SWORN CIVIL PROCESS SERVER	30,877.60 1,187.60 14.845	33,003.36 1,269.36 15.867	35,124.96 1,350.96 16.887	37,252.80 1,432.80 17.910	39,347.36 1,513.36 18.917	41,475.20 1,595.20 19.940	43,598.88 1,676.88 20.961	45,720.48 1,758.48 21.981
REGISTERED NURSE					53,193.92 2,045.92 25.574	59,587.84 2,291.84 28.648	65,950.56 2,536.56 31.707	72,342.40 2,782.40 34.780
R.N. SUPERVISOR					61,247.68 2,355.68 29.446	70,491.20 2,711.20 33.890	79,722.24 3,066.24 38.328	88,965.76 3,421.76 42.772
JUVENILE SERVICES DIRECTOR		73,005.92 2,807.92 35.099	76,259.04 2,933.04 36.663	79,512.16 3,058.16 38.227	82,763.20 3,183.20 39.790	86,016.32 3,308.32 41.354	89,267.36 3,433.36 42.917	92,518.40 3,558.40 44.480
JUVENILE SERVICES DEPUTY DIRECTOR 2.75% PLUS ADDITIONAL 6 %	61,503.52 2,365.52 29.569	63,910.08 2,458.08 30.726	66,310.40 2,550.40 31.880	68,719.04 2,643.04 33.038	71,023.68 2,731.68 34.146	73,530.08 2,828.08 35.351	75,928.32 2,920.32 36.504	78,339.04 3,013.04 37.663
JUVENILE SERVICES COORDINATOR	52,320.32 2,012.32 25.154	53,938.56 2,074.56 25.932	55,606.72 2,138.72 26.734	57,326.88 2,204.88 27.561	59,101.12 2,273.12 28.414	60,927.36 2,343.36 29.292	62,813.92 2,415.92 30.199	64,696.32 2,488.32 31.104
JUVENILE SERVICES SUPERVISOR				46,059.52 1,771.52 22.144	49,358.40 1,898.40 23.730	52,655.20 2,025.20 25.315	55,947.84 2,151.84 26.898	59,257.12 2,279.12 28.489
JUVENILE SERVICES SENIOR OFFICER	40,023.36 1,539.36 19.242	41,697.76 1,603.76 20.047	43,370.08 1,668.08 20.851	45,042.40 1,732.40 21.655	46,720.96 1,796.96 22.462	48,389.12 1,861.12 23.264	50,065.60 1,925.60 24.070	51,737.92 1,989.92 24.874
JUVENILE SERVICES ADMINISTRATIVE OFFICE COORDINATOR	39,008.32 1,500.32 18.754	40,379.04 1,553.04 19.413	41,922.40 1,612.40 20.155	43,898.40 1,688.40 21.105	45,537.44 1,751.44 21.893	47,166.08 1,814.08 22.676	48,796.80 1,876.80 23.460	50,427.52 1,939.52 24.244
JUVENILE SERVICES OFFICER	35,852.96 1,378.96 17.237	37,383.84 1,437.84 17.973	38,918.88 1,496.88 18.711	40,447.68 1,555.68 19.446	41,978.56 1,614.56 20.182	43,517.76 1,673.76 20.922	45,046.56 1,732.56 21.657	46,581.60 1,791.60 22.395
JUVENILE SERVICES YOUTH ATTENDANT	29,511.04 1,135.04 14.188	30,833.92 1,185.92 14.824	32,146.40 1,236.40 15.455	33,463.04 1,287.04 16.088	34,779.68 1,337.68 16.721	36,092.16 1,388.16 17.352	37,408.80 1,438.80 17.985	38,729.60 1,489.60 18.620

FISCAL YEAR 2012 - 2013
 FOP LODGE 3 NON-SWORN
 *Amended Appendix B (November 6, 2012)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BOOKING CLERK	34,496.80	36,083.84	37,672.96	39,260.00	40,842.88	42,429.92	44,016.96	45,608.16
2.75% PLUS ADDITIONAL 5%	1,326.80	1,387.84	1,448.96	1,510.00	1,570.88	1,631.92	1,692.96	1,754.16
	16.585	17.348	18.112	18.875	19.636	20.399	21.162	21.927
ENTRY SECURITY OFFICER	29,099.20	30,108.00	31,356.00	32,614.40	33,866.56	35,120.80	36,375.04	37,820.64
	1,119.20	1,158.00	1,206.00	1,254.40	1,302.56	1,350.80	1,399.04	1,454.64
	13.990	14.475	15.075	15.680	16.282	16.885	17.488	18.183
TOW LOT OPERATOR	29,529.76	30,553.12	31,819.84	33,094.88	34,365.76	35,640.80	36,911.68	38,378.08
	1,135.76	1,175.12	1,223.84	1,272.88	1,321.76	1,370.80	1,419.68	1,476.08
	14.197	14.689	15.298	15.911	16.522	17.135	17.746	18.451

2.50%

FISCAL YEAR 2013 - 2014
 FOP LODGE 3 NON-SWORN
 *Amended Appendix B (November 6, 2012)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
STAFF	34,039.20	35,713.60	37,388.00	39,066.56	40,740.96	42,419.52	44,096.00	45,770.40
SUPPORT	1,309.20	1,373.60	1,438.00	1,502.56	1,566.96	1,631.52	1,696.00	1,760.40
	16.365	17.170	17.975	18.782	19.587	20.394	21.200	22.005
ACCOUNT CLERK	36,662.08	38,552.80	40,437.28	42,321.76	43,438.72	46,094.88	47,981.44	49,865.92
	1,410.08	1,482.80	1,555.28	1,627.76	1,670.72	1,772.88	1,845.44	1,917.92
	17.626	18.535	19.441	20.347	20.884	22.161	23.068	23.974
SHERIFFS CONFIDENTIAL	38,080.64	40,042.08	42,001.44	43,958.72	45,913.92	47,873.28	49,834.72	51,794.08
ADMIN ASSIST	1,464.64	1,540.08	1,615.44	1,690.72	1,765.92	1,841.28	1,916.72	1,992.08
	18.308	19.251	20.193	21.134	22.074	23.016	23.959	24.901
ASSISTANT OFFICE MANAGER/SOFTWARE TRAINING MANAGER					42,032.64	47,305.44	52,565.76	57,832.32
					1,616.64	1,819.44	2,021.76	2,224.32
					20.208	22.743	25.272	27.804
OFFICE MANAGER					45,718.40	51,683.84	57,661.76	63,633.44
					1,758.40	1,987.84	2,217.76	2,447.44
					21.980	24.848	27.722	30.593
COMMUNITY RELATIONS COORDINATOR	49,362.56	51,831.52	54,421.12	57,141.76	59,999.68	62,999.04	66,148.16	69,923.36
	1,898.56	1,993.52	2,093.12	2,197.76	2,307.68	2,423.04	2,544.16	2,689.36
	23.732	24.919	26.164	27.472	28.846	30.288	31.802	33.617
VEHICLE INSPECTOR	37,421.28	38,608.96	39,804.96	40,992.64	42,184.48	43,372.16	44,566.08	45,753.76
	1,439.28	1,484.96	1,530.96	1,576.64	1,622.48	1,668.16	1,714.08	1,759.76
	17.991	18.562	19.137	19.708	20.281	20.852	21.426	21.997
INFORMATION SYSTEMS MANAGER	58,695.52	61,503.52	64,315.68	67,132.00	69,946.24	72,758.40	75,572.64	78,386.88
	2,257.52	2,365.52	2,473.68	2,582.00	2,690.24	2,798.40	2,906.64	3,014.88
	28.219	29.569	30.921	32.275	33.628	34.980	36.333	37.686
IS IT TECHNICAL SUPPORT	53,133.60	55,677.44	58,225.44	60,771.36	63,321.44	65,865.28	68,411.20	70,959.20
	2,043.60	2,141.44	2,239.44	2,337.36	2,435.44	2,533.28	2,631.20	2,729.20
	25.545	26.768	27.993	29.217	30.443	31.666	32.890	34.115
EVIDENCE / PROPERTY TECHNICIAN II	38,163.84	40,212.64	42,265.60	44,420.48	46,361.12	48,414.08	50,462.88	52,509.60
	1,467.84	1,546.64	1,625.60	1,708.48	1,783.12	1,862.08	1,940.88	2,019.60
	18.348	19.333	20.320	21.356	22.289	23.276	24.261	25.245
EVIDENCE / PROPERTY TECHNICIAN I	33,883.20	35,441.12	37,003.20	38,561.12	40,114.88	41,676.96	43,234.88	44,796.96
	1,303.20	1,363.12	1,423.20	1,483.12	1,542.88	1,602.96	1,662.88	1,722.96
	16.290	17.039	17.790	18.539	19.286	20.037	20.786	21.537

FISCAL YEAR 2013 - 2014
 FOP LODGE 3 NON-SWORN
 *Amended Appendix B (November 6, 2012)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
NON-SWORN CIVIL PROCES SERVER	31,649.28 1,217.28 15.216	33,829.12 1,301.12 16.264	36,002.72 1,384.72 17.309	38,184.64 1,468.64 18.358	40,331.20 1,551.20 19.390	42,513.12 1,635.12 20.439	44,688.80 1,718.80 21.485	46,864.48 1,802.48 22.531
REGISTERED NURSE					54,523.04 2,097.04 26.213	61,077.12 2,349.12 29.364	67,600.00 2,600.00 32.500	74,152.00 2,852.00 35.650
R.N. SUPERVISOR					62,778.56 2,414.56 30.182	72,252.96 2,778.96 34.737	81,714.88 3,142.88 39.286	91,189.28 3,507.28 43.841
JUVENILE SERVICES DIRECTOR		74,830.08 2,878.08 35.976	78,166.40 3,006.40 37.580	81,500.64 3,134.64 39.183	84,832.80 3,262.80 40.785	88,167.04 3,391.04 42.388	91,499.20 3,519.20 43.990	94,831.36 3,647.36 45.592
JUVENILE SERVICES DEPUTY DIRECTOR	63,040.64 2,424.64 30.308	65,507.52 2,519.52 31.494	67,968.16 2,614.16 32.677	70,437.12 2,709.12 33.864	72,800.00 2,800.00 35.000	75,368.80 2,898.80 36.235	77,827.36 2,993.36 37.417	80,298.40 3,088.40 38.605
JUVENILE SERVICES COORDINATOR	53,628.64 2,062.64 25.783	55,286.40 2,126.40 26.580	56,996.16 2,192.16 27.402	58,760.00 2,260.00 28.250	60,577.92 2,329.92 29.124	62,449.92 2,401.92 30.024	64,384.32 2,476.32 30.954	66,314.56 2,550.56 31.882
JUVENILE SERVICES SUPERVISOR				47,211.84 1,815.84 22.698	50,591.84 1,945.84 24.323	53,971.84 2,075.84 25.948	57,345.60 2,205.60 27.570	60,738.08 2,336.08 29.201
JUVENILE SERVICES SENIOR OFFICER	41,023.84 1,577.84 19.723	42,739.84 1,643.84 20.548	44,453.76 1,709.76 21.372	46,167.68 1,775.68 22.196	47,889.92 1,841.92 23.024	49,599.68 1,907.68 23.846	51,317.76 1,973.76 24.672	53,031.68 2,039.68 25.496
JUVENILE SERVICES ADMINISTRATIVE OFFICE COORDINATOR	39,983.84 1,537.84 19.223	41,387.84 1,591.84 19.898	42,970.72 1,652.72 20.659	44,996.64 1,730.64 21.633	46,675.20 1,795.20 22.440	48,345.44 1,859.44 23.243	50,017.76 1,923.76 24.047	51,688.00 1,988.00 24.850
JUVENILE SERVICES OFFICER	36,749.44 1,413.44 17.668	38,317.76 1,473.76 18.422	39,892.32 1,534.32 19.179	41,458.56 1,594.56 19.932	43,028.96 1,654.96 20.687	44,605.60 1,715.60 21.445	46,171.84 1,775.84 22.198	47,746.40 1,836.40 22.955
JUVENILE SERVICES YOUTH ATTENDANT	30,249.44 1,163.44 14.543	31,605.60 1,215.60 15.195	32,949.28 1,267.28 15.841	34,299.20 1,319.20 16.490	35,649.12 1,371.12 17.139	36,994.88 1,422.88 17.786	38,344.80 1,474.80 18.435	39,698.88 1,526.88 19.086

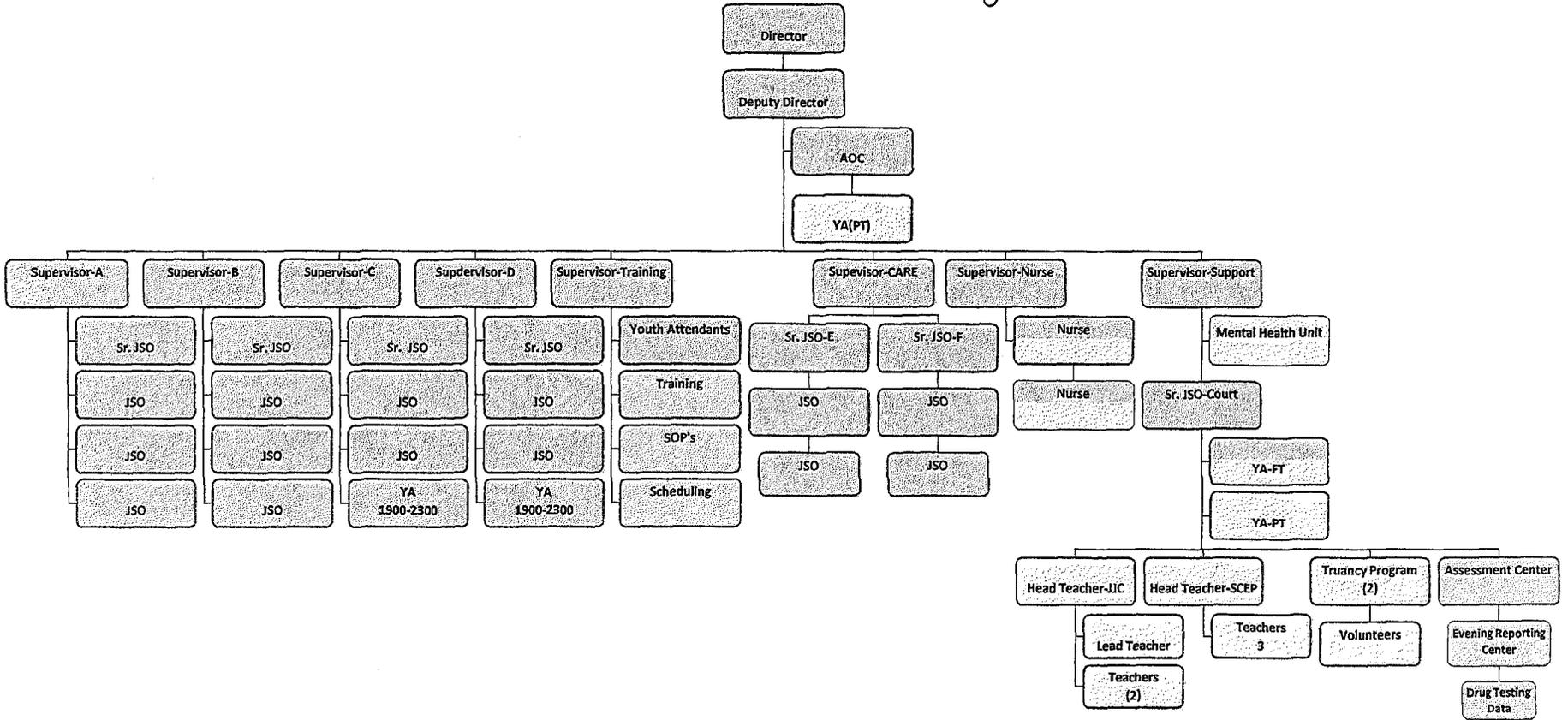
FISCAL YEAR 2013 - 2014
 FOP LODGE 3 NON-SWORN
 *Amended Appendix B (November 6, 2012)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
BOOKING CLERK	35,360.00	36,986.56	38,615.20	40,241.76	41,864.16	43,490.72	45,117.28	46,748.00
	1,360.00	1,422.56	1,485.20	1,547.76	1,610.16	1,672.72	1,735.28	1,798.00
	17.000	17.782	18.565	19.347	20.127	20.909	21.691	22.475
ENTRY SECURITY OFFICER	29,827.20	30,860.96	32,140.16	33,429.76	34,713.12	35,998.56	37,284.00	38,767.04
	1,147.20	1,186.96	1,236.16	1,285.76	1,335.12	1,384.56	1,434.00	1,491.04
	14.340	14.837	15.452	16.072	16.689	17.307	17.925	18.638
TOW LOT OPERATOR	30,268.16	31,316.48	32,614.40	33,922.72	35,224.80	36,531.04	37,835.20	39,336.96
	1,164.16	1,204.48	1,254.40	1,304.72	1,354.80	1,405.04	1,455.20	1,512.96
	14.552	15.056	15.680	16.309	16.935	17.563	18.190	18.912

SARPY COUNTY SHERIFF'S DEPARTMENT

Juvenile Services Division

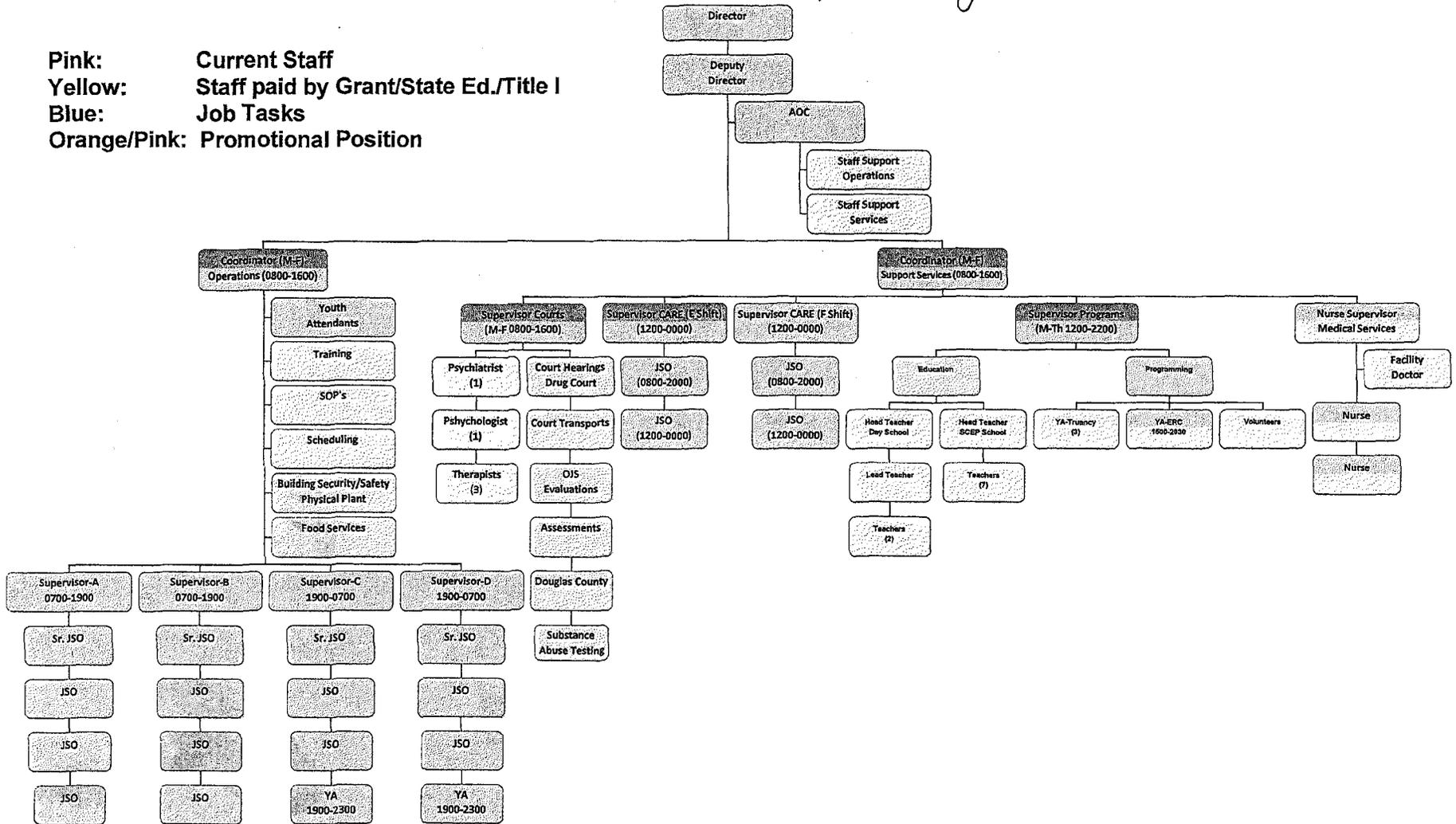
Current (pre-reorganization)



Coordinator Position/No Additional Staff

May 2012 (post-reorganization)

Pink: Current Staff
 Yellow: Staff paid by Grant/State Ed./Title I
 Blue: Job Tasks
 Orange/Pink: Promotional Position



IMPLICATION OF CHANGES

	<u>Current</u>	<u>New</u>
Director	1	1
Deputy Director	1	1
Coordinator	0	2*
Supervisor	7	8**
Sr. JSO	<u>7</u>	<u>4***</u>
Total Rank	<u>16</u>	<u>16</u>

* New Rank Position

** Increase 1 Supervisor Position

*** Decrease 3 Sr. JSO Positions

ARTICLE 21

WAGES

SECTION 1. Employees will be compensated in accordance with the Salary Schedule, effective July 1, 2012 set forth in Amended Appendix B hereto.

SECTION 2. Position classification levels shall be as follows:

Staff Support
Account Clerk
Sheriff's Confidential Administrative Assistant
Assistant Office Manager/Software Training Manager
Office Manager
Vehicle Inspector
Information Systems Manager
IS/IT Technical Support
Evidence/Property Tech II
Evidence/Property Tech I
Booking Clerk
Entry Security Officer
Non-Sworn Civil Process Server
Tow Lot Operator
Registered Nurse
R.N. Supervisor
Administrative Office Coordinator
Youth Attendant
Juvenile Services Officer
Senior Juvenile Services Officer
Juvenile Services Supervisor
Juvenile Services Coordinator
Juvenile Services Deputy ~~Juvenile Services~~-Director
Juvenile Services Director
Community Relations Coordinator

SECTION 3. Original appointment to any position shall be made at the entrance step of a salary range, excluding registered nurses and the Community Relations Coordinator, unless Article 14, Section 3 is applicable. Advancement from the entrance step to the maximum step within a salary range shall be based on performance and length of service as follows:

Step 1 - Year 1	Step 5 - Year 5
Step 2 - Year 2	Step 6 - Year 6
Step 3 - Year 3	Step 7 - Year 7
Step 4 - Year 4	Step 8 - After 7 th year

Effective July 1, 2000, part-time employees, excluding registered nurses, must work 2,080 hours before progressing to the next step level. Registered nurses must work 1,872 hours before progressing to the next step level.