

Warren County Board of Supervisors

RESOLUTION NO. 30 OF 2008

Resolution introduced by Supervisors Kenny, Haskell, Belden, Stec, F. Thomas and Sokol

ADOPTING THE PERSONNEL POLICIES AND RULES FOR NON-BARGAINING EMPLOYEES IN THE SHERIFF'S OFFICE AND UPDATING THE AGREEMENT - SHERIFF'S OFFICE

WHEREAS, the Warren County Board of Supervisors authorizes the adoption of the Personnel Policies and Rules for the Non-Bargaining Employees in the Sheriff's Office and updating the agreement to provide raises for not only the non-bargaining unit employees but also for all hourly and part-time employees and to include the right to change health insurance provisions as necessary, now, therefore, be it

RESOLVED, a copy of the Personnel Policies and Rules for Non-Bargaining Unit Employees and Salary Schedule commencing January 1, 2008, are on file with the Clerk of the Board of Supervisors.

**Warren County
Sheriff's Office**

**Personnel Policies and Rules
for**

**Non-Bargaining
Unit Employees**

January 1, 2008 through December 31, 2011

WHEREAS, it is the purpose and intent of these Policies and Rules to provide a fair and cooperative working relationship between the County of Warren and Warren County Sheriff's Office non-bargaining unit employees, now therefore be it

RESOLVED, the Warren County Board of Supervisors does hereby provide the following policies and rules for Warren County Sheriff's Office non-bargaining unit employees:

Table of Contents

ARTICLE	TITLE	PAGE
Article 1	Applicable Law	3
Article 2	Non-Bargaining Unit Employees	3
Article 3	Definition of Employees	4
Article 4	Increment and Longevity Plan	4
Article 5	Workday, Workweek, Overtime	4
Article 6	Holidays	5
Article 7	Vacation and Leave Time	6
Article 8	Health Insurance Plan	9
Article 9	Retirement Plans and Death Benefits	13
Article 10	Miscellaneous Provisions	13
Article 11	Effective Date and Duration	14
	Salary and Compensation Plan	15

Article 1 - Applicable Law

These policies and rules shall be subject to all federal, state, and local laws applicable thereto, and any of the policies and rules contained in this resolution which are not consistent with or conform to said federal, state and local laws shall be deemed null and void.

Article 2 - Non-Bargaining Unit Employees

Section 1 - Full-time Employees

(a) Non-bargaining unit employees shall consist of the following full-time employees in the Warren County Sheriff's Office:

- Sheriff
- Undersheriff
- Chief Deputy
- Major
- Patrol Lieutenants
- Investigative Lieutenant
- Correction Captain
- Correction Lieutenants.
- Systems Maintenance Coordinator

All other full-time employees are excluded.

(b) The policies and rules provided herein are applicable to all full-time non-bargaining unit employees.

Section 2 - Part-time Employees

(a) Non-bargaining unit employees shall consist of the following part-time employees in the Warren County Sheriff's Office:

- PT Patrol Officers
- PT Correction Officers
- PT Communication Officers
- PT Civil Law Enforcement Officers
- PT Auto Mechanic Helper
- PT Property Clerks
- PT Senior Account Clerk
- PT Security Officers
- PT Security Supervisor.

All other part-time employees are excluded.

(b) The policies and rules provided herein, and the benefits referenced therein, are not applicable to part-time members outside recognized bargaining units unless specifically stated in the rule or policy.

Article 3 - Definition of Employees

(a) Full-time employee. A person who is employed by the Sheriff's Office for a twelve (12) month period of time and works forty (40) hours per week.

(b) Part-time employee. A person who is employed by the Sheriff's Office and either does not work a twelve (12) month period of time and/or does not work forty (40) hours per week.

Article 4 - Increment and Longevity Plan

Section 1 - Salary Increments

(a) There shall be an increment payment of Four Hundred Dollars (\$400.00) added to the base salary of an employee who has completed one (1) year of service from the date of appointment to the non-bargaining unit position; a further increment payment of Four Hundred Dollars (\$400.00) shall be added to an employee's salary for each additional year of employment in the non-bargaining unit position up to and including completion of the full-time employee's eighth (8th) year of non-bargaining unit position of employment.

(b) Increment payments shall be computed as of January 1st of each year of the employee's employment in Warren County service and added to the employee's salary on the first payroll date of the anniversary year of employment.

Section 2 - Longevity Payments

(a) Longevity payments in the amount of \$500 shall be added to the salary of an employee upon completion of ten (10), fifteen (15), twenty (20), twenty-five (25) and thirty (30) years of continuous employment. Longevity payments are cumulative.

(b) Longevity payments shall be computed as of January 1st of each year of the employee's continuous employment in Warren County service and added to the employee's salary on the first payroll date of the anniversary year of employment.

Section 3 - Miscellaneous Compensation

The County will reimburse an employee required by the County for use of their private automobile for County business at the rate allowable by the Internal Revenue Service as non-taxable income.

Article 5 - Workday, Workweek, Overtime

Section 1 - Workweek, Workday

(a) The regular workweek in the Sheriff's Office of Warren County shall be 40 hours consisting of five workdays.

(b) The regular hours of work in each day shall be eight hours and the schedule of working hours shall be established by the Sheriff.

(c) Employees shall have a one-half hour lunch period included in the eight-hour day.

(d) All employees shall have two twenty-four hour days off each week. The two twenty-four days off each week shall be consecutive, except for major special events, pre-scheduled training days and staff meetings, unforeseen circumstances, or matters involving the health, safety or welfare of the public.

Section 2 - Overtime

(a) Full-time employees are not eligible for overtime.

(b) When a part-time employee of the Sheriff's Office is required or authorized to work in excess of eight hours per day or forty hours per week, they shall be paid at the rate of time and one-half.

(c) All payments for overtime shall be paid to the employee at the next regularly scheduled pay period.

(d) No employee shall work overtime unless authorized by proper authority prior to the time worked.

Section 3 - Compensatory Time

Compensatory time is not permitted.

Article 6 - Holidays

Section 1 - Paid Holidays

Employees shall be entitled to the following paid holidays: (1) New Year's Day, (2) Martin Luther King, Jr. Day, (4) President's Day, (4) Memorial Day, (5) Independence Day, (6) Labor Day, (7) Columbus Day, (8) Veterans Day, (9) Thanksgiving Day, and (10) Christmas Day.

Section 2 - Floating Holidays

(a) Subject to the provisions herein, full-time employees shall be entitled to two additional days off with pay at their usual daily rate. These days shall be known or referred to as floating holidays and shall be used within restricted periods of time.

(b) One floating holiday shall be used between January 1st and June 30th of each year. The other shall be taken between July 1st and December 31st of each year.

(c) The days may be used in conjunction with vacation or personal days. Rules concerning scheduling and/or use shall be the same as applicable to vacation days.

(d) The days must be taken. Days earned and not taken through no fault of the employee shall be treated in the same manner as vacation days not taken under the same circumstances.

(e) In their first year, a new employee shall be entitled to the floating holidays provided that the new employee was on the payroll at the time of the actual Lincoln's Birthday holiday of Election day.

Section 3 - Holiday Leave Administration

(a) Employees will be paid the regular weekly salary without a deduction when one of the above holidays is observed during the workweek.

(b) If a holiday falls on a Sunday it will be observed on the Monday thereafter. If it falls on a Saturday it will be observed on the preceding Friday.

(c) If a holiday falls on any other day, the General Construction Law and amendments then in effect will govern the day of its observance,

(d) If a holiday falls during a vacation period, the day will not be charged against the employee's vacation credits. Vacation days are charged solely against working days.

(e) Excluding the Sheriff and Undersheriff, whenever an employee is required to work on one of the scheduled holidays, or if an employee is called in to work on one of the scheduled holidays, the employee shall receive an additional \$350 payment for working on the holiday.

(f) For purposes of this section the day to be considered the holiday shall be the day observed by the County as the holiday irrespective of whether such day is the actual holiday.

Article 7 - Vacation, Sick Leave, Personal Leave and Bereavement Leave

Section 1 - Vacation Leave

(a) All full time employees shall be entitled to a vacation with pay after completing two years of total continuous service as follows:

2 years of service	10 working days
5 years of service	15 working days
10 years of service	20 working days

(b) For the first year of employment, an employee shall be entitled to the following vacation days on the 1st day of January following the employee's first day of employment:

<u>Month of First Day of Employment</u>	<u>Vacation Days</u>
January, February, March	5 days
April, May, June	4 days
July, August, September	3 days
October, November, December	2 days

(c) Vacation leave may be taken in multiples of not less than one day. All vacation days must be approved in advance.

(d) The period of employment referred to above shall be for a period of total full-time service in Warren County employment. Vacation credits shall be computed from the day of entry into County service as a full-time employee.

(e) A day of vacation shall be a working day.

(f) Vacation credits shall be computed from the day of entry into County service and computed on January 1 of each year. For the purpose of determining the effective date of earned vacation the period of service shall be computed from the 1st day of January in the year the employee was first appointed.

(g) All vacations shall be taken in the calendar year during which the employee becomes entitled thereto. Vacation credits shall not be carried over from one calendar year to another or used in whole or in part any year except the year in which it is due; provided, that the County will allow an employee to carry part of the vacation time earned in one calendar year over into the succeeding calendar year upon advance notice to the Sheriff and solely as a continuation of a planned trip commenced in the 12th month of the calendar year.

(h) All vacation time must be taken; however, vacation time earned and not otherwise taken through no fault of the employee as provided herein, shall be paid to an employee at the time of his termination of service.

Section 2 - Sick Leave

(a) Absence from duty by an employee by reason of sickness or disability of himself or herself shall be considered "sick leave."

(b) No employee shall receive any part of his compensation while absent from duty because of sickness or disability except as herein provided.

(c) A full-time employee who is paid on an annual basis shall be entitled to sick leave with pay on the basis of one working day per month and no more than twelve working days in each year. Such sick leave with pay shall be granted to the employee by the Sheriff or his authorized designee. The Sheriff or his authorized designee may require a physician's statement for any absence of more than three consecutive days. The first seven days of absence, or "waiting period" under "Workers' Compensation Law," shall be provided to employees with full pay with no deduction to any leave credits.

(d) The twelve working days per year allowed to an employee for such leave with pay may be accumulated to a maximum of 180 days, and may be kept to his or her credit for future sick leave with pay.

(e) In the event any employee utilizes the sick leave benefits provided in this section while not actually sick, such employee will be subject to disciplinary proceedings.

(f) In the event an employee has not used all of his accumulated sick leave at the time of his retirement, he shall be paid in cash at the hourly rate then in effect, for one-half of the accumulated sick leave to his credit.

(g) The twelve working days per year allowed to an employee for sick leave will be earned at the rate of one day of sick leave for each calendar month of employment in County service.

(h) Fractional days of sick leave may be granted but in no event will the fraction be less than one hour of the normal working day.

(i) A sick leave incentive of \$400 shall be paid by the last pay period before December 25 of each year to any employee who has not taken any sick hours from December 1 to the following November 30. An incentive of \$200 shall be paid to any employee who has taken only between one (1) and eight (8) hours of sick leave.

Section 3 - Personal Leave

(a) Personal leave is leave with pay for personal business, including a religious observance, without charge against accumulated vacation credits.

(b) A full-time employee shall be entitled to personal leave not exceeding a total of 3 days in each year.

(c) Personal leave shall not be cumulative and no part thereof shall be carried over from one calendar year to another. Unused personal leave shall not be liquidated in cash upon termination of services.

(d) An employee shall not be entitled to personal leave time until after four months of continuous employment.

(e) Each new full-time permanent employee shall be credited with one day of personal leave after four months of continuous employment and one additional day of personal leave after eight months of continuous employment and by an additional day of personal leave at the end of the tenth month of employment.

Section 4 - Leaves of Absence

(a) Military Leave - Employees who are members of military reserve units and are required to go active duty for training purposes shall be entitled to leave, without loss of pay for such time as is necessary to fulfill such military training obligation, but not exceeding thirty workdays per calendar year. Payment shall not be made to such employees unless a copy of the military orders is submitted to the Sheriff or his authorized designee.

(b) Medical Leave and Education Leave - The County shall abide by the requirements of the Family and Medical Leave Act. An unpaid medical leave may be requested for a period not to exceed 12 weeks at a time. Extensions of such authorized medical leave will be granted for an approval by the Sheriff and the Finance & Personnel Committee of Warren County. Any of the employees available accrued sick leave, personal leave, or vacation leave shall run concurrently

with any Family and Medical Leave. Unpaid education leave may be requested up to a period not to exceed ten months.

(c) All requests for leave of absence shall be approved by the Sheriff for a maximum of three months. Any requests for Leave of Absence or continuation of the original leave beyond the three-month period must also be approved by the Warren County Board of Supervisors. Denying or granting of such leave of absence shall be in the sole discretion of the Board of Supervisors for periods of more than three months.

(d) Upon termination of an authorized leave of absence, the employee will be reinstated without interruption of service, rights and benefits.

(e) In the event an employee is reinstated in his old position within 30 days from the date he has resigned or for any reason has left his position, he will be reinstated with all his accumulative rights and benefits as if no interruption of service has occurred.

(f) In the event an employee reentering County service after having terminated his service for any reason whatsoever is not reinstated within 30 days from the date of his service was terminated, such employee shall not be entitled to vacation credits based on total service until he has completed two years of continuous service from the date of reentering County service.

Section 5 - Bereavement Leave

(a) Employees may be absent from work without loss of pay by reason of death in the immediate family up to a maximum period of three working days. Bereavement leave must be used only for days to attend calling hours, funeral services, memorial services and graveside services. Immediate family includes only mother, father, husband, wife, brother, sister, child, stepchild, grandparent, grandchild, mother-in-law, father-in-law and any relative or person residing in the immediate household of the employee.

(b) Employees may be absent from work without loss of pay for one day to attend the funeral of the employee's brother-in-law, sister-in-law, grandparent-in-law, aunt or uncle.

(c) Any part of a working day taken shall be considered one day for the purpose of this section.

Article 8 – Health Insurance Plan

Section 1A - Health Insurance (effective January 1, 2008)

(a) On the first of the month immediately following the initial month of hire for a new employee, the County shall contribute the sum of \$152 per month or the monthly premium of the lowest cost health provider, whichever is less, toward the premium for **individual coverage**. The balance of the applicable health insurance premiums, if any, shall be paid by the employee through payroll deduction. If the individual premium for the lowest cost health provider (GHI HMO Select, CDPHP, MVP, BENENY Community Blue, Empire HMO, NYSHIP or equivalent) exceeds \$152 per month, the County shall increase its contribution toward the health insurance premium by an amount equal to 85% of the difference between the individual premiums for the lowest cost health provider minus \$152. However, if the employee chooses the

individual coverage for the lowest cost health care provider, the County shall pay the full premium for the employee's individual coverage of the lowest cost health care provider.

(b) On the first of the month immediately following the initial month of hire for a new employee, the County shall contribute up to the sum of \$325 per month or the monthly premium of the lowest cost health provider, whichever is less, toward the premium for two-person coverage. The balance of the applicable health insurance premiums, if any, shall be paid by the employee through payroll deduction. If the two-person rate for the lowest cost health provider (GHI HMO Select, CDPHP, MVP, BENENY Community Blue, Empire HMO, NYSHIP or equivalent) exceeds \$332 per month, the County shall increase its contribution toward the two-person premium by an amount equal to 85% of the difference between the two-person premiums for the lowest cost health provider minus \$332.

(c) On the first of the month immediately following the initial month of hire for a new employee, the County shall contribute up to the sum of \$462 per month or the monthly premium of the lowest cost health provider, whichever is less, toward the premium for family coverage. The balance of the applicable health insurance premiums, if any, shall be paid by the employee through payroll deduction. If the family premium for the lowest cost health provider (GHI HMO Select, CDPHP, MVP, BENENY Community Blue, Empire HMO, NYSHIP or equivalent) exceeds \$494 per month, the County shall increase its contribution toward the health insurance premium by an amount equal to 85% of the difference between the family premiums for the lowest cost health provider minus \$494.

(d) If two members of the same family employed by the County are eligible to be enrolled in a two-person plan, each employee may enroll in their own individual plan, but the County will only contribute a maximum total amount equal to the County's contribution for a two-person plan.

Section 1B - Health Insurance (effective on or about July 1, 2008 or January 1, 2009, at the discretion of the Board of Supervisors)

(a) Commencing with the first day of the month immediately following permanent, full time employment with the County, the County shall contribute the sum of \$170 per month or the monthly premium of the lowest cost health provider, whichever is less, toward the premium for individual coverage. The balance of the applicable health insurance premiums, if any, shall be paid by the employee through payroll deduction. If the individual premium for the lowest cost health provider (MVP, CDPHP, Community Blue HMO, Empire HMO, NYSHIP or equivalent) exceeds \$152 per month, the County shall increase its contribution toward the health insurance premium by an amount equal to 85% of the difference between the individual premium for the lowest cost health provider minus \$152.

(b) Commencing with the first day of the month immediately following permanent, full time employment with the County, the County shall contribute up to the sum of \$357 per month or the monthly premium of the lowest cost health provider, whichever is less, toward the premium for two-person coverage. The balance of the applicable health insurance premiums, if any, shall be paid by the employee through payroll deduction. If the two-person rate for the lowest cost health provider (MVP, CDPHP, Community Blue HMO, Empire HMO, NYSHIP or equivalent)

exceeds \$332 per month, the County shall increase its contribution toward the two person premium by an amount equal to 85% of the difference between the two-person premium for the lowest cost health provider minus \$332.

(c) Commencing with the first day of the month immediately following permanent, full time employment with the County, the County shall contribute up to the sum of \$510 per month or the monthly premium of the lowest cost health provider, whichever is less, toward the premium for **family coverage**. The balance of the applicable health insurance premiums, if any, shall be paid by the employee through payroll deduction. If the family rate for the lowest cost health provider (MVP, CDPHP, Community Blue HMO, Empire HMO, NYSHIP or equivalent) exceeds \$494 per month, the County shall increase its contributions toward the two person premium [family?] by an amount equal to 85% of the difference between the family premium for the lowest cost health provider minus \$494.

(d) Two members of the same family employed by the County may only be enrolled in one health insurance plan. However, if two members of the same family employed by the County are eligible to be enrolled in a two-person plan, each employee may enroll in their own individual plan but the County will contribute a maximum total amount equal to the County's contribution for a two person plan.

(e) In no event shall the County pay more than the premium of the health provider selected by the employee, even if the formula set forth in paragraphs (a), (b), and (c) above, results in the County's portion of the premium being greater than that due and payable for coverage

(f) All Health Care coverage shall be offered with a maximum co-pay of \$25.00.

(g) The County may offer Health Net Retiree Medicare Plan with 10/30/50 RX or a similar plan as an option for medicare eligible retirees, in accordance with the same contribution formula as proposed with other Health Insurance Coverage's and with the understanding as set forth above that if the County's calculated portion of the premium is greater than the premiums, there shall be no payment of the difference to the employee.

(h) During the term of this agreement, the County may effect a change from the health care plans currently offered through multiple health insurance carriers to a multi-plan option through a single health insurance carrier or some hybrid thereof or mix of carriers. This election shall be at the sole option and discretion of the Board of Supervisors.

Section 2 - Eligibility in Retirement

(a) An employee shall be eligible for continued coverage under the Warren County Health Insurance Plan in retirement, if all of the following conditions apply:

- has vested at least ten (10) years total service as a Warren County employee;
- has retired under the New York State Retirement System; and
- is enrolled in the Warren County Health Insurance Plan at the time of retirement.

(b) Employees with vested status who leave County employment prior to retirement under the New York State Retirement System may continue coverage in the Warren County Health

Insurance Plan by paying both the employer and employee shares of the health insurance premium. After retirement begins, said employee shall be liable for only the employee share of the premium.

(c) An active employee who is eligible for coverage and has elected not to enroll in the County Plan during his active employment may enroll in the Plan at any time prior to retirement during an open enrollment period.

(d) A covered employee or retired employee who fails to remit the required premiums shall be terminated from coverage.

(e) An employee who is eligible for coverage at the time of retirement and who elects not to continue coverage or to enroll for coverage as a retired person shall be eligible to enroll for coverage after retirement provided such employee has at least twenty (20) years of total service as a Warren County employee.

(f) The surviving spouse and minor children of an employee who dies while in service and prior to retirement shall be eligible for continued coverage under the Warren County Health Insurance Plan and shall pay only the employee share of the premium under the following conditions:

- the deceased employee has at least ten (10) years total service as a Warren County employee; and
- the deceased employee was vested under the New York State Retirement System at the time of his/her death.

(g) The surviving spouse and minor children of a retired Warren County employee shall be eligible for continued coverage under the Warren County Health Insurance Plan and shall pay only the employee share of the premium under the following conditions:

- the deceased employee had at least ten (10) years of total service as a Warren County employee; and
- the deceased employee had retired and was eligible for or receiving benefits under the New York State Retirement System.

(h) "Continued coverage" as used in this article shall mean the coverage available to all bargaining unit employees, their spouses and minor children.

Section 3 - Dental Insurance

All full-time employees of the County shall be eligible for non-duplicative coverage in the current Dental Plan, or equivalent coverage. The County shall contribute the sum of \$10 per month per employee toward the premium for the individual coverage and \$24 per month per employee toward the premium for dependent coverage.

Article 9 - Retirement Plans and Death Benefits

Section 1 - Retirement Plans

(a) The County shall continue to provide for the Sheriff's twenty-year retirement plan, with additional 1/60th rider, pursuant to Section 89-b of the Retirement and Social Security Law of the State of New York for applicable employees who engage in at least 50% criminal law enforcement activities.

(b) The County shall continue to provide for the Sheriff's twenty-year retirement plan, pursuant to Article 14-B, Section 552 of the Retirement and Social Security Law of the State of New York for applicable employees who engage in at least 50% criminal law enforcement activities.

(c) The County shall continue to provide for the additional pension benefit for members in the optional twenty-year retirement plan under Section 553(a) of the Retirement and Social Security Law of the State of New York which provides an additional 1/60 of final average salary for each additional year of credible service in the Sheriff's Office not to exceed 15 years.

(d) The County shall continue to provide for a retirement plan pursuant to Section 75-i of the Retirement and Social Security Law of the State of New York for applicable employees.

(e) The County shall continue to provide for the Sheriff's twenty-five retirement plan, pursuant to Sections 89-p and 603(1) of the Retirement and Social Security Law of the State of New York for applicable employees in Correction positions.

Section 2 - Guaranteed Ordinary Death Benefit

The County shall continue to provide for a guaranteed ordinary death benefit under Section 60-b of the Retirement and Social Security Law as amended by the Laws of 1970.

Article 10 - Miscellaneous Provisions

Section 1 - Workers' Compensation Reimbursement

Whenever the County is reimbursed by the Workers' Compensation Insurance Carrier for continuing the employee's salary during the period of job connected disability, the County will credit the employee's sick leave benefits to the nearest hour by dividing the reimbursement received by the employee's daily rate or compensation at straight time without regard to shift differentials. When an employee has exhausted his sick leave credits prior to the reimbursement from the carrier, he will be entitled to receive only those benefits provided for under the Workers' Compensation Law.

Section 2 - Disability Insurance

The County will provide New York State Disability Benefits coverage in accordance with the New York State Benefits Law. Each employee shall make the maximum premium contribution permitted by the State Plan and the County shall pay the difference in the premium for each employee.

Section 3 - Employee Indemnification

The indemnification benefits of Section 18 of the Public Officers Law shall be conferred upon each employee, provided such employee complies with all of the requirements of Section 18 of the Public Officers Law.

Section 4 - Tuition Reimbursement

Employees shall be allowed to take job related courses with the prior approval of the County Board of Supervisors. Upon satisfactory completion of the course with a "C" grade or better, the County shall reimburse the employees for 50% of the cost of tuition and fees incidental to taking the course. If an employee does not work for at least eighteen (18) consecutive months after completing a course for which the County has reimbursed the employee for 50% of the cost of tuition and fees, the employee will refund the County the total amount paid by the County to the employee.

Section 5 - Direct Deposit

The County will implement direct deposit of an employee's paycheck for all employees who provide written authorization to the County to do so in accordance with the County's policy and practice on direct deposits.

Section 6 - Periods of Time

All periods of time prescribed in these policies and rules shall be considered to be calendar days rather than working days.

Article 11 - Effective Date And Duration

These policies and rules shall be effective January 1, 2008, and shall end on December 31, 2011. However, the County reserves the right to modify or rescind any policy or rule, or any benefit referenced therein, at any time in the future without prior notice to the affected employees.

Salary and Compensation Plan - 2008 to 2010

FULL-TIME EMPLOYEES

Level	Title	2008	2009	2010	2011
1	Systems Maintenance Coordinator	55,373	57,311	59,317	61,393
2	Correction Lieutenants	59,513	61,596	63,752	65,983
3	Correction Captain	61,583	63,738	65,969	68,278
4	Patrol Lieutenants Investigative Lieutenant	71,933	74,450	77,056	79,753
5	Major Chief Deputy Undersheriff	78,143	80,878	83,709	86,639
6	Sheriff	90,563	93,733	97,013	100,409

PART-TIME EMPLOYEES

Level	Title	2008	2009	2010	2011
1	PT Auto Mechanic Helper PT Property Clerk PT Security Officer PT Senior Account Clerk	13.20	13.66	14.15	14.63
2	PT Correction Officers PT Communication Officers PT Security Supervisor	13.71	14.19	14.69	15.20
3	PT Patrol Officers PT Civil Law Enforcement Officers	14.75	15.26	15.80	16.35