

# **Monroe County Government 2018 SALARY ORDINANCE**

## **Ordinance 2017-41**

**Adopted: October 30, 2017**



**MONROE COUNTY  
GOVERNMENT**

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**MONROE COUNTY  
GOVERNMENT**

2018

Ordinance for Fixing County Salaries

Ordinance 2017-41

Whereas, the Indiana Legislature adopted Indiana Code 36-2-3 which established the Monroe County Council as the governing fiscal body of Monroe County; and

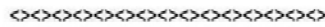
Whereas, IC 36-2-5-3 grants the Monroe County Council the power to:

- 1 Fix the number of officers, deputies and other employees;
2 Describe and classify positions and services
3 Adopt schedules of compensation; and
4 Hire or contract with persons to assist in the development of schedules of compensation;

Be it ordained by the Monroe County Council of Indiana, that an ordinance affixing the number and compensation of employees of the county from the period January 1, 2018 to December 31, 2018, including all officers, deputies, assistants, and other employees whose salary is comprised of funds payable from any county fund or budget except as provided by IC 36-2-5, are hereby solidly fixed a the following maximum level of salary compensation shown below. All payments made pursuant to this Ordinance are contingent upon the strict compliance with and adherence to the Monroe County Personnel Policy Handbook.

Except as provided below, compensation paid on or after January 1, 2018 and prior to midnight December 31, 2018 shall be calculated and paid within the parameters of this Salary Ordinance and the Personnel Policy Handbook, regardless of when the work is performed.

For Elected Officials, time worked on or after January 1, 2018 and prior to midnight December 31, 2018 shall be calculated and paid within the parameters of this Salary Ordinance and Personnel Policy Handbook, regardless of when the payment is issued.



Presented to the County Council of Monroe County, Indiana, introduced in full for the first time this 24th day of October 2017. Presented to the County Council of Monroe County, Indiana, introduced in full for the second time, and adopted this 30th day of October, 2017 by the following vote:

MONROE COUNTY COUNCIL

Aye Ryan Cobine, President

Aye Shelli Yoder, President Pro Tempore

Marty Hawk, Member

NOT PRESENT Lee Jones, Member

Aye Geoff McKim, Member

Aye Cheryl Munson, Member

Aye Eric Spoonmore, Member

ATTEST Catherine Smith, Auditor Monroe County, Indiana

Nay Ryan Cobine, President

Shelli Yoder, President Pro Tempore

Marty Hawk, Member

Lee Jones, Member

Geoff McKim, Member

Cheryl Munson, Member

Eric Spoonmore, Member

Dated: 10/30/2017

## 2018 Salary Compensation for Monroe County Elected Officials

Account Number	Position	Hours	Classification	2018 Level	Annual Salary	Bi-Weekly Amount	Exempt
<b>ASSESSOR</b>		<b>1000-0008</b>		<b>GENERAL FUND</b>			
11000	Elected Official	35	EO	EO	\$58,492	\$2,249.69	Yes
<b>AUDITOR</b>		<b>1000-0002</b>		<b>GENERAL FUND</b>			
11000	Elected Official	35	EO	EO	\$61,716	\$2,373.69	Yes
<b>CLERK</b>		<b>1000-0001</b>		<b>GENERAL FUND</b>			
11000	Elected Official	35	EO	EO	\$61,716	\$2,373.69	Yes
<b>COMMISSIONERS</b>		<b>1000-0068</b>		<b>GENERAL FUND</b>			
10300	Commissioner	35	EO	EO	\$33,918	\$1,304.54	Yes
10400	Commissioner	35	EO	EO	\$33,918	\$1,304.54	Yes
11012	County Commissioner President	35	EO	EO	\$35,256	\$1,356.00	Yes
<b>CORONER</b>		<b>1000-0007</b>		<b>GENERAL FUND</b>			
11000	Elected Official	35	EO	EO	\$30,629	\$1,178.04	Yes
<b>COUNCIL</b>		<b>1000-0061</b>		<b>GENERAL FUND</b>			
11004	Council Member - President	35	EO	EO	\$16,530	\$635.77	Yes
11005	Council Member	35	EO	EO	\$15,448	\$594.15	Yes
11006	Council Member	35	EO	EO	\$15,448	\$594.15	Yes
11007	Council Member	35	EO	EO	\$15,448	\$594.15	Yes
11008	Council Member	35	EO	EO	\$15,448	\$594.15	Yes
11009	Council Member	35	EO	EO	\$15,448	\$594.15	Yes
11010	Council Member	35	EO	EO	\$15,448	\$594.15	Yes



Account Number	Position	Hours	Classification	2018 Level	Annual Salary	Bi-Weekly Amount	Exempt
<b>HIGHWAY/PUBLIC WORKS</b>		<b>1197-0000</b>	<b>STORM WATER MANAGEMENT</b>				
11000	Elected Official <i>(Surveyor) (Split)</i>	35	EO	EO	\$11,617	\$446.81	Yes
<b>RECORDER</b>		<b>1000-0004</b>	<b>GENERAL FUND</b>				
11000	Elected Official	35	EO	EO	\$58,492		Yes
<b>SHERIFF</b>		<b>1000-0005</b>	<b>GENERAL FUND</b>				
11000	Elected Official	35	EO	EO	\$144,137	\$5,543.73	Yes
<b>SURVEYOR</b>		<b>1000-0006</b>	<b>GENERAL FUND</b>				
11000	Elected Official <i>(Split)</i>	35	EO	EO	\$34,851	\$1,340.42	Yes
<b>TREASURER</b>		<b>1000-0003</b>	<b>GENERAL FUND</b>				
11000	Elected Official	35	EO	EO	\$58,492	\$2,249.69	Yes

## 2018 Salary Compensation for Monroe County

Account Number	Position	Hours	Classification	2018 Level	Annual Salary	Bi-Weekly Amount	Exempt	Split Percentage	Split Fund	Split Amount	Bi-Weekly Amount	TOTAL Salary
<b>ASSESSOR</b>		<b>1000-008 GENERAL FUND</b>										
10011	Deputy 1 (First Deputy/GIS Specialist)	35	COMOT 4	8	\$34,792	\$1,338.15						
10025	Reassessment Prop Specialist	35	COMOT 3	14	\$32,923	\$1,266.27						
10026	Reassessment Prop Specialist	35	COMOT 3	MAX	\$34,305	\$1,319.42						
10027	Real Estate Reass Specialist	35	COMOT 3	1	\$30,158	\$1,159.92						
10028	Real Estate Reass Specialist <i>(Split)</i>	35	COMOT 3	14	\$22,923	\$881.65		67/33	1131-10028-0000	\$10,000	\$384.62	\$32,923
10029	Personal Property Specialist	35	COMOT 3	1	\$30,158	\$1,159.92						
10030	Personal Property Specialist	35	COMOT 3	14	\$32,923	\$1,266.27						
10031	Deputy 3 (Admin Assist to PTABOLA L3)	35	COMOT 4	14	\$35,548	\$1,367.23						
10032	Deputy 4 (Admin Assist to PTABOA)	35	COMOT 3	14	\$32,923	\$1,266.27						
10033	Deputy 5 (Personal Property Specialist)	35	COMOT 3	14	\$32,923	\$1,266.27						
10034	Deputy 6 (Real Estate Reassessment Spec.)	35	COMOT 3	14	\$32,923	\$1,266.27						
10035	Deputy 7 (Sales Disclosure Specialist)	35	COMOT 3	8	\$32,231	\$1,239.65						
12000	Chief Deputy	35	CD 1	14	\$52,718	\$2,027.62	Yes					
17801	Part Time Hourly				Range: FMWR - \$14.00							
<b>ASSESSOR</b>		<b>1224-000 REASSESSMENT FUND</b>										
13335	Level 2 Certification					**						
13336	Level 3 Certification					**						
17799	PTABOA				Range: \$14.00 - 16.00							
17801	Part Time Hourly				Range: FMWR - \$12.00							
	<b>**See Notes Section - Assessor regarding Certification Supplemental</b>											
<b>ASSESSOR</b>		<b>1131-0000 SALES DISCLOSURE</b>										
10028	Sales Disclosure Specialist <i>(Split)</i>	35	COMOT 3	14	\$10,000	\$384.62		33/67	1000-10028-0008	\$22,923	\$881.65	
17801	Part Time Hourly				Range: FMWR - \$10.00							
<b>AUDITOR</b>		<b>1000-0002 GENERAL FUND</b>										
10002	Prop Cust Service Rep 1	35	COMOT 3	8	\$32,231	\$1,239.65						
10003	Financial Director	40	PAT 4	14	\$50,596	\$1,946.00						
10016	Claims Administrator	35	PAT 2	3	\$37,820	\$1,454.62						
10017	Property Cust. Service Rep 2	35	COMOT 3	1	\$30,158	\$1,159.92						
10018	Property Cust Service Rep 3 <i>(Split)</i>	35	COMOT 3	1	\$15,079	\$579.96		50/50	1181-10018-0000	\$15,079	\$579.96	\$30,158
10019	Property Settlement Admin	40	PAT 3 (G'father)	14	\$47,868	\$1,841.08						
10020	Grant Administrator	40	PAT 3	3	\$45,798	\$1,761.46						
10022	Financial Coordinator	40	COMOT 4	3	\$38,899	\$1,496.12						
10024	Payroll Administrator	40	PAT 3	3	\$45,798	\$1,761.46						
11002	Admin Assistant	35	COMOT 3	14	\$32,923	\$1,266.27						
12000	Chief Deputy	35	CD 2	14	\$55,887	\$2,149.50	Yes					
17801	Part Time Hourly				Range: FMWR - \$19.95							
<b>AUDITOR</b>		<b>1181-0000 PLAT BOOK</b>										
10018	Property Cust Service Rep 3 <i>(Split)</i>	35	COMOT 3	1	\$15,079	\$579.96		50/50	1000-10018-0002	\$15,079	\$579.96	\$30,158
17801	Part Time Hourly				Range: FMWR - \$19.95							
<b>AUDITOR</b>		<b>1216-0000 INELIGIBLE HOMESTEAD DEDUCTION</b>										
17801	Part Time Hourly				Range: FMWR - \$15.00							

Account Number	Position	Hours	Classification	2018 Level	Annual Salary	Bi-Weekly Amount	Exempt	Split Percentage	Split Fund	Split Amount	Bi-Weekly Amount	TOTAL Salary
<b>AVIATION 1107-0000 AVIATION</b>												
10042	Secretary	35	COMOT 3	8	\$32,231	\$1,239.65						
10068	Office Manager	35	COMOT 4	14	\$35,548	\$1,367.23						
13510	General Maintenance	35	LTC 3	3	\$33,797	\$1,299.88						
13511	ARFF Certification				**							
13512	Emergency Medical Response				**							
13513	General Maintenance	35	LTC 3	3	\$33,797	\$1,299.88						
13570	General Maintenance	35	LTC 3	8	\$34,546	\$1,328.69						
13580	General Maintenance	35	LTC 3	14	\$35,294	\$1,357.46						
13590	General Maintenance	35	LTC 3	3	\$33,797	\$1,299.88						
14003	Assistant Director	35	PAT 4	14	\$44,270	\$1,702.69						
15115	Director	40	SO	SO	\$85,857	\$3,302.19	Yes					
17801	Part Time Hourly			Range:	FMWR - \$8.75							
<b>**See Notes Section - Aviation regarding Certification Supplemental</b>												

<b>BUILDING DEPARTMENT 1000-0312 GENERAL FUND</b>												
10042	Secretary	35	COMOT 3	3	\$31,540	\$1,213.08						
11002	Admin Assistant	35	COMOT 4	8	\$34,792	\$1,338.15						
13101	Building Commissioner	35	EXE 1	14	\$62,591	\$2,407.35	Yes					
13102	Senior Commercial Bldg Inspect	35	PAT 4	8	\$43,308	\$1,665.69						
13104	Plan Review/Building Inspector	35	PAT 4	14	\$44,270	\$1,702.69						
13106	Building Inspector	35	PAT 3	14	\$41,885	\$1,610.96						
13107	Building Inspector	35	PAT 4	14	\$44,270	\$1,702.69						
13109	Plan Review/Building Inspector	35	PAT 3	1	\$38,262	\$1,471.62						
13110	Building Inspector	35	PAT 3	1	\$38,262	\$1,471.62						
13111	Building Inspector	35	PAT 3	8	\$40,979	\$1,576.12						

<b>CLERK 1000-0001 GENERAL FUND</b>												
10008	Supervisor Child Support	35	COMOT 4	14	\$35,548	\$1,367.23						
10009	Supervisor Small Claims	35	COMOT 3	1	\$30,158	\$1,159.92						
10010	Supervisor Misdemeanors	35	COMOT 3	3	\$31,540	\$1,213.08						
10011	Deputy 1	35	COMOT 3	3	\$31,540	\$1,213.08						
10012	Supervisor Civil Deputy	35	COMOT 4	3	\$34,036	\$1,309.08						
10013	Deputy 2	35	COMOT 3	14	\$32,923	\$1,266.27						
10014	Child Support Deputy	35	COMOT 3	14	\$32,923	\$1,266.27						
10015	Assistant Bookkeeper Deputy	35	COMOT 3	3	\$31,540	\$1,213.08						
10031	Deputy 3	35	COMOT 3	3	\$31,540	\$1,213.08						
10032	Deputy 4	35	COMOT 3	8	\$32,231	\$1,239.65						
10033	Deputy 5	35	COMOT 3	1	\$30,158	\$1,159.92						
10034	Deputy 6	35	COMOT 4	3	\$34,036	\$1,309.08						
10035	Deputy 7	35	COMOT 3	1	\$30,158	\$1,159.92						
10036	Deputy 8	35	COMOT 3	8	\$32,231	\$1,239.65						
10037	Deputy 9	35	COMOT 3	3	\$31,540	\$1,213.08						
10038	Microfilm Deputy	35	COMOT 3	3	\$31,540	\$1,213.08						
10039	Deputy 10	35	COMOT 3	14	\$32,923	\$1,266.27						
10040	Deputy 11	35	COMOT 3	1	\$30,158	\$1,159.92						
10041	Deputy 12	35	COMOT 3	1	\$30,158	\$1,159.92						
10046	Deputy 14	35	COMOT 3	8	\$32,231	\$1,239.65						
10047	Deputy 15	35	COMOT 4	3	\$34,036	\$1,309.08						
10048	Deputy 16	35	COMOT 3	1	\$30,157	\$1,159.88						
10049	Deputy 17	35	COMOT 2	3	\$29,463	\$1,133.19						

Account Number	Position	Hours	Classification	2018 Level	Annual Salary	Bi-Weekly Amount	Exempt	Split Percentage	Split Fund	Split Amount	Bi-Weekly Amount	TOTAL Salary
10051	Support Clerk	35	COMOT 3	1	\$30,158	\$1,159.92						
10052	Microfilm Deputy	35	COMOT 3	1	\$30,158	\$1,159.92						
10054	Deputy 13	35	COMOT 3	3	\$31,540	\$1,213.08						
10060	Assistant Bookkeeper/Sprt Dep	35	COMOT 3	3	\$31,540	\$1,213.08						
10061	Training Specialist	35	PAT 3	3	\$40,074	\$1,541.31	Yes					
12000	Chief Deputy	35	CD 2	8	\$54,497	\$2,096.04	Yes					
16000	Financial Director	35	PAT 2	8	\$38,669	\$1,487.27						
17101	Overtime				Range: FMWR - \$32.42							
17801	Part Time Hourly				Range: FMWR - \$17.00							

**CLERK 1119-0000 CLERK'S PERPETUATION**

10011	Deputy 1	35	COMOT 2	1	\$28,182	\$1,083.92						
17801	Part Time Hourly				Range: FMWR - \$17.00							

**CLERK - ELECTION FUND 1215-0062 ELECTION BOARD**

12002	Election Supervisor	35	COMOT 4	3	\$34,036	\$1,309.08						
17101	Overtime				Range: FMWR - \$27.44							
17301	Board Members				<i>Paid in Quarterly Installments</i>	\$2,400				\$600.00 per quarter		
17501	Inspectors				<i>Paid per person</i>	\$280				\$140.00 per election day		
17502	Judges				<i>Paid per person</i>	\$220				\$110.00 per election day		
17503	Precinct Sheriff-Election				<i>Paid per person</i>	\$180				\$90.00 per election day		
17504	Clerks				<i>Paid per person</i>	\$220				\$110.00 per election day		
17505	Janitors				<i>Paid per person</i>	\$50				\$25.00 per election day		
17506	Absentee Boards				<i>Paid per person hourly or daily rate</i>	\$10.50 hrly				\$140 daily		
17507	Travel Boards				<i>Paid person hourly, plus mileage</i>	\$10.50 - \$17.00						
17801	Part Time Hourly				Range: FMWR - \$17.00							

**CLERK - ELECTION FUND 1215-0010 VOTER REGISTRATION**

10011	Deputy 1	35	COMOT 3	3	\$31,540	\$1,213.08						
10013	Deputy 2	35	COMOT 3	1	\$30,158	\$1,159.92						
17801	Part Time Hourly				Range: FMWR - \$17.00							

**CLERK - GRANT 8146-9616 VIOLENCE AGAINST WOMEN GRANT (YR 10/1/2015-9/30/2018)**

11119	POAP Program Coordinator	35	PAT 3	1	\$38,262	\$1,471.62						
11122	POAP Assist. Deputy Clerk (Part-Time)	28 hrs per week			<i>Max amount paid \$7,440</i>	\$10.50 hrly						
17801	Part-Time Hourly				Range: FMWR - \$15.00							

**COMMISSIONERS 1000-0068 GENERAL FUND**

10042	Secretary	35	PAT 3	14	\$41,885	\$1,610.96						
10067	Financial Manager	35	PAT 3	14	\$41,885	\$1,610.96						
10068	Office Manager	35	COMOT 4	8	\$34,792	\$1,338.15						
10201	Commissioner's Administrator	40	EXE 1	14	\$71,532	\$2,751.23	Yes					
17301	Board Members	Appointed				\$25 per meeting						
17801	Part Time Hourly				Range: FMWR - \$20.00							

**COMMISSIONERS - COUNTY BUILDINGS 1000-0161 GENERAL FUND**

16003	Maint & Security Bldg Asst Supervisor	40	LTC 3	8	\$39,481	\$1,518.50						
16005	Maint & Security Bldg Asst	40	LTC 2	3	\$36,221	\$1,393.12						
17101	Overtime				Range: \$23.21 - 27.86							
17801	Part Time Hourly				Range: FMWR - \$14.00							

Account Number	Position	Hours	Classification	2018 Level	Annual Salary	Bi-Weekly Amount	Exempt	Split Percentage	Split Fund	Split Amount	Bi-Weekly Amount	TOTAL Salary
<b>COMMISSIONERS 1138-0000 CUMULATIVE CAPITAL DEVELOPMENT</b>												
10023	GIS Coordinator	40	SO-PAT 5	8	\$53,894	\$2,072.85	Yes					
13220	Network Administrator	40	SO-PAT 5	3	\$52,687	\$2,026.42	Yes					
13260	Sr Support Technician	40	SO-PAT 5	14	\$55,102	\$2,119.31	Yes					
13270	Network Technician	40	PAT 2	1	\$41,280	\$1,587.69						
13280	TSD Help Desk Position	40	PAT 2	3	\$43,221	\$1,662.35						
13290	Support Technician	40	PAT 2	3	\$43,221	\$1,662.35	Yes					
15115	Director	40	SO-EXE 2	3	\$77,659	\$2,986.88	Yes					
<b>COMMISSIONERS 4914-0000 SHOWERS BUILDING OPERATING FUND</b>												
10100	Maintenance	40	LTC 2	3	\$36,221	\$1,393.12						
10200	Maintenance & Security Supervisor	40	LTC 5	14	\$45,077	\$1,733.73						
<b>CORONER 1000-0007 GENERAL FUND</b>												
17031	Chief Deputy Coroner				<i>Chief Deputy is paid 75% of Coroner Salary</i>	\$22,972	\$883.53	Yes				
17032	Deputy Coroner				<i>Paid twice Annually June &amp; December</i>	\$10,000	\$5,000.00	<i>per payment</i>				
17033	Deputy Coroner				<i>Paid twice Annually June &amp; December</i>	\$10,000	\$5,000.00	<i>per payment</i>				
17034	Deputy Coroner				<i>Paid twice Annually June &amp; December</i>	\$10,000	\$5,000.00	<i>per payment</i>				
17035	Deputy Coroner				<i>Paid twice Annually June &amp; December</i>	\$10,000	\$5,000.00	<i>per payment</i>				
<b>COUNCIL 1000-0061 GENERAL FUND</b>												
11011	Council Attorney	35	EXE 2	8	\$70,355	\$2,705.96	Yes					
11013	Council Assistant	35	COMOT 3	3*	\$31,540	\$1,213.08						
17801	Part Time Hourly				Range: FMWR - \$37.50							
<b>COURTS 1000-0225 GENERAL FUND</b>												
12047	Official Court Reporter	35	PAT 3	14	\$41,885	\$1,610.96	Yes					
12071	Associate Court Reporter	35	COMOT 4	14	\$35,548	\$1,367.23						
12075	Associate Court Reporter	35	COMOT 4	3	\$34,036	\$1,309.08						
14012	Official Court Reporter	35	PAT 3	14	\$41,885	\$1,610.96	Yes					
14119	Associate Court Reporter	35	COMOT 4	1	\$32,525	\$1,250.96						
14120	Associate Court Reporter	35	COMOT 4	8	\$34,792	\$1,338.15						
14121	Bailiff	35	CIV POLE 3	3	\$32,150	\$1,236.54						
14122	Bailiff	35	CIV POLE 3	MPR	\$32,150	\$1,236.54						
14140	Title IVD Court Commissioner (Split)	40	SO	SO	\$87,242	\$3,355.46	Yes	80/20	8895-14140-0000	\$23,211	\$892.73	\$110,453
14147	Official Court Reporter (Split)	35	PAT 3	14	\$10,471	\$402.73	Yes	25/75	1114-14147-0225	\$31,414	\$1,208.23	\$41,885
14148	Official Court Reporter	35	PAT 3	14	\$41,885	\$1,610.96	Yes					
14149	Official Court Reporter	35	PAT 3	14	\$41,885	\$1,610.96	Yes					
14150	Deputy Court Administrator	40	PAT 5	14	\$55,102	\$2,119.31	Yes					
14151	Official Court Reporter	35	PAT 3	14	\$41,885	\$1,610.96	Yes					
14152	Official Court Reporter	35	PAT 3	8	\$40,979	\$1,576.12	Yes					
14153	Official Court Reporter	35	PAT 3	14	\$41,885	\$1,610.96	Yes					
14154	Official Court Reporter	35	PAT 3	3	\$40,074	\$1,541.31	Yes					
14155	Official Court Reporter	35	PAT 3	14	\$41,885	\$1,610.96	Yes					
14158	Associate Court Reporter	35	COMOT 4	14	\$35,548	\$1,367.23						
14159	Associate Court Reporter	35	COMOT 4	3	\$34,036	\$1,309.08						
14160	Associate Court Reporter	35	COMOT 4	1	\$32,525	\$1,250.96						
14161	Associate Court Reporter	35	COMOT 4	14	\$35,548	\$1,367.23						
14162	Associate Court Reporter	35	COMOT 4	8	\$34,792	\$1,338.15						

Account Number	Position	Hours	Classification	2018 Level	Annual Salary	Bi-Weekly Amount	Exempt	Split Percentage	Split Fund	Split Amount	Bi-Weekly Amount	TOTAL Salary
14163	Associate Court Reporter	35	COMOT 4	1	\$32,525	\$1,250.96						
14164	Associate Court Reporter	35	COMOT 4	1	\$32,525	\$1,250.96						
14165	Associate Court Reporter	35	COMOT 4	3	\$34,036	\$1,309.08						
14166	Associate Court Reporter	35	COMOT 4	3	\$34,036	\$1,309.08						
14167	Associate Court Reporter	35	COMOT 4	14	\$35,548	\$1,367.23						
14168	Associate Court Reporter	35	COMOT 4	1	\$32,525	\$1,250.96						
14169	Associate Court Reporter	35	COMOT 4	14	\$35,548	\$1,367.23						
14170	Associate Court Reporter	35	COMOT 4	14	\$35,548	\$1,367.23						
14171	Associate Court Reporter <i>(Split)</i>	35	COMOT 4	1	\$8,131	\$312.73		25/75	1114-14171-0225	\$24,394	\$938.23	\$32,525
14172	Associate Court Reporter	35	COMOT 4	14	\$35,548	\$1,367.23						
14173	Associate Court Reporter	35	COMOT 4	8	\$34,792	\$1,338.15						
14174	Associate Court Reporter	35	COMOT 4	14	\$35,548	\$1,367.23						
14175	Associate Court Reporter <i>(Split)</i>	35	COMOT 4	3	\$8,509	\$327.27		25/75	1114-14175-0225	\$25,527	\$981.81	\$34,036
14177	Case Management Coordinator	40	PAT 3	8	\$46,833	\$1,801.27						
14178	Financial Coordinator	40	PAT 3	14	\$47,868	\$1,841.08						
14179	Courts Program Coordinator	40	PAT 3	14	\$47,868	\$1,841.08						
14181	Court Bailiff	35	CIV POLE 3	8	\$32,857	\$1,263.73						
14182	Court Bailiff	35	CIV POLE 4	8	\$34,910	\$1,342.69						
14183	Court Bailiff	35	CIV POLE 3	8	\$32,857	\$1,263.73						
14184	Court Bailiff	35	CIV POLE 3	3	\$32,150	\$1,236.54						
14185	Court Bailiff	35	CIV POLE 3	8	\$32,857	\$1,263.73						
14187	Public Service Coordinator	35	COMOT 3	14	\$32,923	\$1,266.27						
14188	Family Court Coordinator	35	PAT 4	14	\$44,270	\$1,702.69						
15115	Director	40	EXE 2	14	\$83,153	\$3,198.19	Yes					
17001	Judge 1	<i>Paid Annually - January</i>			\$5,000							
17002	Judge 2	<i>Paid Annually - January</i>			\$5,000							
17003	Judge 3	<i>Paid Annually - January</i>			\$5,000							
17004	Judge 4	<i>Paid Annually - January</i>			\$5,000							
17005	Judge 5	<i>Paid Annually - January</i>			\$5,000							
17006	Judge 6	<i>Paid Annually - January</i>			\$5,000							
17008	Judge 8	<i>Paid Annually - January</i>			\$5,000							
17009	Judge 9	<i>Paid Annually - January</i>			\$5,000							
17100	Transcripts	<i>(Per Rule 6, Section 1-J of Monroe County Circuit Court Local Rules)</i>										
17801	Part Time Hourly			Range:	FMWR - \$30.50							

<b>COURTS</b>	<b>1114-0225 LIT-SPECIAL PURPOSE</b>
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14147	Official Court Reporter <i>(Split)</i>	35	PAT 3	14	\$31,414	\$1,208.23	Yes	75/25	1000-14147-0225	\$10,471	\$402.73	\$41,885
14171	Associate Court Reporter <i>(Split)</i>	35	COMOT 4	1	\$24,394	\$938.23		75/25	1000-14171-0225	\$8,131	\$312.73	\$32,525
14175	Associate Court Reporter <i>(Split)</i>	35	COMOT 4	3	\$25,527	\$981.81		75/25	1000-14175-0225	\$8,509	\$327.27	\$34,036
17007	Judge 7	<i>Paid Annually - January</i>										
17100	Transcripts	<i>(Per Rule 6, Section 1-J of Monroe County Circuit Court Local Rules)</i>										

<b>COURTS - GRANT</b>	<b>8122-0000 PTOC GRANT (YR 2017)</b>
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12781	Part Time Hourly			Range:	FMWR - \$18.00							
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<b>COURTS</b>	<b>8895-0000 TITLE IV-D INCENTIVE FUND (YR</b>
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14140	Title IVD Court Commissioner <i>(Split)</i>	40	SO	SO	\$23,211	\$892.73	Yes	20/80	1000-14140-0225	\$87,242	\$3,355.46	\$110,453
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<b>EMERGENCY MANAGEMENT</b>	<b>1000-0361 GENERAL FUND</b>
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14003	Assistant Director	40	PAT 2	3	\$43,221	\$1,662.35						
15115	Director	40	PAT 5	MPH	\$52,687	\$2,026.42	Yes					

Account Number	Position	Hours	Classification	2018 Level	Annual Salary	Bi-Weekly Amount	Exempt	Split Percentage	Split Fund	Split Amount	Bi-Weekly Amount	TOTAL Salary
<b>EXTENSION OFFICE 1000-0011 GENERAL FUND</b>												
11103	Business Manager	35	COMOT 4	14	\$35,548	\$1,367.23						
11104	Education Assistant	35	COMOT 3	8	\$32,231	\$1,239.65						
17801	Part Time Hourly			Range:	FMWR - \$11.00							
<b>HEALTH 1159-0000 HEALTH</b>												
10101	Health Commissioner	35	SO	SO	\$22,873	\$879.73	Yes					
10102	Administrator	35	EXE 1	14	\$62,591	\$2,407.35	Yes					
10103	Registrar	35	COMOT 3	3	\$31,540	\$1,213.08						
10104	Assistant Vital Statistics Reg	35	COMOT 2	3	\$29,464	\$1,133.23						
10105	Assistant Vital Statistics Reg	35	COMOT 2	3	\$29,464	\$1,133.23						
10107	Dis Inter Spec Prog Coord	35	PAT 3	3	\$40,074	\$1,541.31						
10108	Disease Interven. Specialist	35	PAT 2	1	\$36,121	\$1,389.27						
10109	Waste Water Sanitarian	35	PAT 3	3	\$40,074	\$1,541.31						
10110	Waste Water Sanitarian	35	PAT 4	14	\$44,270	\$1,702.69						
10111	Environ Health Specialist	35	PAT 3	3	\$40,074	\$1,541.31						
10112	Health Ed/Gen Sanitarian	35	PAT 4	3	\$42,346	\$1,628.69						
10113	Food Sanitarian	35	PAT 3	1	\$38,262	\$1,471.62						
10114	Food Sanitarian	35	PAT 3	3	\$40,074	\$1,541.31						
10116	Chief Food Sanitarian	35	PAT 4	14	\$44,270	\$1,702.69						
10117	Sr. Environ Health Specialist	35	PAT 4	14	\$44,270	\$1,702.69						
10118	Public Health Coordinator <i>(Split)</i>	35	PAT 3	1	\$31,582	\$1,214.69		83/17	8102-10118-9652	\$6,680	\$256.92	\$38,262
10119	Deputy Supplement		<i>Deputy Duties for Chief Food Sanitarian</i>			\$3,000	\$115.38					
12701	Board Members		<i>Paid Annually</i>			\$400	<i>per member</i>					
17801	Part Time Hourly			Range:	FMWR - \$25.00							
<b>HEALTH 1168-0000 LOCAL HEALTH MAINTENANCE</b>												
17801	Part Time Hourly			Range:	FMWR - \$20.00							
<b>HEALTH 1206-0000 INDIANA LOCAL HEALTH TRUST FUND</b>												
10360	Tobacco Health Educator <i>(Split)</i>	35	PAT 2	MPH	\$36,720	\$1,412.31		3/97	8102-10360-9652	\$1,100	\$42.31	\$37,820
<b>HEALTH - GRANT 8102-9652 BIO-TERRORISM GRANT (YR 07/01/17-6/30/18)</b>												
10057	MRC Coordinator <i>(Split)</i>	35	PAT 2	MPH	\$1,100	\$42.31		97/3	1206-10360-0000	\$36,720	\$1,412.31	\$37,820
10118	Public Health Coordinator <i>(Split)</i>	35	PAT 3	1	\$6,680	\$256.92		17/83	1159-10118-0000	\$31,582	\$1,214.69	\$38,262
17801	Part Time Hourly			Range:	FMWR - \$16.00							
<b>HEALTH - GRANT 8126-9618 FUTURES (YR 04/01/17-03/30/18)</b>												
10187	Clinic Manager <i>(Split)</i>	35	COMOT 4	3	\$30,369	\$1,168.04		89/11	8149-10187-0000	\$3,667	\$141.04	\$34,036
10188	LPN <i>(Split)</i>	35	PAT 2	8	\$34,294	\$1,319.00		89/11	8149-10188-0000	\$4,375	\$168.27	\$38,669
10185	Nurse Practitioner		Part Time	Range:	FMWR - \$50.00							
17801	Part Time Hourly			Range:	FMWR - \$22.00							
<b>HEALTH - GRANT 8130-0000 NACCHOP GRANT (YR - Calendar)</b>												
17801	Part Time Hourly			Range:	FMWR - \$15.00							
<b>HEALTH - GRANT 8149-0000 FUTURES - TITLE V GRANT (YR 10/1/17-9/30/18)</b>												
10187	Clinic Manager <i>(Split)</i>	35	COMOT 4	3	\$3,667	\$141.04		11/89	8126-10187-9618	\$30,369	\$1,168.04	\$34,036

Account Number	Position	Hours	Classification	2018 Level	Annual Salary	Bi-Weekly Amount	Exempt	Split Percentage	Split Fund	Split Amount	Bi-Weekly Amount	TOTAL Salary
10188	LPN ( <i>Split</i> )	35	PAT 2	8	\$4,375			11/89	8126-10188-9618	\$34,294	\$1,319.00	\$38,669
10071	Nurse Practitioner		Part Time	Range:	FMWR - \$50.00							
17801	Part Time Hourly			Range:	FMWR - \$21.00							

**HEALTH - GRANT 8153-0000 ISDH - SYRINGE SERVICES (YR - Calendar)**

17801	Part Time Hourly			Range:	FMWR - \$15.00							
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**HIGHWAY/PUBLIC WORKS 1135-9644 CUMULATIVE BRIDGE**

13308	Project Engineering Supervisor	40	PAT 4	MAX	\$52,796	\$2,030.62						
13314	Bridge Crew Supervisor	40	LTC 3	Hrly	\$45,076	\$1,733.69						
13334	Truck Driver	40	LTC 3	Hrly	\$41,085	\$1,580.19						
13343	Truck Driver											
13351	Equipment Operator/Bridge Crew	40	LTC 3	Hrly	\$44,017	\$1,692.96						
13352	Equipment Operator/Bridge Crew	40	LTC 3	Hrly	\$40,419	\$1,554.58						
17101	Overtime			Range:	\$27.48 - \$43.52							
17209	Clothing Allowance				\$1,250							
	<i>Paid out Annually - Per Person</i>											
	<i>Hourly Wages Based on Contractual Agreement</i>											

**HIGHWAY/PUBLIC WORKS 1176-0530 MOTOR VEHICLE HIGHWAY - ADMINISTRATION**

10067	Financial Manager	40	PAT 3	14	\$47,868	\$1,841.08						
11002	Admin Assistant	40	COMOT 3	1	\$34,465	\$1,325.58						
15809	Supervisor	40	EXE 2	14	\$83,153	\$3,198.19	Yes					
15810	Public Works Director	40	EXE 2	14	\$83,153	\$3,198.19	Yes					
15811	Assistant Supervisor*	40	PAT 4	14	\$50,596	\$1,946.00						
15812	Assistant Supervisor*	40	PAT 4	14	\$50,596	\$1,946.00						
15813	Project Engineer	40	PAT 4	14	\$50,596	\$1,946.00						
15814	Operations Manager	40	PAT 3	14	\$47,868	\$1,841.08						
15815	Highway Engineer	40	SO-HWY 1	1	\$71,607	\$2,754.12	Yes					
17101	Overtime			Range:	\$27.48 - \$43.52							

*\*See Notes Section - Highway regarding Assistant Supervisor Supplemental*

**HIGHWAY/PUBLIC WORKS 1176-0531 MOTOR VEHICLE HIGHWAY - MAINTENANCE & REPAIR**

15830	Truck Driver	40	LTC 3	Hrly	\$38,110	\$1,465.77						
15831	Truck Driver	40	LTC 3	Hrly	\$41,813	\$1,608.19						
15832	Truck Driver	40	LTC 3	Hrly	\$40,752	\$1,567.38						
15833	Truck Driver	40	LTC 3	Hrly	\$41,085	\$1,580.19						
15835	Truck Driver	40	LTC 3	Hrly	\$38,589	\$1,484.19						
15836	Truck Driver	40	LTC 3	Hrly	\$38,589	\$1,484.19						
15837	Truck Driver	40	LTC 3	Hrly	\$38,797	\$1,492.19						
15838	Truck Driver	40	LTC 3	Hrly	\$38,339	\$1,474.58						
15839	Truck Driver	40	LTC 3	Hrly	\$38,589	\$1,484.19						
15840	Truck Driver	40	LTC 3	Hrly	\$38,589	\$1,484.19						
15841	Truck Driver	40	LTC 3	Hrly	\$40,752	\$1,567.38						
15842	Truck Driver	40	LTC 3	Hrly	\$38,589	\$1,484.19						
15844	Truck Driver	40	LTC 3	Hrly	\$38,797	\$1,492.19						
15845	Truck Driver	40	LTC 3	Hrly	\$38,339	\$1,474.58						
15846	Truck Driver	40	LTC 3	Hrly	\$38,589	\$1,484.19						
15847	Light Equipment/Bushhog Oper	40	LTC 3	Hrly	\$42,354	\$1,629.00						
15848	Light Equipment/Bushhog Oper	40	LTC 3	Hrly	\$42,354	\$1,629.00						
15849	Equipment Operator	40	LTC 3	Hrly	\$40,419	\$1,554.58						



Account Number	Position	Hours	Classification	2018 Level	Annual Salary	Bi-Weekly Amount	Exempt	Split Percentage	Split Fund	Split Amount	Bi-Weekly Amount	TOTAL Salary
15850	Equipment Operator	40	LTC 3	Hrly	\$44,017	\$1,692.96						
15852	Equipment Operator	40	LTC 3	Hrly	\$40,419	\$1,554.58						
15853	Equipment Operator	40	LTC 3	Hrly	\$42,603	\$1,638.58						
15854	Equipment Operator	40	LTC 3	Hrly	\$44,350	\$1,705.77						
15855	Equipment Operator	40	LTC 3	Hrly	\$44,683	\$1,718.58						
15856	Equipment Operator	40	LTC 3	Hrly	\$42,353	\$1,628.96						
15857	Sign Repair Person	40	LTC 3	Hrly	\$41,813	\$1,608.19						
15858	Assistant Sign Repair Person	40	LTC 3	Hrly	\$41,563	\$1,598.58						
15860	Communications/Payroll Manager	40	LTC 3	Hrly	\$42,520	\$1,635.38						
15867	Fleet Maintenance Coordinator	40	LTC 3	Hrly	\$44,017	\$1,692.96						
17101	Overtime			Range:	\$27.48 - \$43.52							
17209	Clothing Allowance				\$1,250							
17801	Part Time Hourly			Range:	FMWR - \$12.50							
<b>Hourly Wages Based on Contractual Agreement</b>												

<b>HIGHWAY/PUBLIC WORKS</b>	<b>1176-0533 MOTOR VEHICLE HIGHWAY - GENERAL &amp; UNDISTRIBUTED</b>
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15803	Master Mechanic	40	LTC 3	Hrly	\$42,915	\$1,650.58						
15804	Mechanic	40	LTC 4	Hrly	\$43,664	\$1,679.38						
15805	Mechanic	40	LTC 4	Hrly	\$40,107	\$1,542.58						
15806	Mechanic	40	LTC 4	Hrly	\$40,294	\$1,549.77						
17101	Overtime			Range:	\$27.48 - \$43.84							
17201	Snow And Ice Duty Allowance				\$1,000							
17202	Mechanics Tool Allowance				\$1,000							
17209	Clothing Allowance				\$1,250							
<b>Hourly Wages Based on Contractual Agreement</b>												

<b>HIGHWAY/PUBLIC WORKS</b>	<b>1197-0000 STORM WATER MANAGEMENT</b>
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10069	Drainage Engineer/MS4 Operator	40	EXE 2	1	\$71,607	\$2,754.12	Yes					
10070	Stormwater Equipment Operator	40	LTC 3	Hrly	\$40,648	\$1,563.38						
11069	Stormwater Equipment Operator	40	LTC 2	Hrly	\$43,393	\$1,668.96						
11070	Stormwater Equipment Operator	40	LTC 2	Hrly	\$43,393	\$1,668.96						
11071	Stormwater Equipment Operator	40	LTC 2	Hrly	\$44,683	\$1,718.58						
11072	Stormwater Crew Supervisor	40	LTC 4	14	\$42,862	\$1,648.54						
12004	Inspectors	40	PAT 4	3	\$48,395	\$1,861.35						
17101	Overtime			Range:	\$28.80 - \$43.52							
17209	Clothing Allowance				\$1,250							
17801	Part Time Hourly			Range:	FMWR - \$12.50							
<b>Hourly Wages Based on Contractual Agreement</b>												

<b>HUMAN RESOURCE</b>	<b>1000-0309 GENERAL FUND</b>
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10004	Deputy	35	PAT 4	3	\$42,346	\$1,628.69	Yes					
15115	Director	40	EXE 1	3	\$66,849		Yes					
17801	Part-Time Hourly			Range:	FMWR - \$15.00							

<b>JAIL</b>	<b>1000-0380 GENERAL FUND</b>
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10636	Sergeant 4	40	*		\$39,936	\$1,536.00						
10637	Sergeant 5	40	*		\$39,936	\$1,536.00						
10638	Sergeant 6	40	*		\$39,936	\$1,536.00						
10639	Sergeant 7	40	*		\$39,936	\$1,536.00						
10640	Sergeant 8	40	*		\$39,936	\$1,536.00						
10641	Sergeant 9	40	*		\$39,936	\$1,536.00						

Account Number	Position	Hours	Classification	2018 Level	Annual Salary	Bi-Weekly Amount	Exempt	Split Percentage	Split Fund	Split Amount	Bi-Weekly Amount	TOTAL Salary
10642	Sergeant 10	40	*		\$39,936	\$1,536.00						
10643	Correction Officer	40	*		\$35,934	\$1,382.08						
10644	Correction Officer 2	40	CIV POLE 3*	14	\$38,359	\$1,475.35						
10645	Correction Officer 3	40	CIV POLE 3*	3	\$36,742	\$1,413.15						
10646	Correction Officer 4	40	CIV POLE 3*	14	\$38,359	\$1,475.35						
10647	Correction Officer 5	40	CIV POLE 3*	3	\$36,742	\$1,413.15						
10648	Correction Officer 6	40	CIV POLE 3*	14	\$38,359	\$1,475.35						
10649	Correction Officer 7	40	CIV POLE 3*	3	\$36,742	\$1,413.15						
10650	Correction Officer 8	40	CIV POLE 3*		\$35,934	\$1,382.08						
10651	Correction Officer 9	40	CIV POLE 3*		\$35,934	\$1,382.08						
10652	Correction Officer 10	40	CIV POLE 3*	8	\$37,551	\$1,444.27						
10653	Correction Officer 11	40	CIV POLE 3*	3	\$36,742	\$1,413.15						
10654	Correction Officer 12	40	CIV POLE 3*		\$35,934	\$1,382.08						
10655	Correction Officer 13	40	CIV POLE 3*	3	\$36,742	\$1,413.15						
10656	Correction Officer 14	40	CIV POLE 3*		\$35,934	\$1,382.08						
10657	Correction Officer 15	40	CIV POLE 3*	3	\$36,742	\$1,413.15						
10658	Correction Officer 16	40	CIV POLE 3*	3	\$36,742	\$1,413.15						
10659	Correction Officer 17	40	CIV POLE 3*	8	\$37,551	\$1,444.27						
10660	Correction Officer 18	40	CIV POLE 3*	3	\$36,742	\$1,413.15						
10661	Correction Officer 19	40	CIV POLE 3*	3	\$36,742	\$1,413.15						
10662	Correction Officer 20	40	CIV POLE 3*		\$35,934	\$1,382.08						
10663	Correction Officer 21	40	CIV POLE 3*	3	\$36,742	\$1,413.15						
10664	Correction Officer 22	40	CIV POLE 3*	3	\$36,742	\$1,413.15						
10665	Correction Officer 23	40	CIV POLE 3*		\$35,934	\$1,382.08						
10666	Correction Officer 24	40	CIV POLE 3*	3	\$36,742	\$1,413.15						
10667	Correction Officer 25	40	CIV POLE 3*		\$35,934	\$1,382.08						
10668	Correction Officer 26	40	CIV POLE 3*	3	\$36,742	\$1,413.15						
10669	Correction Officer 27	40	CIV POLE 3*	8	\$37,551	\$1,444.27						
10670	Correction Officer 28	40	CIV POLE 3*	14	\$38,359	\$1,475.35						
10671	Correction Officer 29	40	CIV POLE 3*	3	\$36,742	\$1,413.15						
10672	Correction Officer 30	40	CIV POLE 3*	3	\$36,742	\$1,413.15						
10673	Correction Officer 31	40	CIV POLE 3*	3	\$36,742	\$1,413.15						
10674	Correction Officer 32	40	CIV POLE 3*		\$35,934	\$1,382.08						
10675	Correction Officer 33	40	CIV POLE 3*		\$35,934	\$1,382.08						
10676	Correction Officer 34	40	CIV POLE 3*		\$35,934	\$1,382.08						
10677	Correction Officer 35	40	CIV POLE 3*		\$35,934	\$1,382.08						
10678	Correction Officer 36	40	CIV POLE 3*	3	\$36,742	\$1,413.15						
10679	Correction Officer 37	40	CIV POLE 3*	8	\$37,551	\$1,444.27						
10680	Correction Officer 38	40	CIV POLE 3*	3	\$36,742	\$1,413.15						
10681	Administrative Coordinator	35	COMOT 5	3	\$36,639	\$1,409.19						
10683	Correction Officer	40	CIV POLE 3*	3	\$36,742	\$1,413.15						
10684	Correction Officer	40	CIV POLE 3*	3	\$36,742	\$1,413.15						
10685	Correction Officer	40	CIV POLE 3*		\$35,934	\$1,382.08						
10686	Correction Officer	40	CIV POLE 3*	3	\$36,742	\$1,413.15						
10687	Correction Officer	40	CIV POLE 3*	3	\$36,742	\$1,413.15						
10688	Correction Officer	40	CIV POLE 3*		\$35,934	\$1,382.08						
10689	Correction Officer	40	CIV POLE 3*		\$35,934	\$1,382.08						
10690	Correction Officer	40	CIV POLE 3*	3	\$36,742	\$1,413.15						
16000	Financial Director	35	PAT 3	3	\$40,074	\$1,541.31						
16020	Jail Commander	40	CD 3	14	\$66,500	\$2,557.69	Yes					
16021	Facilities Manager	40	LTC 3	14	\$40,336	\$1,551.38						
16028	Chief Cook	40	LTC 2	3	\$36,221	\$1,393.12						

Account Number	Position	Hours	Classification	2018 Level	Annual Salary	Bi-Weekly Amount	Exempt	Split Percentage	Split Fund	Split Amount	Bi-Weekly Amount	TOTAL Salary
16030	Assistant Jail Commander	40	SJ 1	14	\$58,500	\$2,250.00	Yes					
16031	Captain	40	*		\$45,589	\$1,753.42	Yes					
16032	Captain 2	40	*		\$45,589	\$1,753.42	Yes					
16033	Captain 3	40	*		\$45,589	\$1,753.42	Yes					
16034	Sergeant 2	40	*		\$39,936	\$1,536.00						
16035	Sergeant 3	40	*		\$39,936	\$1,536.00						
17203	Shift Pay	<i>Paid Daily</i>			\$6.50							
17208	Uniforms	<i>Paid two times Annually-per person*</i>			\$900	\$450.00						
17303	Volunteer Coord/Chaplain PT				\$6,167	\$237.19						
17304	EMT	<i>Paid Annually [2 Officers]*</i>			\$1,000							
17305	Cook PT				\$15,636	\$601.38						
17306	Training Officers	<i>Paid two times Annually [4 Officers]*</i>			\$500	\$250.00						
17307	Facilities Clothing Allowance	<i>Paid two times Annually-per person*</i>			\$750							
17308	CERT Investigators FTO Allowance	<i>Paid Annually-per person*</i>			\$500							

*\*Per Collective Bargaining Contract*

**JAIL 1170-0380 LIT-PUBLIC SAFETY**

17101	Overtime			Range:	FMWR - \$20.00							
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**JAIL 1175-0000 MISDEMEANANT FUND**

17801	Part Time Hourly			Range:	FMWR - \$20.00							
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**LEGAL 1000-0277 GENERAL FUND**

12771	County Attorney 1	40	EXE 2	14	\$83,153	\$3,198.19	Yes					
12772	County Attorney 2	40	EXE 2	8	\$80,406	\$3,092.54	Yes					
12776	Administrative Attorney Supplemental	<i>Paid out Bi-Weekly</i>			\$9,616	\$369.85						
12777	County Attorney 3	40	EXE 2	3	\$77,659	\$2,986.88	Yes					
13019	Legal Secretary	40	COMOT 4	8	\$39,762	\$1,529.31						
13020	Legal Secretary	40	COMOT 4	1	\$37,171	\$1,429.65						
17801	Part Time Hourly			Range:	FMWR - \$15.00							

**PARKS & RECREATION 1000-0803 GENERAL FUND**

10068	Office Manager	35	PAT 2	8	\$38,669	\$1,487.27						
10310	Rec. Director - Youth & Adult	35	PAT 3	14	\$41,885	\$1,610.96						
10311	Recreation Director Athletics	35	PAT 3	14	\$41,885	\$1,610.96						
10312	Naturalist	35	PAT 3	14	\$41,885	\$1,610.96						
10313	Assistant Park Superintendent	35	LTC 3	MAX	\$36,791	\$1,415.04						
10314	Maint. Tech	35	LTC 3	8	\$34,546	\$1,328.69						
10320	Park Maintenance Technician	35	LTC 3	14	\$35,294	\$1,357.46						
10330	Park Maintenance Technician	35	LTC 3	8	\$34,546	\$1,328.69						
10340	Parks Superintendent	35	PAT 4	8	\$43,308	\$1,665.69						
10350	Maintenance Technician	35	LTC 3	3	\$33,797	\$1,299.88						
10390	Office Assistant	35	COMOT 2	1	\$28,182	\$1,083.92						
14003	Assistant Director	35	PAT 4	MAX	\$46,195	\$1,776.73						
15115	Director	35	EXE 1	14	\$62,591	\$2,407.35	Yes					
17301	Board Members	<i>Paid Per Meeting</i>			\$25							
17801	Part Time Hourly			Range:	FMWR - \$15.00							

**PLANNING 1000-0079 GENERAL FUND**

10068	Office Manager	35	COMOT 3	1	\$30,158	\$1,159.92						
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Account Number	Position	Hours	Classification	2018 Level	Annual Salary	Bi-Weekly Amount	Exempt	Split Percentage	Split Fund	Split Amount	Bi-Weekly Amount	TOTAL Salary
14003	Assistant Director	40	SO-EXE 1	14	\$71,532	\$2,751.23	Yes					
14006	Planner 1	40	PAT 3	1	\$43,728	\$1,681.85						
14007	Planner / GIS Specialist	40	PAT 3	3	\$45,798	\$1,761.46						
14008	Senior Planner	40	PAT 4	3	\$48,396	\$1,861.38	Yes					
14010	Zoning Inspector	35	PAT 3	3	\$40,074	\$1,541.31						
14013	Planner 1 / GIS Specialist	40	PAT 3	3	\$45,798	\$1,761.46						
15115	Director	40	EXE 2	8	\$80,406	\$3,092.54	Yes					
17301	Board Members	<i>Not to exceed \$150 per member</i>				\$50	per meeting					
17801	Part Time Hourly			Range	FMWR - \$20.00							

<b>PROBATION</b>	<b>1000-0226 GENERAL FUND</b>
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11002	Admin Assistant	35	PAT 2	14	\$39,518	\$1,519.92						
13019	Legal Secretary	35	COMOT 4	8	\$34,792	\$1,338.15						
14230	Chief Probation Officer	40	ST	Per State	\$88,209	\$3,392.65	Yes					
14280	Probation Office Administrator	40	PAT 3	14	\$47,868	\$1,841.08	Yes					
14290	Adult Division Probation Super	35	ST	Per State	\$67,183	\$2,583.96	Yes					
14291	Court Alcohol Drug Prog Supervisor	35	ST	Per State	\$67,183	\$2,583.96	Yes					
14292	Probation Officer	35	ST	Per State	\$62,183	\$2,391.65						
14293	Probation Officer	35	ST	Per State	\$62,183	\$2,391.65						
14294	Probation Officer	35	ST	Per State	\$56,532	\$2,174.31						
14295	Legal Secretary	35	COMOT 4	1	\$32,525	\$1,250.96						
14296	Probation Officer	35	ST	Per State	\$62,183	\$2,391.65						
14297	Probation Officer	35	ST	Per State	\$56,532	\$2,174.31						
14300	Probation Officer	35	ST	Per State	\$62,183	\$2,391.65						
14301	Probation Officer	35	ST	Per State	\$65,292	\$2,511.23						
14302	Probation Officer	35	ST	Per State	\$56,532	\$2,174.31						
14303	Probation Officer	35	ST	Per State	\$62,183	\$2,391.65						
14304	Probation Officer	35	ST	Per State	\$56,532	\$2,174.31						
14305	Probation Officer	35	ST	Per State	\$56,532	\$2,174.31						
14306	Probation Officer	35	ST	Per State	\$56,532	\$2,174.31						
14307	Probation Officer	35	ST	Per State	\$62,183	\$2,391.65						
14318	Deputy Chief Probation Officer	40	ST	Per State	\$86,620	\$3,331.54	Yes					
14323	Probation Officer	35	ST	Per State	\$62,183	\$2,391.65						
14324	Probation Officer	35	ST	Per State	\$65,292	\$2,511.23						
14325	Probation Officer	35	ST	Per State	\$62,183	\$2,391.65						
14326	Probation Officer	35	ST	Per State	\$62,183	\$2,391.65						
14327	Probation Officer	35	ST	Per State	\$62,183	\$2,391.65						

<b>PROBATION</b>	<b>1114-0273 LIT-SPECIAL PURPOSE</b>
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12251	Juvenile Probation Officer	35	ST	Per State	\$36,392	\$1,399.69						
12252	Juvenile Probation Officer	35	ST	Per State	\$40,484	\$1,557.08						
12253	Juvenile Probation Officer	35	ST	Per State	\$36,392	\$1,399.69						
12254	Juvenile Probation Supervisor	35	ST	Per State	\$67,183	\$2,583.96	Yes					
12255	Juvenile Probation Officer	35	ST	Per State	\$62,183	\$2,391.65						
12256	Juvenile Probation Officer	35	ST	Per State	\$65,292	\$2,511.23						
12257	Juvenile Probation Officer	35	ST	Per State	\$56,532	\$2,174.31						
12558	Probation Officer	35	ST	Per State	\$59,359	\$2,283.04						
12559	Probation Officer	35	ST	Per State	\$40,484	\$1,557.08						
13019	Legal Secretary	35	COMOT 4	1	\$32,525	\$1,250.96						
17801	Part Time Hourly			Range:	FMWR - \$36.91							

Account Number	Position	Hours	Classification	2018 Level	Annual Salary	Bi-Weekly Amount	Exempt	Split Percentage	Split Fund	Split Amount	Bi-Weekly Amount	TOTAL Salary
<b>PROBATION 1170-0226 LIT-PUBLIC SAFETY</b>												
14329	Problem Solving Court Prog Dir	35	ST	Per State	\$67,183	\$2,583.96	Yes					
14294	Probation Officer	35	ST	Per State	\$59,359	\$2,283.04						
<b>PROBATION 2504-0000 COURT ALCOHOL &amp; DRUG USER FEES FUND</b>												
11250	Probation Officer Supplement				\$1,000							
12559	Probation Officer	35	ST	Per State	\$45,246	\$1,740.23						
14292	Probation Officer	35	ST	Per State	\$46,720	\$1,796.92						
14293	Probation Officer	35	ST	Per State	\$53,962	\$2,075.46						
17227	AES/Prime/Prime Plus			Range:	\$36.00 - \$55.37							
17801	Part Time Hourly			Range:	FMWR - \$36.91							
<b>PROBATION 2506-0000 PROBLEM SOLVING COURT USER FEES FUND</b>												
17801	Part Time Hourly			Range:	FMWR - \$36.91							
<b>PROBATION 2508-0000 ADULT PROBATION USER FEES FUND</b>												
11250	Probation Officer Supplement				\$1,000							
13025	Legal Secretary	35	COMOT 4	1	\$32,525	\$1,250.96						
14292	Probation Officer	35	Per State		\$51,392	\$1,976.62						
14293	Probation Officer	35	Per State		\$51,392	\$1,976.62						
14294	Probation Officer	35	Per State		\$51,392	\$1,976.62						
17226	Alcohol Education School			Range:	\$36.00 - \$55.37							
17801	Part Time Hourly			Range:	FMWR - \$36.91							
<b>PROBATION 2509-0000 JUVENILE PROBATION USER FEES FUND</b>												
17801	Part Time Hourly			Range:	FMWR - \$36.91							
<b>PROBATION 2510-0000 PROJECT INCOME USER FEES FUND</b>												
10068	Office Manager (Split)	35	PAT 2	3	\$7,270	\$279.62		19/81	1122-10068-9618	\$30,550	\$1,175.00	\$37,820
10091	Probation Officer Supplement				\$1,000							
11410	CASP Prob Officer/Case Manager (Split)	35	ST	Per State	\$5,842	\$224.69		16/84	1122-11410-9618	\$30,550	\$1,175.00	\$36,392
11411	PSC Field Officer (Split)	35	CIV POLE 3	14	\$3,015	\$115.96		9/91	1122-11411-9618	\$30,550	\$1,175.00	\$33,565
11412	PSC Field Officer (Split)	35	CIV POLE 3	3	\$751	\$28.88		2/98	1122-11412-9618	\$31,399	\$1,207.65	\$32,150
11415	CASP Prob Officer/Case Manager (Split)	35	ST	Per State	\$16,170	\$621.92		35/65	1122-11415-9618	\$30,550	\$1,175.00	\$46,720
11416	CASP Field Officer (Split)	35	CIV POLE 3	8	\$2,307	\$88.73		7/93	1122-11416-9618	\$30,550	\$1,175.00	\$32,857
11417	CASP Prob Officer/Case Manager (Split)	35	ST	Per State	\$20,842	\$801.62		41/59	1122-11417-9618	\$30,550	\$1,175.00	\$51,392
11420	CASP Field Officer (Split)	35	CIV POLE 3	8	\$2,307	\$88.73		7/93	1122-11420-9618	\$30,550	\$1,175.00	\$32,857
11421	PSC Prob Officer/Case Manager (Split)	35	ST	Per State	\$20,842	\$801.62		41/59	1122-11421-9618	\$30,550	\$1,175.00	\$51,392
11422	CASP Prob Officer/Case Manager (Split)	35	ST	Per State	\$5,633	\$216.65		11/89	1122-11422-9618	\$45,759	\$1,759.96	\$51,392
11423	CASP Prob Officer/Case Manager (Split)	35	ST	Per State	\$1,163	\$44.73		2/98	1122-11423-9618	\$55,369	\$2,129.58	\$56,532
11424	PSC PO/Case Manager (Split)	35	ST	Per State	\$1,110	\$42.69		2/98	1122-11424-9618	\$52,852	\$2,032.77	\$53,962
11440	CASP Field Officer (Split)	35	CIV POLE 3	1	\$750	\$28.85		2/98	1122-11440-9618	\$29,984	\$1,153.23	\$30,734
11450	CASP Prob Officer/Case Manager (Split)	35	ST	Per State	\$9,934	\$382.08		25/75	1122-11450-9618	\$30,550	\$1,175.00	\$40,484
11460	CASP Field Officer (Split)	35	CIV POLE 3	1	\$750	\$28.85		2/98	1122-11460-9618	\$29,984	\$1,153.23	\$30,734
11470	CASP Supervisor (Split)	35	ST	Per State	\$27,183	\$1,045.50	Yes	40/60	1122-11470-9618	\$40,000	\$1,538.46	\$67,183
11480	CASP Field Officer (Split)	35	CIV POLE 3	1	\$750	\$28.85		2/98	1122-11480-9618	\$29,984	\$1,153.23	\$30,734
11490	Road Crew Field Officer	35	CIV POLE 3	14	\$33,565	\$1,290.96						
11491	CASP Field Officer (Split)	35	CIV POLE 3	8	\$2,307	\$88.73		7/93	1122-11491-9618	\$30,550	\$1,175.00	\$32,857
11492	CQI Supervisor (Split)	35	ST	Per State	\$1,057	\$40.65	Yes	2/98	1122-11492-9618	\$55,335	\$2,128.27	\$56,392
13019	Legal Secretary (Split)	35	COMOT 4	8	\$4,529	\$174.19		13/87	1122-13019-9618	\$30,263	\$1,163.96	\$34,792

Account Number	Position	Hours	Classification	2018 Level	Annual Salary	Bi-Weekly Amount	Exempt	Split Percentage	Split Fund	Split Amount	Bi-Weekly Amount	TOTAL Salary
14235	CASP Prob Officer/Case Manager (Split)	35	ST	Per State	\$4,841	\$186.19		12/88	1122-14235-9618	\$35,643	\$1,370.88	\$40,484
14236	CASP Prob Officer/Case Manager (Split)	35	ST	Per State	\$961	\$36.96		2/98	1122-14236-9618	\$45,759	\$1,759.96	\$46,720
15115	Director (Split)	40	ST	Per State	\$22,495	\$865.19	Yes	27/73	1122-15115-9618	\$60,000	\$2,307.69	\$82,495
17101	Overtime			Range:	\$15.00 - \$55.37							
17300	Little 500 Gap Time			Range:	\$10.00 - \$36.91							
17801	Part Time Hourly			Range:	FMWR - \$36.91							

**PROBATION - GRANT 1122-9618 COMMUNITY CORRECTIONS GRANT (07/01/17 - 06/30/2018)**

10068	Office Manager (Split)	35	PAT 2	3	\$30,550	\$1,175.00		81/19	2510-10068-0000	\$7,270	\$279.62	\$37,820
11410	CASP Prob Officer/Case Manager (Split)	35	ST	Per State	\$30,550	\$1,175.00		84/16	2510-11410-0000	\$5,842	\$224.69	\$36,392
11411	PSC Field Officer (Split)	35	CIV POLE 3	14	\$30,550	\$1,175.00		91/9	2510-11411-0000	\$3,015	\$115.96	\$33,565
11412	PSC Field Officer (Split)	35	CIV POLE 3	3	\$31,399	\$1,207.65		98/2	2510-11412-0000	\$751	\$28.88	\$32,150
11415	CASP Prob Officer/Case Manager (Split)	35	ST	Per State	\$30,550	\$1,175.00		65/35	2510-11415-0000	\$16,170	\$621.92	\$46,720
11416	CASP Field Officer (Split)	35	CIV POLE 3	8	\$30,550	\$1,175.00		93/7	2510-11416-0000	\$2,307	\$88.73	\$32,857
11417	CASP Prob Officer/Case Manager (Split)	35	ST	Per State	\$30,550	\$1,175.00		59/41	2510-11417-0000	\$20,842	\$801.62	\$51,392
11420	CASP Field Officer (Split)	35	CIV POLE 3	8	\$30,550	\$1,175.00		93/7	2510-11420-0000	\$2,307	\$88.73	\$32,857
11421	PSC Prob Officer/Case Manager (Split)	35	ST	Per State	\$30,550	\$1,175.00		59/41	2510-11421-0000	\$20,842	\$801.62	\$51,392
11422	CASP Prob Officer/Case Manager (Split)	35	ST	Per State	\$45,759	\$1,759.96		89/11	2510-11422-0000	\$5,633	\$216.65	\$51,392
11423	CASP Prob Officer/Case Manager (Split)	35	ST	Per State	\$55,369	\$2,129.58		98/2	2510-11423-0000	\$1,163	\$44.73	\$56,532
11424	PSC Prob Officer/Case Manager (Split)	35	ST	Per State	\$52,852	\$2,032.77		98/2	2510-11424-0000	\$1,110	\$42.69	\$53,962
11440	CASP Field Officer (Split)	35	CIV POLE 3	1	\$29,984	\$1,153.23		98/2	2510-11440-0000	\$750	\$28.85	\$30,734
11450	CASP Prob Officer/Case Manager (Split)	35	ST	Per State	\$30,550	\$1,175.00		75/25	2510-11450-0000	\$9,934	\$382.08	\$40,484
11460	CASP Field Officer (Split)	35	CIV POLE 3	1	\$29,984	\$1,153.23		98/2	2510-11460-0000	\$750	\$28.85	\$30,734
11470	CASP Probation Supervisor/P.O. (Split)	35	ST	Per State	\$40,000	\$1,538.46	Yes	60/40	2510-11470-0000	\$27,183	\$1,045.50	\$67,183
11480	CASP Field Officer (Split)	35	CIV POLE 3	1	\$29,984	\$1,153.23		98/2	2510-11480-0000	\$750	\$28.85	\$30,734
11490	Road Crew Officer	35	CIV POLE 3	14	\$0	\$0.00						
11491	CASP Field Officer (Split)	35	CIV POLE 3	8	\$30,550	\$1,175.00		93/7	2510-11491-0000	\$2,307	\$88.73	\$32,857
11492	CQI Supervisor (Split)	35	ST	Per State	\$55,335	\$2,128.27	Yes	98/2	2510-11492-0000	\$1,057	\$40.65	\$56,392
13019	Legal Secretary/Receptionist (Split)	35	COMOT 4	3	\$30,263	\$1,163.96		87/13	2510-13019-0000	\$4,529	\$174.19	\$34,792
14235	CASP Prob Officer/Case Manager (Split)	35	ST	Per State	\$35,643	\$1,370.88		88/12	2510-14235-0000	\$4,841	\$186.19	\$40,484
14236	CASP Prob Officer/Case Manager (Split)	35	ST	Per State	\$45,759	\$1,759.96		98/2	2510-14236-0000	\$961	\$36.96	\$46,720
15115	C.C. Director/Asst Chief PO (Split)	40	ST	Per State	\$60,000	\$2,307.69	Yes	73/27	2510-15115-0000	\$22,495	\$865.19	\$82,495
17801	Part Time Hourly			Range:	FMWR - \$36.91							

**PROBATION - GRANT 9124-0000 COURT REFORM GRANT (YR 2015-2016)**

17801	Part Time Hourly			Range:	FMWR - \$36.91							
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**PROBATION - GRANT 9132-9618 VETERANS COURT GRANT (YR 2017-2018)**

10055	Probation Officer/Case Manager	35	ST	Per State	\$57,742							
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**PROBATION - GRANT 9135-9618 PRETRIAL SUPERVISION GRANT (YR 2017-2018)**

12140	Deputy Public Defender	35	EXE 1	3	\$57,742							
14300	Probation Officer	35	ST	Per State	\$36,392							

**PROSECUTOR 1000-0009 GENERAL FUND**

10004	Deputy	35	EXE 2	8	\$70,355	\$2,705.96	Yes					
10007	First Deputy	35	SO [EXE 2]	MAX	\$77,567	\$2,983.35						
10700	Check Decep/Expungement Coord (Split)	35	PAT 3	14	\$20,943	\$805.50	Yes	50/50	2503-10700-0000	\$20,942		\$41,885
13002	Felony Supervising Attorney	35	EXE 2	3	\$67,952	\$2,613.54	Yes					
13003	Executive Director (Split)	35	EXE I	MAX	\$50,017	\$1,923.73	Yes	75/25	1000-13003-0660	\$16,672		\$66,689

Account Number	Position	Hours	Classification	2018 Level	Annual Salary	Bi-Weekly		Split		Bi-Weekly		TOTAL Salary
						Amount	Exempt	Percentage	Split Fund	Split Amount	Amount	
13004	Victim Assistance Director <i>(Split)*</i>	35	PAT 4	14	\$27,453	\$1,055.88	Yes	62/38	8121-13004-9617	\$16,817	\$646.81	\$44,270
13005	Victim Assistance Assistant <i>(Split)*</i>	35	PAT 2	14	\$22,701	\$873.12		62/38	8121-13005-9617	\$16,817	\$646.81	\$39,518
13006	Office Administrator <i>(Split)</i>	35	PAT 3	14	\$28,063	\$1,079.35	Yes	67/33	1000-13006-0660	\$13,822	\$531.62	\$41,885
13007	Felony Supervising DPA	35	EXE 2	8	\$70,355	\$2,705.96	Yes					
13008	Misdemeanor DPA	35	EXE 1	8	\$60,541	\$2,328.50	Yes					
13009	Deputy Prosecutor	35	EXE 1	1	\$54,394	\$2,092.08	Yes					
13010	Deputy Prosecutor-Juv/Mental	35	EXE 1	14	\$62,591	\$2,407.35	Yes					
13011	Felony Super Attorney-Drug	35	EXE 2	3	\$67,952	\$2,613.54	Yes					
13012	Deputy Prosecutor	35	EXE 1	3	\$58,492	\$2,249.69	Yes					
13013	Deputy Prosecutor	35	EXE 1	1	\$54,394	\$2,092.08	Yes					
13014	Felony Supervising Attorney	35	EXE 2	8	\$70,355	\$2,705.96	Yes					
13015	Deputy Prosecutor, Dom Viol	35	EXE 1	1	\$54,394	\$2,092.08	Yes					
13016	Investigator	35	POLE 5	14	\$40,738	\$1,566.85						
13017	Investigator	35	POLE 5	3	\$38,981	\$1,499.27						
13018	Senior Legal Secretary	35	COMOT 4	MAX	\$37,059	\$1,425.35						
13019	Legal Secretary	35	COMOT 4	8	\$34,792	\$1,338.15						
13020	Legal Secretary	35	COMOT 4	8	\$34,792	\$1,338.15						
13021	Legal Secretary	35	COMOT 4	MPH	\$34,036	\$1,309.08						
13022	Legal Secretary	35	COMOT 4	3	\$34,036	\$1,309.08						
13023	Legal Secretary	35	COMOT 4	8	\$34,792	\$1,338.15						
13024	Victim Assistance Assistant <i>(Split)*</i>	35	PAT 2	14	\$22,701	\$873.12		62/38	8121-13024-9617	\$16,817	\$646.81	\$39,518
13025	Legal Secretary	35	COMOT 4	14	\$35,548	\$1,367.23						
13028	Paralegal	35	COMOT 5	14	\$38,274	\$1,472.08						
13029	Case Mngmt/ Tech Specialist <i>(Split)</i>	35	PAT 3	8	\$27,456	\$1,056.00		67/33	1000-13029-0660	\$13,523	\$520.12	\$40,979
17021	Prosecutor Supplement	<i>Paid out Bi-Weekly</i>			\$5,000	\$192.31						
17022	Chief Deputy Pros. Supplement	<i>Paid out Bi-Weekly</i>			\$5,000	\$192.31						
17801	Part Time Hourly			Range:	FMWR - \$21.32							

*\*See Notes Section - Prosecutor regarding VOCA Grant Funding*

PROSECUTOR - CHILD SUPPORT													1000-0660 GENERAL FUND	
12710	Child Support Case Worker	35	COMOT 4	14	\$35,548	\$1,367.23								
12711	Child Support Case Worker	35	COMOT 4	3	\$34,036	\$1,309.08								
12712	Child Support Case Worker	35	COMOT 4	8	\$34,792	\$1,338.15								
12713	Child Support Case Worker	35	COMOT 4	3	\$34,036	\$1,309.08								
12714	Child Support Case Worker	35	COMOT 4	14	\$35,548	\$1,367.23								
12716	Child Support Case Worker	35	COMOT 4	3	\$34,036	\$1,309.08								
12717	Child Support Case Worker	35	COMOT 4	14	\$35,548	\$1,367.23								
12718	Child Support Case Worker	35	COMOT 4	1	\$32,525	\$1,250.96								
12720	Supervising Child Support Dep	35	EXE 2	8	\$70,355	\$2,705.96	Yes							
12730	Child Support Divison Director	35	PAT 4	3	\$42,346	\$1,628.69	Yes							
12750	Child Support Dep Prosecutor	35	EXE 1	1	\$54,394	\$2,092.08	Yes							
12760	Child Support Dep Prosecutor	35	EXE 1	3	\$58,492	\$2,249.69	Yes							
12770	Child Support Dep Prosecutor	35	EXE 1	8	\$60,541	\$2,328.50	Yes							
12780	Child Support Case Worker	35	COMOT 4	14	\$35,548	\$1,367.23								
12790	Child Support Case Worker	35	COMOT 4	14	\$35,548	\$1,367.23								
13003	Executive Director <i>(Split)</i>	35	EXE I	MAX	\$16,672	\$641.23	Yes	25/75	1000-13003-0009	\$50,017	\$1,923.73	\$66,689		
13006	Office Administrator <i>(Split)</i>	35	PAT 3	14	\$13,822	\$531.62	Yes	33/67	1000-13006-0009	\$28,063	\$1,079.35	\$41,885		
13016	Investigator	35	POLE 5	3	\$38,981	\$1,499.27								
13029	Case Mngmt/Tech Specialist <i>(Split)</i>	35	PAT 3	8	\$13,523	\$520.12		33/67	1000-13029-0009	\$27,456	\$1,056.00	\$40,979		
17801	Part Time Hourly			Range:	FMWR - \$21.32									

Account Number	Position	Hours	Classification	2018 Level	Annual Salary	Bi-Weekly Amount	Exempt	Split Percentage	Split Fund	Split Amount	Bi-Weekly Amount	TOTAL Salary
<b>PROSECUTOR 1155-0000 EXTRADITION FUND</b>												
17101	Overtime				Range: FMWR - \$30.00							
<b>PROSECUTOR 1170-0009 LIT-PUBLIC SAFETY</b>												
13425	Sex Crimes DPA (Split)	35	EXE 2	3	\$6,795	\$261.35		10/90	8123-13425-9617	\$61,157	\$2,352.19	\$67,952
<b>PROSECUTOR 2503-0000 DIVERSION USER FEES FUND</b>												
10700	Check Decep/Expungement Coord (Split)	35	PAT 3	14	\$20,942	\$805.46	Yes	50/50	1000-10700-0009	\$20,943	\$805.50	\$41,885
11002	Admin Assistant	35	COMOT 4	1	\$32,525	\$1,250.96						
12106	Pre Trial Diversion Assistant	35	PAT 2		\$0	\$0.00						
12107	Misdemeanor And Traffic Specia	35	PAT 3	8	\$40,979	\$1,576.12	Yes					
15115	Director	35	PAT 3	8	\$40,979	\$1,576.12	Yes					
17101	Overtime				Range: \$26.80 - \$34.52							
17801	Part Time Hourly				Range: FMWR - \$21.32							
<b>PROSECUTOR - GRANT 8121-9617 VOCA GRANT (YR 10/01/16-9/30/18)</b>												
13004	Victim Assistance Director (Split)*	35	PAT 4	14	\$16,818	\$646.83						
13005	Victim Assistance Assistant (Split)*	35	PAT 2	14	\$16,818	\$646.83						
13024	Victim Assistance Assistant (Split)*	35	PAT 2	14	\$16,818	\$646.83						
<i>*See Notes Section - Prosecutor regarding VOCA Grant Funding</i>												
<b>PROSECUTOR - GRANT 8123-9617 STOP GRANT (YR 7/1/17-6/30/18)</b>												
13425	Sex Crimes DPA (Split)	35	EXE 2	3	\$61,157	\$2,352.19		90/10	1170-13425-0009	\$6,795	\$261.35	\$67,952
<b>PROSECUTOR - GRANT 8131-9618 ADULT PROTECTIVE SERVICES (YR 7/1/17-6/30/18)</b>												
13016	Investigator	35	PAT 3	8	\$40,979	\$1,576.12						
13017	Investigator	35	PAT 3	3	\$40,074	\$1,541.31						
15115	Director	35	PAT 4	8	\$43,308	\$1,665.69						
17801	Part Time Hourly				Range: FMWR - \$19.95							
<b>PROSECUTOR - GRANT 8897-0000 INCENTIVE FUND</b>												
17801	Part Time Hourly				Range: FMWR - \$21.32							
<b>PUBLIC DEFENDER 1000-0271 GENERAL FUND</b>												
10001	Chief Public Defender (Split)	35	ST	ST	\$59,569	\$2,291.12	Yes	40/60	1200-10001-0000	\$89,568	\$3,444.92	\$149,137
10007	First Deputy (Split)	35	EXE 2	14	\$61,384	\$2,360.92	Yes	84/16	1200-10007-0000	\$11,750	\$451.92	\$73,134
10065	Investigator	35	POLE 5	14	\$40,738	\$1,566.85						
11014	Executive Assistant (Split)	35	PAT 4	8	\$40,659	\$1,563.81	Yes	94/6	1200-11014-0000	\$2,649	\$101.88	\$43,308
12000	Chief Deputy (Split)	35	ST	ST	\$59,742	\$2,297.77	Yes	53/47	1200-12000-0000	\$52,111	\$2,004.27	\$111,853
12100	Deputy Public Defender (Split)	35	EXE 2	8	\$60,521	\$2,327.73	Yes	86/14	1200-12100-0000	\$9,834	\$378.23	\$70,355
12105	Deputy Public Defender (Split)	35	EXE 2	3	\$58,118	\$2,235.31	Yes	86/14	1200-12105-0000	\$9,834	\$378.23	\$67,952
12110	Deputy Public Defender (Split)	35	EXE 2	14	\$62,925	\$2,420.19	Yes	86/14	1200-12110-0000	\$9,834	\$378.23	\$72,759
12115	Deputy Public Defender (Split)	35	EXE 2	14	\$62,925	\$2,420.19	Yes	86/14	1200-12115-0000	\$9,834	\$378.23	\$72,759
12120	Deputy Public Defender (Split)	35	EXE 2	3	\$58,118	\$2,235.31	Yes	86/14	1200-12120-0000	\$9,834	\$378.23	\$67,952
12125	Deputy Public Defender (Split)	35	EXE 2	14	\$62,925	\$2,420.19	Yes	86/14	1200-12125-0000	\$9,834	\$378.23	\$72,759
12130	Deputy Public Defender (Split)	35	EXE 2	14	\$62,925	\$2,420.19	Yes	86/14	1200-12130-0000	\$9,834	\$378.23	\$72,759
12135	Deputy Public Defender	35	EXE 1	3	\$58,492	\$2,249.69	Yes					
13020	Legal Secretary	35	COMOT 4	1	\$32,525	\$1,250.96	Yes					
13028	Paralegal	35	COMOT 5	1	\$35,003	\$1,346.27	Yes					



Account Number	Position	Hours	Classification	2018 Level	Annual Salary	Bi-Weekly Amount	Exempt	Split Percentage	Split Fund	Split Amount	Bi-Weekly Amount	TOTAL Salary
17801	Part Time Hourly			Range:	FMWR - \$22.00							
<b>PUBLIC DEFENDER 1200-000 PUBLIC DEFENDER SUPPLEMENTAL FUND</b>												
10001	Chief Public Defender (Split)	35	ST	ST	\$89,568	\$3,444.92	Yes	60/40	1000-10001-0271	\$59,569	\$2,291.12	\$149,137
10007	First Deputy (Split)	35	EXE 2	14	\$11,375			16/84	1000-10007-0271	\$61,009	\$2,346.50	\$72,384
10063	Investigator	35	POLE 5	8	\$39,860							
10065	Investigator	35	POLE 5	14	\$40,738							
11014	Executive Assistant (Split)	35	PAT 4	8	\$2,649		Yes	6/94	1000-11014-0271	\$40,659	\$1,563.81	\$43,308
12000	Chief Deputy (Split)	35	ST	ST	\$52,111		Yes	47/53	1000-12000-0271	\$59,742	\$2,297.77	\$111,853
12100	Deputy Public Defender (Split)	35	EXE 2	8	\$9,834		Yes	14/86	1000-12100-0271	\$60,521	\$2,327.73	\$70,355
12105	Deputy Public Defender (Split)	35	EXE 2	3	\$9,834		Yes	14/86	1000-12105-0271	\$58,118	\$2,235.31	\$67,952
12110	Deputy Public Defender (Split)	35	EXE 2	14	\$9,834		Yes	14/86	1000-12110-0271	\$62,925	\$2,420.19	\$72,759
12115	Deputy Public Defender (Split)	35	EXE 2	14	\$9,834		Yes	14/86	1000-12115-0271	\$62,925	\$2,420.19	\$72,759
12120	Deputy Public Defender (Split)	35	EXE 2	3	\$9,834		Yes	14/86	1000-12120-0271	\$58,118	\$2,235.31	\$67,952
12125	Deputy Public Defender (Split)	35	EXE 2	14	\$9,834		Yes	14/86	1000-12125-0271	\$62,925	\$2,420.19	\$72,759
12130	Deputy Public Defender (Split)	35	EXE 2	14	\$9,834		Yes	14/86	1000-12130-0271	\$62,925	\$2,420.19	\$72,759
12140	Deputy Public Defender	35	EXE 1	3	\$58,492		Yes					
12145	Deputy Public Defender	35	EXE 1	3	\$58,492		Yes					
12150	Deputy Public Defender	35	EXE 1	8	\$60,916		Yes					
13018	Senior Legal Secretary	35	COMOT 4	MAX	\$37,059							
13019	Legal Secretary	35	COMOT 4	3	\$34,036							
13028	Paralegal	35	COMOT 5	8	\$37,456							
15565	Paralegal	35	COMOT 5	3	\$36,639							
17801	Part Time Hourly			Range:	FMWR - \$22.00							

<b>RECORDER 1000-004 GENERAL FUND</b>												
10011	Deputy 1	35	COMOT 3	8	\$32,231	\$1,239.65						
10013	Deputy 2	35	COMOT 3	14	\$32,923							
10031	Deputy 3 (Outlier)	35	COMOT 3	8	\$32,305							
12000	Chief Deputy	35	CD 1	3	\$49,831		Yes					

<b>RECORDER 1189-000 RECORDER'S PERPETUATION</b>												
17801	Part Time Hourly			Range:	FMWR - \$16.25							

<b>SHERIFF 1000-005 GENERAL FUND</b>												
10005	Deputy 17	40	Sheriff Deputy	1	\$46,639	\$1,793.81						
10011	Deputy 1**	40	Sheriff Deputy	8	\$51,465	\$1,979.42						
10013	Deputy 2	40	Sheriff Deputy	3	\$48,923	\$1,881.65						
10031	Deputy 3	40	Sheriff Deputy	3	\$48,923	\$1,881.65						
10032	Deputy 4	40	Sheriff Deputy	3	\$48,923	\$1,881.65						
10033	Deputy 5	40	Sheriff Deputy	1	\$48,923	\$1,881.65						
10034	Deputy 6	40	Sheriff Deputy	3	\$48,923	\$1,881.65						
10035	Deputy 7	40	Sheriff Deputy	1	\$46,639	\$1,793.81						
10036	Deputy 8	40	Sheriff Deputy	3	\$48,923	\$1,881.65						
10037	Deputy 9	40	Sheriff Deputy	3	\$48,923	\$1,881.65						
10039	Deputy 10	40	Sheriff Deputy	14	\$51,206	\$1,969.46						
10040	Deputy 11	40	Sheriff Deputy	8	\$50,065	\$1,925.58						
10041	Deputy 12**	40	Sheriff Deputy	3	\$50,323	\$1,935.50						
10046	Deputy 14	40	Sheriff Deputy	3	\$48,923	\$1,881.65						
10047	Deputy 15	40	Sheriff Deputy	3	\$48,923	\$1,881.65						
10048	Deputy 16	40	Sheriff Deputy	3	\$48,923	\$1,881.65						

Account Number	Position	Hours	Classification	2018 Level	Annual Salary	Bi-Weekly Amount	Exempt	Split Percentage	Split Fund	Split Amount	Bi-Weekly Amount	TOTAL Salary
12000	Chief Deputy	40	CD 3	14	\$67,357	\$2,590.65	Yes					
12170	Deputy 13	40	Sheriff Deputy	14	\$51,206	\$1,969.46						
13006	Office Administrator	35	PAT 2	14	\$39,518	\$1,519.92						
15110	Civil Process Server 1	35	CIV POLE 4	3	\$34,152	\$1,313.54						
15120	Civil Process Server 2	35	CIV POLE 4	8	\$34,910	\$1,342.69						
15130	Captain of Operations	40	SJ 1	8	\$58,107	\$2,234.88	Yes					
15132	Evidence Technician	40	CIV POLE 5	3	\$44,550	\$1,713.46						
15136	Detective Sergeant**	40	Sergeant*		\$54,029	\$2,078.04						
15137	Sergeant	40	Sergeant*		\$52,629	\$2,024.19						
15138	Lieutenant	40	Lieutenant*		\$54,052	\$2,078.92						
15139	Sergeant	40	Sergeant*		\$52,629	\$2,024.19						
15140	Sergeant	40	Sergeant*		\$52,629	\$2,024.19						
15141	Detective Lieutenant**	40	Lieutenant*		\$55,452	\$2,132.77						
15142	Lieutenant	40	Lieutenant*	LT	\$54,052	\$2,078.92						
15143	Lieutenant	40	Lieutenant*	LT	\$54,052	\$2,078.92						
15161	Administrative Coordinator	35	COMOT 4	14	\$35,548	\$1,367.23						
15162	Administrative Coordinator	35	COMOT 4	3	\$34,036	\$1,309.08						
15163	Administrative Coordinator	35	COMOT 4	3	\$34,036	\$1,309.08						
15164	Administrative Coordinator	35	COMOT 4	8	\$34,792	\$1,338.15						
15165	Administrative Coordinator	35	COMOT 4	8	\$34,792	\$1,338.15						
15166	Administrative Coordinator	35	COMOT 4	14	\$35,548	\$1,367.23						
15167	Administrative Coordinator	35	COMOT 4	8	\$34,792	\$1,338.15						
15177	Merit Deputy	40	Sheriff Deputy	3	\$48,923	\$1,881.65						
15178	Merit Deputy	40	Sheriff Deputy	3	\$48,923	\$1,881.65						
15179	Merit Deputy	40	Sheriff Deputy	3	\$48,923	\$1,881.65						
15180	Merit Deputy	40	Sheriff Deputy	14	\$51,206	\$1,969.46						
15181	Administrative Coordinator	35	COMOT 4	8	\$34,792	\$1,338.15						
15182	Merit Deputy	40	Sheriff Deputy	3	\$48,923	\$1,881.65						
17102	Deputies Overtime			Range:	\$17.88 - \$38.99							
17104	Clerical Overtime			Range:	\$17.04 - \$32.57							
17203	Shift Pay		<i>Per Pay - 2nd &amp; 3rd Shift</i>		\$70 & \$80							
17205	Field Training Officer		<i>Paid Annually - or Prorated</i>		\$700							
17206	Training Instructors		<i>Paid Annually - or Prorated</i>		\$500							
17207	Specialty Units		<i>Paid Annually - or Prorated</i>		\$500							
17208	Uniforms		<i>Paid Annually two times or Total In-Full</i>		\$1,600	\$800.00						
17301	Merit Board Member		<i>Appointed - Paid Annually</i>		\$206	per member						
17302	Crossing Guard		<i>Paid School Year</i>		\$6,000	\$230.77						
17801	Part Time Hourly			Range:	FMWR - \$18.00							
17802	Part Time Hourly ( <i>Sheriff Deputy</i> )			Range:	FMWR - \$18.00							

\*Per Collective Bargaining Contract

\*\* Per Collective Bargaining Contract - Detectives receive an additional pay per calendar year.

<b>SHERIFF - ANIMAL CONTROL</b>	<b>1000-0626 GENERAL FUND</b>
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15400	Animal Management Officer	40	CIV POLE 2	14	\$36,557	\$1,406.04						
15500	Animal Management Officer	40	CIV POLE 2	MIN	\$31,963	\$1,229.35						
17401	Overtime			Range:	\$23.06 - \$26.37							
17801	Part Time Hourly			Range:	FMWR - \$18.00							

<b>SHERIFF</b>	<b>1170-0005 LIT-PUBLIC SAFETY</b>
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10011	Deputy 1	40	Sheriff Deputy	8	\$50,065	\$1,925.58						
10013	Deputy 2	40	Sheriff Deputy	1	\$46,639	\$1,793.81						

Account Number	Position	Hours	Classification	2018 Level	Annual Salary	Bi-Weekly Amount	Exempt	Split Percentage	Split Fund	Split Amount	Bi-Weekly Amount	TOTAL Salary
10031	Deputy 3	40	Sheriff Deputy	1	\$46,639	\$1,793.81						
10032	Deputy 4	40	Sheriff Deputy	1	\$46,639	\$1,793.81						
10033	Deputy 5	40	Sheriff Deputy	1	\$46,639	\$1,793.81						
10034	Deputy 6	40	Sheriff Deputy	MIN	\$44,346	\$1,705.62						
10035	Deputy 7	40	Sheriff Deputy	MIN	\$44,346	\$1,705.62						
10036	Deputy 8	40	Sheriff Deputy	MIN	\$44,346	\$1,705.62						
10037	Deputy 9	40	Sheriff Deputy	MIN	\$44,346	\$1,705.62						
10039	Deputy 10	40	Sheriff Deputy	MIN	\$44,346	\$1,705.62						
10681	Administrative Coordinator	35	COMOT 4	14	\$35,548	\$1,367.23						
15133	Sergeant	40	Sergeant*		\$52,629	\$2,024.19						
15134	Sergeant	40	Sergeant*		\$52,629	\$2,024.19						
15135	Sergeant	40	Sergeant*		\$52,629	\$2,024.19						
15161	Administrative Coordinator	35	COMOT 4	MIN	\$31,013	\$1,192.81						
15400	Animal Management Officer	40	CIV POLE 2	1	\$33,494	\$1,288.23						
17102	Deputies Overtime				Range: \$17.88 - \$38.99							
17104	Clerical Overtime				Range: \$17.04 - \$32.57							
17105	Animal Overtime				Range: \$23.06 - \$26.37							
17203	Shift Pay		<i>Per Pay - 2nd &amp; 3rd Shift</i>		\$70 & \$80							
17208	Uniforms		<i>Paid Annually two times or Total In-Full</i>		\$1,600	\$800.00						
<i>*Per Collective Bargaining Contract</i>												

<b>SURVEYOR</b>	<b>1000-006 GENERAL FUND</b>
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12001	Professional Surveyor ( <i>Split</i> )	35	PS1	1	\$42,656	\$1,640.62	Yes	75/25	1202-12001-0000	\$14,219	\$546.88	\$56,875
17403	Admin Assistant PT				Range: FMWR - \$15.50							

<b>SURVEYOR</b>	<b>1202-0000 SURVEYOR'S PERPETUATION FUND</b>
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12001	Professional Surveyor ( <i>Split</i> )	35			\$14,219	\$546.88	Yes	25/75	1000-12001-0006	\$42,656	\$1,640.62	\$56,875
17062	Field Assistant Surveyor PT				Range: FMWR - \$15.50							
17301	Board Members				<i>Appointed - per Meeting</i>	\$50						
17801	Part Time Hourly				Range: FMWR - \$15.50							

<b>TECHNICAL SERVICES</b>	<b>1000-0106 GENERAL FUND</b>
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10061	Training Specialist	40	PAT 3	14	\$47,868	\$1,841.08						
10068	Office Manager	40	COMOT 4	8	\$39,762							
17801	Part Time Hourly				Range: FMWR - \$14.00							

<b>TREASURER</b>	<b>1000-0003 GENERAL FUND</b>
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12000	Chief Deputy	35	CD 1	1	\$46,944	\$1,805.54	Yes					
13200	Financial - Cashbook	35	PAT 4	8	\$43,308	\$1,665.69						
13500	Financial Banking	35	PAT 2	14	\$39,518	\$1,519.92						
13600	Deputy/Mortgage	35	COMOT 4	1	\$32,525	\$1,250.96						
13700	Deputy Collections	35	COMOT 3	14	\$32,923	\$1,266.27						
17801	Part Time Hourly				Range: FMWR - \$14.00							

<b>VETERANS AFFAIRS OFFICE</b>	<b>1000-0012 GENERAL FUND</b>
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10043	Veterans Benefits Coordinator	35	COMOT 3	3	\$31,540	\$1,213.08						
15115	Director	40	PAT 3	1	\$43,728							

Account Number	Position	Hours	Classification	2018 Level	Annual Salary	Bi-Weekly Amount	Exempt	Split Percentage	Split Fund	Split Amount	Bi-Weekly Amount	TOTAL Salary
<b>WEIGHTS &amp; MEASURES 1000-0308 GENERAL FUND</b>												
12004	Inspector	35	PAT 3	8	\$40,979	\$1,576.12						
<b>YOUTH SERVICES BUREAU 1114-0166 LIT-SPECIAL PURPOSE</b>												
10068	Office Manager	35	COMOT 4	1	\$32,525	\$1,250.96						
10080	Case Manager ( <i>Split</i> )	35	PAT 2	1*	\$19,450	\$748.08		54/46	9111-10080-0166	\$16,671	\$641.19	\$36,121
11015	Residential Specialist	35	PAT 1	3	\$35,615	\$1,369.81						
11110	Residential Coordinator	35	PAT 2	3	\$37,820	\$1,454.62						
11112	Residential Coordinator	35	PAT 2	1	\$36,121	\$1,389.27						
11113	Residential Coordinator	35	PAT 2	1	\$36,121	\$1,389.27						
11114	Residential Coordinator	35	PAT 2	3	\$37,820	\$1,454.62						
11115	Residential Coordinator	35	PAT 2	1	\$36,121	\$1,389.27						
11116	Residential Specialist	35	PAT 1	3	\$35,615	\$1,369.81						
11117	Residential Specialist	35	PAT 1	14	\$37,204	\$1,430.92						
11118	Residential Specialist	35	PAT 1	3	\$35,615	\$1,369.81						
11119	Program Coordinator	40	PAT 5	8	\$53,894	\$2,072.85	Yes					
11120	Counselor	40	PAT 4	1	\$46,195	\$1,776.73	Yes					
11121	Prevention Coordinator	40	PAT 4	3	\$48,396	\$1,861.38	Yes					
11130	Binkley House Manager	40	PAT 3	MPH	\$45,798	\$1,761.46	Yes					
11140	Clinical Coordinator	40	PAT 5	1	\$50,273	\$1,933.58	Yes					
11170	Financial & Personnel Coordina	40	PAT 3	8	\$46,833	\$1,801.27	Yes					
14003	Assistant Director	40	EXE 1	8	\$69,190	\$2,661.15	Yes					
15115	Director	40	EXE 2	14	\$83,153	\$3,198.19	Yes					
17101	Overtime			Range:	FMWR - \$22.50							
17801	Part Time Hourly			Range:	FMWR - \$36.65							
<b>YOUTH SERVICES BUREAU - GRANT 8120-0000 RUNAWAY-HOMELESS-YOUTH GRANT (YR 9/30/17-09/29/18)</b>												
11120	Councilor	40	PAT 4	1	\$45,338	\$1,743.77						
11150	Safe Place Coordinator	35	PAT 2	MIN	\$33,672	\$1,295.08						
<b>YOUTH SERVICES BUREAU - GRANT 9111-0166 1503 YSB GRANT (YR 7/1/17-6/30/18)</b>												
10080	Case Manager ( <i>Split</i> )*	35	PAT 2	1*	\$16,671	\$641.19		46/54	1114-10080-0166	\$19,450	\$748.08	\$36,121
17801	Part Time Hourly			Range:	FMWR - \$23.00							
<i>*See Notes - Youth Services Bureau regarding Grant Funding</i>												

## 2018 Monroe County Government 35 Hour - Salary Compensation Grid

CLASSIFICATION	Minimum Salary	1-Year Completion	3-Year Completion/ Midpoint Hire Level	8-Year Completion	14-Year Completion	Maximum Salary
<b>COMOT 1</b> (Hourly Rate)	<b>\$25,045</b> \$13.76	<b>\$26,222</b> \$14.41	<b>\$27,398</b> \$15.05	<b>\$27,986</b> \$15.38	<b>\$28,575</b> \$15.70	<b>\$29,751</b> \$16.35
<b>COMOT 2</b> (Hourly Rate)	<b>\$26,900</b> \$14.78	<b>\$28,182</b> \$15.48	<b>\$29,464</b> \$16.19	<b>\$30,104</b> \$16.54	<b>\$30,745</b> \$16.89	<b>\$32,027</b> \$17.60
<b>COMOT 3</b> (Hourly Rate)	<b>\$28,775</b> \$15.81	<b>\$30,158</b> \$16.57	<b>\$31,540</b> \$17.33	<b>\$32,231</b> \$17.71	<b>\$32,923</b> \$18.09	<b>\$34,305</b> \$18.85
<b>COMOT 4</b> (Hourly Rate)	<b>\$31,013</b> \$17.04	<b>\$32,525</b> \$17.87	<b>\$34,036</b> \$18.70	<b>\$34,792</b> \$19.13	<b>\$35,548</b> \$19.53	<b>\$37,059</b> \$20.36
<b>COMOT 5</b> (Hourly Rate)	<b>\$33,367</b> \$18.33	<b>\$35,003</b> \$19.23	<b>\$36,639</b> \$20.13	<b>\$37,456</b> \$20.58	<b>\$38,274</b> \$21.03	<b>\$39,910</b> \$21.93
<b>LTC 1</b> (Hourly Rate)	<b>\$27,149</b> \$14.92	<b>\$28,440</b> \$15.63	<b>\$29,732</b> \$16.34	<b>\$30,377</b> \$16.69	<b>\$31,023</b> \$17.05	<b>\$32,314</b> \$17.75
<b>LTC 2</b> (Hourly Rate)	<b>\$28,909</b> \$15.88	<b>\$30,301</b> \$16.65	<b>\$31,693</b> \$17.41	<b>\$32,389</b> \$17.80	<b>\$33,085</b> \$18.18	<b>\$34,477</b> \$18.94
<b>LTC 3</b> (Hourly Rate)	<b>\$30,803</b> \$16.92	<b>\$32,300</b> \$17.75	<b>\$33,797</b> \$18.57	<b>\$34,546</b> \$18.98	<b>\$35,294</b> \$19.39	<b>\$36,791</b> \$20.21
<b>LTC 4</b> (Hourly Rate)	<b>\$32,697</b> \$17.97	<b>\$34,300</b> \$18.85	<b>\$35,902</b> \$19.73	<b>\$36,703</b> \$20.17	<b>\$37,505</b> \$20.61	<b>\$39,107</b> \$21.49
<b>LTC 5</b> (Hourly Rate)	<b>\$34,361</b> \$18.88	<b>\$36,055</b> \$19.81	<b>\$37,748</b> \$20.74	<b>\$38,595</b> \$21.21	<b>\$39,442</b> \$21.67	<b>\$41,135</b> \$22.60
<b>Civ POLE 1</b> (Hourly Rate)	<b>\$26,756</b> \$14.70	<b>\$28,028</b> \$15.40	<b>\$29,301</b> \$16.10	<b>\$29,937</b> \$16.45	<b>\$30,573</b> \$16.80	<b>\$31,845</b> \$17.50
<b>Civ POLE 2</b> (Hourly Rate)	<b>\$27,968</b> \$15.37	<b>\$29,308</b> \$16.10	<b>\$30,648</b> \$16.84	<b>\$31,318</b> \$17.21	<b>\$31,988</b> \$17.58	<b>\$33,328</b> \$18.31
<b>Civ POLE 3</b> (Hourly Rate)	<b>\$29,319</b> \$16.11	<b>\$30,734</b> \$16.89	<b>\$32,150</b> \$17.66	<b>\$32,857</b> \$18.05	<b>\$33,565</b> \$18.44	<b>\$34,980</b> \$19.22
<b>Civ POLE 4</b> (Hourly Rate)	<b>\$31,121</b> \$17.10	<b>\$32,637</b> \$17.93	<b>\$34,152</b> \$18.76	<b>\$34,910</b> \$19.18	<b>\$35,668</b> \$19.60	<b>\$37,183</b> \$20.43
<b>Civ POLE 5</b> (Hourly Rate)	<b>\$35,467</b> \$19.49	<b>\$37,224</b> \$20.45	<b>\$38,981</b> \$21.42	<b>\$39,860</b> \$21.90	<b>\$40,738</b> \$22.38	<b>\$42,495</b> \$23.35
<b>Civ POLE 6</b> (Hourly Rate)	<b>\$37,998</b> \$20.88	<b>\$39,896</b> \$21.92	<b>\$41,793</b> \$22.96	<b>\$42,742</b> \$23.48	<b>\$43,691</b> \$24.01	<b>\$45,588</b> \$25.05
<b>Civ POLE 7</b> (Hourly Rate)	<b>\$41,238</b> \$22.66	<b>\$43,316</b> \$23.80	<b>\$45,394</b> \$24.94	<b>\$46,432</b> \$25.51	<b>\$47,471</b> \$26.08	<b>\$49,549</b> \$27.23
<b>Merit POLE 1</b> (Hourly Rate)	<b>\$32,920</b> \$18.09	<b>\$34,536</b> \$18.98	<b>\$36,152</b> \$19.86	<b>\$36,959</b> \$20.31	<b>\$37,767</b> \$20.75	<b>\$39,383</b> \$21.64
<b>Merit POLE 2</b> (Hourly Rate)	<b>\$35,467</b> \$19.49	<b>\$37,224</b> \$20.45	<b>\$38,981</b> \$21.42	<b>\$39,860</b> \$21.90	<b>\$40,738</b> \$22.38	<b>\$42,495</b> \$23.35
<b>Merit POLE 3</b> (Hourly Rate)	<b>\$37,998</b> \$20.88	<b>\$39,896</b> \$21.92	<b>\$41,793</b> \$22.96	<b>\$42,742</b> \$23.48	<b>\$43,691</b> \$24.01	<b>\$45,588</b> \$25.05
<b>Merit POLE 4</b> (Hourly Rate)	<b>\$39,445</b> \$21.67	<b>\$41,423</b> \$22.76	<b>\$43,401</b> \$23.85	<b>\$44,390</b> \$24.39	<b>\$45,379</b> \$24.93	<b>\$47,357</b> \$26.02
<b>PAT 1</b> (Hourly Rate)	<b>\$32,438</b> \$17.82	<b>\$34,027</b> \$18.70	<b>\$35,615</b> \$19.57	<b>\$36,409</b> \$20.00	<b>\$37,204</b> \$20.44	<b>\$38,792</b> \$21.31
<b>PAT 2</b> (Hourly Rate)	<b>\$34,422</b> \$18.91	<b>\$36,121</b> \$19.85	<b>\$37,820</b> \$20.78	<b>\$38,669</b> \$21.25	<b>\$39,518</b> \$21.71	<b>\$41,217</b> \$22.65
<b>PAT 3</b> (Hourly Rate)	<b>\$36,451</b> \$20.03	<b>\$38,262</b> \$21.02	<b>\$40,074</b> \$22.02	<b>\$40,979</b> \$22.52	<b>\$41,885</b> \$23.01	<b>\$43,696</b> \$24.01
<b>PAT 4</b> (Hourly Rate)	<b>\$38,496</b> \$21.15	<b>\$40,421</b> \$22.21	<b>\$42,346</b> \$23.27	<b>\$43,308</b> \$23.80	<b>\$44,270</b> \$24.32	<b>\$46,195</b> \$25.38
<b>PAT 5</b> (Hourly Rate)	<b>\$41,876</b> \$23.01	<b>\$43,989</b> \$24.17	<b>\$46,101</b> \$25.33	<b>\$47,157</b> \$25.91	<b>\$48,214</b> \$26.49	<b>\$50,326</b> \$27.65
<b>EXE 1</b> (Hourly Rate)	<b>\$50,295</b> \$27.64	<b>\$54,394</b> \$29.89	<b>\$58,492</b> \$32.14	<b>\$60,541</b> \$33.26	<b>\$62,591</b> \$34.39	<b>\$66,689</b> \$36.64
<b>EXE 2</b> (Hourly Rate)	<b>\$58,336</b> \$32.05	<b>\$63,144</b> \$34.69	<b>\$67,952</b> \$37.34	<b>\$70,355</b> \$38.66	<b>\$72,759</b> \$39.98	<b>\$77,567</b> \$42.62

## 2018 Monroe County Government 40 Hour - Salary Compensation Grid

CLASSIFICATION	Minimum Salary	1-Year Completion	3-Year Completion/ Midpoint Hire Level	8-Year Completion	14-Year Completion	Maximum Salary
<b>COMOT 1</b> (Hourly Rate)	<b>\$28,621</b> \$13.76	<b>29,966</b> \$14.41	<b>\$31,311</b> \$15.05	<b>\$31,984</b> \$15.38	<b>\$32,656</b> \$15.70	<b>\$34,001</b> \$16.35
<b>COMOT 2</b> (Hourly Rate)	<b>\$30,742</b> \$14.78	<b>32,207</b> \$15.48	<b>\$33,672</b> \$16.19	<b>\$34,405</b> \$16.54	<b>\$35,137</b> \$16.89	<b>\$36,602</b> \$17.60
<b>COMOT 3</b> (Hourly Rate)	<b>\$32,885</b> \$15.81	<b>34,465</b> \$16.57	<b>\$36,045</b> \$17.33	<b>\$36,835</b> \$17.71	<b>\$37,625</b> \$18.09	<b>\$39,205</b> \$18.85
<b>COMOT 4</b> (Hourly Rate)	<b>\$35,443</b> \$17.04	<b>37,171</b> \$17.87	<b>\$38,899</b> \$18.70	<b>\$39,762</b> \$19.12	<b>\$40,626</b> \$19.53	<b>\$42,354</b> \$20.36
<b>COMOT 5</b> (Hourly Rate)	<b>\$38,133</b> \$18.33	<b>40,003</b> \$19.23	<b>\$41,872</b> \$20.13	<b>\$42,807</b> \$20.58	<b>\$43,742</b> \$21.03	<b>\$45,611</b> \$21.93
<b>LTC 1</b> (Hourly Rate)	<b>\$31,028</b> \$14.92	<b>32,504</b> \$15.63	<b>\$33,980</b> \$16.34	<b>\$34,717</b> \$16.69	<b>\$35,455</b> \$17.05	<b>\$36,931</b> \$17.76
<b>LTC 2</b> (Hourly Rate)	<b>\$33,039</b> \$15.88	<b>34,630</b> \$16.65	<b>\$36,221</b> \$17.41	<b>\$37,016</b> \$17.80	<b>\$37,811</b> \$18.18	<b>\$39,402</b> \$18.94
<b>LTC 3</b> (Hourly Rate)	<b>\$35,203</b> \$16.92	<b>36,914</b> \$17.75	<b>\$38,625</b> \$18.57	<b>\$39,481</b> \$18.98	<b>\$40,336</b> \$19.39	<b>\$42,047</b> \$20.21
<b>LTC 4</b> (Hourly Rate)	<b>\$37,368</b> \$17.97	<b>39,199</b> \$18.85	<b>\$41,031</b> \$19.73	<b>\$41,946</b> \$20.17	<b>\$42,862</b> \$20.61	<b>\$44,693</b> \$21.49
<b>LTC 5</b> (Hourly Rate)	<b>\$39,270</b> \$18.88	<b>41,206</b> \$19.81	<b>\$43,141</b> \$20.74	<b>\$44,109</b> \$21.21	<b>\$45,077</b> \$21.67	<b>\$47,012</b> \$22.60
<b>Civ POLE 1</b> (Hourly Rate)	<b>\$30,577</b> \$14.70	<b>32,032</b> \$15.40	<b>\$33,487</b> \$16.10	<b>\$34,214</b> \$16.45	<b>\$34,941</b> \$16.80	<b>\$36,396</b> \$17.50
<b>Civ POLE 2</b> (Hourly Rate)	<b>\$31,963</b> \$15.37	<b>33,494</b> \$16.10	<b>\$35,026</b> \$16.84	<b>\$35,791</b> \$17.21	<b>\$36,557</b> \$17.58	<b>\$38,088</b> \$18.31
<b>Civ POLE 3</b> (Hourly Rate)	<b>\$33,508</b> \$16.11	<b>35,125</b> \$16.89	<b>\$36,742</b> \$17.66	<b>\$37,551</b> \$18.05	<b>\$38,359</b> \$18.44	<b>\$39,976</b> \$19.22
<b>Civ POLE 4</b> (Hourly Rate)	<b>\$35,566</b> \$17.10	<b>37,298</b> \$17.93	<b>\$39,031</b> \$18.76	<b>\$39,897</b> \$19.18	<b>\$40,763</b> \$19.60	<b>\$42,495</b> \$20.43
<b>Civ POLE 5</b> (Hourly Rate)	<b>\$40,534</b> \$19.49	<b>42,542</b> \$20.45	<b>\$44,550</b> \$21.42	<b>\$45,553</b> \$21.90	<b>\$46,557</b> \$22.38	<b>\$48,565</b> \$23.35
<b>Civ POLE 6</b> (Hourly Rate)	<b>\$43,427</b> \$20.88	<b>45,595</b> \$21.92	<b>\$47,764</b> \$22.96	<b>\$48,848</b> \$23.48	<b>\$49,932</b> \$24.01	<b>\$52,100</b> \$25.05
<b>Civ POLE 7</b> (Hourly Rate)	<b>\$47,130</b> \$22.66	<b>49,505</b> \$23.80	<b>\$51,879</b> \$24.94	<b>\$53,066</b> \$25.51	<b>\$54,254</b> \$26.08	<b>\$56,628</b> \$27.23
<b>Merit POLE 1</b> (Hourly Rate)	<b>\$37,624</b> \$18.09	<b>39,470</b> \$18.98	<b>\$41,316</b> \$19.86	<b>\$42,239</b> \$20.31	<b>\$43,162</b> \$20.75	<b>\$45,008</b> \$21.64
<b>Merit POLE 2</b> (Hourly Rate)	<b>\$40,534</b> \$19.49	<b>42,542</b> \$20.45	<b>\$44,550</b> \$21.42	<b>\$45,553</b> \$21.90	<b>\$46,557</b> \$22.38	<b>\$48,565</b> \$23.35
<b>Merit POLE 3</b> (Hourly Rate)	<b>\$43,427</b> \$20.88	<b>45,595</b> \$21.92	<b>\$47,764</b> \$22.96	<b>\$48,848</b> \$23.48	<b>\$49,932</b> \$24.01	<b>\$52,100</b> \$25.05
<b>Merit POLE 4</b> (Hourly Rate)	<b>\$45,080</b> \$21.67	<b>47,341</b> \$22.76	<b>\$49,601</b> \$23.85	<b>\$50,731</b> \$24.39	<b>\$51,862</b> \$24.93	<b>\$54,122</b> \$26.02
<b>PAT 1</b> (Hourly Rate)	<b>\$37,073</b> \$17.82	<b>38,889</b> \$18.70	<b>\$40,704</b> \$19.57	<b>\$41,612</b> \$20.01	<b>\$42,520</b> \$20.44	<b>\$44,335</b> \$21.31
<b>PAT 2</b> (Hourly Rate)	<b>\$39,338</b> \$18.91	<b>41,280</b> \$19.85	<b>\$43,221</b> \$20.78	<b>\$44,192</b> \$21.25	<b>\$45,163</b> \$21.71	<b>\$47,104</b> \$22.65
<b>PAT 3</b> (Hourly Rate)	<b>\$41,658</b> \$20.03	<b>43,728</b> \$21.02	<b>\$45,798</b> \$22.02	<b>\$46,833</b> \$22.52	<b>\$47,868</b> \$23.01	<b>\$49,938</b> \$24.01
<b>PAT 4</b> (Hourly Rate)	<b>\$43,995</b> \$21.15	<b>46,195</b> \$22.21	<b>\$48,396</b> \$23.27	<b>\$49,496</b> \$23.80	<b>\$50,596</b> \$24.33	<b>\$52,796</b> \$25.38
<b>PAT 5</b> (Hourly Rate)	<b>\$47,858</b> \$23.01	<b>50,273</b> \$24.17	<b>\$52,687</b> \$25.33	<b>\$53,894</b> \$25.91	<b>\$55,102</b> \$26.49	<b>\$57,516</b> \$27.65
<b>EXE 1</b> (Hourly Rate)	<b>\$57,481</b> \$27.64	<b>62,165</b> \$29.89	<b>\$66,849</b> \$32.14	<b>\$69,190</b> \$33.26	<b>\$71,532</b> \$34.39	<b>\$76,216</b> \$36.64
<b>EXE 2</b> (Hourly Rate)	<b>\$66,669</b> \$32.05	<b>72,164</b> \$34.69	<b>\$77,659</b> \$37.34	<b>\$80,406</b> \$38.66	<b>\$83,153</b> \$39.98	<b>\$88,648</b> \$42.62

## 2018 Monroe County Government Salary Compensation Grid For Certain Chief Deputies & Certain Former SO Classifications\*

CLASSIFICATION	Minimum Salary	1-Year Completion	3-Year Completion/ Midpoint Hire Level	8-Year Completion	14-Year Completion	Maximum Salary
<b>Chief Deputy 1</b> (Hourly Rate)	<b>\$44,057</b> \$24.21	<b>\$46,944</b> \$25.79	<b>\$49,831</b> \$27.38	<b>\$51,275</b> \$28.17	<b>\$52,718</b> \$28.97	<b>\$55,605</b> \$30.55
<b>Chief Deputy 2</b> (Hourly Rate)	<b>\$46,475</b> \$25.54	<b>\$49,523</b> \$27.21	<b>\$52,572</b> \$28.89	<b>\$54,096</b> \$29.72	<b>\$55,620</b> \$30.56	<b>\$58,668</b> \$32.24
<b>Chief Deputy 3</b> (Hourly Rate)	<b>\$59,857</b> \$28.78	<b>\$62,357</b> \$29.98	<b>\$64,857</b> \$31.18	<b>\$66,107</b> \$31.78	<b>\$67,357</b> \$32.38	<b>\$69,857</b> \$33.59
<b>Highway 1</b> (Hourly Rate)	<b>\$69,357</b> \$33.34	<b>\$71,607</b> \$34.43	<b>\$73,857</b> \$35.51	<b>\$74,982</b> \$36.05	<b>\$76,107</b> \$36.59	<b>\$78,357</b> \$37.67
<b>Prof Surveyor 1</b> (Hourly Rate)	<b>\$53,750</b> \$29.53	<b>\$56,875</b> \$31.25	<b>\$60,000</b> \$32.97	<b>\$61,563</b> \$33.83	<b>\$63,125</b> \$34.68	<b>\$66,250</b> \$36.40
<b>Sheriff-Jail 1</b> (Hourly Rate)	<b>\$51,857</b> \$24.93	<b>\$54,357</b> \$26.13	<b>\$56,857</b> \$27.34	<b>\$58,107</b> \$27.94	<b>\$59,357</b> \$28.54	<b>\$61,857</b> \$29.74

**\*The following position are covered by this Salary Compensation Grid:**

- Chief Deputy 1 Grid: Chief Deputies for Assessor, Recorder, Treasurer
- Chief Deputy 2 Grid: Chief Deputies for Auditor, Clerk
- Chief Deputy 3 Grid: Sheriff Chief Deputy & Jail Commander
- Prof Surveyor 1: Professional Surveyor hired in the Surveyor's Department
- Highway 1: The Drainage Engineer/MS Operator & Highway Engineer
- Sheriff-Jail 1: The Captain of Operations & Assistant Jail Commander

Chief Deputy Coroner shall be compensated at a rate equal to 75% of the Coroner's salary.

## 2018 SALARY ORDINANCE NOTES

Below are descriptions, definitions, and/or further explanation of Monroe County Government employee salaries that are included in this Salary Ordinance for the purpose of clarification and transparency.

The following positions are exempt from the Monroe County Salary Ordinance:

- All Outliers & Special Occupation employees
- State Mandated Salaries
- Some Correctional Center Officers
- Some Highway Workers

### A. CLASSIFICATION DESCRIPTION

<b>COMOT</b>	Computer, Office, Machine Operation, Technician
<b>LTC</b>	Labor, Trades, and Crafts
<b>CIVILIAN POLE</b>	Protective Occupations, Law Enforcement
<b>MERIT POLE</b>	Protective Occupations, Law Enforcement
<b>PAT</b>	Professional, Administrative, Technological
<b>EXE</b>	Executives
<b>SO</b>	Special Occupations
<b>EO</b>	Elected Officials
<b>CD</b>	Chief Deputy (EO appointment & Jail Commander)
<b>ST</b>	State Mandated Salary
<b>HWY 1</b>	SO-Highway Positions
<b>PS 1</b>	SO-Professional Surveyor
<b>SJ 1</b>	SO-Sheriff & Jail Positions

### B. SALARY LEVELS

Employees attain a new salary level on the anniversary of their Full-Time Employment Hire Date.

<b>Minimum</b>	Minimum Salary Rate for New Employee in a Classification
<b>1 Year</b>	Salary Level after completing 1-Year of MCG Service
<b>3 Year</b>	Salary Level after completing 3-Year of MCG Service
<b>Midpoint Hire-MPH*</b>	Salary Level begins at 3-Year Level and remains until service years are equivalent
<b>8 Year</b>	Salary Level after completing 8-Years of MCG Service
<b>14 Year</b>	Salary Level after completing 14-Years of MCG Service
<b>Maximum</b>	Salary Level of certain employees supervising in the same classification level
<b>Star [ * ]</b>	Approved Part-Time to Full-Time Service Credit

*Midpoint Hire and Part-Time to Full-Time Employee tracking information can be found in Section G.*

All Part-Time Hourly range base rates are set at the Federal Minimum Wage Rate (FMWR).



## C. SERVICE CREDIT DESCRIPTION

Service Credit will be reflected in the Salary Ordinance and noted by a star [ \* ] after the Salary Level.

### ***"Service Credit" when moving from part-time to full-time in the same position:***

When the incumbent of a part-time hourly position assumes a full-time position performing the same duties, he or she can obtain "Service Credit" for the hours worked in the part-time position. This "Service Credit" will convert the hours worked as a part-time employee to the equivalent number of weeks (35 or 40) those hours represent. The incumbent will be credited with the number of weeks (including partial weeks), to achieve the "Effective Hire Date". The "Effective Hire Date" will be used to calculate the date at which the incumbent will be eligible for the timed salary increases (1, 3, 8, or 14 Year) in the Salary Grid.

### ***"Service Credit" Calculation Formula:***

The number of hours worked by the incumbent in the part-time position shall be determined by the Auditor's Office (Payroll Administrator) and divided by the weekly hour level set for the full-time position (either 35 hours or 40 hours). For example, an incumbent who had worked 350 hours part-time, who moved to a 35-hour full-time position, would receive 10 weeks of "Service Credit". If the incumbent moved to the full-time position on January 1, 2011 ("Full-Time Hire Date"), 10 weeks would be counted back to establish an "Effective Hire Date" - in this case, October 23, 2010.

**NOTE:** The "Full-Time Hire Date" will reflect the date at which the incumbent was hired into the full-time position. The "Effective Hire Date" is only to be used for calculating timed salary increases, and not for longevity, vacation, or other benefits.

## D. LONGEVITY SCALE

The effective date for longevity is the date an individual began full-time employment with the county. All records must be verified by the Auditor's Office. Longevity pay is based on the following schedule of complete & uninterrupted years of service. Periods that would be affected by interrupted service cannot be claimed. A break in service will cause the employee to start his/her years of service all over again. To be eligible for a longevity payout, an employee must still be employed on the day after his/her anniversary date. Elected Officials DO NOT receive longevity pay.

<u>Amount</u>	<u>Years Service</u>
\$200	1 - Hire Date Anniversary
\$400	2 - 4
\$600	5 - 9
\$800	10 - 14
\$1,200	15 - 19
\$1,400	20 - 24
\$1,700	25 - 29
\$2,000	30 - 34
\$2,300	35 - 39
\$2,600	40 - 44
\$2,900	45 - 49

*Probation Officers, whose salary is set by the State, do not receive County Longevity Pay.*

## **E. SUPPLEMENTAL WAGES**

### **ASSESSOR'S OFFICE**

#### **Reassessment Fund 1224**

##### **Assessor**

Upon achieving a Level 2 certification the County Assessor will receive \$1,000 annually for this certification. Additionally, upon achieving a Level 3 certification the County Assessor will receive \$1,500 annually for this certification. Total additional compensation for a County Assessor who has achieved both their Level 2 and Level 3 certification is \$2,500 annually.

##### **Deputy Assessor**

Upon achieving a Level 2 certification the a Deputy Assessor will receive \$500 annually for this certification. Additionally, a Deputy Assessor who achieves the Level 3 certification will receive \$500 annually for this certification. Total additional compensation for a Deputy Assessor who has achieved both their Level 2 and Level 3 certification is \$1,000 annually. *(Pursuant to I.C. 36-2-5-3.5)*

### **AVIATION DEPARTMENT**

Aviation staff who are certified Federal Aviation Administration Aircraft Rescue Firefighters shall receive \$1,000 annually for the certification, payable in twenty-six (26) equal installments.

Aviation staff shall receive \$1,000 annually for Emergency Medical Response Certification training, payable in twenty-six (26) equal installments, on each pay period.

### **HEALTH DEPARTMENT**

The Salary Ordinance lines in Fund 8126, Health-Futures can also be funded, in part, from Fund 8149 Futures-Title V Grant. Funding for these lines, from whatever source, shall be capped at the amount set out by the Salary Compensation Grid.

### **HIGHWAY/PUBLIC WORKS DEPARTMENT**

Adopted: February 10, 2015

The contract between Monroe County and Highway Garage Collective Bargaining Unit (AFSCME LOCAL 1567) allows for each Union member to receive an amount appropriated by the County Council, up to \$1,000 per worker who fulfills certain requirements. This salary ordinance specifically authorizes payment in conformance with the contract.

In addition, this salary ordinance authorizes up to two (2) non-contractual highway employees, classified as assistant supervisors, who meet the same requirements as the union employees, to receive up to \$1,000 supplementary payment.

### **JAIL - CORRECTIONAL CENTER**

Supplemental wages for employees of the Correctional Center are covered in the current Collective Bargaining Agreement.

#### **In Addition:**

Correctional Officers (certified trainers) shall receive training funds totaling \$500.00 (with certification).

Correctional Officers shall receive \$1,000 annually for Emergency Medical Technician (EMT) training, payable in an initial installment of \$500 for training and \$500 after six months (with certification).

Correctional Officers receive a raise after the completion of one year of service. This raise is equal to the amount of 1/2 the difference between the Minimum and Midpoint salary for Correctional Officers who are classified as a CIVIL POLE III - 40 hrs.

**SHIFT BONUS & WORKER'S COMPENSATION**

1. Correctional Officers working the second or third shift, as delineated by the Monroe County Sheriff, shall receive a shift bonus of \$6.50 for each full shift worked.
  
2. Correctional Officers with job related sickness or injury shall be entitled to receive up to six months sick leave and full pay compensation pending a doctor's release to return to work or claim eligibility for disability payments. The method of payment and the accumulation of sick leave for job related sickness or injury shall be subject to the following conditions:
  - a. Sums paid by the Workers' Compensation Carrier shall be deducted from the payments set forth above.
  - b. The first six working days of the employee's job related sickness or injury shall not be deducted from the employee's accumulated sick days, but will required certification of a medical doctor.

**PROSECUTOR'S OFFICE**

The Salary Ordinance lines in Fund 1000-0009 General Fund-Prosecutor can also be funded, in part, from Fund 8121-VOCA Grant. Funding for these lines, from whatever source, shall be capped at the amount set out by the Salary Compensation Grid.

**SHERIFF'S OFFICE**

Supplemental wages for the Sheriff's Deputies are covered in the current Deputy Contract.

**F. MISCELLANEOUS PROVISIONS**

**27th PAYROLL**

When a year has 27 pay periods, the 27th pay shall be calculated using the 26 pay period method. The salary will not be divided by 27, but will be divided by 26. The 27th pay will be that of the 26th pay rate, unless changes are necessitated to comply with the Compensation Policy.

**COMPLIANCE WITH MONROE COUNTY PERSONNEL POLICY HANDBOOK**

All payments made pursuant to this Ordinance are contingent upon strict compliance with and adherence to the Monroe County Personnel Policy Handbook.

**TEMPORARY EMPLOYEES**

Amendments regarding benefits to part-time employees were made to the Personnel Policy Handbook on May 28, 2004. Part-time employees are not entitled to benefits according to the new policy. However, the following employee will be grandfathered and will continue to receive the types of benefits she received as of the April 30, 2004 pay date:

<u>Fund</u>	<u>Employee Number</u>	<u>Employee</u>
1175-12781-0000	1266	D. Maynen

## G. MIDPOINT HIRE & PART-TIME TO FULL-TIME SERVICE CREDIT TRACKING

### MIDPOINT HIRE LISTING

Dept	Employee	Employee Number	Fund-Account	Full-Time Hire Date	3-Year Anniversary
Emergency Mgt	A Moore	5860	1000-15115-0361	3/2/2017	3/2/2020
Courts	J Alwine	5905	1000-14122-0225	5/15/2017	5/15/2020
Health	C Kempf	5653	1206-10360-0000	9/12/2016	9/12/2019
Prosecutor	K Pontius	5962	1000-13021-0009	10/10/2017	10/10/2020
YSB	O Robinson	5896	1114-11130-0166	5/1/2017	5/1/2020

### PART-TIME TO FULL-TIME SERVICE CREDIT LISTING

Dept	Employee	Employee Number	Fund-Account	Full-Time Hire Date	Service Credit	Effective Hire Date
Council	K Shell	5182	1000-11013-0061	12/11/2016	1 year, 6 months	6/11/2015
YSB	N Ackerman	5388	9111-10080-0000	3/19/2017	6 months	9/19/2016

## *Circuit Court Rules*

### *LR53-AR15-0132 TRANSCRIPTS*

Updated 1-1-17

A. Definitions. The following definitions shall apply under this local rule:

1. A ***Court Reporter*** is a person who is specifically designated by a court to perform the official court reporting services for the court including preparing a transcript of the record in a given case before the court.
2. ***Equipment*** means all physical items owned by the court or other governmental entity used by a court reporter in performing court reporting services. Equipment shall include, but not be limited to, telephones, computer hardware, software programs, disks, tapes and any other device used for recording, storing, and transcribing electronic data.
3. ***Work space*** means that portion of the court's facilities dedicated to each court reporter, including but not limited to, actual space in the courtroom and any designated office space.
4. ***Page*** means the page unit of transcript which results when a recording is transcribed in the form required by Indiana Rule of Appellate Procedure 7.2.
5. ***Recording*** means the electronic, mechanical, stenographic, or other recording made as required by Indiana Rule of Trial Procedure 74.
6. ***Regular hours worked*** means those hours which a division of the court is regularly scheduled to work during any given work week. Depending on the schedule of the court and its flex schedule for court reporters, these hours may vary from division to division of the court, within the county but remain the same for each work week.
7. ***Gap hours worked*** means those hours worked that are in excess of the regular hours worked but hours not in excess of 40 hours per work week.
8. ***Overtime hours*** means those hours worked in excess of 40 hours per work week.
9. ***Work week*** means a 7 consecutive day week defined by the County's payroll schedule which consistently begins and ends on the same day throughout the year; i.e. Sunday through Saturday, Wednesday through Tuesday, or Friday through Thursday.
10. ***Court*** means the Monroe Circuit Court and Division means the particular division of the Court for which the court reporter performs services. Court may also mean all of the divisions of the Monroe Circuit Court.
11. ***County indigent transcript*** means a transcript that is paid for from county funds and is for the use on behalf of a litigant who has been declared indigent by a court.
12. ***State indigent transcript*** means a transcript that is paid for from state funds and is for the use on behalf of a litigant who is declared indigent by a court.

13. *Private transcript* means a transcript, including but not limited to, a deposition transcript that is paid for by a private party. A transcript required within 14 days of the request is a category 1 expedited private transcript. A transcript required within 30 days of the request is a category 2 expedited private transcript. A transcript required within 45 days of the request is a category 3 expedited private transcript.

14. *Volume* applies to Appellate Court bound transcripts. Each volume is to be limited to 250 pages. The table of contents is to be a separate volume and the exhibits are to be included in a separate bound volume (or volumes if more than 250 pages).

B. Section Two. Salaries and Per Page Fees.

1. Court Reporters shall be paid an annual salary for time spent working under the control, direction and direct supervision of their supervising Judge during any regular work hours, gap hours or overtime hours. The Monroe Circuit Court shall enter into a written agreement with the court reporters which outlines the manner in which the court reporter is to be compensated for gap and overtime hours; i.e. monetary compensation or compensatory time off regular work hours.
2. The maximum per page fee a court reporter may charge for the preparation of a routine county indigent transcript shall be \$4.00. The court reporter shall submit a claim directly to the county for the preparation of any county indigent transcripts. The court reporter shall not charge a fee for copies of an indigent transcript when the preparation of same has already been paid by the county. The court reporter shall not charge for copies of a prepared indigent transcript requested by a Court appointed entity (i.e. CASA, GAL) when the preparation of same has already been paid by the county.
3. The maximum per page fee a court reporter may charge for the preparation of a non-appellate state indigent transcript shall be \$4.00.
4. The maximum per page fee a court reporter may charge for the preparation of a non-appellate private transcript shall be \$5.00. The per page fee a court reporter may charge for a copy of a prepared transcript shall be \$2.00. The maximum per page fee a court reporter may charge for the preparation of a category 1 expedited private transcript shall be \$8.50. The maximum per page fee a court reporter may charge for the preparation of a category 2 expedited private transcript shall be \$7.50. The maximum per page fee a court reporter may charge for the preparation of a category 3 expedited private transcript shall be \$6.50. Category 1, category 2 and category 3 expedited private transcripts are defined in Section 1, definition #13.
5. The Court Reporter, may at their discretion, contract with an outside Court Reporter or Transcription Service to complete any requested transcript.
6. Each court reporter shall report, at least on an annual basis, all transcript fees received for the preparation of county indigent, state indigent, or private transcripts to the Indiana Supreme Court Division of State Court Administration. The reporting shall be made on forms prescribed by the Division of the State Court Administration.

C. Section Three. Private Practice.

1. If a court reporter elects to engage in private practice by recording a deposition and/or preparing a deposition transcript, outside of and in addition to his or her official duties for the court, and the court reporter desires to utilize the court's equipment, work space and supplies, and the court agrees to the use of the court equipment for such purpose, the court and the court reporter shall enter into a written agreement which must, at a minimum, designate the following:
  - a. The reasonable market rate for the use of equipment, work space and supplies;
  - b. The method by which records are to be kept for the use of equipment, work space and supplies; and
  - c. The method by which the court reporter is to reimburse the court for the use of the equipment, work space and supplies.
2. If a court reporter elects to engage in private practice though the recording of a deposition and/or preparing of a deposition transcript, all such private practice work shall be conducted outside of regular working hours.

D. Section Four. Appellate Court Transcripts.

1. The maximum per page a court reporter may charge for the preparation of an appellate indigent transcript is \$4.50.
2. The maximum per page fee a court reporter may charge for the preparation of an appellate private transcript shall be \$5.50.
3. A minimum fee of \$35.00 per transcript may be charged for small transcripts but not in addition to the per page fee.
4. The Index and Table of Contents shall be charged at the same per page rate as the body of the transcript.
5. Labor charge may be assessed at the same rate as the Official Court Reporter's hourly salary for time spent binding the transcript and exhibits.
6. In addition, a reasonable market rate for office supplies may be charged for private appellate transcripts as designated in the Schedule of Supplies.

# I. CORRECTIONAL (JAIL) OFFICER SALARIES

## Contract by and Between the Monroe County Commissioners and the Monroe County Correctional Center

### ARTICLE I – COMPENSATION

#### **Section 1: Definitions**

The parties to this agreement are the Correctional Center Staff of the Monroe County Sheriff's Office (hereinafter "Correctional Center staff"), as defined in Monroe County Code 253-2, the Monroe County Commissioners, and the Monroe County Council.

#### **Section 2: Work Schedule**

The parties to this contract make the following assumptions concerning the work schedule for Correctional Center staff of the Monroe County Sheriff's Office:

1. Correctional Center staff work a 6 day on and 3 day off schedule.
2. Eight hours, 15 minutes constitutes a work shift for Correctional Center staff.
3. Three work shifts are scheduled per day.
4. The Sheriff may change the work schedule after giving written notice posted within the facility at least 30 days prior to any change of work session as stated in this section.

#### **Section 3: Payroll**

Correctional Center Staff shall receive a salary per the Monroe County Salary Ordinance. Correctional Center staff will receive pay raises equal to that of general county employees in the event that such a pay raise is given to general county employees receive a set raise or set salary increases based upon length of service.

#### **Section 4: Overtime Pay**

Eligible Correctional Center staff, who work overtime authorized by the Monroe County Correctional Center shift Captain, or his/her designee, shall be compensated at one and one-half times their straight time rate, as defined in Section 3, if the employee works more than 9 hours consecutively, for all time worked in the excess of a work shift as defined in section 2. Eligible Correctional Center staff as defined in Section 3 are those employees who are classified as "non-exempt" in accordance with Monroe County Code



253-2.

Eligible Correctional Center Staff shall also receive Overtime pay for all required training, unless notice of such training is posted at least 14 days prior to the training date and the employee does not exceed the 9 hour time worked limit for that day.

**Section 5: Specialty Pay**

Correctional Center Staff who are assigned to the Critical Incident Response Team (CIRT) or are qualified and assigned Training Officer, or investigator duties will receive additional pay of \$500 per calendar year. Correctional Center Staff who are qualified and assigned EMT duties shall receive an additional pay of \$1000 per calendar year. Specialty Unit pay shall be paid during the 1st pay period of the following year. Bonus pay shall be pro-rated, based upon months of service, in the event the Correctional Center Staff member was not assigned to a Specialty Unit for an entire calendar year. Correctional Center Staff shall receive the pay for each designation.

**Section 6: Pay approved prior to execution of Agreement**

All 2017 payroll approved prior to the execution of this agreement based upon the prior contractual arrangement is approved.

**ARTICLE II – CLOTHING ALLOWANCE**

**Section 1: Annual Allowance**

Correctional Center staff shall be paid an allowance for uniforms and equipment related to their job. The uniform allowance payments of \$900 per annum shall be made in two installments. The first installment shall be paid the last pay period of January and the second installment shall be paid the last pay period of July.

**Subsection A: New Correctional Center Staff**

New Correctional Center staff shall receive the total annual allotment at the start of their employment. They will be eligible to receive the uniform allowance as set forth in Article II Section 1 above at the next scheduled installment payment of uniform allowance that occurs after the first employment anniversary date. Any Correctional Center staff who terminates their employment, or is terminated by the Sheriff, with one year or less of continuous service, shall return all uniforms and equipment provided by the Monroe County Sheriff or repay the cost of the clothing and equipment provided by the Monroe County Sheriff.

**Subsection B: Uniform Allowance Payments**

Uniform allowance payments are for uniform necessities covering a period of six months each. Correctional Center staff shall return to the County a prorated portion of their clothing allowance received upon their termination of employment. For example, if a Correctional Center staff received a uniform allowance check of \$450.00 at the end of January but terminates his employment or is terminated by the Sheriff at the end of March, he would be required to return a prorated portion of the uniform allowance for three months. Uniform allowance payments shall be prorated on a monthly basis for the purpose of computation of repayment upon termination.

The Facility Manager and full time Cook shall only receive \$250 in Uniform Allowance paid on the last pay in January.

### **ARTICLE III – BENEFIT DAYS**

#### **Section 1: Paid Vacations**

Correctional Center staff are entitled to vacations with regular pay in accordance with the Monroe County Personnel Policy.

#### **Subsection A: Accrual**

Vacations are scheduled on a calendar year basis. Correctional Center staff are eligible for an increase in vacation days in accordance with the Personnel Policy.

#### **Subsection C: Vacation Accrual During Leave of Absence**

During a leave of absence, vacation time will not accrue.

#### **Subsection D: Vacation Carry-Over and Illness During Vacation**

With written permission from the Monroe County Correctional Center Jail Commander or his designee, a maximum of ten vacation days may be carried over into the next calendar year or may be converted into sick days. If a Correctional Center staff member is ill for three or more days during a scheduled vacation, the time may be recognized as sick leave and the vacation days may be rescheduled.

#### **Subsection E: Vacation Pay Allocation at Termination of Employment**

Terminal vacation pay will be granted for vacation allowances earned but not yet taken, provided the employee leaves in good standing and meets termination requirements of two weeks notice before leaving employment.

#### **Subsection F: Early Vacation Pay**

Vacation pay may be given to a Correctional Center Staff before the start of vacation if requested. A written request, along with any required paperwork, must be submitted to the Monroe County Auditor's Office four weeks in advance.

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**Section 2: Paid Holidays**

All Correctional Center Staff shall receive, on January 1<sup>st</sup>, an annual allowance of days, equal to those scheduled for the general county employee population for that calendar year, off with pay as compensation for working on county and legal holidays. These days off shall be scheduled with the permission of the Sheriff or his designee and may be taken in full or ½ day increments. Reasonable notice shall be given to the Sheriff or his designee before taking such days. New hires shall have the number of holidays pro-rated based on their date of employment. Correctional Center Staff shall have the number of holidays pro-rated upon termination based on their termination date.

**Section 3: Paid Sick Leave**

Correctional Center staff shall receive one paid day per month sick leave. Unused sick days shall accumulate. To be eligible for sick leave, a Correctional Center staff must call in to report the sickness or injury at least two hours prior to the beginning of the Correctional Center staff 's normal shift.

Correctional Center staff may convert four sick days per year to personal business days. Personal business days must be requested and approved two weeks in advance of the beginning of the Correctional Center staff 's regular shift, except in emergency situations. Personal business days may not be carried over from year to year.

**ARTICLE IV – OTHER BENEFITS**

**Section 1: Insurance**

Any medical, dental and life insurance programs which are available to regular county employees shall also be available to the Correction Center Staff members.

**Section 2: Worker's Compensation**

The County shall carry Worker's Compensation for all employees in the bargaining unit as required by law.

**ARTICLE V – MONROE COUNTY PERSONNEL POLICY**

Correctional Center staff, as special deputy sheriffs, are subject to the Monroe County Sheriff's Office policies, rules, and regulations. Any item not covered in this contract or the Sheriff's policies, rules, and regulations, shall be governed by the Monroe County Personnel Policy.

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**ARTICLE VI – MISCELLANEOUS**

Both parties agree that Jail Management is an ever-changing process. The County reserves the right to attempt different methods, including amending staff responsibilities, in order to improve the quality of the Jail. This may include experimenting with concepts of added ranks to the structure. In the event that a rank is added to the command structure of the jail on an experimental basis, no change in compensation will require review unless such change is in place for 180 days. Any change in compensation is contingent upon approval of the County Council.

The unit members are encouraged to speak with Management about improvement of the Management of the Jail, including issues involved with training of the officers and safety.

**ARTICLE VII – SAVINGS CLAUSE**

In the event any article, section or portion of this Agreement should be held invalid and unenforceable by any court of competent jurisdiction, such decision shall apply only to the specific article, section or portion thereof specifically specified in the Court's decision; and upon issuance of such a decision, the employer and legal representation agreed upon by the bargaining committee agree to attempt to negotiate a substitute for the invalidated article, section or portion thereof.

The Monroe County Sheriff is not a party to this contract. However, pursuant to Indiana law, provisions such as hours of work, work schedules, overtime lists, and layoffs are subject to change when reasonable notice is given by the Sheriff or his designee. Should the Sheriff or his designee take actions that materially alter the terms of this Contract, the parties agree to attempt to negotiate a substitute for the invalid article, section or portion thereof.

**ARTICLE VII – EFFECTIVE DATE AND  
TERMINATION DATE OF CONTRACT**

**Section 1: Duration of Agreement**

This agreement shall be effective on January 1, 2017, and shall remain in full force and effect until December 31, 2018.

**Section 2: Extension of Contract**

The parties that this agreement affects may extend this agreement, by part or whole, by written document executed by representatives of the Monroe County Correctional Center staff, Monroe County Commissioners and the Monroe County Council.

MONROE COUNTY BOARD OF COMMISSIONERS

"AYES"

"NAYS"

  
Julie Thomas, President

\_\_\_\_\_  
Julie Thomas, President

  
Amanda Barge, Vice President

\_\_\_\_\_  
Amanda Barge, Vice President

  
Patrick Stoffers


\_\_\_\_\_  
Patrick Stoffers

ATTEST:

  
Catherine Smith, Auditor

CORRECTIONAL CENTER STAFF REPRESENTATIVES

  
Representative

  
Representative

MONROE COUNTY COUNCIL

"AYE"

"NAY"

x *Ryan Cobine*

Ryan Cobine, President

\_\_\_\_\_  
Ryan Cobine, President

*Shelli Yoder*

Shelli Yoder, President Pro Tempore

\_\_\_\_\_  
Shelli Yoder, President Pro Tempore

*Marty Hawk*

Marty Hawk, Member

\_\_\_\_\_  
Marty Hawk, Member

*Lee Jones*

Lee Jones, Member

\_\_\_\_\_  
Lee Jones, Member

*Not Present*

Geoff McKim, Member

\_\_\_\_\_  
Geoff McKim, Member

x *Cheryl Munson*

Cheryl Munson, Member

\_\_\_\_\_  
Cheryl Munson, Member

*Not Present*

Eric Spoonmore, Member

\_\_\_\_\_  
Eric Spoonmore, Member

Attest:

*Catherine Smith*

Catherine Smith, Auditor  
Monroe County, Indiana



## K. PROBATION OFFICERS 2018 SALARY SCHEDULE

### 2018 MINIMUM SALARY SCHEDULE FOR PROBATION OFFICERS

#### Judicial Conference of Indiana

Probation Officer Base Salary		Administrative Stipend Based on Number of Probation Officers in the Probation Department			
Years of Experience	Minimum Annual Salary	1-3	4-8	9-15	16+
0	\$ 33,807	Chief Probation Officer*			
1	\$ 36,392				
2	\$ 40,484	Assistant Chief Probation Officer*			
3	\$ 45,246				
4-9*	\$ 46,720	Supervisor Probation Officer*			
10-14*	\$ 51,392				
15-19*	\$ 56,532				
20 +*	\$ 62,183				

**NOTE:** The amounts for supervisory roles are in addition to the minimum salary based on years of experience.

\*Probation officers having a master's or doctorate degree from an accredited college or university in a relevant course of study as determined by the supervising judge and a minimum of 5 years as an Indiana probation officer shall receive an additional 5% of their base salary each year. For example, the minimum salary for a probation officer with 5 years of experience in 2018 would be \$46,720. If that officer had a master's degree, then the minimum salary would be \$49,056 in 2018.

- ◆ As used in this schedule, salary means the gross salary paid to a probation officer and does not include the employer's contributions to PERF/retirement program, disability, medical or other insurance programs, or deferred compensation.
- ◆ In the years following the implementation of the schedule, the Indiana Judicial Center will provide each chief probation officer with a revised Minimum Salary Schedule based on the pay increase awarded to state judicial employees. This schedule will be provided in time to prepare the next year's budget. The salaries for **all** probation officers shall be adjusted to meet the schedule provided each year.
- ◆ The salary schedule was effective beginning January 1, 2004 for full time probation officers. Part-time probation officers shall be paid according to the schedule on a pro rata basis. In each year following the implementation of the 2004 schedule, the revised schedules are effective January 1. Years of service are determined according to I.C. 5-10.3-7-2 for part-time probation officers.
- ◆ Departments shall not reduce the salaries of probation officers who are paid above the minimum salary schedule.
- ◆ Departments that do not comply with the Minimum Salary Schedule will not be permitted to send new probation officers to orientation. The probation officer's supervising judge must affirm compliance with the minimum salary schedule for purposes of orientation.



### **DIRECTIONS FOR IMPLEMENTING THE SCHEDULE:**

1. This minimum salary schedule is based upon years of experience. Therefore, as a probation officer's experience increases his or her salary shall increase on the anniversary date of employment. For example, if a probation officer begins working on May 15, then on May 15 of the following year, his/her salary shall increase to the next level. In other words, the anniversary date of that person being hired is the date that his/her salary shall increase from one level to the next. For example, when a person has ten (10) years of experience that person moves to the 10-14 years of experience level.
2. Minimum salaries for Chief Probation Officers, Assistant Chief Probation Officers, and Supervisors are calculated based on their years of experience plus the amount listed for their administrative role. For example, the minimum salary of a Chief Probation officer with 5 years of experience in a department with 4-8 officers would equal \$54,220 in 2018.
3. In those counties having only one probation officer the minimum salary of that probation officer shall be calculated based on their years of experience plus the amount listed for Chief Probation Officer in a department of 1-3 probation officers.
4. The term "Probation Officer" also includes "Chief Probation Officer", "Assistant Chief Probation Officer" and "Supervisor Probation Officer". These terms shall be as defined in the Indiana Probation Standards and consistent with Indiana Code § 11-13-1-3.
5. Salaries for experienced probation officers and/or officers having extensive training, or special skills which will be utilized in their duties or responsibilities as a probation officer should be greater than the minimum salaries provided in the schedule.
6. Service as a court appointed probation officer in Indiana shall be counted for purposes of the minimum salary schedule.
7. There shall be a Chief Probation Officer in each probation department. In addition, there may be an Assistant Chief Probation Officer in those probation departments having a total of nine probation officers or more. In addition, there may be a Supervisor Probation Officer for each eight probation officers in the probation departments having sixteen or more probation officers.
8. Salary increases necessary to implement this salary schedule need not exceed 15% of the previous year's salary of the probation officer. However, salary increases shall not be less than 15% until the salary for that probation officer position is in compliance with the salary schedule.

Adopted September 10, 2002

# L. MONROE COUNTY SHERIFF MERIT DEPUTIES CONTRACT

## Contract by and Between the Monroe County Commissioners and the Monroe County Sheriff Merit Deputies

### ARTICLE I – COMPENSATION

#### **Section 1: Definitions**

The parties to this agreement are the merit deputies of the Monroe County Sheriff's Office (hereinafter "police officers"), additional Monroe County Employees as defined in Monroe County Code 251-2, and the Monroe County Commissioners.

#### **Section 2: Work Schedule**

The parties to this contract make the following assumptions concerning the work schedule for police officers of the Monroe County Sheriff's Office:

1. Police officers work a 6 day on and 3 day off schedule.
2. Eight hours, 15 minutes constitutes a work shift for police officers.
3. Three work shifts are scheduled per day.
4. Police officers assigned as detectives or in administrative assignments work a 5 day on (Monday through Friday) and 2 day off schedule. Eight hours constitutes a work shift for police officers assigned as detectives.
5. The Sheriff may change the work schedule only after giving 30 days written notice to the police officers.

#### **Subsection A: Shift Assignments**

1. Between November 1 and November 15 for each year affected by this Agreement, a "bidding season" shall be open for each police officer to submit their first, second and third choice for shift assignment.
2. Shift assignments become effective on the first (1<sup>st</sup>) day of January of each year of this Agreement following the "bidding season"
3. Shift assignments may be altered based upon the needs of the department for a period not to exceed 90 calendar days each year.

**Subsection B: Salary**

1. The 2017 base salary of all Police Officers employed by the Monroe County Sheriff's Office subject to this agreement shall be:

Deputies	1Year	3Year	8 Year	14 Year
\$ 43,489	\$ 45,781.65	\$48,065.29	49,207.11	\$50,348.94
<b>Sergeants</b>	<b>Lieutenants</b>			
<b>\$51,771.97</b>	<b>\$53,195</b>			

2. In 2018, the Collective Bargaining Members will receive pay raises equal to that of general county employees in the event that such a pay raise is given to general county employees.

3. In the event that the County utilizes the pay ranges for general employees in a different manner, either party may request the contract Subsection 2B be reopened for negotiation.

4. In the event that the County utilizes pay ranges for Special Occupation, or otherwise creates different levels of pay for Special Occupations based upon length of service, than this subsection may be reopened for negotiation for the Sergeants' and Lieutenants' Salary level.

**Section 3: Shift Bonus**

Police officers working 2<sup>nd</sup> Shift, 3<sup>rd</sup> Shift, or any split shift shall receive shift bonus pay of \$80 for Third Shift and \$70 For Second Shift per pay period. Police officers working a regularly scheduled split shift (a shift that splits the normal eight hour and fifteen minute shift) shall be paid a shift bonus Shift bonus shall not be paid to an officer on sick leave or administrative/disciplinary leave. Shift bonus' will be paid to officers, whose would have been scheduled to work 2<sup>nd</sup> Shift, 3<sup>rd</sup> Shift, or any Split Shift, using any vacation, holiday, and comp time during the pay period.

**Section 4: Payroll**

Police officers employed by the Monroe County Sheriff shall receive the minimum salary reflective in the Monroe County Compensation Policy. The police officers 2017 salary shall be set in accordance with the Section 2 Subsection B (1).

**Subsection A: Pay Limitation for New Police Officers**

Probationary police officers shall enter into the Field Training Officer program and will not be eligible for shift pay or special patrol pay. Such probationary period shall end when the officers successfully complete the Field Training Office program.

**Section 5: Overtime Pay**

**Subsection A: Straight Time Payments**

If the Monroe County Sheriff receives a law enforcement grant which specifically authorizes payment for additional hours worked that exceeds the straight time payment rate set forth above, the police officer may be paid at the higher rate as set forth in the grant. All such payments must come from the grant funds.

**Subsection B: Overtime Computation**

Police officers who work overtime authorized by the Monroe County Sheriff shall be compensated at one and one-half times their straight time rate for all time worked in the excess of his/or her shift as defined in section 2.

**Subsection C: Call Out**

Police officers shall be given a minimum credit of three hours for all call outs.

**Section 6: Specialty Pay**

**Subsection A: Field Training Officers**

Police officers who are assigned as Field Training Officers will receive instructional pay of \$700 per calendar year. Instructional pay shall be paid during the 1<sup>st</sup> pay period of the following year. Bonus pay shall be pro-rated, based upon months of service, in the event a Police officer was not assigned as a Field Training Officer for an entire calendar year. The number of Field Training Officers shall not exceed 12. The Monroe County Sheriff has sole discretion as to declaration of Field Training Officers.

**Subsection B: Bargaining Committee Members**

Police officers who are assigned to be members of the bargaining committee will be eligible to accrue up to 10 hours of comp time annually while performing their duties related to the committee.

**Subsection C: Training Instructors**

Officers who are assigned Training Instructors will receive instructional pay of \$500 per calendar year. Additional pay shall be paid during the 1<sup>st</sup> pay period of the following year. Bonus pay shall be pro-rated, based upon months of service, in the event

an Officer was not designated as a Training Instructor for an entire calendar year. The Monroe County Sheriff has sole discretion as to designation and assignment of Training Instructors.

**Subsection D: Specialty Units**

Officers who are assigned to a Specialty Unit ( CIRT, Dive, Bicycle, Accident Reconstruction) will receive additional pay of \$500 per Specialty up to 2 Specialties per calendar year. Specialty Unit pay shall be paid during the 1st pay period of the following year. Bonus pay shall be pro-rated, based upon months of service, in the event an Officer was not assigned to a Specialty Unit for an entire calendar year. The Monroe County Sheriff has sole discretion as to designation and assignment of Specialty Unit Members.

**Subsection E: Detectives**

Officers who are assigned to the Detective Division will receive additional pay of \$1,400 per calendar year. Additional pay shall be paid during the 1st pay period of the following year. Additional pay shall be pro-rated, based upon months of service, in the event an Officer was not assigned as a Detective for an entire calendar year. The Monroe County Sheriff has sole discretion as to designation and assignment of Detectives.

**ARTICLE II – CLOTHING ALLOWANCE**

**Section 1: Annual Allowance**

Police Officers shall be paid an allowance for uniforms and equipment related to their job. The uniform allowance payments shall be made in two installments. The first installment of \$800 shall be paid the last pay period of January and the second installment of \$800 shall be paid the last pay period in July.

**Subsection A: New Police Officers**

New police officers shall receive the total annual allotment at the start of their employment. They will be eligible to receive the uniform allowance as set forth in Article II Section 1 above at the next schedule installment payment of uniform allowance that occurs after the first employment anniversary date. Any police officer who terminates their employment, or is terminated by the Sheriff or the Sheriff's Merit board, with one year or less of continuous service, shall return all uniforms and equipment provided by

the Monroe County Sheriff or repay the value of the clothing and equipment provided by the Monroe County Sheriff.

**Subsection B: Uniform Allowance Payments**

Uniform allowance payments are prepayment for uniform necessities covering a period of six months each. Police officers shall return to the County a prorated portion of their clothing allowance received upon their termination of employment. Uniform allowance payments shall be prorated on a monthly basis for the purpose of computation of repayment upon termination.

**ARTICLE III – BENEFIT DAYS**

**Section 1: Paid Vacations**

Police Officers are entitled to vacations with regular pay according to the following schedule:

First full year of employment – after 6 months	5 days
Beginning at the end of the first full year until the end of the fifth year (the 10 days will be prorated for the period between the end of the first full year of employment and January 1 <sup>st</sup> of the subsequent year.)	10 days
Beginning of the sixth year until the end of the tenth year	15 days
Beginning of the eleventh year until the end of fifteenth year	20 days
Beginning of sixteenth year until termination of employment	25 days

**Subsection A: Accrual**

Vacations are to be scheduled on a calendar year basis. A police officer will be eligible for an increase in vacation days in the same manner as other Sheriff Department employees.

**Subsection B: Scheduling**

Vacation requests shall be considered and assigned on a seniority basis with senior police officers having first priority. In order to be eligible for seniority vacation preferences, a police officer must submit their request to the Sheriff, Chief Deputy, or Shift Commander by January 31 of the year in which the vacation is to be scheduled. Scheduling of vacation requests received after January 31 deadline will be processed on a first come, first serve basis.

**Subsection C: Vacation Accrual During Leave of Absence**

During a leave of absence, vacation time will not accrue.

**Subsection D: Vacation Carry-Over and Illness During Vacation**

With written permission from the Sheriff, a maximum of ten vacation days may be carried over into the next calendar year or may be converted into sick days. If a police officer is ill for three or more days during a scheduled vacation, the time may be recognized as sick leave and the vacation days may be rescheduled.

**Subsection E: Vacation Pay Allocation at Termination of Employment**

Terminal vacation pay will be granted for vacation allowances earned but not yet taken, provided the police officer leaves in good standing and meets termination requirements of two weeks notice before leaving employment.

**Subsection F: Early Vacation Pay**

Vacation pay may be given to a police officer before the start of vacation if requested. A written request must be submitted to the Monroe County Auditor's Office four weeks in advance.

**Subsection G: Effect of Prior Service**

Police officers shall receive credit for prior years of employment as Monroe County Deputies in the computation of vacation eligibility. However, for all police officers re-hired after January 1, 2001, no credit shall be given for any time which preceded an interruption of service exceeding one year.

**Section 2: Paid Holidays**

All police officers shall receive, on January 1<sup>st</sup>, an annual allowance of 16 days off with pay as compensation for working on county and legal holidays. These days off shall be scheduled with the permission of the Sheriff and may be taken in full or ½ day increments. Two days prior notice to the Sheriff or his designee is required before taking such days. New hires shall have the number of holidays pro-rated based on their date of employment. Police officers shall have the number of holidays pro-rated upon termination based on their termination date.

**Section 3: Paid Sick Leave**

Police officers shall receive one paid day per month sick leave. Unused sick days shall accumulate. To be eligible for sick leave, a police officer must call in to report the sickness or injury at least two hours prior to the beginning of the police officer's normal shift.

#### **Subsection A: Conversion of Sick Days**

Police officers may convert four sick days per year to personal business days. Personal business days must be requested and approved forty-eight hours in advance of the beginning of the police officer's regular shift, except in emergency situations. Personal business days may not be carried over from year to year.

#### **Subsection B: Work Related Injury or Illness**

Police officers with a job related sickness or injury shall be entitled to receive full compensation pending a doctor's release to return to work or eligibility for disability pension subject to the following:

1. Payment of the police officer's salary is to be based on a 2/3 wage contribution from Worker's Compensation Insurance and a 1/3 contribution from the County.
2. A police officer's job-related sickness or injury shall not be deducted from the police officer's accumulated sick days, but will require certification from a doctor.
3. The provision applies only to the period when the police officer is receiving Worker's Compensation benefits and is unable to work

#### **Subsection C: Paid Sick Leave Allocation at Termination of Employment**

After July 1<sup>st</sup> of 2013, Any police officer shall receive sick leave pay upon termination of employment in accordance with the schedule below for sick leave allowances earned but not yet taken.

For police officers with 10 years of Monroe County Service but less than 20 years of service. 20% of the sick time earned but not taken for up to 480 hours. For police officers with over 20 years of service. 40% of the sick time earned but not taken up to 480 hours.

For example a 10 year and one day police officer who earns \$20 an hour retires with 1000 hours of sick leave allowances earned but not taken. That officer will be entitled to 20% of \$9600 (20 an hour and 480 hours) or \$1,920. If the same officer had 20 year and one day of service as a police officer with the Monroe County Sheriff's Department, that officer will be entitled to 40% of \$9600, or \$3840.

The County reserves the right to switch to a paid time off system for its benefits. If this occur than the rights bestowed on the police officers shall terminate, and the paid time off system for all county employees shall govern this issue.



## ARTICLE IV – OTHER BENEFITS

### Section 1: Insurance

Police officers shall receive any medical, dental and life insurance which are available to regular county employees. Two members of the bargaining unit may serve on any county human resource committee as voting members.

### Section 2: Worker's Compensation

The County shall carry Worker's Compensation for all employees in the bargaining unit as required by law.

### Section 3: Death Benefits

A police officer shall be eligible for death benefits as set forth by Indiana law and Sheriff's Office benefits.

### Section 4: Retirement Benefits

Retirement benefits will follow guidelines set forth by the Indiana Statute. The maximum monthly pension for a police officer who retires, will be increased by no more or no less than two percent (2%) of that average monthly wage for each year of service over twenty (20) years to a maximum of seventy-four percent (74%) of that average monthly wage plus twenty dollars (\$20)

#### Subsection A: County Health Clinic Access

Any employee subject to this agreement who are at least fifty-five (55) years of age and have been employed as a police officer for at least twenty (20) years, as well as having retired in good standing with the Sheriff's Office, may request access to the County Health Clinic. Such access shall only be denied in the event the Health Clinic is no longer able to handle additional clients. Such determination will lie solely with the Administrator of the Health Clinic. The employees' access to the County Health Clinic Access will be at the same charge as part-time employees.

#### Subsection B: Retirement Age

Police officers who are at least 55 years of age and have been employed as a Police officer for the minimum amount of years to receive earned benefits are eligible to retire and collect the earned benefits.

#### Section C: Deferred Retirement Option Plan

The Retirement benefits plan will include a Deferred Retirement Option Plan in compliance with Indiana statute.

**ARTICLE V – MONROE COUNTY PERSONNEL POLICE-SAME**

Unless specifically addressed by the Merit Board, police officers will be subject to the Monroe County Personnel Policy.

**ARTICLE VI – SAVING CLAUSE**

In the event any article, section or portion of this Agreement should be held invalid and unenforceable by any court of competent jurisdiction, such decision shall apply only to the specific article, section or portion thereof specifically specified in the Court's decision; and upon issuance of such a decision, the employer and the Fraternal Order of Police agree to attempt to negotiate a substitute for the invalidated article, section or portion thereof.

The Monroe County Sheriff and the Sheriff's Merit Board are not parties to the Contract. Pursuant to Indiana law, provisions such as hours of work, work schedules, overtime lists, layoffs and union security are subject to change without notice by the Sheriff or the Merit Board. Should the Sheriff or the Merit Board take actions that materially alter the terms of this Contract, the parties agree to attempt to negotiate a substitute for the invalid article, section or portion thereof.

**ARTICLE VII – EFFECTIVE DATE AND  
TERMINATION DATE OF CONTRACT**

**Section 1: Duration of Agreement**

This agreement shall be effective on January 1, 2017, and shall remain in full force and effect until December 31, 2018.

**Section 2: Extension of Contract**

The parties that this agreement may only be extended by written document executed by representatives of the Monroe County police officers, Monroe County Commissioners and the Monroe County Council.

Commissioners of Monroe County, Indiana

"Ayes"

"Nays"

not present  
Patrick Stoffers, President

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Patrick Stoffers, President

[Signature]  
Julie Thomas, Vice President

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Julie Thomas, Vice President

[Signature]  
Iris F. Kiesling

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Iris F. Kiesling

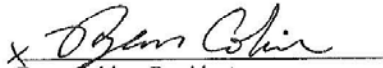
ATTEST: Passed on 23<sup>rd</sup> day of November, 20    .

[Signature]  
Therese Chambers, Monroe County Auditor

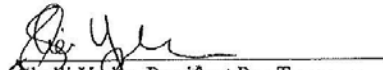
Monroe County Council

"Ayes"


"Nays"

  
Ryan Cobine, President

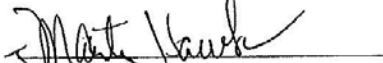
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Ryan Cobine, President

  
Shelli Yoder, President Pro-Tempore

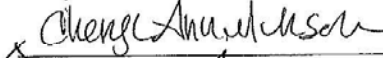
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Shelli Yoder, President Pro-Tempore

  
Geoff Mckim

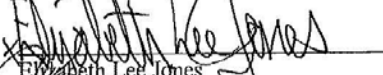
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Marty Hawk

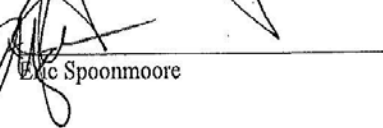
\_\_\_\_\_  
Marty Hawk

  
Cheryl Munson

\_\_\_\_\_  
Cheryl Munson


  
Elizabeth Lee Jones

\_\_\_\_\_  
Elizabeth Lee Jones

  
Eric Spoonmore

\_\_\_\_\_  
Eric Spoonmore

ATTEST: Passed on 10th day of January, 2017.

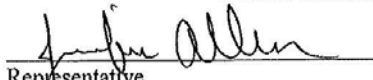
  
Catherine Smith, Monroe County Auditor

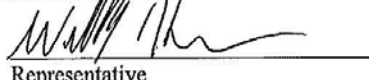
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**MONROE COUNTY SHERIFF**

  
\_\_\_\_\_  
Brad Swain

**MERIT DEPUTY REPRESENTATIVES**

  
\_\_\_\_\_  
Representative

  
\_\_\_\_\_  
Representative