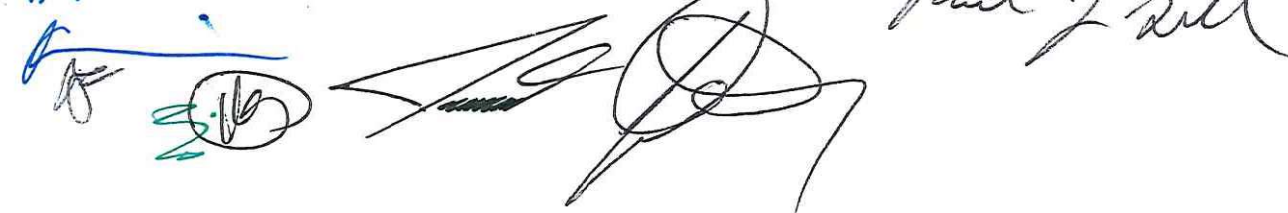


TA 2-21-2020



EMPLOYER PROPOSAL

February 21, 2020

Time: 3:12 p.m.

POAM

Disclaimers:

- Pending ratification from POAM and the approval of the Board of Commissioners, this agreement will become effective April 6, 2020.
- Employees in classifications currently on the Professional, Technical and Administrative (PTA) Schedule will receive the agreed upon PTA Schedule rates effective on the first pay in April 2020, and the first pay of each year thereafter for the remainder of the contract.
- Employees in classifications on the expired contract's pay schedule shall be considered 'Red-Circled'.
- Red-circled employees will not receive base wage increases past the maximum rate of the expired contract's pay schedule, unless increases to the PTA Schedule result in an increase to that employee's base wage.
- Should the PTA Schedule result in an increase to a red-circled employee's base wage, they shall be integrated onto the PTA Schedule and advance to the next closest step within the pay grade designated for that classification, effective the first pay in April 2020, or the first pay of the year should this occur in 2021 or 2022.
- After the effective date of this agreement, newly hired employees, as well as current employees who promote, laterally transfer, or voluntarily demote into any classification, shall receive the wages based on the pay grade associated with the PTA Schedule.
- Eight (8) employees in the classification of Assistant Prosecuting Attorney IV will be moved to Principal Trial Attorney by Classification Seniority effective the first pay in April 2020.
- The classifications titled Assistant Prosecuting Attorney I and Assistant Prosecuting Attorney III from the expired contract will be retitled based on the employer proposed pay grade spreadsheet and will be placed on the 2020 PTA Schedule.

LUMP SUM LANGUAGE:

- Full-time red-circled employees will receive a one-time lump sum payment of \$1000.00 for each year of the contract, including the year they are no longer considered red-circled.
 - Lump Sum Payments will be made as follows:
 - First pay in April 2020
 - Second pay in January 2021
 - Second pay in January 2022

This agreement and all other provisions of this agreement shall remain in effect until December 31, 2022.

T/A 2-21-2020

Mark J. Sullivan

Employer Proposal
POAM – PRS
February 21, 2020

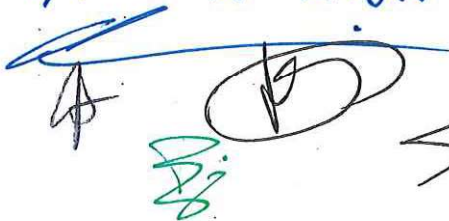
ARTICLE XX

Flex Time

The Employer and the Association agree that assistant prosecuting attorneys are exempt employees according to the Fair Labor Standards Act. As such they do have the ability to flex their start and end times with notice to employer or designee, subject to approval, which shall not be unreasonably withheld.

TA 2-21-2020

mt 2 sm





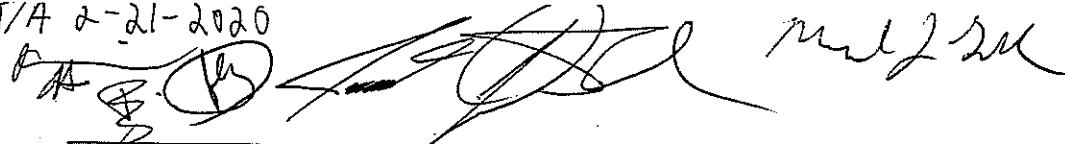
Employer Proposal
POAM – PRS
February 21, 2020

ARTICLE XX

Assistant Prosecuting Attorney Jail Duty Time

The Employer will credit each assistant prosecuting attorney an hour of paid time off for each hour that they work Jail Duty Time. That credit must be used within the next 12 months and it will not be paid out upon separation.

T/A 2-21-2020



 Employer Proposal
 January 31, 2020
 POAM

2/21/20

Current Job Title	Proposed Job Title	Union	Department	Current Pay Range Minimum	Current Pay Range Maximum	Proposed Pay Grade Assignment	Proposed Pay Range Minimum	Proposed Pay Range Maximum	2019 Status	2019 Red	2020 with 2%	2020 Status	2020 Red	2021 with 2%	2021 Status	2021 Red	2022 with 2%	2022 Status
ASSISTANT I	ASSISTANT PROSECUTING ATTORNEY I	UAW Local 412-Unit 46 (APAs)	PROSECUTING ATTORNEY	\$55,875.00	\$74,500.49	11	58,278.99	73,911.85	Red Circled	1	75,390.08	Green	0	76,897.89	Green	0	78,435.84	Green
ASSISTANT II	ASSISTANT PROSECUTING ATTORNEY I	UAW Local 412-Unit 46 (APAs)	PROSECUTING ATTORNEY	\$61,172.00	\$81,562.22	11	58,278.99	73,911.85	Red Circled	1	75,390.08	Red Circled	1	76,897.89	Red Circled	1	78,435.84	Red Circled
ASSISTANT III	ASSISTANT PROSECUTING ATTORNEY II	UAW Local 412-Unit 46 (APAs)	PROSECUTING ATTORNEY	\$66,948.54	\$91,058.94	13	72,283.48	91,872.94	Green	0	93,505.40	Green	0	95,376.53	Green	0	97,284.06	Green
ASSISTANT IV	ASSISTANT PROSECUTING ATTORNEY II	UAW Local 412-Unit 46 (APAs)	PROSECUTING ATTORNEY	\$70,154.12	\$95,418.94	13	72,283.48	91,872.94	Red Circled	1	93,505.40	Red Circled	1	95,376.53	Red Circled	1	97,284.06	Green
PRINCIPAL TRIAL LAWYER	PRINCIPAL TRIAL LAWYER	UAW Local 412-Unit 46 (APAs)	PROSECUTING ATTORNEY	\$76,885.14	\$104,574.06	14	81,766.58	103,699.81	Red Circled	1	105,773.81	Green	0	107,889.28	Green	0	110,047.07	Green

New Classification Schedule

APA 1 Paygrade 11

APA 2 Paygrade 13

Principal Trial Attorney Paygrade 14

Current APA 1

APA 1 will be placed paygrade 11 and will be classified as an APA 1

Current Max:

- \$74,500.49

New Max

- 2020: \$75,390.09
- 2021: \$76,897.89
- 2022: \$78,435.85

APA 1 will receive \$1,000.00 Lump sum payment in 2020.

Current APA 2

APA 2 will be placed into paygrade 11 and be classified as an APA 1

Current Max

- \$81,562.22

Current APA 2 will be red circled for the duration of the contract.

Current APA 2 will receive \$1,000 lump sum payment in 2020, 2021, and 2022.

Current APA 3

APA 3 will be placed into paygrade 13 and be classified as an APA 2

Current Max

- \$91,058.94

New max

- 2020: \$93,506.40
- 2021: \$95,376.53
- 2022: \$97,284.06

APA 3 will receive \$1,000 lump sum payment in 2020.

Current APA 4

Current Max

- \$95,418.94

8 APA 4 will move into paygrade 13 and be classified as an APA 2

New max (PG 13)

- 2020: \$93,506.40
- 2021: \$95,376.53
- 2022: \$97,284.06

APA 4 in paygrade 13 will receive \$1,000 lump sum payment in 2020, 2021, 2022

APA 4 in paygrade 14 will receive \$1,000 lump sum payment in 2020

8 APA 4 will move into paygrade 14 and be classified as a Principal Trial Attorney. The 8 moving into paygrade 14 will be based on classification seniority / time in grade seniority.

Current Principal Trial Attorney (APA 5)

PTA will move into paygrade 14 and remain classified as a PTA

Current max:

- \$104,574,.06

New Max (PG 14)

- 2020: \$105,773.81
- 2021: \$107,889.28
- 2022: \$110,047,.07

PTA will receive \$1,000 lump sum payment in 2020.

2020 Professional Technical Administrative (PTA) Pay Grades - Full Time										
Pay Grades	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	20,295.43	20,701.34	21,115.37	21,537.67	21,968.42	22,407.79	22,855.95	23,313.07	23,779.33	25,739.51
2	23,975.51	24,455.02	24,944.12	25,443.00	25,951.86	26,470.90	27,000.32	27,540.33	28,091.13	30,406.74
3	26,728.42	27,262.99	27,808.24	28,364.40	28,931.70	29,510.33	30,100.54	30,702.55	31,316.60	33,898.09
4	29,947.61	30,546.55	31,157.49	31,780.64	32,416.25	33,064.58	33,725.86	34,400.39	35,088.39	37,980.80
5	31,350.32	31,977.34	32,616.88	33,269.22	33,934.60	34,613.29	35,305.56	36,011.67	36,731.90	39,759.79
6	35,805.93	36,522.05	37,252.49	37,997.54	38,757.49	39,532.64	40,323.29	41,129.76	41,952.36	45,410.58
7	38,214.91	38,979.21	39,758.79	40,553.97	41,365.05	42,192.35	43,036.20	43,896.92	44,774.86	48,465.75
8	43,853.49	44,730.57	45,625.18	46,537.68	47,468.43	48,417.81	49,386.16	50,373.88	51,381.36	55,616.84
8a	47,336.65	48,283.38	49,249.06	50,234.03	51,238.71	52,263.48	53,308.76	54,374.94	55,462.43	60,034.32
9	50,819.81	51,836.21	52,872.92	53,930.39	55,009.00	56,109.17	57,231.35	58,375.99	59,543.50	64,451.80
10	55,117.63	56,219.98	57,344.38	58,491.27	59,661.10	60,854.31	62,071.41	63,312.83	64,579.09	69,902.48
11	59,444.57	60,633.46	61,846.13	63,083.05	64,344.71	65,631.60	66,944.23	68,283.12	69,648.78	75,390.09
12	66,579.79	67,911.38	69,269.61	70,654.99	72,068.10	73,509.46	74,979.65	76,479.24	78,008.82	84,439.26
13	73,729.16	75,203.74	76,707.81	78,241.98	79,806.81	81,402.95	83,031.01	84,691.63	86,385.46	93,506.40
14	83,401.92	85,069.96	86,771.36	88,506.79	90,276.93	92,082.47	93,924.11	95,802.59	97,718.65	105,773.81
15	94,685.68	96,579.39	98,510.99	100,481.20	102,490.82	104,540.65	106,631.45	108,764.09	110,939.37	120,084.33
16	105,090.70	107,192.51	109,336.37	111,523.10	113,753.55	116,028.63	118,349.20	120,716.18	123,130.50	133,280.42

2021 Professional Technical Administrative (PTA) Pay Grades - Full Time										
Pay Grades	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	20,701.34	21,115.37	21,537.68	21,968.42	22,407.79	22,855.95	23,313.07	23,779.33	24,254.92	26,254.30
2	24,455.02	24,944.12	25,443.00	25,951.86	26,470.90	27,000.32	27,540.33	28,091.14	28,652.95	31,014.87
3	27,262.99	27,808.25	28,364.40	28,931.69	29,510.33	30,100.54	30,702.55	31,316.60	31,942.93	34,576.05
4	30,546.56	31,157.48	31,780.64	32,416.25	33,064.58	33,725.87	34,400.38	35,088.40	35,790.16	38,740.42
5	31,977.33	32,616.89	33,269.22	33,934.60	34,613.29	35,305.56	36,011.67	36,731.90	37,466.54	40,554.99
6	36,522.05	37,252.49	37,997.54	38,757.49	39,532.64	40,323.29	41,129.76	41,952.36	42,791.41	46,318.79
7	38,979.21	39,758.79	40,553.97	41,365.05	42,192.35	43,036.20	43,896.92	44,774.86	45,670.36	49,435.07
8	44,730.56	45,625.18	46,537.68	47,468.43	48,417.80	49,386.17	50,373.88	51,381.36	52,408.99	56,729.18
8a	48,283.38	49,249.05	50,234.04	51,238.71	52,263.48	53,308.75	54,374.94	55,462.44	56,571.68	61,235.01
9	51,836.21	52,872.93	53,930.38	55,009.00	56,109.18	57,231.35	58,375.98	59,543.51	60,734.37	65,740.84
10	56,219.98	57,344.38	58,491.27	59,661.10	60,854.32	62,071.40	63,312.84	64,579.09	65,870.67	71,300.53
11	60,633.46	61,846.13	63,083.05	64,344.71	65,631.60	66,944.23	68,283.11	69,648.78	71,041.76	76,897.89
12	67,911.39	69,269.61	70,655.00	72,068.09	73,509.46	74,979.65	76,479.24	78,008.82	79,569.00	86,128.05
13	75,203.74	76,707.81	78,241.97	79,806.82	81,402.95	83,031.01	84,691.63	86,385.46	88,113.17	95,376.53
14	85,069.96	86,771.36	88,506.79	90,276.93	92,082.47	93,924.12	95,802.59	97,718.64	99,673.02	107,889.29
15	96,579.39	98,510.98	100,481.21	102,490.82	104,540.64	106,631.46	108,764.08	110,939.37	113,158.16	122,486.02
16	107,192.51	109,336.36	111,523.10	113,753.56	116,028.62	118,349.20	120,716.18	123,130.50	125,593.11	135,946.03

2022 Professional Technical Administrative (PTA) Pay Grades - Full Time

Pay Grades	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	21,115.37	21,537.68	21,968.43	22,407.79	22,855.95	23,313.07	23,779.33	24,254.92	24,740.02	26,779.39
2	24,944.12	25,443.00	25,951.86	26,470.90	27,000.32	27,540.33	28,091.14	28,652.96	29,226.01	31,635.17
3	27,808.25	28,364.42	28,931.69	29,510.32	30,100.54	30,702.55	31,316.60	31,942.93	32,581.79	35,267.57
4	31,157.49	31,780.63	32,416.25	33,064.58	33,725.87	34,400.39	35,088.39	35,790.17	36,505.96	39,515.23
5	32,616.88	33,269.23	33,934.60	34,613.29	35,305.56	36,011.67	36,731.90	37,466.54	38,215.87	41,366.09
6	37,252.49	37,997.54	38,757.49	39,532.64	40,323.29	41,129.76	41,952.36	42,791.41	43,647.24	47,245.17
7	39,758.79	40,553.97	41,365.05	42,192.35	43,036.20	43,896.92	44,774.86	45,670.36	46,583.77	50,423.77
8	45,625.17	46,537.68	47,468.43	48,417.80	49,386.16	50,373.89	51,381.36	52,408.99	53,457.17	57,863.76
8a	49,249.05	50,234.03	51,238.72	52,263.48	53,308.75	54,374.93	55,462.44	56,571.69	57,703.11	62,459.71
9	52,872.93	53,930.39	55,008.99	56,109.18	57,231.36	58,375.98	59,543.50	60,734.38	61,949.06	67,055.66
10	57,344.38	58,491.27	59,661.10	60,854.32	62,071.41	63,312.83	64,579.10	65,870.67	67,188.08	72,726.54
11	61,846.13	63,083.05	64,344.71	65,631.60	66,944.23	68,283.11	69,648.77	71,041.76	72,462.60	78,435.85
12	69,269.62	70,655.00	72,068.10	73,509.45	74,979.65	76,479.24	78,008.82	79,569.00	81,160.38	87,850.61
13	76,707.81	78,241.97	79,806.81	81,402.96	83,031.01	84,691.63	86,385.46	88,113.17	89,875.43	97,284.06
14	86,771.36	88,506.79	90,276.93	92,082.47	93,924.12	95,802.60	97,718.64	99,673.01	101,666.48	110,047.08
15	98,510.98	100,481.20	102,490.83	104,540.64	106,631.45	108,764.09	110,939.36	113,158.16	115,421.32	124,935.74
16	109,336.36	111,523.09	113,753.56	116,028.63	118,349.19	120,716.18	123,130.50	125,593.11	128,104.97	138,664.95