

ARTICLE XXIII

MISCELLANEOUS PROVISIONS

Section A – If a majority of Webb County employees receive an increase in County benefits while this Agreement is in effect, and as long as said increase does not conflict with a specific provision contained in this Agreement, the increase in said benefits shall be passed on to members of the Bargaining Unit. If it is felt by the Association that the increased benefit would negatively impact its members, the President of said Association may waive the increased benefit by providing notice in writing of said waiver to the Webb County Commissioners Court. This section specifically excludes increases in wages and other financial remuneration inasmuch as they are set forth in Article XI and elsewhere in this Agreement.

Section B – Upon request, the County shall provide the following materials to the Association:

1. A copy of all county personnel policies.
2. A copy of this Agreement.
3. Rules and Regulations adopted by the Webb County Civil Service Commission.

Section C – Civil Service

1. Non-exempt officers appointed to an Exempt position by the Sheriff may be demoted without cause, or fired for just cause, from said Exempt position at the sole discretion of the Sheriff. An officer so demoted shall have no right to prior notice, a statement of charges, or to file a grievance, or to appeal the demotion, and the Civil Service Commission shall have no jurisdiction, power, or authority to investigate or review such demotion or to alter the terms of such a demotion. Upon demotion from an Exempt position, or upon termination of the employee for less than just cause, an officer shall resume the Non-exempt position from which he or she was appointed and his or her salary shall be in accordance with said Non-exempt position.
2. Persons filling Exempt positions from outside the Webb County Sheriff's Department who do not hold a Non-exempt position shall not be placed in a Non-exempt position except as an Officer I.
3. Exempt employees that are placed back into non-exempt status when a non-exempt position is not available, shall have their position funded by the County until such time as the new budgetary process adopts him/her into the County general order. People occupying exempt positions, at the time of the adoption of this agreement, shall be listed in appendix B.

Appendix B

**Members currently appointed to an exempt position with prior service with the Webb
County Sheriff's Office**

Name	Current Rank	Last Civil Service Held Rank
Alejandro Gutierrez	Asst. Chief	Lieutenant
Juan Jose Rendon	Asst. Chief	Lieutenant
Ponce Trevino	Commander	Captain
Julio Gonzalez	Commander	Lieutenant
Rolando Elizalde	Commander	Sergeant