

1 A bill to be entitled

2 An act relating to Lee County; amending chapter 74-522,
3 Laws of Florida, as amended; redesignating the Lee County
4 Sheriff's Department as the Lee County Sheriff's Office;
5 revising qualifications for membership on the civil
6 service board; revising the date for electing board
7 members; deleting certain limitations for classification
8 as members of the civil service; revising requirements for
9 demotions in rank following the election of a new sheriff;
10 deleting provisions authorizing a specified amount of
11 annual leave for certain employees; deleting certain
12 restrictions on the age at which an applicant may be
13 employed as a deputy sheriff; deleting certain
14 restrictions on the employment of persons with a medical
15 discharge; revising requirements for the posting of
16 notices of employment; clarifying provisions authorizing
17 political activities during off-duty hours; providing an
18 effective date.

19
20 Be It Enacted by the Legislature of the State of Florida:

21
22 Section 1. Chapter 74-522, Laws of Florida, as amended by
23 chapters 99-434 and 2003-329, Laws of Florida, is amended to
24 read:

25 Section 1. Composition and purpose of board.--There is
26 hereby created a civil service board, hereafter referred to as
27 the "board", composed of five ~~(5)~~ members whose duty it is to
28 administer the terms of this act which shall apply to all

29 classified appointees ~~deputy sheriffs~~ and employees of the Lee
 30 County Sheriff's Office. For purposes of this act, the term
 31 "employee" shall be synonymous and interchangeable with the term
 32 "appointee."

33 (1) The board shall consist of five ~~(5)~~ members who shall
 34 be elected by a majority of persons voting or appointed as
 35 follows:

36 (a) One ~~(1)~~ member of the board will be the sheriff or his
 37 or her designate.

38 (b) One ~~(1)~~ member of the board will ~~to~~ be elected by a
 39 majority of the employees with the rank of lieutenant or above.
 40 An alternate member shall be elected at the same time and in the
 41 same manner for this position.

42 (c) One ~~(1)~~ member of the board to be elected by a
 43 majority of the employees below ~~with~~ the rank of lieutenant
 44 deputy or sergeant. An alternate member shall be elected at the
 45 same time and in the same manner for this position.

46 (d) One ~~(1)~~ member to be an upstanding resident of Lee
 47 County to be selected and appointed ~~elected~~ by the board at the
 48 first organizational meeting held on the first business day of
 49 October after taking office.

50 (e) One ~~(1)~~ member of the board to be the lead department
 51 chaplain or his or her designee, as determined by the Sheriff.

52 (f) Election for board members and their alternates ~~of the~~
 53 ~~three (3) members~~ shall be held on the second Tuesday of ~~at the~~
 54 ~~first staff meeting in~~ September, and the newly elected member
 55 shall take ~~with the members taking~~ office on the 1st day of
 56 October.

57 (g) Civilian employees not assigned a rank may vote for
 58 the position identified in paragraph (b) or (c), but not both.
 59 ~~If for any reason, a member of the board cannot serve, an~~
 60 ~~alternate member will be elected in the same manner as provided~~
 61 ~~in this section.~~

62 (h) Alternate members shall serve if, for any reason, a
 63 member of the board cannot serve.

64 (i) ~~(h)~~ All vacancies on the board will be filled by the
 65 procedure established in this section.

66 (2) No board member shall be subject to any adverse action
 67 in retaliation for his or her service on the board, decisions of
 68 the board, or performance of his or her official duties in
 69 transacting business of the board.

70 (3) The term of office for elected board members shall be
 71 2 years.

72 Section 2. Qualifications for board members.--Members of
 73 the board shall be 18 ~~twenty one (21)~~ years of age or over, of
 74 good moral character, a citizen of the United States of America,
 75 a permanent resident of Florida, and must have resided in Lee
 76 County for at least 1 ~~one (1)~~ year prior to his or her
 77 appointment.

78 Section 3. Affected employees.--The civil service act, as
 79 set forth, will encompass all classified employees ~~members~~ of
 80 the Lee County Sheriff's Office. The term "classified employees"
 81 shall include all full-time deputy sheriffs, correctional
 82 officers, and civilian employees who have completed their
 83 original or reemployment probationary period. "Classified
 84 employees" shall not include: any contractual employees,

85 appointees, volunteers, or other persons who do not serve in a
 86 regularly budgeted position in the Sheriff's office on a full-
 87 time basis; and the Sheriff or his or her second in command,
 88 whether designated as chief deputy, undersheriff, or otherwise,
 89 except as to the Sheriff's obligations set forth under sections
 90 1, 2, and 15. All members of the sheriff's office under the rank
 91 of chief deputy shall be classified members of the civil service
 92 act.

93 Section 4. Board positions.--The board shall, upon its
 94 organization, elect one ~~(1)~~ member as chairperson ~~chairman~~ and
 95 one ~~(1)~~ member as secretary and they shall perform their duties
 96 in accordance with the rules and regulations ~~to be~~ adopted by
 97 the board from time to time as necessary to carry out the
 98 purpose of this act.

99 Section 5. Certification of the act.--This act shall
 100 become operative upon the certification to the board by the
 101 sheriff that the office of the Sheriff of Lee County is
 102 functioning under the civil service rules as established in this
 103 document. When the certification of organization and capability
 104 has been filed by the sheriff, the board shall forthwith
 105 acknowledge such certification. Thereafter, the certification
 106 shall be irrevocable except by subsequent act of Legislature.
 107 The act shall carry over from Sheriff to Sheriff and it shall
 108 not be necessary for subsequent Sheriffs to recertify the act.

109 Section 6. Powers of the board.--The board, as a body,
 110 shall have the power, ~~subject to minimum requirements, to act~~
 111 to:

112 (1) Investigate and enforce compliance by the Sheriff and
 113 any and all classified and unclassified employees of the
 114 Sheriff's office with regards to the terms and conditions of the
 115 act and implement investigations and determinations ~~Make~~
 116 ~~investigations concerning the enforcement and effect of this~~
 117 ~~act, and to require observance of its provisions and the rules~~
 118 ~~and regulations made thereunder.~~

119 (2) Hear and determine appeals of complaints respecting
 120 the administration of this act.

121 (3) Establish and maintain a roster of all employees in
 122 the classified service of the office of the sheriff showing
 123 their position, rank, compensation, benefits and place of
 124 residence.

125 (4) Ascertain and record the duties and responsibilities
 126 of appertaining to all positions of the Sheriff's office in a
 127 manner approved by the board in the classified service and
 128 classify such positions in the manner hereafter provided.

129 (5) Keep any other records as may be necessary for the
 130 proper administration of this act.

131 (6) Issue subpoenas for the appearance of witnesses and
 132 production of documents and things in connection with
 133 investigations and hearings conducted pursuant to this act.

134 Section 7. Positions after adoption of the act and
 135 election of a new Sheriff.--All classified employees persons in
 136 the employ of the office of the Sheriff shall be retained in the
 137 same capacity, at the time this act becomes operative, who have
 138 ~~served for a period longer than one (1) year in a position and~~
 139 ~~rank shall now be under this act, retained as same, without~~

140 preliminary or performance tests but shall thereafter be subject
 141 in all other respects to the provisions of this act. In the
 142 event a new sheriff is elected to office in Lee County, all
 143 classified employees of the Sheriff's office shall remain in the
 144 same position with the exception of those serving in a rank or
 145 grade immediately below the chief deputy. These persons who
 146 comprise the Sheriff's executive and administrative staff and
 147 who command a major component, subdivision, or bureau of the
 148 Sheriff's office ~~personnel who are ranked at captain or above,~~
 149 ~~who~~ may be subject to a one ~~(1)~~ grade demotion in rank ~~to~~
 150 ~~lieutenant or above in order~~ to allow the Sheriff to establish
 151 his or her new administration. The salary of all persons so
 152 demoted may be reduced to no less than the top of the grade to
 153 which they are demoted. If transferred, the transfer shall be to
 154 a position equal in terms of rank, pay, and benefits to those in
 155 which other persons of the same rank serve. The elimination by a
 156 new Sheriff of a position or grade under a previous
 157 administration constitutes a demotion for purposes of this
 158 section.

159 Section 8. Leaves of absence and military service.--The
 160 Sheriff shall formulate reasonable rules governing the granting
 161 of leaves of absence to members of the Sheriff's office
 162 ~~sheriff's office~~ in good standing. Except as hereinafter
 163 provided, no leave of absence shall be approved ~~given~~ for more
 164 than 1 ~~one (1)~~ year, however, such leaves may be extended with
 165 the approval of the Sheriff upon the showing of good cause, so
 166 long as the leave period does not exceed the Sheriff's current
 167 term of office.

168 (1) All classified employees of ~~persons employed by the~~
 169 ~~Lee County~~ Sheriff's office who shall be inducted in the armed
 170 forces of the United States of America or who shall voluntarily
 171 by enlistment enter into such forces in time of war or national
 172 emergency shall, upon application to the Sheriff, receive a
 173 military leave of absence for the duration of the period of
 174 service required. During the period of service, all persons
 175 serving shall be entitled to all the benefits and privileges of
 176 this act and shall retain all rights of seniority. All persons
 177 shall be entitled to reemployment in the same capacity and
 178 position they held at the time of entering said military
 179 service, provided, however, that application for reinstatement
 180 to in such position must be made by or on behalf of such
 181 employee within 3 ~~three (3)~~ months after termination of military
 182 service. ~~Provided~~ Further ~~that~~ to be entitled to the benefits of
 183 this subsection, any discharge from ~~such~~ military service must
 184 have been honorable.

185 (2) This section shall not apply to persons who engage
 186 themselves as private contractors for any security or
 187 peacekeeping force or any service provider not directly under
 188 the supervision and control of the Armed Forces of the United
 189 States of America and the Commander In Chief of those forces.

190 Section 9. Qualifications for employment.--The minimum
 191 standards and qualifications for ~~an original applicant for~~
 192 employment or reemployment as a classified employee of deputy
 193 ~~sheriff, or in any other capacity in~~ the office of the Sheriff
 194 of Lee County, shall be as follows:

195 (1) All applicants for any position in the classified
 196 service of the Sheriff's office must submit a complete, written
 197 application for employment.

198 ~~(2)(1)~~ All applicants must be graduates of ~~An applicant~~
 199 ~~shall have graduated from~~ a duly accredited high school or
 200 possess shall have the equivalent of a high school diploma from
 201 a school recognized by the state.

202 ~~(3)(2)~~ All applicants must ~~An applicant shall be~~
 203 physically capable of performing all functions and duties of the
 204 position that they are seeking and must submit to a physical
 205 exam conducted by a physician licensed in this state ~~of a deputy~~
 206 ~~sheriff as established by the board, and this physical capacity~~
 207 ~~shall be certified by a physician licensed in this state and~~
 208 ~~selected by the board.~~

209 ~~(4)(3)~~ All applicants are required to submit to a
 210 background investigation, drug screen, polygraph, or CVSA
 211 examination and oral interview ~~No person is eligible to receive~~
 212 ~~public funds as a salary or for services rendered as a deputy~~
 213 ~~sheriff of Lee County until such person has submitted to the~~
 214 ~~sheriff, a written application for employment and has passed an~~
 215 ~~oral examination.~~

216 ~~(5)(4)~~ All applicants ~~An applicant~~ shall not have been
 217 convicted of a felony of any kind, a crime involving moral
 218 turpitude, or of a misdemeanor for which the penalty is greater
 219 ~~be more than a \$300 three hundred dollar (\$300) fine and/or 90~~
 220 ~~ninety (90) days confinement.~~

221 ~~(6)(5)~~ All applicants having military service must submit
 222 a DD 214 indicating that their military service and discharge

223 were under honorable conditions. Persons discharged for medical
 224 conditions or reasons must be able to perform all functions of
 225 the position for which they are applying ~~An applicant with~~
 226 ~~military service shall have an honorable discharge.~~

227 (7) In addition to the requirements in subsections (1)-
 228 (6), all persons applying for certified law enforcement or
 229 corrections positions must comply with the requirements of the
 230 Florida Department of Law Enforcement and be eligible for state
 231 certification.

232 Section 10. Appointments, promotions, and
 233 transfers.--Promotional procedures with respect to all
 234 classified employees shall conform to Sheriff's office policies
 235 based on CALEA standards as adopted by the Sheriff's office for
 236 so long as the Sheriff's office remains an accredited agency. In
 237 the event that the Sheriff's office is no longer an accredited
 238 agency, promotions will be made on a merit basis considering
 239 work performance, knowledge of job, and other similar
 240 qualifications. All promotions will be made by the Sheriff
 241 ~~Promotions will be made on a merit basis such as work~~
 242 ~~performance, knowledge of job and other qualifications. All~~
 243 ~~promotions will be made by the sheriff.~~

244 (1) Open positions will be publicly posted throughout the
 245 Sheriff's office on department bulletin boards and websites for
 246 a period of 7 days to allow for application by qualified
 247 Sheriff's office employees who shall be entitled to a preference
 248 for any position of higher grade or rank than an entry level
 249 position ~~Whenever there is an opening in any division, this~~
 250 ~~opening will be publicly posted throughout the sheriff's office~~

251 ~~for a period of five (5) days to allow all persons eligible to~~
 252 ~~apply for transfer from their division to the division where the~~
 253 ~~opening exists.~~ Those interested should apply in writing to the
 254 Sheriff requesting a ~~such~~ transfer.

255 (2) The Sheriff reserves the right to transfer any
 256 employee for the betterment of the service; provided, however,
 257 the employees shall not be reduced in rank or compensation and
 258 such transfer shall not be considered disciplinary in nature.

259 (3)~~(2)~~ Employment or reemployment to ~~No appointment or~~
 260 ~~promotion in~~ any position in the Sheriff's office shall not be
 261 deemed complete until after the expiration of a period of 1 ~~one~~
 262 ~~(1)~~ year's probationary service, during which time the sheriff
 263 may terminate without cause the employment of any person
 264 ~~certified and/or appointed.~~

265 (4) No promotion shall be deemed complete until after the
 266 expiration of a period of 6 months of service during which time
 267 the Sheriff may return the promoted person to his or her former
 268 rank and pay for failure or inability to perform the duties of
 269 the position to which he or she had been promoted.

270 (5)~~(3)~~ Employment and reemployment ~~Appointments~~ shall be
 271 regarded as taking effect upon the date the employee is
 272 scheduled to report ~~person appointed reports~~ for duty. A person
 273 offered employment ~~certified~~ by the Sheriff who does not report
 274 for duty at the time so designated, and who does not explain his
 275 or her said failure to report, in writing, within 5 ~~five (5)~~
 276 days, may be rejected by the Sheriff.

277 Section 11. Practice and procedures of the board.--The
 278 practice and procedure of the board with respect to any

279 investigation by the board authorized by this act shall be in
 280 accordance with rules and regulations to be adopted by the board
 281 which shall provide for a reasonable notice to all persons
 282 affected by recommendations to be made by the board after such
 283 investigation, with the opportunity to be heard either in person
 284 or by counsel.

285 Section 12. Misconduct and misuse of professional
 286 influence.--

287 (1) No person covered by this act shall use his or her
 288 official position or influence to solicit orally or in writing
 289 ~~by letter, and no public officer or employee shall receive or be~~
 290 ~~in any manner concerned in receiving or soliciting any money or~~
 291 valuable things from any employee of the Sheriff's office
 292 ~~department~~ or political party or private individual for any
 293 purpose whatsoever.

294 (2) No person shall use or promise to use his or her
 295 influence or official position authority to secure any
 296 appointment or prospect of appointment to any position
 297 classified under this act as a reward or return for personal or
 298 partisan political service.

299 (3) No public officer or employee of the Sheriff's office
 300 shall by means of threats or coercion induce or attempt to
 301 induce any person holding a position in the Sheriff's office to
 302 resign his or her position, or to take a leave of absence from
 303 duty or to waive any rights under this act.

304 Section 13. Discipline; suspensions; dismissal; appeals.--

305 (1) The sheriff may discipline, suspend up to 30 days
 306 without pay, terminate, or withdraw the appointment of ~~or~~

307 ~~dismiss~~ an employee only for just cause. An employee subject to
 308 substantial discipline, which includes a loss of pay, accrued
 309 time, benefits, rank, or position; disciplinary transfer;
 310 suspension; or termination may, within 15 days of the
 311 discipline, suspension, termination, or withdrawal of
 312 appointment, file a notice of appeal with the board's secretary.
 313 The board shall schedule a hearing within 30 days of receipt of
 314 notice of appeal. Continuation of a hearing may be granted by
 315 the board upon a showing of good cause by either party or upon
 316 agreement of the parties. ~~The employee so dismissed or suspended~~
 317 ~~will have fifteen (15) days to file an appeal with the board.~~
 318 ~~Officers with the rank of lieutenant and above will have the~~
 319 ~~authority to take immediate disciplinary action including~~
 320 ~~relieving an employee of duty, thereafter securing the approval~~
 321 ~~of the sheriff. The sheriff may summarily suspend an employee~~
 322 ~~for a reasonable period not exceeding thirty (30) days. Every~~
 323 ~~such suspension shall be without pay; provided, however, that~~
 324 ~~the board shall have the authority to investigate every such~~
 325 ~~suspension and if it is found that the sheriff acted in bad~~
 326 ~~faith, it shall have the power to restore pay to the employee~~
 327 ~~for such suspended time.~~

328 ~~(1) Subject to the foregoing provisions of this section,~~
 329 ~~any person holding a position in the sheriff's office who has~~
 330 ~~been removed or discharged, has the opportunity to be heard in~~
 331 ~~his own defense upon filing a written request to the board~~
 332 ~~within fifteen (15) days following the action. The appeal shall,~~
 333 ~~within thirty (30) days after the filing be heard, investigated~~

334 ~~and determined by the board as provided by section 13 of this~~
335 ~~act.~~

336 (2) At the hearing the employee has the burden of proving
337 that the Sheriff lacked just cause supported by competent and
338 substantial evidence for the disciplinary action under appeal.

339 (3) The board shall have the authority to investigate any
340 such discipline, suspension, termination, or withdrawal of
341 appointment and, should the board determine following a hearing
342 that the action taken by the Sheriff was without just cause, the
343 board has the authority to:

344 (a) Vacate the discipline, restore the employee's pay and
345 benefits as outlined in subsection (1), and, in the event the
346 suspension is not completed, void the remaining suspension time
347 and restore the employee to duty.

348 (b) Reinstate the employee's employment and pay without
349 loss of rank or seniority.

350

351 In no case shall back pay exceed 30 days.

352 (4) Should the board determine following the hearing that
353 the action taken by the Sheriff was with just cause it shall
354 uphold the disciplinary decision of the Sheriff. The board may
355 not substitute its judgment for that of the Sheriff regarding
356 the severity of the disciplinary action imposed, provided the
357 disciplinary action is authorized by law.

358 (5) Each party may make a timely appeal to the circuit
359 court upon receipt of the board's written order. In the event a
360 timely appeal is not taken and the Sheriff was found to not have
361 just cause for the discipline, the employee's record shall have

362 the board's final order attached to and included in the
 363 employee's personnel file.

364 ~~(6)(2) The board's decision is ~~The decision of the board~~~~
 365 ~~will be~~ final and absolute.

366 (7) Classified employees are free from retaliatory action
 367 based on the exercise of rights provided under this act.

368 Section 14. Public meetings.--It shall be the duty of the
 369 authorities having charge of the public buildings of Lee County
 370 to allow the reasonable use of public buildings and rooms for
 371 the holding of meetings of the board and any examinations or
 372 investigations provided for by this act. The term "public
 373 building" shall include any building under the lawful control of
 374 the Lee County Government or Lee County Sheriff's Office which
 375 provides for free public access under minimal restrictions, as
 376 necessary, to provide for the safety and security of its
 377 occupants.

378 Section 15. Retirement health insurance benefits.--

379 (1) It shall be and is hereby made the duty of the Sheriff
 380 of Lee County to provide annually in his or her budget, a
 381 sufficient sum of money to enable the board to properly carry
 382 out the purposes of this act.

383 (2) Effective October 1, 1986, and thereafter, it is the
 384 duty of the Sheriff of Lee County to provide annually in his or
 385 her budget a sufficient sum of money to pay a percentage of the
 386 cost of the health insurance of members of the Lee County
 387 Sheriff's Office who retire from active service after having
 388 accumulated at least 15 years of creditable service under the
 389 Florida Retirement System. The health insurance costs payable

390 pursuant to this section include premiums for major medical and
391 hospitalization insurance, but do not include premiums for
392 dental insurance. When a retiree receiving this health insurance
393 benefit becomes eligible for Medicare, his or her health
394 coverage will convert to the Medicare Supplement health
395 insurance.

396 (a) In order to receive this benefit, the retiree must
397 have served with the Lee County Sheriff's Office for the 10
398 years immediately preceding his or her retirement. The retiree
399 may claim up to 5 years of creditable service earned while in
400 the employ of another member agency within the Florida
401 Retirement System. The Lee County Sheriff's Office shall verify
402 all years of creditable service claimed through the Division of
403 Retirement of the Department of Administration.

404 (b) If an employee retires from the Lee County Sheriff's
405 Office after at least 10 years of service with the department,
406 but before reaching retirement age, and has participated in the
407 Florida Retirement System for at least 15 years, he or she may
408 pay his and her or his and her dependent's health insurance
409 costs until he or she begins to receive retirement benefits
410 under the Florida Retirement System. The Lee County Sheriff's
411 Office shall begin to pay a percentage of the employee's health
412 insurance costs when he or she begins to receive such retirement
413 benefits. The retiree shall give the sheriff's office written
414 notice of the date of payment of his or her initial retirement
415 benefit. The Lee County Sheriff's Office shall verify this date
416 through the Division of Retirement of the Department of
417 Administration.

418 (c) The Lee County Sheriff's Office shall base the
419 percentage of a retiree's health insurance costs it will pay
420 upon the number of years of creditable service that the retiree
421 has accumulated in the Florida Retirement System. Fifteen years
422 of creditable service entitles the retiree to have 75 percent of
423 his or her health insurance premiums paid by the sheriff's
424 office. The sheriff's office shall pay an additional 5 percent
425 of the insurance premiums for each year of service in excess of
426 15 years until reaching a maximum of 100 percent of the premium
427 at 20 years of service. The Lee County Sheriff's Office shall
428 pay an additional one-twelfth of 1 percent of the premium for
429 each month served until the full 100 percent is paid.

430 (d) If an employee has health insurance coverage through a
431 previous employer, the Lee County Sheriff's Office will be the
432 secondary payor.

433 (e) If an employee receives a retiree health insurance
434 subsidy from the state, the Lee County Sheriff's Office shall
435 reduce the amount it pays of the employee's health insurance
436 premiums by the amount of the subsidy.

437 (f) The Lee County Sheriff's Office shall pay for the
438 health insurance coverage of the retiree and 50 percent of his
439 or her dependents' health insurance coverage only if the
440 retiree's health insurance is paid at 100 percent of the premium
441 at 20 years of service. A retiree who obtains benefits without
442 attaining 20 years of service may pay for the health insurance
443 of his or her dependents. Upon a retiree's death, his or her
444 spouse may continue the health insurance coverage previously

445 provided by the retiree. Premiums must be paid to the Lee County
446 Sheriff's Office.

447 (g) This retiree health insurance benefit is only
448 available to an employee when he or she retires. If the employee
449 does not elect to receive the insurance benefit upon retiring,
450 he or she does not have the option of receiving the benefit at a
451 later date.

452 Section 16. Political activity.--No employee person
453 holding a classified position in the sheriff's office shall take
454 an active part in any political campaign while on duty or while
455 off duty and wearing any uniform or part thereof identifying the
456 Sheriff's office. Nothing in this act shall be construed to
457 prohibit or prevent any such person from exercising lawful
458 political rights while off duty, from becoming or continuing to
459 be a member of a political club or organization, or from
460 attending any political meetings, or from enjoying entire
461 freedom from all interferences in casting his or her vote. Any
462 person violating the provisions of this section may be dismissed
463 from the service of the office of the sheriff of Lee County.

464 Section 17. Legal construction and amendment of the
465 act.--The provisions of this act shall be severable and if any
466 of the provisions shall be held to be unconstitutional, the
467 decision of the court shall not affect the validity of the
468 remaining provisions. It is hereby declared the legislative
469 intent of this act that it would have been adopted by the
470 legislature had such unconstitutional provision not have been
471 included therein.

472 (1) This act shall not be held or construed to create any
473 property rights or any vested interests in any position in the
474 Sheriff's office beyond those specifically enumerated in the act
475 ~~sheriff's office and the right is hereby reserved to repeal,~~
476 ~~alter or amend this act, or any provision thereof at any time.~~

477 (2) All requests for changes or amendments to this act
478 proposed by a board member or an alternate board member shall
479 come before the five-member board in a public meeting and be
480 approved by a majority vote of the board. The board as a whole
481 has the authority to request the Legislature to amend the act on
482 behalf of the classified employees of the Sheriff's office whose
483 effect on all classified employees shall be immediate upon
484 becoming law.

485 Section 18. All laws and parts of laws, insofar as they
486 are inconsistent with this act, or any provision thereof, are,
487 to the extent of such conflict, hereby repealed.

488 Section 2. This act shall take effect upon becoming a law.