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### Indicted

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The indictment said the conspirators financed their efforts by armed robberies and counterfeitings and that they targeted members of ethnic groups for bombings.

They also plotted to destroy utilities, pollute water supplies and establish guerrilla warfare training camps, according to the indictment.

One of the 19 charged with the murder of the trooper was Robert Edward Miles, 62, former leader of the Ku Klux Klan in Michigan. He has been indicted in Arkansas for interfering with the trooper's duties.

The four people indicted in Denver were charged with violating civil rights laws by interfering with the trooper's duties because of his religion, race or national origin. Berg, who was formerly frequently used his show to attack and embarrass white supremacists.

According to the 25-page indictment in Arkansas, the accused seditionists "agreed that their various organizations should unite in an effort to overthrow and put down the government of the United States, armed revolutionaries."

The federal indictment also alleged that five of the 19 men conspired to murder U.S. District Court Judge H. Franklin Walker of Fort Smith and FBI agent Jack D. Kane of Fayetteville, Ark., and that three of the five actually made a murder attempt in December 1985.

One of the five, Richard Wayne Snell, is in prison under death sentence for the 1983 murder of a Texarkana, Ark. pawn shop operator

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### Police

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"What we really want is to know from year to year the basic format of how our wages and benefits will be determined," said Guttmann.

"We want some consistency. We're not asking for dollar amounts, but right now there's no consistency on how wages are determined."

The association is composed of police officers from the rank of lieutenant on down.

A plan developed by the city would not only include police, but every city employee. Since the City Council decided late last year to set a pay for performance plan, city employees have not worked under a plan that specifies increased wages and benefit increases.

All city employees received a raise this year, but factors such as job performance, or number of years on the job were not considered in the amount of the raise.

Finance Director Allen Sartin and Fire Department Chief Bob Greene have been working on a new plan since early December. Greene became involved in his own suggestion because he is interested

in pay plans and how one can be used to motivate department employees.

"Because this affects my employees, I have to consider their motivation," said Greene. "We're basically working on a plan that rewards employees but not at the expense of fellow employees."

"Trying to establish a plan that meets the needs of the city and of its employees is difficult, however."

Greene would like to see a program that rewards employees for good work, but also one that takes into consideration how long an employee has worked for the city among many factors.

The results of Sartin and Greene's efforts will be delivered to City Manager Mark Arnes who said that the outline has been fairly well established. Now we need to find out how it will affect our dollars.

One problem with the pay-for-performance plan, which based pay on an employee's job performance, was that it was never fully funded. For that reason, it was not popular with city employees. In a

conducted last December, employees said they didn't like the plan but would if it was revised. Suggestions for revisions were not made.

"The action by the police association came at a time when the city was in the process of putting together a new plan. To avoid having the council automatically consider a new plan at the same time, the council asked the association to delay its own action."

"As far as I'm concerned, waiting for the city to develop its own plan is the reasonable thing to do," Guttmann said.

Councilman Berford Theobald is hoping to be able to present employees with a plan by July. He stresses employees' desire to know what the rules of game are. We the council members also need to know for budget reasons, and a pay plan has to be something that everyone can live with.

"In the past we had plans that employees liked and the council didn't, and ones that the council liked and the employees didn't," he said. "A new plan ideally would be agreeable to almost everyone. We

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### Pay

**From Page One**  
The county has tried to help narrow the pay gap, raising its entry level pay for deputies from \$1,853 per month in 1985 to \$1,326 in 1987.

Another raise in deputy pay is expected in July, Tiffany said.

State Social Services put its investigation on hold at the request of the District Attorney's office. District Attorney Steve Erken-Braz said a state investigation would interfere with his own.

county began paying overtime to comply with new federal regulations.

But those in supervisory positions still don't qualify for overtime.

Set Bill Head a Grand Junction police officer who heads the MCENY program, said he tries to take that into consideration when he assigns his two deputies and two policemen.

He said he's more likely to call out a policeman in the middle of the night or assign one to a late night stakeout, because he knows the policemen will get paid for it. The deputy was 17.

"It would be nice if everyone was treated equally as far as overtime," Head said.

But his detectives don't complain about the pay difference, Head said.

"There isn't any Justice Birdmen. These guys have been around since they were in petty staff," Head said.

The deputies are eligible for compensation time instead of overtime pay, but if they took all their compensation time, we'd never see them at all," he noted.

His investigators are hard-drivers, he said. That's one reason they were chosen for MCENY.

"They're out to get the best job, and if they take 16 hours a day, they're going to take 16 hours a day, and that's all there is to it," Head said.

Nobody said they want to see city police salaries cut, and no one wants to see the cooperative city-county programs end.

"I think the programs are good if there's any drawbacks at all, it's because of the salaries," said Williams.

"I'm sure that the sheriff's office would like to be paid more money," said Police Chief Gary Loveland. "I think the officers and deputies understand the difference in pay. That hasn't affected their efficiency."

He noted that the cooperative programs save both departments money, avoid duplication of effort and spread the program statewide instead of isolating them in either the city or county.

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