

**MENDOCINO COUNTY and DEPUTY SHERIFFS
ASSOCIATION BARGAINING UNIT
Tentative Agreement
May 2, 2007**

TENTATIVE AGREEMENT	
TERM	<ul style="list-style-type: none"> ▪ Effective April 2, 2007 – April 1, 2010
MARKET RATE/PAY EQUITY	<ul style="list-style-type: none"> ▪ Parties agree that the following agencies will serve as the survey market during the term of the agreement: <ol style="list-style-type: none"> 1. City of Ukiah 2. City of Santa Rosa 3. El Dorado County 4. Humboldt County 5. Lake County 6. Napa County 7. Nevada County 8. Sonoma County 9. Sutter County 10. Yolo County ▪ The County will survey at market average. ▪ Salary data will be compiled at the top step of the applicable benchmark. ▪ Benchmark positions for the sixteen classifications represented in DSA are identified, followed by the classifications that are linked for purposes of applying market adjustments resulting from future salary surveys: <ul style="list-style-type: none"> <u>Corrections Deputy (Grade 31)</u>: Marijuana Eradication Officer (31), Deputy Sheriff I (31) <u>Deputy Sheriff II (32)</u> <u>Sheriffs Sergeant (36)</u>: Corrections Corporal (34), Corrections Sergeant (36) <u>Public Safety Dispatcher (29)</u>: DA Investigative Technician (30), Sheriff's Evidence Technician (27), Evidence Technician Supervisor (31), Public Safety Dispatch Supervisor (32) <u>DA Investigator (35)</u>: Supervising DA Investigator (37), Welfare Investigator I (33), Welfare Investigator II (34)
COST OF LIVING ADJUSTMENT (COLA)	<p>The County will provide:</p> <p>2006-07:</p> <ul style="list-style-type: none"> ▪ 3% COLA on FFPP after May 1, 2007 <p>2007-08:</p> <ul style="list-style-type: none"> ▪ 3% COLA on FFPP after May 1, 2008 <p>2008-09:</p> <ul style="list-style-type: none"> ▪ 3% COLA on FFPP after May 1, 2009
RECOGNITION	<ul style="list-style-type: none"> ▪ Add DA Investigative Technicians and Welfare Investigators to Article 2.
PHYSICAL EXAMS	<ul style="list-style-type: none"> ▪ Amend Article 14 as follows: DSA members can utilize annual wellness exam provisions of County health plan at no charge regardless of whether a DSA member participates in County health insurance.
LONGEVITY PAY	<ul style="list-style-type: none"> ▪ Corrections Deputies, Corrections Corporals, and Corrections Sergeants will be allowed to retain Corrections longevity pay for up to two years when moving into Deputy Sheriff positions ▪ Years in Corrections will count toward meeting the years of service requirements of the education incentive provided for Deputy Sheriffs. The educational requirements will be the same. ▪ This provision will be applied prospectively to individuals who changed from Corrections to Deputy Sheriff positions no more than two years before the effective date of the MOU (April 2, 2007). A sideletter will identify the specific employees to which this applies.

WAGES

The County will adjust DSA salaries as follows:

2007-08:

- On FFPP after November 1, 2007, increase Deputy Sheriff II salary by 3% to address internal and external alignment issues.
- On FFPP after November 1, 2007, make 2% market adjustment to all positions.

2008-9:

- On FFPP after November 1, 2008, make market adjustments for classifications that are:
 - Between 5-9.99% below market average = 1% adjustment
 - Between 10-14.99% below market average = 2% adjustment
 - At 15% and greater below market average = 3% adjustment

2009-10:

- On FFPP after November 1, 2009, make market adjustments for classifications that are:
 - Between 5-9.99% below market average = 2% adjustment
 - Between 10-14.99% below market average = 3% adjustment
 - At 15% and greater below market average = 4% adjustment

ASSIGNMENT PREMIUMS

- The detective assignment premium will be provided to the person assigned as the Internal Affairs Investigator.

VACATION SCHEDULING

- Add DA Investigative Technician to Article 21.

HOLIDAY

- County will add ten (10) hours to the holiday leave bank, resulting in a total of 44 hours to be credited in the pay period containing January 1 of each year and a total 54 hours to be credited in the pay period containing July 1 of each year.

LIFE INSURANCE

- During Year One of the Agreement, the County will provide \$50,000 life insurance benefit for DSA members who participate in County health plan.

UNIFORM ALLOWANCE

- Effective July 1, 2007, the uniform allowance will be \$250 per quarter.

HEALTH PLAN

- County will research alternatives to and possible augmentation of the existing health plan by July 2007. County will meet with Union regarding options to the health plan in time to implement any changes that are agreed to by the County and the Association by January 2008.

DENTAL PLAN

- County agrees to consider as part of health plan research by July 2007.

VISION PLAN

- County agrees to consider as part of health plan research by July 2007.

HEALTH SAVINGS ACCOUNTS

- County agrees to consider as part of health plan research by July 2007.

BEREAVEMENT LEAVE

- Includes domestic partners

BEREAVEMENT LEAVE SPLIT

- County agrees that parties can use non-consecutively within 30 days.

DOMESTIC SICK LEAVE

- Includes domestic partners.

EAP CLARIFICATION

- Only family members covered under the County's health plan are eligible for EAP benefits.

HOUSEKEEPING

- County and DSA will review current MOU language and update.

ANNUAL PHYSICAL FITNESS PROGRAM

- Language in Article 15 will be altered as follows: During the term of the MOU, the parties will meet to discuss development of a voluntary physical fitness program.

RECEIVED
HUMAN RESOURCES

Dated 2007 MAY 2 PM 6 53

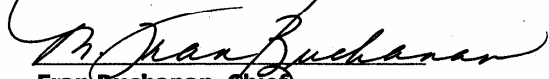
**MENDOCINO COUNTY DEPUTY
SHERIFFS ASSOCIATION**


Dan Edwards, DSA President


NIA
Andy Alvarado, Treasurer


Kirk Mason, Director at Large

COUNTY OF MENDOCINO


Fran Buchanan, Chief
Negotiator


Linda Clouser, Human
Resources Director



Alison Glassey
Assistant CEO



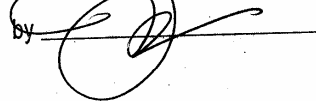
By: KENDALL SMITH, CHAIR
BOARD OF SUPERVISORS

Date: 5-15-07

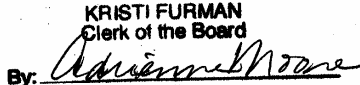
ATTEST:
Kristi Furman, Clerk of the Board
Mendocino County Board of Supervisors


DEPUTY

APPROVED AS TO FORM
COUNTY COUNSEL OFFICE

By: 

I hereby certify that according to the
provisions of Government Code
Sections 25103, delivery of this
document has been made.

KRISTI FURMAN
Clerk of the Board
By: 
DEPUTY