

**MENDOCINO COUNTY and MC LAW ENFORCEMENT  
MANAGEMENT ASSOCIATION BARGAINING UNIT**

**Tentative Agreement**

**May 17, 2007**

ITEM	TENTATIVE AGREEMENT
<b>TERM</b>	<ul style="list-style-type: none"> <li>▪ Effective April 2, 2007 – April 1, 2010</li> </ul>
<b>MARKET RATE/PAY EQUITY</b>	<ul style="list-style-type: none"> <li>▪ Parties agree that the following agencies will serve as the survey market during the term of the agreement:               <ol style="list-style-type: none"> <li>1. City of Ukiah</li> <li>2. City of Santa Rosa</li> <li>3. El Dorado County</li> <li>4. Humboldt County</li> <li>5. Lake County</li> <li>6. Napa County</li> <li>7. Nevada County</li> <li>8. Sonoma County</li> <li>9. Sutter County</li> <li>10. Yolo County</li> </ol> </li> <li>▪ The County will survey at market average.</li> <li>▪ Salary data will be compiled at the top step of the applicable benchmark.</li> <li>▪ Benchmark positions for the two salary levels represented in MCLEMA will be identified as Sheriff's Lieutenant and Sheriff's Captain.</li> </ul>
<b>COST OF LIVING ADJUSTMENT (COLA)</b>	<p>The County will provide:</p> <p><b>2006-07:</b></p> <ul style="list-style-type: none"> <li>▪ 3% COLA on FFPP after May 1, 2007</li> </ul> <p><b>2007-08:</b></p> <ul style="list-style-type: none"> <li>▪ 3% COLA on FFPP after May 1, 2008</li> </ul> <p><b>2008-09:</b></p> <ul style="list-style-type: none"> <li>▪ 3% COLA on FFPP after May 1, 2009</li> </ul>
<b>WAGES</b>	<p>The County will adjust MCLEMA salaries as follows:</p> <p><b>2007-08:</b></p> <ul style="list-style-type: none"> <li>▪ On FFPP after November 1, 2007, make 2% market adjustment to all positions.</li> </ul> <p><b>2008-9:</b></p> <ul style="list-style-type: none"> <li>▪ On FFPP after November 1, 2008, make market adjustments for classifications that are:               <ul style="list-style-type: none"> <li>▪ Between 5-9.99% below market average = 1% adjustment</li> <li>▪ Between 10-14.99% below market average = 2% adjustment</li> <li>▪ At 15% and greater below market average = 3% adjustment</li> </ul> </li> </ul> <p><b>2009-10:</b></p> <ul style="list-style-type: none"> <li>▪ On FFPP after November 1, 2009, make market adjustments for classifications that are:               <ul style="list-style-type: none"> <li>▪ Between 5-9.99% below market average = 2% adjustment</li> <li>▪ Between 10-14.99% below market average = 3% adjustment</li> <li>▪ At 15% and greater below market average = 4% adjustment</li> </ul> </li> </ul>

In addition to the COLA and wage provisions above, effective FPPP after May 1, 2007:

- The County will consistently maintain Step 1/Base Pay for Lieutenants/Chief Investigators at an amount no less than Step 1 of the highest paid DSA classification (currently Step 1 for a MCLEMA Lieutenant is 1.9% lower than Step 1 for a DSA Sheriff's Sergeant-25%).
  - The County will consistently maintain no less than a 15% difference between Step 1/Base Pay for Captains and Step 1/Base Pay for Lieutenants/Chief Investigators (currently it's 15.77%).
- UNIFORM ALLOWANCE**
- Effective July 1, 2007, the uniform allowance will be provided to all MCLEMA members.
  - 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 MCLEMA will review current MOU language and update.
- ANNUAL PHYSICAL FITNESS PROGRAM**
- During the term of the MOU, the parties will meet to discuss development of a voluntary physical fitness program.
- PHYSICAL EXAMS**
- MCLEMA members can utilize annual wellness exam provisions of County health plan at no charge regardless of whether a MCLEMA member participates in County health insurance.
- VACATION CASH-OUT**
- County will allow MCLEMA members to cash out vacation leave up to a total of 80 hours per calendar year.
- COUNTY CODE UPDATE**
- **Revise** County Code Section 3.04.010:  
(B) The determination as to which positions are allocated to the Exempt service in Section 3.04.010 shall be made by the Human Resources Director in accordance with the Fair Labor Standards Act, except that no position that receives time and one-half (1/2) overtime pay pursuant to Section 3.04.200 or pursuant to any labor agreement shall be designated as part of the Exempt service. Exempt service employees shall be paid on a salary basis. Such employees shall regularly receive a predetermined salary each pay period constituting all or part of the employees' compensation, which amount is not subject to work performed. **Exempt service employees shall account for a minimum of forty (40) hours per week.**
  - ~~**Delete:** Exempt service employees shall not have their regular biweekly pay subject to reduction on account of absences from duty of less than one (1) day's duration, except as authorized by the Fair Labor Standards Act and Implementing Federal Regulations. Nothing in this rule shall relieve the exempt service employee from his/her obligation to obtain approval for any absence, according to County and/or department policy. Nothing in this rule shall be deemed, construed or interpreted to provide a defense to any Exempt service employee who is disciplined for absence from work.~~

Dated 5-17-07

**MENDOCINO COUNTY LAW ENFORCEMENT  
MANAGEMENT ASSOCIATION**

*Tim Kiely*  
Tim Kiely, President

*Kurt Smallcomb*  
Kurt Smallcomb, Vice President

*Carl Hudson*  
CARL HUDSON

**COUNTY OF MENDOCINO**

*Fran Buchanan*  
Fran Buchanan, Chief Negotiator

*Linda Clouser*  
Linda Clouser, Human Resources Director

*Alison Glassey*  
Alison Glassey, Assistant CEO

By: *Kendall Smith*  
KENDALL SMITH, CHAIR  
BOARD OF SUPERVISORS  
Date: 5-22-07

**ATTEST:**  
Kristi Furman, Clerk of the Board  
Mendocino County Board of Supervisors  
*Adrienne Moore*  
DEPUTY

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: *Adrienne Moore*  
DEPUTY

APPROVED AS TO FORM  
COUNTY COUNSEL OFFICE  
by *[Signature]*