

NEGOTIATIONS WITH THE SHERIFF'S MANAGERS ASSOCIATION
SUMMARY OF NEGOTIATED CHANGES
MOU effective 12/05/05 – 4/19/09

Section 2. Recognition – updates assigned classification titles

Section 4. Salaries

Year 1 – no salary increase

Year 2 – effective April 24, 2006:

- 2% cost-of-living adjustment
- 5% equity increase for Corrections classifications
- 2% equity increase for Chief Criminal Investigator
- 3% equity increase for Undersheriff

Year 3 – effective April 23, 2007:

- 5% equity increase for Corrections classifications
- 2% equity increase for Chief Criminal Investigator
- 3% equity increase for Undersheriff

Year 4 – effective April 21, 2008:

- 5% equity increase for Corrections classifications
- 2% equity increase for Chief Criminal Investigator
- 3% equity increase for Undersheriff
- provides funding in the amount of \$305,000 to address inequities in Deputy classifications

reopen on salaries no earlier than October 2007 to evaluate position of salaries in relation to the relevant external market

Section 5. Medical and Dental Coverage

- modifies waiting period from third pay period to beginning of the month following first pay period of employment to accommodate monthly insurance enrollment
- updates language to reflect current plan options and contribution amounts
- expands registry options for domestic partners
- references healthcare advocacy program

Section 6. Health Insurance Benefits During Medical Leave of Absence – clarifies extension of benefit for employees with accrued leave in excess of eighteen months at the start of the leave

Section 9. Benefit Allowance – increase allowance amount in accordance with the following schedule:

December 5, 2005	increase by \$30 biweekly
July 3, 2006	increase by \$25 biweekly
July 2, 2007	increase by \$30 biweekly
June 30, 2008	increase by \$30 biweekly

Section 13. Vacation – incorporates previous agreement regarding credit for public agency service/prior County service toward vacation accrual rate

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Section 14. Holidays – add Lincoln’s Birthday and Veteran’s Day as holidays

Section 15. Leave Donation – expands eligibility to employees after six months of employment and related noticing requirement

Section 18. Educational Incentive Allowance – incorporates reference to qualifying subject areas including Certified Jail Manager (and add listing as Addendum)

Section 23. Retirement

- updates plan descriptions
- effective July 2006, for employees hired on or after October 10, 1994 (and currently in Tier 4B) only, implements “half rates” and three-year final average salary
- effective February 2008, implements “3% at 50” retirement formula for safety members for all past and future service

New Section. Back to Work Program – adds language reflecting prior agreement on Back to Work Program

Section 42. Term of Agreement – ending April 2009

“Acceptable Use Policy” – providing terms and conditions of employee use of County computing resources

Sideletter Agreement – specifies that retirement formula for deferred members is based on date of retirement