


**TENTATIVE AGREEMENT BETWEEN
COUNTY OF SONOMA AND
SONOMA COUNTY LAW ENFORCEMENT ASSOCIATION**

The following document contains the Tentative Agreement between the County of Sonoma ("County") and the Sonoma County Law Enforcement Association ("SCLEA"), hereinafter collectively called "the parties", on wages, hours, and terms and conditions of employment. The salaries, hours, fringe benefits and working conditions set forth have been mutually agreed upon by the designated bargaining representatives of the County and the SCLEA and will apply to all employees covered by the Memorandum of Understanding ("MOU") between the County and the SCLEA.

The parties agree that this tentative agreement is hereby incorporated into the MOU. Any outstanding proposals not covered by this Tentative Agreement are hereby withdrawn by the parties. Except as expressly provided below, all existing terms and conditions of employment set forth in the MOU remain in full force and effect for the term of the MOU.

This Tentative Agreement is subject to ratification by bargaining unit membership and approval by the Sonoma County Board of Supervisors. Both parties agree to recommend the total package agreement to their constituents.

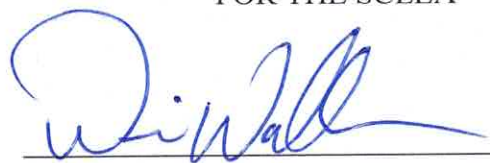
FOR THE COUNTY



Date: 6/21/19

Dated Approved:

FOR THE SCLEA



Date: 6/21/19

Date Ratified:

 6/21/19
6/21/19


MEMORANDUM OF UNDERSTANDING

BETWEEN

THE COUNTY OF SONOMA

AND

THE SONOMA COUNTY LAW ENFORCEMENT ASSOCIATION
(SCLEA)

~~2018~~2019-~~2019~~2023

LAW ENFORCEMENT NON-SUPERVISORY, UNIT 40
LAW ENFORCEMENT SUPERVISORY, UNIT 41
CORRECTIONS AND PROBATION - NON-SUPERVISORY, UNIT 30
CORRECTIONS AND PROBATION – SUPERVISORY, UNIT 70

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[Signature]

MEMORANDUM OF UNDERSTANDING
BETWEEN THE COUNTY OF SONOMA
AND THE SONOMA COUNTY LAW ENFORCEMENT ASSOCIATION
(SCLEA)

~~2015~~~~2018~~~~2018~~~~2019~~~~2019~~~~2023~~

PREAMBLE

This agreement between the duly appointed representatives of Sonoma County, hereinafter referred to as "County," and the Sonoma County Law Enforcement Association, hereinafter referred to as the "Association," contains the agreement of each concerning wages, hours and other terms and conditions of employment for the term of this Memorandum of Understanding.

The parties jointly agree to recommend to the County Board of Supervisors the adoption of this Memorandum effective upon adoption by the Board of Supervisors, unless otherwise specified. This Memorandum shall apply only to those classifications listed within each bargaining unit under Recognition Article 2.

ARTICLE 1: TERM

1.1 Effective Dates

The term shall be ~~12 months~~ four (4) years, from Board adoption, ~~May 8, 2018~~ through May ~~7, 2019~~ 1, 2023. The following items shall constitute the wages, hours and other terms and conditions for employees in classifications as listed in Article 2 of this Memorandum of Understanding. The parties agree that all changes contained herein will become effective upon adoption by the Board of Supervisors, unless otherwise specified. This Memorandum shall expire and otherwise fully terminate at 11:59 p.m. on May ~~7, 2019~~ 1, 2023.

1.2 Notice For Successor Memorandum

In the event either party desires to negotiate a successor Memorandum of Understanding, that party shall serve on the other party, its written request to commence negotiations. The request shall be served at least six (6) months before the expiration of this Memorandum specified in Section 1.2 – i.e., no later than November 1, ~~2018~~ 2022.

ARTICLE 5: ASSOCIATION RIGHTS

5.11 Data Run — All Employees In Units

~~At the Association's request, t~~The County will provide the Association with a bi-weekly data run of the names, class titles, and departments, home addresses, and work locations of all employees within the bargaining units covered by this Memorandum of Understanding. The Association recognizes and respects the legal right of each employee to the employee's privacy and agrees not to use any information obtained pursuant to this Memorandum of Understanding these provisions for any reason not authorized by law, or to allow others to use the information for commercial gain, nor in any manner that would violate those rights. With respect to this promise, the Association agrees to indemnify, defend and hold harmless the County, its officers, employees, and agents, from any claim, liability, or damage arising from the Association's breach of its duty under this Section (5.11).

5.12 ~~Data Run~~ — New Employees In Units Orientation

~~The County shall, once per month, make available to the Association President a list of the names, home addresses (where the employee so authorizes the release to the County and the Association), and work locations of all newly hired employees. The President of the Association, or designee, shall be entitled to contact all newly hired employees for the purpose of providing the employee with an Association brochure and other information about the Association. These activities will be conducted on the President's and the newly hired employee's own time. Upon request, the Association may be authorized to make this contact with newly hired employees at a departmental orientation period if the County agrees that such contacts will not interfere or detract from the purpose of the departmental orientation process.~~

A. The County shall notify new employees hired into the bargaining unit represented by the Association that the Association is the recognized employee organization for the employee's classification. Within 30 days of hire into the bargaining unit, one Association representative shall have the opportunity to make a 30-minute presentation at each new employee orientation program presented by the County Human Resources Department. In addition, the Association shall have the opportunity to make a 10-minute presentation at each new employee orientation program presented by any department orientation program (not to include payroll sign-ups). The County shall notify the Association of an employee orientation at least ten (10) calendar days in advance, except that a shorter notice may be provided in specific instance where there is an urgent need critical to the County's operations that was not reasonably foreseeable. In addition, the County shall provide the Association with an electronic list of expected participants at least 72 hours in advance of the employee orientation. Each new employee shall receive a copy of the Association's standard introductory packet, copies of which shall be provided by the Association.

- B. The County shall provide the Association a copy of the sign-in sheet, including the bargaining unit, within five (5) business days after each new employee orientation program presented by the County Human Resources Department.
- C. Within 90 days of hire into the bargaining unit, an employee who does not attend the orientation program presented by the County Human Resources Department, upon the Association's request shall be authorized for County release time to attend a 30-minute make-up session with an Association representative during regular working hours onsite.
- D. One Association designee shall be granted 30 minutes County release time plus reasonable release time for necessary travel to present on the Association's behalf at the orientation program conducted by the County Human Resources Department or make-up sessions.
- A-E. County management/designees shall be absent from the room during any orientation program or make-up sessions conducted by the Association with employees.

5.13 President's Release Time

[Section 5.14 shows changes to side letter that was formerly attached as Appendix I.]

The Association President will be released on a full-time basis, effective the first full pay period in July 2000 (7/11/00). The Association is responsible to pay the County for all salary and benefit costs, including accruals, related the President's full-time release — of which 500 hours maximum of earned compensatory time off or vacation may be voluntarily donated by SCLEA-represented employees.

5.13.1 President's Release Time – Conditions:

1. Salary: Employee salary will continue to be paid by the County and billed quarterly to the Association by the County. The salary covers sick, vacation and holiday leaves, which are part of the Association cost reimbursement. Any donated hours will be subtracted from the fourth quarter (of fiscal year) billing.

While on release time the employee will be paid at his/her current step in the salary scale at the initial date of release. Salary does not include premiums for specialty assignments, but will include P.O.S.T. pay or other educational incentive pay for which an employee has qualified. Time will be recorded and submitted to the County department by the employee through Time Saver. Any merit increases will be granted on schedule.

2. Leave Accruals/Service Credit:

- A Sick & Vacation Accruals will continue to be accrued and taken.
- B Holidays: — Released President receives holiday time each year in accordance with the requirements of the MOU and County policy applicable to the President/employee's position, which must be taken during the year. Overtime and compensatory time off are not incurred. MOU Articles 20.5 (Compensation for Holidays) and 20.6 (Compensation for Holidays – Day Worked) do not apply.
- C Retirement – Retirement service credit accrual will continue. The employee is on paid leave and the Auditor/Payroll Division will deduct both employee and employer contributions, in order to maintain service credit.

3. Worker's Compensation / 4850:

If an employee on President Release is injured in the course and scope of Association business or County business, the Association will continue to pay the County for 2,080 hours per year at the President's current salary rate. Such employee will not be assigned to limited duty or other department assignment while on Worker's Compensation or 4850.

4. Liability Insurance & Third-Party Claims Against The County:

The Association will maintain ~~a liability~~the following insurance ~~policy with a \$3,000,000 coverage:~~ a General Liability insurance policy with a \$1,000,000 coverage limit for directors/officers, including employees on President Release per occurrence, and Non-Owned Auto Liability Insurance with a minimum limit of \$1,000,000 combined single limit coverage per accident. The Non-Owned Liability coverage may be provided in the form of an appropriate endorsement to the General Liability policy. Employees released from regular County work pursuant to this section perform activities at the Association's direction and are not agents of the County of Sonoma. The Association agrees to indemnify and hold the County harmless from all claims arising from such activities.

5. Required Training:

An employee on President Release will participate in any training required for the employee to maintain his/her County position and job classification, and the County will pay for all salary and benefits costs associated with the time spent in training.

6. County Benefits:

The President shall enjoy all benefits conferred on like-situated employees represented by the Sonoma County Law Enforcement Association Memorandum of Understanding and applicable County of Sonoma rules and policies. No loss of County health, dental, vision, LTD or other benefits will result. If a new benefit or unanticipated impact from an existing benefit not covered in this agreement occurs, the parties agree to reopen this agreement and meet on the issue in question.

7. President's Replacement(s):

If another employee must act on the President's behalf when he/she is using vacation or sick leave, the County will charge the Association for all salary and benefits costs associated with the replacement's release time. The following conditions apply:

- A. If the employee acting on the President's behalf in his/her absence is from the same County Department as the President, he/she will not be provided release time unless pre-approval is sought and granted in advance. The right to refuse such hours for a President's replacement from the same Department is at that Department Head's discretion.
- B. The Association agrees to request such release time 14 calendar days (minimum) in advance, whether the employee is from the same or different County Department. The County Department will respond within 7 days of receipt of the initial request. Failure to provide timely response constitutes *automatic approval*. The Department will not arbitrarily deny the time. Reasons for denial, such as serious operational impacts will be articulated in writing to the Association. The Department may deny the requested release time if overtime costs would be incurred to provide the release time. If the Association agrees to reimburse the County for the overtime costs, then the County may not deny the release time on the sole basis of overtime costs.

8. Shift Bid:

- A. If an incumbent SCLEA President declares his/her intention to run for re-election, the parties agree that he/she will not participate in the upcoming shift bid in his/her County department. Should the President not be re-elected, he/she will be returned to a shift in the same manner, under the same policies and procedures applied to post-shift bid assignments.
- B. If an incumbent SCLEA President declares his/her intention not to run for re-election and is not named on the ballot, he/she will be

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eligible to participate in the upcoming shift bid in his/her County department.

- C. If an employee (non-incumbent) declares his/her candidacy for the SCLEA President position, he/she will be eligible to participate in the upcoming shift bid in his/her County department, as the outcome of the election is an unknown.

9. Presidential Access To County Facilities:

With the approval of the designated management representative, the Association President may meet with represented employees at their work locations on matters of mutual interest to the Association and the Department. The President shall give the management representative sufficient notice and information to arrange for the meeting time(s), including the requested duration of the meeting, and to determine if the matter(s) to be discussed are of mutual interest. The management representative may limit the duration of the meeting to meet the needs of the Department. If there is disagreement between the Association and the designated management representative, the Department Head shall have final authority to determine whether the matter(s) to be discussed is/are of mutual interest. The County agrees to provide the Association with a list of designated management representatives and to keep such list updated.

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ARTICLE 7: SALARIES AND ADMINISTRATION OF THE SALARY SCHEDULE

7.1 Salaries

Salary scales shall be as specified in Appendix A for each classification contained within each of the units represented by the Association.

Market/Equity Adjustments:

Based on the comparison agency salary and benefits data in the County's 2018 Total Compensation Study as of November 30, 2018, the County will increase the A-I Steps of each SCLEA represented benchmark classification salary scale by the amount to bring Sonoma County's benchmark position to 100% of the Compensation Study's comparison agencies' total compensation average (Base + Cash + Ins. + Ret.), hereafter referred to as the "market average". The effective dates and amounts of the increases are as follows:

Effective the pay period beginning July 16, 2019: For those benchmark classifications that are below the market average by 4% or less, the A-I Steps will be increased by the percentage listed in Appendix A-1. For those benchmark classifications that are below market average by more than 4%, the A-I steps will be increased by 4%. The County will concurrently increase the A-I Steps of each SCLEA represented non-benchmark classification salary scale based on the County's internal salary administration alignments.

Effective May 5, 2020: For those benchmark classifications that are below the market average by more than 4%, the A-I Steps will be increased by the remaining percentage needed to reach the total percentage specified in Appendix A-1. The County will concurrently increase the A-I Steps of each SCLEA represented non-benchmark classification salary scale based on the County's internal salary administration alignments.

Effective May 5, 2020, and after the salary adjustments provided above, the County will provide an additional equity adjustment by increasing the adjusted A step of each job classification in the Salary Table specified in Appendix A-1 of this agreement. The County will concurrently increase the A-I steps of each SCLEA represented non-benchmark classification salary scale based on the County's internal salary administration alignments.

Effective the pay period beginning May 4, 2021, the County will provide an additional equity adjustment by increasing the A step of each job classification by the amount specified in Appendix A-1 of this agreement. The County will concurrently increase the A-I Steps of each SCLEA represented non-benchmark classification salary scale based on the County's internal salary administration alignments.

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The additional equity adjustments provided in Appendix A-1 were authorized by the County Board of Supervisors on May 7, 2019 to account for and redress calculation errors in the initial "Emp. Ret" column in the County's 2018 Total Compensation Study as of November 30, 2018 and are to be divided equally between years 2 and 3 of the MOU as indicated in Appendix A-1.

No salaries will be reduced as a result of these adjustments.

Salary Adjustments:

During the four year Agreement, the County will provide four salary adjustments for SCLEA represented classifications. The effective dates and amounts of the cost of living adjustments are as follows:

Effective the first full pay period beginning July 30, 2019: The County will increase by three percent (3%) the A-I Step of each scale in the Salary Table specified in Appendix A and attached to this Agreement.

Effective the first full pay period in May 19, 2020: The County will increase by three percent (3%) the A-I Step of each scale in the Salary Table specified in Appendix A and attached to this Agreement.

Effective the first full pay period in May 18, 2021 and May 3, 2022: For salary increases for years 3 and 4 of the Agreement, the County will increase the A-I Step of each scale in the Salary Table by at least two percent (2%) and not more than four percent (4%). The actual amount of the increase each year within 2% and 4% will be determined by the lesser amount of the two following calculations:

- The San Francisco-Oakland-Hayward All Urban Annual Consumer Price Index (CPI-U) issued by the Bureau of Labor Statistics in January 2021 and January 2022 for the preceding December percentage change from December of the prior year.
- The County's actual annual growth percentage of secured property taxes collected between fiscal years 2018-19 and 2019-20 for year 3 salary adjustment; and between fiscal years 2019-20 and 2020-21 for year 4 salary adjustment, divided by 1.5, respectively.

7.1.1 Pension Pick Up

Effective the first full pay period on or after adoption of this MOU by the Board of Supervisors (June 25, 2013), The County will cease providing the one percent (1%) pick up of the employee's share towards Retirement.

7.1.2 Hourly Cash Allowance

Effective the first full pay period closest to May 19, 2009, the County shall pay each permanent full and part time employee, in addition to their hourly

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regular earning rate from the salary schedule, a cash allowance of \$3.45 per paid status hour that the employee is in paid status excluding overtime, up to a maximum of eighty (80) hours in a pay period, (or approximately a maximum of \$600 per month).

Such hourly cash allowance is compensation for services rendered in that pay period and shall be taken into account for the purposes of computing employees' final compensation for pension purposes, as well as all usual taxation as their regular earning rate from the salary schedule. It shall not be included on the salary schedule and shall not be impacted by future increases on the salary schedule. It is not intended as a supplement toward medical, dental, or any other insurance or benefit.

7.1.3 One-Time, Lump Sum, Non-Recurring, Pensionable Payment

~~Effective the first full pay period approval beginning October 23, 2018, contingent on Union ratification of the successor MOU and approval by the Sonoma County Board of Supervisors on or before September 25, 2018, each regular, full-time employee in paid status as of November 5, 2018, shall receive, a one-time, lump sum, non-recurring pensionable payment in the amount of two thousand three hundred and one dollars (\$2,301) to on November 14, 2018.~~

~~The above amount shall be prorated for eligible part-time employees based on their allocated full-time equivalent (FTE) as of the last day of the pay period.~~

~~The one-time payments will be subject to all applicable federal, state, and local tax withholdings. The payments will not be included in wages for computations of overtime, benefits, or for any other purpose.~~

7.2 Salary Upon Employment

Except as otherwise provided herein, appointment to any position in any class shall be made at the minimum rate, and advancement to rates greater than the minimum rate shall be within the limits of the salary step for the class.

7.3 Advanced Step Upon Employment

In exceptional cases after reasonable effort has been made to obtain employees for a particular class at the minimum rate, employment of individuals who possess special qualifications higher than the minimum qualifications prescribed for the particular class may be authorized at a rate higher than the minimum upon recommendation of the department head with approval of the County.

7.4 Reappointment Consideration

Any full-time or part-time employee who resigns in good standing, and who is reappointed on a full-time or part-time basis in the same class or a closely related class in the same salary scale or in a lower salary scale within five years after resignation may, upon approval by the County, be paid at any step in the appropriate salary scale, but not less than two steps below the step paid at the time of resignation.

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Approval of the County is only required if the person is rehired at a step which exceeds step paid at the time of resignation.

7.5 Extra-Help To Permanent Appointment

An extra-help employee who is appointed to an allocated part-time or full-time position in any class and without a break in service, shall be paid at a step which is nearest in amount to that of the step received in the class held immediately prior to such appointment. Employment at a higher salary step not to exceed the maximums of the scale may be authorized upon recommendation of the department head.

7.6 Salary Upon Restoration

Any full-time or part-time employee displaced, laid off, or voluntarily demoted in lieu of layoff and reappointed within two years in the same class from which separated or in a closely related class in the same salary scale, or in a lower salary scale than the class from which separated shall be paid at the salary step closest to but not exceeding the step of the applicable scale paid at the time of displacement, layoff or voluntary demotion. Such employee shall be considered for merit increase when the employee's total hours in paid status before and after separation and restoration equal the number of hours required for merit increase.

7.7 Salary Upon Promotion

Except as otherwise provided herein, any full or part-time employee who is promoted to a position in a class allocated to a higher salary scale than the class from which the employee was promoted shall receive the salary step rate of the appropriate scale which would constitute an increase of salary most closely equivalent to, but not less than, five (5) percent of the employee's salary step rate before promotion, but not less than the minimum salary scale of the new class nor greater than the maximum salary of the new class. If a promotion occurs on the same day-pay period a merit increase is due and approved, the merit increase shall be computed first and subsequently the increase due to promotion.

An employee who is promoted shall be considered for a merit increase when the employee's total hours in paid status, exclusive of overtime subsequent to promotion, equals 1,040 hours. The effective date of the merit increase shall be in accordance with Section 7.21.

ARTICLE 8: SPECIAL COMPENSATION BENEFITS

8.1 Special Compensation Premium Pays

Premium pays provided herein will not be added to an employee's base hourly rate for computing overtime or any other differential, premium pay, or any other specialty pay unless specifically provided for herein or as required by law.

8.2 Specialist Premiums

The County will provide specialist premium compensation to employees whom the Department Head assigns to a specialized unit of duty from among those assignments listed below. The specialist premium compensation shall be in lieu of any other payment for hazard pay and for any other payment for any and all hours of overtime worked while attending or participating in mandatory training in such specialty, except as otherwise required by law. Employees assigned to a specialist assignment will receive the specific premium identified for that assignment as an addition to the employee's base hourly rate, according to the levels listed below and shall only be paid for hours worked except where specified. An employee in a unit who is assigned to more than one specialty assignment shall receive the combination of the different premium pays up to and including a total of ten percent (10.0%) above the base hourly rate. Specialist premium pay shall be compensated according to the assignments shown below:

<u>ASSIGNMENTS</u>	<u>AMOUNT</u>
CLASSIFICATION/DETENTION ALTERNATIVES	
OFFICER, DEPUTY or SERGEANT	5.0%
CRISIS NEGOTIATION OFFICER/SERGEANT	5.0%
SERT	5.0%
DISPATCH TRAINING OFFICER	5.0%
FACILITIES TRAINING OFFICER (FTO)	5.0%
FTO PROGRAM SERGEANT	5.0%
GRIEVANCE/DISCIPLINE OFFICER	5.0%
INMATE PROG. SERVICES OFFICER/SERGEANT	5.0%
PROBATION TRAINING COORDINATOR	5.0%
FIREARM INSTRUCTOR (All Departments)	5.0%
FIELD TRAINING OFFICER (All Departments)	5.0%
DEFENSIVE TACTICS INSTRUCTOR (All Depts)	5.0%

PERSONNEL/BACKGROUND INVESTIGATOR (All

Departments) 5.0%

I. A. INVESTIGATOR 5.0%

DETENTION K-9 DEPUTY 2.5%

~~Effective with adoption of this revised Section, Gang Task Force specialty pay will no longer be provided. Members receiving the premium at the time the revised Section is adopted will continue to receive the premium until the assignment ends, or through January 6, 2014, whichever comes first.~~

Effective July 30, 2019, employees in the District Attorney Investigator classification series and newly assigned to the Background Investigation specialist assignment will be paid the Background Investigation specialty premium on all hours actually worked in the specialty assignment only.

8.3 Specialty Assignment Trial Period

An employee assigned to a specialty assignment covered by Article 8.2 shall serve an initial six (6) consecutive months trial period in the specialty assignment effective from the date the employee was put in the assignment during which he or she may be removed from the assignment in the department heads sole discretion. Reassignment of an employee from a specialty assignment prior to the end of the sixth month of such assignment does not require a statement of cause or showing of cause under the rules of the Civil Service Commission.

8.4 Specialty Assignment Guarantee Period

Once an employee in a specialty assignment has served the six (6) month trial period, the employee shall be entitled to a guarantee period which shall last for an additional thirty (30) months. The department head may remove the employee involuntarily from the specialty assignment during the guarantee period for cause as state in rule 10 of the Civil Service Rules, or for reasons under Rule 11 of those rules relating to position allocation reductions. In the event an employee voluntarily transfers from a specialty assignment, any entitlement to a guarantee period is forfeited.

When the department requires temporary assignments, due to situational conditions, to specialty classifications the employee temporarily assigned shall not be covered by the guarantee provisions of this article. During such temporary assignments the employee will be compensated at the premium rate listed in Article 8.2.

Temporary Facilities Training officer assignment will be for a minimum of three (3) months, such assignment may be extended at the discretion of the Sheriff's Department. Any subsequent reassignment to Temporary Facilities Training officer will result in a new three (3) month guarantee.

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8.5 Specialty Assignment Continuation

The department head may retain an employee in a specialty assignment beyond the guarantee period and may reassign the employee from the specialty assignment after the guarantee period in his/her sole discretion. Reassignment of an employee beyond the guarantee period does not require a statement of cause or showing of cause under the rules of the Civil Service commission.

8.6 POST Premiums

Each employee in an eligible job classification who has been awarded a valid intermediate or advanced certificate issued by the California Commission on Peace Officer's Standards and Training (POST) shall be eligible for POST Premium compensation upon presentation of said certificate to the County.

Effective July 30, 2019, Each eligible employee who has been awarded a valid intermediate certificate shall receive ~~two-three~~ and one half percent (23.5%) of employee's base hourly rate for all compensation purposes, including overtime, and retirement. Effective July 30, 2019, Each eligible employee who has been awarded a valid advanced certificate shall receive ~~six and seventy~~ five percent (6.75%) of employee's base hourly rate for all compensation purposes, including overtime and retirement.

The payments set forth in this Section 8.6 shall become effective at the beginning of the first full pay period following date of eligibility or application for the specified POST premium, whichever date is later. No employee shall receive POST Premium compensation for a valid intermediate or advanced certificate issued by POST if such a certificate is required by the minimum qualifications of the employee's class or position.

Job classifications eligible to receive the POST premium are: District Attorney Investigator I/II, Sr. District Attorney Investigator, Welfare Fraud Investigator I/II, and Sr. Welfare Fraud Investigator.

8.6.1 Incentive Pay for Communications Dispatcher

Each Communications Dispatcher who has been awarded a valid Intermediate Dispatcher or Advanced Dispatcher certificate issued by the California Commission on Peace Officers Standards and Training (POST) shall be eligible for POST Premium compensation upon presentation of said certificate to the County. A Dispatcher who has been awarded a valid intermediate certificate shall receive three and one half percent (3.5%) of employee's base hourly rate for all compensation purposes, including overtime and retirement. A Dispatcher who has been awarded a valid Advanced Certificate shall receive six and three quarter percent (6.75) of employee's base hourly rate for all compensation purposes, including overtime and retirement.

The payments set forth in this section 8.6.1 shall become effective at the beginning of the first full pay period following date of eligibility or application for the specified POST premium, whichever date is later. No employee shall receive POST Premium compensation for a valid intermediate or advanced certificate issued by POST if such a certificate is required by the minimum qualifications of the employee's class or position.

Job classifications eligible to receive the POST premium are: Communication Dispatcher I/II, Senior Communication Dispatcher and Supervising Communication Dispatcher.

8.7 Park Ranger I/II – Premium Assignment And Housing

8.7.1 Park Ranger I/II – Assignment And Transfer

The Regional Parks Department maintains the right to assign and transfer an employee to a specific reporting location. If a transfer is at the direction of the department, the employee will be given at least seven (7) days notification. At least thirty (30) days notification shall be given of any transfer directed by the department that exceeds twenty-five (25) miles or requires the employee to relocate his/her permanent residence. Employees transferred at the direction of the department over twenty-five (25) miles, or who are required to relocate their permanent residence shall also be entitled to up to three (3) days of paid moving leave, and reimbursement for moving expenses of up to \$300 for rental of truck or trailers upon submitting receipts for approval to the Director of Regional Parks.

8.7.2 Park Ranger I/II – Housing

Any employee in the class of Park Ranger I/II may be assigned to live in County-provided housing. Consideration in assignment to housing within each ranger area will be given to rank in the following order by earliest hire date: 1) Rangers, 2) Park Maintenance Workers, and 3) Aquatic Specialist.

8.7.3 Park Ranger I/II – Maintenance Fees

Once a Housing License Agreement is signed by a Park Ranger residing on County property, it shall be a condition of employment. No rent is charged. The employee granted a license to utilize the assigned housing will be charged an individual maintenance cost based upon the cost of providing utilities and normal maintenance upkeep of the residence structure. The Board of Supervisors shall set the maintenance fee, subject to the provisions of this Section (8.7.3), and this fee shall be deducted from the employee's paycheck. Maintenance fees will not, in any case, exceed fifteen percent (15%) of the salary of each licensed employee based upon the base hourly rate of the employee. Each licensed employee shall be responsible for any possessory interest tax levied against him or her. Maintenance fees may be increased by the County with each adjustment being a percentage

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amount not exceeding the percentage amount of the cost-of-living salary adjustment, excluding equity adjustments, in the preceding fiscal year under this Memorandum.

8.7.4 Park Ranger I/II – Special Provisions

The reasonable cost of the housing shall not be added to the employee's base hourly rate in Computing the employee's regular rate of pay. In addition, no Standby or Callback will be paid to Park Ranger tenants, except that off-shift work including emergency responses, will be counted toward hours worked for the purpose of computing overtime. Park Ranger tenants shall maintain and submit a log identifying off-shift work and time spent performing this work in the regular work period in which overtime is claimed.

8.7.5 North Coast Assignment Premium

Any employee in the class of Park Ranger I or Park Ranger II who is permanently assigned to the North Coast reporting locations for Stillwater Cove and Gualala shall receive a ten percent (10%) premium for all hours actually worked.

12.4.4 Canine Handler Compensation

The County and SCLEA estimate that the time canine handlers spend in all aspects of the care, feeding, and exercise, transport to/from work, and maintenance of their canines on a bi-weekly bases to be seven hours. The parties further agree that any time spent in excess of such time is not reasonable necessary and is unauthorized. The parties stipulate that the pay rate for the performance of such work shall be \$11.12 per hour. Accordingly, the full compensation due to a member for the performance of their canine responsibilities, is \$116.77 bi-weekly (seven hours paid at over time rate, monthly equivalent \$253.00).

8.8 Title IV E – Part time – Masters Of Social Work (MSW) In Public Child Welfare – Internship

For the term of this agreement only, the County will establish a pilot program for current employees of the Human Services Department who have been accepted into an accredited MSW Program with an emphasis in Public Child Welfare, approved by the Human Services Department.

The employee selected for the internship program would remain in their base classification and pay rate and would be allowed time away from their regular responsibilities up to sixteen (16) hours per week for completing their required field placement work which would take place at the County of Sonoma's Human Service Department.

The County and Association agree that the internship hours that occur during regular working hours (16 hours per week), are compensable hours. All other hours required of the Title IVE program are not compensable work hours.

This program is strictly voluntary and the internship duties do not directly relate to the employee's base classification. Completion of coursework related to the MSW and homework is not part of the program and would be completed outside the employee's regular work hours.

Section 8.10 is not grievable or arbitrable under Article 30 of this MOU.

8.9 Title IVE – Full Time Masters Of Social Work (MSW) In Public Child Welfare – Education Leave

8.9.1 Education Leave (MSW) – Health Benefit Continuation

Notwithstanding the provisions of Section 18.6, employees in the Human Services Department who are authorized a Leave of Absence to attend graduate school under the IV-E Training Program, to obtain a Masters of Social Work in Public Child Welfare (MSW), shall be entitled to continue the County Health Benefit insurance program during the education leave. The County shall continue to make its normal health benefit contribution for the employee as provided under Section 18.2.3 (County Contribution toward Active Employee Medical Benefits). The employee shall make appropriate payments acceptable to the Auditor-Controller-Treasurer-Tax Collector to continue his/her portion of the premium during the leave.

8.9.2 Education Leave (MSW) – Employee Requirements

Each employee shall comply with all requirements of the Department in applying for the educational leave. The employee shall agree and contract with the County, that upon return from leave, he/she will continue working for the County for a minimum of one (1) year for each year of approved education leave. If, for any reason, the employee is not able to satisfy the agreement, then the employee shall repay the County for the total cost of the County's contribution for the continuance of the health insurance benefit during the approved period. The County Department of Human Services may waive the pay back requirement under this Section.

8.9.3 Education Leave (MSW) – Non-Grievability

Section 8.11 is not grievable or arbitrable under Article 30 of this MOU.

8.10 Helicopter Training Premium

Any County Helicopter Pilot FAA certified as a trainer shall receive a five percent (5%) premium to his/her base salary for all actual hours worked spent training other County Helicopter Pilots during their first year of employment. The premium will not be paid for hours not spent training other County Helicopter Pilots.

ARTICLE 9 – BILINGUAL PAY

Effective July 30, 2019. ~~When-when~~ a department head designates a position within the bargaining unit which requires bilingual skills on the average of at least ten percent (10%) of the employee's work time, such a designated employee shall first demonstrate a language proficiency of job-related terminology acceptable to the department head and the Human Resources Director. Thereafter, the employee shall be entitled to the payment of ~~ninety~~ fiveone dollar and fifteen cents (\$~~1.95~~15) per hour for all hours actually worked. Use of bilingual skills shall include time spent translating, answering phone calls, performing research, speaking with or writing to clients in a language other than English.

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ARTICLE 10 – UNIFORMS & SAFETY BOOTS

10.1 General Provisions

In its sole discretion, the County shall determine which classifications shall be required to wear uniforms and/or safety boots as a condition of employment. The parties acknowledge that County-issued uniforms and safety boots are not suitable for everyday wear outside working hours, and that employees shall use the uniforms and safety boots only while on duty and traveling to and from County work.

Each employee who is issued a uniform and/or safety boot voucher shall wear the required uniform or safety boots for the employee's specific work assignment. Any employee who terminates employment with the County must return all uniform items to the County; safety boots need not be returned.

10.2 Uniforms

Each employee covered by this Memorandum of Understanding who is required to wear a uniform shall be assigned a full complement of uniforms that meet the specifications prescribed by the County. Each employee who is required by the department head to perform an assignment in which the employee is required to be in uniform shall wear the uniform that conforms to the specifications required by the County. Employees assigned to duties requiring the wearing of a uniform shall be entitled to the replacement of worn out or damaged uniform items as long as they continue to be assigned to such duties provided that such damage occurred through no fault of the employee. Employees who are not assigned to duties that require the wearing of a uniform shall be responsible for the maintenance of a serviceable dress uniform that meets County specifications.

10.3 Uniform Cleaning Allowance

Effective July 30, 2019, the County agrees to provide full-time, part-time and job share employees in the classifications listed below, \$7.30 for each pay period the employee is in paid status as a contribution toward the cost of cleaning required

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The classifications entitled to a uniform cleaning allowance are:

- Correctional Deputy I
- Correctional Deputy II
- Correctional Sergeant
- Juvenile Correctional Counselor I (Juvenile Justice Center Only)
- Juvenile Correctional Counselor II (Juvenile Justice Center Only)
- Juvenile Correctional Counselor III (Juvenile Justice Center Only)
- Juvenile Correctional Counselor IV (Juvenile Justice Center Only)
- Park Ranger I
- Park Ranger II
- Fire Inspector I
- Fire Inspector II
- Senior Fire Inspector
- Helicopter Pilot

10.310.4 Safety Boots

Upon initial employment and annually on the first payday in December of each fiscal year, the County shall provide an annual voucher of \$~~200~~225.00 towards the purchase of required safety/utility boots for each employee from an expanded vendor list in the following classifications: Correctional Deputy I, Correctional Deputy II, Correctional Sergeant, Senior Fire Inspector, Fire Inspector I, Fire Inspector II, Helicopter Pilot, Park Ranger I, Park Ranger II, Probation Industries Crew Supervisor, and Probation Industries Field Supervisor.

No later than September 30, 2019, the Association will provide written input to the County on an expanded vendor list. After considering the Association's input, the County will decide the final expanded vendor list for publication by December 1, 2019.

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ARTICLE 11: MILEAGE REIMBURSEMENT

An employee who is authorized to use a personal motor vehicle for travel required in the performance of County work shall be reimbursed at the ~~standard-current applicable federal IRS~~ business mileage rate as established by the IRS for each mile driven so long as the employee substantiates the time, place and business purpose of the travel. Employees requesting mileage reimbursement under this provision must submit a request for reimbursement no later than 90 days following the date of travel.

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ARTICLE 12: DEFERRED COMPENSATION AND RETIREMENT

12.1 Deferred Compensation — Voluntary Program

The County agrees to maintain the current voluntary deferred compensation plan for bargaining unit members eligible under Federal law and the rules of the deferred compensation plan.

12.2 Deferred Compensation — County Paid Program

12.2.1 Effective December 1, 2015, for each eligible SCLEA member, the County shall deposit one percent (1%) of the employee's bi-weekly base salary into the employee's 401(a) deferred compensation account.

12.2.1.2 To receive such deferred compensation, such employees must be in paid status for at least fifty (50%) of the employee's allocated full-time equivalent (FTE) position.

12.3 414(h)(2) — Tax Deferred Retirement Contribution

All employees covered by this Memorandum who belong to the Sonoma County Employees' retirement-Retirement system-Association shall have their wages adjusted according to Section 414(h)(2) of the Internal Revenue Code which will have the effect of deferring Federal and State income taxes on the retirement contribution.

12.4 Safety Employees Hired Before January 1, 2013 (3% at 50 Plan A Safety Members)

This Section 12.4 (including subsections) shall apply to safety employees hired before January 1, 2013 who are contributing members of the Sonoma County Employees' Retirement Association ("SCERA") and to employees hired after that date who qualified for pension reciprocity as stated in Government Code Section 7522.02(c) and related SCERA reciprocity requirements:

12.4.1 Final Compensation Based On Single Year

For purposes of determining a retirement benefit, final compensation for employees covered by this Section 12.4 shall mean the average annual compensation earnable by the member as specified in Government Code Section 31462.1.

12.4.2 3% @ 50 Pension Formula

the "3% at 50" enhanced retirement program will be available to safety employees covered by this Section 12.4 who are contributing members of SCERA.

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12.4.3 Required Employee Contribution

SCERA members covered by this Section 12.4 will contribute the amount required by SCERA as employee contributions, and shall continue to contribute an additional three percent (3%) of any compensation from which retirement deductions are required to be made to their employee retirement account. The additional contributions shall be deducted from the employee's compensation pretax and they shall become part of the accumulated retirement contributions of the employees. This contribution to defray the cost of the retirement plan's unfunded accrued actuarial liability for any past service due to the enhanced retirement programs will continue until July 2024 unless modified by mutual agreement between the County and SCLEA.

12.4.4 Employee Cost Share – 50% of Normal Cost

- a. Effective the first full pay period following July 1, 2016, each active Safety member of the Sonoma County Employees Retirement Association (SCERA) covered by this Section 12.4 shall contribute one and one half percent (1.5%) of any compensation required to be made to their employee retirement account as a contribution towards one half of the total normal cost ("total normal cost" includes both employer and member shares). The additional contribution shall be deducted from the employees' compensation pretax and they shall become part of the accumulated retirement contributions of the employee. Employees covered by this section 12.4.4.(a) shall receive a lump sum benefit allowance each pay period as a reimbursement for the cost share arrangement, equal to the dollar value of the deduction described in this paragraph less any required taxes.
- b. Effective March 14, 2017, each active Safety member of the Sonoma County Employees Retirement Association (SCERA) covered by this Section 12.4 shall contribute an additional one and one third percent (1.3%) for a total of 2.8% of any compensation required to be made to their employee retirement account as a contribution towards one half of the total normal cost ("total normal cost" includes both employer and member shares). The additional contribution shall be deducted from the employees' compensation pretax and they shall become part of the accumulated retirement contributions of the employee. Employees covered by this section 12.4.4.(b) shall receive a lump sum benefit allowance each pay period as a reimbursement for the cost share arrangement, equal to the dollar value of the deduction described in this paragraph less any required taxes.
- c. The lump sum benefit allowance described in Sections 12.4.4 (a) and (b) will not be included in wages for computations of overtime, pension benefits or for any County benefit related purpose. The parties acknowledge that the negotiated cost share arrangement is subject to the approval of the Sonoma County Employees Retirement Association (SCERA) Board. In the

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event SCERA does not accept the purpose of the lump sum benefit as described herein, or if the SCERA deems the benefit allowance as pensionable compensation, the parties agree to reopen this section of the contract to meet and confer on a replacement pension cost share arrangement.

12.5 New Retirement Tier For Safety Employees Hired On Or After January 1, 2013

Effective January 1, 2013, this Section 12.5 (including subsections) shall apply to safety employees who are contributing members of the SCERA who were hired or on after January 1, 2013 and who do not qualify for pension reciprocity as stated in Government Code Section 7522.02 (c). (Plan B Safety Members)

12.5.1 Final Compensation Based On Three Year Average

As required by Government Code Section 7522.32, effective January 1, 2013, for the purposes of determining a retirement benefit, final compensation shall mean the highest average pensionable compensation earned during 36 consecutive months of service.

12.5.2 2% @ 50 – 2.7% @ 57 Pension Formula

As required by Government Code Section 7522.25, the safety Option Plan Two (2% @ 50 – 2.7% @ 57) pension formula shall apply to employees covered by this Section 12.5 who are contributing members of the SCERA.

12.5.3 Required Employee Contribution

As required by Government Code Section 7522.04(g), SCERA safety members covered by this Section 12.4 shall pay 50 percent (50%) of normal costs. In addition, effective January 1, 2013, SCERA members covered by this Section 12.5 shall pay 3.0 percent (3%) of any compensation from which retirement deductions are required to be made to their employee retirement account. The additional contributions shall be deducted from the employee's compensation pretax and shall become part of the accumulated retirement contributions of the employees. This contribution to defray the cost of the retirement plan's unfunded accrued actuarial liability ~~will continue until July 2024~~ will end the last pay period in June 2024.

12.6 General Employees Hired Before January 1, 2013 (3% at 60 Plan A General Members)

Effective January 1, 2013, this Section 12.6 (including subsections) shall apply to general employees hired before January 1, 2013 who are contributing members of the SCERA and to employees hired after that date who qualified for pension reciprocity as stated in Government Code Section 7522.02(c) and related SCERA reciprocity requirements:

12.6.1 Final Compensation Based On Single Year

For purposes of determining a retirement benefit, final compensation for employees covered by this Section 12.6 shall mean the average annual compensation earnable by the member as specified in Government Code Section 31462.1.

12.6.2 3% @ 60 Pension Formula

The “3% at 60” Plan A General will be available to general employees covered by this Section 12.6.”

12.6.3 Required Employee Contribution

SCERA members covered by this Section 12.6 will contribute the amount required by SCERA as employee contributions, and shall continue to contribute an additional 3.03 percent (3.03%) of any compensation from which retirement deductions are required to be made under the 1937 Act to their employee retirement account. This additional contribution shall be deducted from the employees' compensation pretax and shall become part of the accumulated retirement contributions of the employees. This contribution to defray the cost of the retirement plan's unfunded accrued actuarial liability for any past service due to the enhanced retirement programs will continue unless modified by mutual agreement between the County and SCERA until July 2024. Represented employees covered by this Section 12.6 also will pay a pretax statutory contribution of approximately 1% to 1.25%, contingent upon age of entry into the retirement system.

12.6.4 Employee Cost Share – 50% of Nominal Cost

- a. Effective the first full pay period following July 1, 2016, and subject to Sonoma County Employees Retirement Association (SCERA) Board approval of the cost share arrangement under the terms described herein, active County General legacy members of SCERA will contribute one third of the actuarially determined difference between the average General legacy employee retirement rate (exclusive of the 3.03% payroll contribution toward the UAAL described in section 12.6.3 of the MOU) and one half the total normal cost (“total normal cost” includes both employer and member shares) calculated as an average for General legacy members of the Sonoma County Employees Retirement Association (SCERA) covered by this Section 12.6 based on rates of all active County General legacy members, with the difference computed to a factor and applied equally to all legacy members. Such legacy employees will receive a lump sum benefit allowance as reimbursement for this pension cost share arrangement each pay period equal to the dollar value of the deduction described in this paragraph, less any required taxes.
- b. Effective the first full pay period following July 1, 2017, and subject to Sonoma County Employees Retirement Association (SCERA) Board

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approval of the cost share arrangement under the terms described herein, active County General legacy members of SCERA will contribute an additional one third (for a total of two thirds) of the actuarially determined difference between the average General legacy employee retirement rate (exclusive of the 3.03% payroll contribution toward the UAAL described in section 12.6.3 of the MOU) and one half the total normal cost ("total normal cost" includes both employer and member shares) calculated as an average for General legacy Members of the Sonoma County Employees Retirement Association (SCERA) covered by this Section 12.6 based on rates of all active County General legacy members, with the difference computed to a factor and applied equally to all legacy members. Such legacy employees will receive a lump sum benefit allowance as reimbursement for this pension cost share arrangement each pay period equal to the dollar value of the deduction described in this paragraph, less any required taxes.

- c. The lump sum benefit allowance described in Sections 12.6.4 (a) and (b) will not be included in wages for computations of overtime, pension benefits or for any County benefit related purpose. The parties acknowledge that the negotiated cost share arrangement is subject to the approval of the Sonoma County Employees Retirement Association (SCERA) Board. In the event SCERA does not accept the purpose of the lump sum benefit as described herein, if SCERA deems the benefit allowance as pensionable compensation, or if the pension reimbursement is determined to be taxable beyond FICA and Medicare taxation, the parties agree that this provision shall cease to be implemented and the parties will reopen this section of the contract to meet and confer on a replacement pension cost share arrangement, subject to mutual agreement of the parties.

12.7 New Retirement Tier For General Employees Hired On Or After January 1, 2013

Effective January 1, 2013, this Section 12.7 (including subsections) shall apply to general employees hired on or after January 1, 2013 who are contributing members of the SCERA and to employees hired after that date who qualified for pension reciprocity as stated in Government Code Section 7522.02 (c). (Plan B General Members)

12.7.1 Final Compensation Based On Three Year Average

As required by Government Code Section 7522.32, effective January 1, 2013, for the purposes of determining a retirement benefit, final compensation shall mean the highest average pensionable compensation earned during 36 consecutive months of service.

12.7.2 2.0% @ 62 – 2.5% @ 67 Pension Formula

As required by Government Code Section 7522.20, the 2.0% at 62 pension formula shall be available to employees covered by this Section 12.7 who are contributing general members of the SCERA.

12.7.3 Required Employee Contribution

As required by Government Code Section 7522.04(g), SCERA general members covered by this Section 12.7 shall pay 50 percent (50%) of normal costs. In addition, effective January 1, 2013, SCERA members covered by this Section 12.7 shall pay 3.03 percent (3.03%) of any compensation from which retirement deductions are required to be made to their employee retirement account. The additional contributions shall be deducted from the employee's compensation pretax and shall become part of the accumulated retirement contributions of the employees. This contribution to defray the cost of the retirement plan's unfunded accrued actuarial liability will continue until will end the last pay period in June 2024~~July 2024~~.

ARTICLE 14 – HOURS AND OVERTIME

14.6 Work Schedule Change

The County reserves the right to establish and modify individual work schedules. Except in cases where emergency operations require less notice or an employee requests a schedule change, a notice of change in an individual's work schedule arising from other than transfer, ~~or~~ promotion, or for light duty accommodation shall be given to the affected employee not less than seven (7) calendar days prior to the effective date of the schedule change. Notice shall include email, written notice, or posted schedule. Failure to give the seven (7) day notice (the first day being the day after notification) to a full-time employee shall entitle the affected employee to overtime compensation for all hours actually worked on the new schedule that vary from the employee's previous regular work schedule until seven (7) calendar days notice is given. The County shall not ask employees to waive the seven days' notice.

If any full-time employee has been given seven (7) calendar days advance notice of a shift change and the shift change results in the employee doubling back to work the new shift after leaving the work site, all hours worked on the new shift within the employee's same work day as the former shift will be paid at the employee's base rate, not at overtime, except as otherwise required by law. Part-time employees shall not be paid overtime for changes in schedule unless it results in an employee working over a normal work shift (8 or 10 or more hours) in a regular work day or over eighty (80) hours in a pay period. The term "emergency operations" shall be construed to mean the performance of County functions or services necessary, in the opinion of the County, to protect or preserve the lives, safety, health, or property of the County or the public it serves, but "emergency operations" shall not be construed to mean situations where the County knew in advance of non-emergency situations and could have reasonably planned for any work schedule change necessary to adequately cope with the situation.

Article 14.6 will be effective June 14, 2019.

ARTICLE 16 – SHIFT DIFFERENTIAL PREMIUM

16.1 Eligible Employees In CO/PO Units

- a Evening or Night Shift employees shall be eligible for a shift differential when assigned to an evening or night shift that begins at or after 2:00 p.m. and prior to 5:00 a.m.

b Shift Premium Compensation

Shift premium compensation shall be an additional five percent (5%) per hour above the employee's base hourly rate for each hour actually worked on an evening shift or a day shift as defined in a. above, and in Section 16.3 below.

16.2 Dispatcher Shift Premium Pay

Employees in the classes of Communications Dispatcher I/II, Senior Communications Dispatcher, and Supervising Communications Dispatcher are entitled to receive shift differential if the employee is assigned and actually works an evening or night shift. For purposes of this Article only, an evening shift is defined as beginning at or after 2:00 p.m. and prior to 7:00 p.m., while a night shift is defined as beginning at or after 7:00 p.m. and prior to 5:00 a.m.

- a An employee in a class identified above shall receive five percent (5%) per hour above the base hourly rate for each one (1) hour actually worked on an *evening shift*.

- b An employee in a class identified above shall receive ten percent (10%) per hour above the base hourly rate for each one (1) hour actually worked on a *night shift*.

bc Effective July 30, 2019, Special Night Shift Consideration
Employees that work a 12 hour shift from 5:00pm to 5:00am shall be eligible for evening shift between 5:00pm – 7:00pm and night shift from 7:00pm – 5:00am.

16.3 Special Day Shift Consideration

Employees who work a day shift wherein fifty percent (50%) or more of the employee's work shift, exclusive of overtime, is actually worked after 2:00 p.m. shall be eligible to receive shift premium for the hours actually worked after 2:00 p.m. This provision applies to all employees covered by Section 16.1 and 16.2.

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16.4 Park Ranger Shift Premium Pay

16.4.1 Park Ranger I/II Shift Premium Pay

Employees in the classes of Park Ranger I/II entitled to receive shift differential premium, shall be paid as follows:

An employee whose shift starts at 7:00 a.m. or later and ends by 7:00 p.m. shall not be eligible for shift pay.

An employee who is assigned to work and actually works fifty percent (50%) or more of his or her assignment on an evening shift, (2:00 p.m. to 10:00 p.m.), or a night shift, (10:00 p.m. to 8:00 a.m.), is entitled to receive a shift differential premium for hours worked as defined below:

- a Shift differential premium pay shall be paid only for hours worked on the defined shift.
- b An employee who is assigned to and works fifty percent (50%) or more of his or her shift hours between 2:00 p.m. and 10:00 p.m. shall receive the evening shift differential premium specified in Section 16.4.2. The evening shift premium shall be paid for all hours worked after 2:00 p.m. and up to the ending of the assigned shift, if the night shift premium eligibility does not apply.
- c An employee who is assigned to and works fifty percent (50%) or more of this or her shift hours between 10:00 p.m. and 8:00 a.m. shall receive the night shift premiums specified in Section 16.4.2. The night shift premium shall be paid for all hours worked after 10:00 p.m. up to the ending of the assigned night shift, if the evening shift premium eligibility does not apply.

16.4.2 Shift Differential – Evening And Night

- a Evening shift premium: five percent (5%) of the base hourly rate per hour, for each eligible hour as specified above 16.4.1b.
- b Night shift premium: ten percent (10%) of the base hourly rate per hour, for each eligible hour as specified above 16.4.1c.

16.4.3 Shift Differential – Split Shift

An employee assigned to and who actually works a split workday shall receive shift differential based on the time at the beginning of each half shift. Split shifts occur with a scheduled break of more than one hour. Each portion of the shift is treated separately as described in Section 16.4.1b and 16.4.1c above.

ARTICLE 18 – HEALTH & WELFARE BENEFITS FOR ACTIVE EMPLOYEES

18.1 Active Employee Health Plans

~~An eligible employee and eligible dependent(s) (as defined below), are allowed only to enroll either as a single subscriber in a County offered medical, dental, vision plan and/or dependent life insurance, or, as the dependent spouse/domestic partner of another eligible County employee/retiree, but not both. If an employee is also eligible to cover their dependent child/children, each child will be allowed to enroll as a dependent on only one employee or retirees' plan (i.e., an employee and his or her dependents cannot be covered by more than one County offered health plan).~~

An eligible employee is:

A County of Sonoma probationary or regular full-time or probationary or regular part-time employee (refer to Section 18.2.6 regarding plans offered and pro-ration of benefits for part-time employees).

~~Eligible employees may enroll eligible dependents. An-Eligible dependents are-is~~ (as defined in each plan document/summary plan description):

- ☐ Either the employee's spouse or registered domestic partner and has a Declaration of Domestic Partnership filed with the State of California, Secretary of State, as defined in California Family code section 297 et.seq.; or
- ☐ ~~A child(ren) based on your plan's age limits~~upchild up to age 26 or a disabled dependent child regardless of age.

~~An eligible employee is allowed only to enroll either as a single subscriber in a County offered medical, dental, vision plan, and/or dependent life insurance, or, as the dependent spouse/domestic partner of another eligible County employee/retiree, but not both.~~

~~If an employee is also eligible to cover their dependent child/children, each child will be allowed to enroll as a dependent on only one employee or retirees' plan (i.e., an employee and his or her dependents cannot be covered by more than one County offered health plan).~~

18.2 Participation In County Offered Health (Medical, Dental, Vision, Life Insurance) Plans

Election to participate in a County offered health plan ~~will take place~~is required within the first 31 days following date of appointment to permanently allocated position of .49 FTE or greater or it shall be made during an annual ~~open~~ enrollment period. Enrollment in vision and basic life insurance is automatic. Mid-year enrollment can only be permitted as allowed by IRS Section 125 or as required by HIPAA or other applicable regulations.

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The effective date of benefits will be the first of the month following date of ~~initial~~initial eligibility.

Health plan coverage will be paid on ~~via~~ semi-monthly basis (24 payments per year).

18.2.1 County Offered Medical Plans

The County will offer at least one HMO plan and one plan permitting out-of-network provider coverage. No changes to existing medical plans will be made without completion of meet and confer with the bargaining units. The benefit provisions, co-payments, and deductibles of each plan are outlined in the Summary Plan Description or Evidence of Coverage.

Specific reference to a vendor does not obligate the County to continue to offer a medical plan offered by a specific vendor. The County may change health insurance carrier(s) and/or network provider(s), provided the plan design(s) are ~~substantially equivalent~~equivalent.

18.2.2 County Contribution Toward Active Employee Medical Benefits

~~Effective the pay period beginning September 11, 2018 for coverage beginning October 3, 2018, the~~ The County shall contribute up to a maximum of the following amounts based on level of coverage for employees enrolled in County-offered medical coverage for any eligible full-time regular employee and their eligible dependent(s).

Employee Only	\$ 629 per month, \$314.50 semi-monthly
Employee plus one	\$1,257 per month, \$628.50 semi-monthly
Family	\$1,779 per month, \$889.50 semi-monthly

County Contribution - Plan Year 2019-2020

Effective the pay period July 16, 2019, the County shall contribute up to maximum of the following amounts based on level of coverage for employees enrolled in County-offered medical coverage for any eligible full-time regular employee and their eligible dependent(s).

<u>Employee only</u>	<u>\$700 per month (\$350 semi-monthly)</u>
<u>Employee plus one</u>	<u>\$1,400 per month (\$700 semi-monthly)</u>
<u>Family</u>	<u>\$1,980 per month (\$990 semi-monthly)</u>

County Contribution - Plan Year 2020-2021

Effective the pay period beginning May 19, 2020, the County shall contribute up to maximum of the following amounts based on level of coverage for employees enrolled in County-offered medical coverage for any eligible full-time regular employee and their eligible dependent(s).

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Employee only	\$742 per month (\$371 semi-monthly)
Employee plus one	\$1,484 per month (\$742 semi-monthly)
Family	\$2,100 per month (\$1,050 semi-monthly)

County Contribution – Plan Year 2021-2022

Effective the pay period beginning May 18, 2021, the County shall contribute up to maximum of the following amounts based on level of coverage for employees enrolled in County-offered medical coverage for any eligible full-time regular employee and their eligible dependent(s).

Employee only	\$786 per month (\$393 semi-monthly)
Employee plus one	\$1,574 per month (\$787 semi-monthly)
Family	\$2,224 per month (\$1,112 semi-monthly)

County Contribution – Plan Year 2022-2023

Effective the pay period beginning May 17, 2022, the County shall contribute up to maximum of the following amounts based on level of coverage for employees enrolled in County-offered medical coverage for any eligible full-time regular employee and their eligible dependent(s).

Employee only	\$834 per month (\$417 semi-monthly)
Employee plus one	\$1,668 per month (\$834 semi-monthly)
Family	\$2,358 per month (\$1,179 semi-monthly)

This is the full and total contribution amount the County will contribute toward medical benefits for active regular employees and their dependent(s).

The County shall contribute to part-time eligible employees on a pro-rated basis, in accordance with Section 18.2.6.

18.2.3 Dental Benefits

The County offers dental and orthodontic benefits to full and part-time regular employees and their eligible dependent(s). Benefit provisions, co-payments, and deductibles are outlined in the Summary Plan Description or Evidence of Coverage.

The employee contribution shall be \$13.04 bi-monthly (\$26.08 per month). The County shall contribute to part-time eligible employees on a pro-rated basis, in accordance with Section 18.2.6.

Effective the pay date of October 3, 2018, ~~and continuing beyond the term of this MOU extension,~~ the employee contribution shall be suspended, resuming October 1, 2020. ~~The suspension of the employee contribution is~~

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~~contingent on Union ratification of the successor MOU and approval by the Sonoma County Board of Supervisors on or before September 25, 2018.~~

18.2.4 Vision Benefits

The County provides vision benefits to full-time active employees and their eligible dependent(s), and computer vision care benefits to full-time active employees, with no employee contribution.

Part-time employees ~~will~~ are automatically ~~be~~ enrolled in the vision benefit and the County shall contribute to part-time eligible employees on a pro-rated basis, in accordance with Section 18.2.8. Benefit provisions, co-payments and deductibles are outlined in the Summary Plan Description or Evidence of Coverage.

18.2.5 Life Insurance

Basic Life:

The County provides a basic term-life insurance plan for an allocated full-time equivalent position of sixty (60) hours or more (.75 FTE or more) with no employee contribution. ~~Effective May 24, 2016, the~~ life insurance coverage amount ~~will be an amount~~ is equal to one (1) times the employee's base salary. Enrollment in basic life insurance is automatic, based on eligibility. Part-time employees who are regularly scheduled to work less than sixty (60) hours per pay period may purchase coverage through payroll deduction.

Dependent Life:

Each eligible and enrolled employee may purchase through payroll deduction dependent coverage of \$5,000 for each eligible dependent. Benefit provisions are outlined in the Summary Plan Description or Evidence of Coverage.

Supplemental Life:

Eligible employees may purchase additional life insurance coverage for themselves at their own expense upon initial eligibility or during the ~~annual open-enrollment periods specified in Section 18.2. Effective the first pay period following a special enrollment (June 21, 2016), the~~ Employees may purchase supplemental coverage in increments of \$10,000, not to exceed the maximum of \$500,000 ~~which~~ which includes the County paid basic term life insurance plan and supplemental coverage purchased by the employee, in accordance with the insurance carrier's policy. Members will be responsible for paying any increased cost for the benefits.

Participating employees and the County will be required to follow the insurance company's contracted requirements with respect to maximum

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amounts and the necessity for evidence of insurability in order to be eligible to receive the benefit as may be amended from time to time and may be based on actual participation by County employees in the program. An employee enrolled in supplemental coverage who moves from one age bracket to the next higher bracket will have to pay the rate of the higher age bracket beginning the January of the year in which the employee moves to the higher age bracket.

~~Effective June 21, 2016 members enrolled in supplemental coverage who make no changes to their supplemental coverage during open enrollment will automatically have their supplemental coverage amount adjusted to the nearest, lower, multiple of \$10,000 below current coverage. Members will be responsible for paying any increased cost for the benefits.~~

18.2.6 Part-Time Employee – Health Benefits

Part-time employees in allocated positions of thirty-two (32) hours or more biweekly (.40 FTE minimum) shall be eligible to participate in the County's medical, dental and vision plans and the County's contribution toward their premiums shall be pro-rated. Pro-ration shall be based on the number of paid status hours in the pay period, excluding overtime.

18.3 Employee Assistance Program

The County provides an ~~enhanced~~ Employee Assistance Program (EAP) for ~~law enforcement~~ employees at no cost to the employee.

18.4 Long-Term Disability (LTD)

18.4.1 Full-Time and Job Share Employee Coverage

The Association has elected to purchase Long-Term Disability benefits offered through PORAC as a part of Association membership. This coverage is available only to full-time and job share employees. Coverage for full-time and job share employees is mandatory, based upon provider's policy, and premiums will be paid by the employees through a payroll deduction on the first payroll of each month. The County will pay to the employee an amount equivalent to the premium will be paid to the employee, up to \$24,5032.70 per month. The employee will be responsible for any premium above \$32.70 per month.

Should the bargaining unit elect for higher coverage than is currently offered, the higher coverage level will be mandatory for all full time and job share bargaining unit members, and the employees will be responsible for any increase in premiums above \$24,5032.70 per month.

The insurance provider will be required to supply the County information on benefits paid to employees. Sick leave accruals may be used to supplement Long-Term Disability benefits according to the plan document.

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The Association will provide to the Human Resources Department a monthly list of applicants and recipients, including a list of approvals and denials, and a copy of any changes to the LTD policy as the changes occur. In addition, any separately purchased plan by the Association, shall comply with the County's Transitional Duty Policy, including a requirement that benefits shall cease should an employee refuse a transitional duty assignment.

18.4.2 Claims Disputes Over LTD – Full-Time Employees

PORAC Plan: Employees shall utilize the appeal procedures in the PORAC plan for any dispute regarding claims under the plan described in Section 18.4.1.

18.4.3 Part-Time Employee Coverage

Because the Long-Term Disability benefit plan described in Section 18.4.1 is not available to part-time employees, excluding job share employees, the County shall provide and pay the premium for a Long-Term Disability (LTD) benefit as described in the applicable County plan document for part-time employees (0.4 FTE minimum) who meet the Plan eligibility requirements. The Plan document can be found at:

<http://hr.sonoma-county.org/content.aspx?sid=1024&id=1509>.

Benefit eligibility begins after 60 calendar days of disability. The benefit waiting period is the longer of 60 days, or the period the employee elects to receive paid leave. Employees eligible to received LTD benefits pursuant to this Section 18.4.3 are not required to exhaust sick leave before receiving LTD benefits, but an employee who chooses to use sick leave or other paid leave after the 60th day of disability is not eligible to receive any LTD benefits until the employee stops using paid leaves. LTD benefits cannot be supplemented with any paid leave. LTD benefits will be offset by any applicable income, such as, short-term disability benefits, social security and social security disability benefits, etc.

18.4.4 Long-Term Disability Claims Dispute – Part-Time Employees

The Provider claims dispute process for LTD benefits provided pursuant to Section 18.4.3 is described in the Summary Plan Description or Evidence of Coverage Document. The County Human Resources Risk Management Division will assist employees with claims dispute processing. Related to the County's outside LTD provider.

18.5 Workers' Compensation Claims Disputes

Any dispute by an employee over a claim processed through workers' compensation shall be resolved solely through the appropriate appeal procedures of that system and may not be the subject of a grievance through this Memorandum.

18.5.1 Workers' Compensation Temporary Disability – Supplementing With Paid Leave

An employee not entitled to the benefits of Labor Code Section 4850 who is absent from work by reasons of industrial injury, compensable by temporary disability shall supplement such compensation with enough paid leaves to increase his/her gross earnings to equal his/her regular bi-weekly base salary as follows:

- ☐ All sick leave shall be taken until the remaining sick leave balance is forty (40) hours or less.
- ☐ Once the sick leave balance is forty (40) hours or less, the employee may elect to supplement by taking any combination of the remaining sick leave, vacation, and/or compensatory time off up to his/her base salary.
- ☐ Employees whose sick leave balance is forty (40) hours or less may also elect not to supplement at all.

An employee shall accrue vacation leave and sick leave only during such portion of absence from work due to industrial injury for which the employee uses previously earned vacation leave, sick leave or compensatory time off.

18.6 Health Benefits During Leaves of Absence – Non-Medical Leaves Without Pay

If an employee is on an unpaid absence or goes on leave without pay, either of which reduces the employee's time in paid status to less than fifty percent (50%) of the employee's allocated full-time equivalent (FTE) in a pay period, the County will cease to pay its normal benefit contributions. The employee must pay the total benefit premiums if the employee desires to continue any coverage. If an employee is on an unpaid absence or goes on leave without pay, either of which reduces the employee's time in paid status to not less than fifty percent (50%) of the employee's allocated full-time equivalent (FTE) in a pay period, the County will continue to pay its normal benefit contributions.

18.6.1 Medical/Pregnancy Disability Leave

When an employee exhausts all but forty (40) hours of sick leave and goes on medical or pregnancy disability leave without pay, the County will make its normal contribution to the employee's medical, dental, vision care, life insurance and LTD benefits for a period not to exceed thirteen (13) pay periods per disability. Beginning with the fourteenth (14th) pay period, the employee will be entitled to continue coverage through COBRA Continuation of Coverage and is responsible for making a timely election ~~and paying~~ and paying COBRA premiums by the due date. Prior to the exhaustion of the thirteenth (13th) pay period, the County will provide reasonable advance notice of the employee's obligations regarding the opportunity to continue employee-paid benefits.

An employee who returns to work from medical or pregnancy disability leave without pay prior to the exhaustion of the thirteen (13) pay periods of entitlement under this Section (18.6.1) shall not have the thirteen (13) pay period entitlement reduced for any pay period in which the employee is in paid status for at least fifty percent (50%) of the employee's allocated full time equivalent as specified in this Section 18.6.1 (Medical/Pregnancy Disability Leave). If the employee returns to medical or pregnancy disability leave without pay for the same condition, the thirteen (13) pay period time frame will continue where it left off and will be reduced only for those pay periods when the employee's paid status hours fall below fifty percent (50%) of the allocated full-time equivalent.

The County's thirteen (13) pay period Leave without pay benefit entitlement shall run concurrent with Family Medical Leave Act (FMLA), California Family Rights Act (CFRA), and California Pregnancy Disability Leave (CPDL).

The employee's entitlement under COBRA law begins when the employee is no longer eligible for a county contribution toward medical benefits. When the employee returns to at least fifty percent (50%) allocated full time equivalent in paid status eligibility for a county contribution toward health benefits is regained. Benefit coverage begins the first of the following month- once a completed and signed Employee Benefits Enrollment/Change form is received by the Human Resources Benefits Unit within 31-days of the return from leave-.

18.6.2 Continuation Of Health Benefits Coverage

An employee, who is entitled to continued benefit coverage as specified in Section 18.6 (Health Benefits During Leaves of Absence – Non-Medical Leaves Without Pay and 18.6.1 Medical/Pregnancy Disability Leave) must notify the Auditor-Controller-Treasurer-Tax Collector (ACTTC) no later than five (5) County business days after the first (1st) day of the leave of absence, of the employee's intent to continue insurance coverage. The employee must apply for a leave by completing a Leave of Absence Form.

If the Department authorizes the leave, the Department shall forward the completed Leave of Absence Form to the ACTTC's Office. To assure continued insurance coverage, premiums shall be paid by the employee to the ACTTC's office no later than the last day of the pay period or the date specified in the notice. If the employee fails to pay the premium by the last day of the pay period, he/she will receive one (1) reminder notice. In order to prevent a lapse in coverage due to non-payment, the employee shall pay a \$25.00 late charge in addition to the premium amount due by the date specified in the reminder notice.

Only one (1) reminder notice will be sent. If the employee fails to make proper payment within 30 days of the first due date, the employee's continued medical, dental, vision, life insurance and Long-Term Disability

coverage shall be terminated. Coverage will not be reinstated until the 1st of the month following return to paid status once a completed and signed Employee Benefits Enrollment/Change form is received by the Human Resources Benefits Unit within 31-days of the return from leave.

18.6.2.1 Part-Time Employees – Health Benefits During Leave Of Absence

Part-time employees shall be eligible to participate in the medical benefit plans and/or the dental plans on a prorated basis, as defined in Section 18.2.8. For pay periods with no paid status hours, pro-ration shall be based on the employee's FTE. Part-time employees shall be entitled to participate in Long-Term Disability as specified in Section 18.4 (Long-Term Disability).

18.7 COBRA

The County provides continuation of health benefits at group rates plus two percent (2%) as required by the Consolidated Omnibus Budget Reconciliation Act (COBRA) of 1986, including any applicable subsequent amendments or revisions where applicable.

18.8 Salary Enhancement Plans

IRS Section 414(h)

All employees who belong to the Sonoma County Employees' Retirement Association ~~retirement system~~ shall have their wages adjusted according to Section 414(h)(2) of the Internal Revenue Code ~~which Code, which~~ has the effect of deferring Federal and State income taxes on the employee's retirement contributions.

IRS Section 125

Premium Conversion

The County shall continue under IRS Code Section 125, to administer a Health Care Premium Conversion Plan that allows eligible employees to make their required contributions towards health premiums with pre-tax dollars through payroll deduction. The County will make no contribution to this ~~plan, plan;~~ however, it will bear the cost of administering this benefit.

Health Flexible Spending Account

The County provides a Health Flexible Spending Account (FSA) to enable eligible employees to set aside pre-tax dollars for reimbursement of employee's qualified medical expenses not reimbursed by the employee's health insurance plan and will be provided to the maximum amount stipulated in the Plan and consistent with the law.

Dependent Care Assistance Program

The County provides a Dependent Care Assistance ~~Program subject~~Program subject to the limitations and maximums as stipulated under law.

All of these plans will be administered by the County in accordance with applicable Federal and State laws as amended and, as such, will not be grievable or arbitrable.

18.9 Plan Documents And Other Controlling Documents

While mention may be made herein of various provisions of benefit programs, specific details of benefits (including disputes and/or appeals) provided under County offered health plans shall be governed solely by the plan documents or insurance contracts and/or policies maintained by the County. The County will bear no responsibility for resolving disputes/appeals between an employee and a contracted health plan vendor. Within this section, vendor refers to insurance company, Knox-Keene organizations licensed in the state of California to provide health benefits, benefits administration, or network management. Summary Plan Descriptions and evidence of coverages are available on-line at the following location:

[http://sonomacounty.ca.gov/HR/Benefits/Benefit-Forms-and-Plan-Documents/
http://hr.sonoma-county.org/documents/open_enrollment_2010-2011/2010-
2011_employee_health_welfare_benefits.pdf](http://sonomacounty.ca.gov/HR/Benefits/Benefit-Forms-and-Plan-Documents/http://hr.sonoma-county.org/documents/open_enrollment_2010-2011/2010-2011_employee_health_welfare_benefits.pdf)

~~18.10 Health And Welfare Benefits Health Care Reform Compliance Reopener~~

~~The County and the Association agree to a reopener to make necessary changes to health and welfare benefit eligibility and/or coverage options as required by the Patient Protection and Affordable Health Care Act (PPACA), commonly referred to as Health Care reform, or as required by similar subsequent statutes or regulations implemented during the term of this agreement.~~

~~18.11~~18.10 ~~Effective June 21, 2016, the County~~The County ceased contributions to the Health Reimbursement Arrangement (HRA) contributions under this Section-18.11. Members will be able to access accumulated funds by submitting eligible expenses for reimbursement, but may not use HRA funds to offset premium costs for County medical coverage.

Remaining Balances in the active HRA article will continue to be available to Plan participants for reimbursement of eligible medical care expenses as incurred by an eligible employee/ retiree or dependent(s) as defined under Internal Revenue Code Sections 105 and 106.

HRA contributions made pursuant to this article are separate and apart from HRA contributions and benefit eligibility criteria for Retiree Medical for employees hired on or after January 1, 2009 pursuant to Article 19, Section 19.5.

The County of Sonoma has established an Active Health Reimbursement Arrangement (HRA) Plan Document which outlines the eligibility provisions of this

plan pursuant to current IRS regulations and the County makes no representations or warranties in regard to the tax treatment of the HRA, including whether any portion of the HRA is taxable by the Internal Revenue Service or the Franchise Tax Board.

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ARTICLE 19 – MEDICAL BENEFITS FOR FUTURE RETIREES

19.1 Retiree Medical Coverage

Eligible retirees and eligible dependent(s) (as defined below) may be, but are not require to enroll in a County offered medical plan as described in Section 19.2. Retirees who enroll in a County offered medical plan are allowed only to enroll either as a subscriber in a County offered medical plan or, as ~~the~~ an eligible dependent spouse/domestic partner of another eligible County employee/retiree, but not both. If a retiree is also eligible to cover their dependent child/children, each child will be allowed to enroll as a dependent on only one (1) employee or retirees' plan (i.e., a retiree and his or her dependents cannot be covered by more than one (1) County-offered plan). All retirees and eligible dependents who enroll in a County offered medical plan are responsible for all costs including medical plan and Medicare Part B premiums.

An eligible dependent is (as defined in each plan document/summary plan description):

- ☐ Either the retiree's spouse or registered domestic partner as documented by a Declaration of Domestic Partnership filed with the State of California, as defined in California Family code section 297, et. Sseq.; or
- ☐ A child ~~based on your plan's age limits~~ up to age 26 or a disabled dependent child regardless of age; or
- ☐ Upon the death of an eligible retiree, an eligible surviving dependent who was either enrolled in, or waived coverage at the time of the retiree's death.

19.2 County Contribution Toward Retiree Medical Plans — Employees Hired Before January 1, 2009 and Retire On or After September 25, 2018

a. Eligibility:

In order to be eligible for this benefit, the retiree must have:

1. Completed at least ten (10) years of consecutive regular full-time paid County of Sonoma service employment. The equivalent worked or purchased regular part-time County service time can be counted toward the ten (10) years. However, any miscellaneous purchased service time such as extra help, contract, and leave of absence service time does not count toward this eligibility requirement, and
2. Have been a contributing member of the Sonoma County Employees' Retirement Association (SCERA) for the same time period, and
3. Retire directly from Sonoma County service, and
4. Laid-Off & Restored Employees. Employees who were employed by the County prior to January 1, 2009, but who were laid off thereafter shall be eligible for the benefits described in this Article 19.2 provided that they are subsequently restored to County employment, pursuant to Civil Service Rule 11.4, rejoin the

County retirement system, and are otherwise eligible for retiree medical benefits under this section. The break in service caused by the layoff shall be bridged upon restoration such that, although no service time is earned during the break, consecutive service is restored for eligibility for this benefit.

b. County Contribution:

~~Effective upon adoption of the MOU extension by the Board of Supervisors,~~
For future retirees who meet the eligibility criteria in Art. 19.2(a) above, the County will contribute a flat \$500 per month into the Retiree Health Reimbursement Account, commencing upon the first month of the employee's retirement date.

19.3 Retiree Health Reimbursement Accounts (HRA) County Contribution Toward Retiree Medical Plans — Employees Hired On Or After January 1, 2009

For employees hired on or after January 1, 2009, the County shall contribute to a Defined Contribution retiree medical benefit plan for each eligible employee in the form of a deposit into Health Reimbursement Arrangement (HRA) account, as described below. Any eligible retiree and eligible dependent(s), as defined below, may enroll in a County offered medical plan, but the retiree is responsible for all costs (including County offered retiree medical plan and Medicare Part B premiums).

a. Eligibility:

1. An employee must have been a contributing member (or a contribution was made on their behalf) of the Sonoma County Employees' Retirement Association (SCERA) for the eligibility period described below.
2. Regular full-time employees and part-time employees in an allocated position of .5 full-time equivalent (FTE) or greater, hired on or after January 1, 2009 are eligible to receive a County HRA contribution, if they have completed two (2) full years of consecutive Sonoma County regular service (excluding overtime) in paid status.
3. If an employee separates employment before meeting the eligibility requirement, the employee shall receive no benefit.
4. Laid Off & Restored Employees. Employees who were employed by the County on or after January 1, 2009, but who were laid off thereafter shall be eligible for the benefits described in this Article 19.3 provided that they are subsequently restored to County employment, pursuant to Civil Service Rule 11.4, rejoin the County retirement system, and are otherwise eligible for retiree medical benefits under this section. The break in service caused by the layoff shall be bridged upon restoration such that, although no service time is earned during the break, consecutive service is restored for eligibility for this benefit.

b. County Contribution:

1. Initial County Contribution:

- A) On the first pay date following completion of the eligibility requirements, regular full-time employees shall receive a lump sum contribution of \$2,400 deposited into an HRA account established in their name. Thereafter, contributions will be made each pay period based on the actual hours worked during that pay period.
- B) The lump sum contribution amount for regular part-time employees shall be pro-rated based on their allocated position at the time of initial eligibility only (e.g., a regular employee in a 0.5 full-time equivalent (FTE) allocated position will receive a lump sum contribution of \$1,200 deposited into their HRA account).

2. Regular County Contribution:

After the initial contribution (defined above) is made, the County shall contribute \$.58 per paid status hour (no more than eighty (80) hours biweekly), not including overtime, for each eligible employee. For a full-time employee, this equates to approximately \$100 per month or \$1,200 per year, after the initial eligibility period is met.

3. Access To Account Balance:

- A) Participants may access the balance in their Retiree HRA account upon termination of employment and attainment of age fifty (50) or upon retirement from the Sonoma County Retirement System, whichever is earlier.
- B) Participants may defer accessing the account balance to any time beyond the earliest date described in (a).
- C) Amounts that remain in the account balance are available to reimburse the participant for the same permitted medical expenses for the spouse and any other eligible dependents, however, federal regulations at this time do not permit the inclusion of expenses for domestic partners.

4. Survivors of eligible retirees with account balances:

- A) Spouses and eligible dependent children or dependent adults that are disabled may continue to access account balances after the death of the retiree subject to the limitations and maximums as stipulated by law.
- B) Domestic partners are not permitted access to the account balances of the participant at this time by virtue of restrictions in the federal regulations that govern these types of accounts.

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5. Forfeiture of account balance:

- A) If an active employee dies prior to retirement, the amount of account balance is available to participating spouses and dependents to reimburse them for medical expenses permitted under the relevant section of the Internal Revenue code.
- B) Account balances in part or in total for active participants or retirees without any eligible spouse or dependent or unused account balances after the death of the last eligible spouse or dependent will be forfeited and returned to all other active and retired participants in the form of a dividend allocated in direct proportion to the amount to be distributed divided by the total account balance for all participants applied to each individual account balance. These distributions will occur within one hundred and twenty (120) days after the annual certified audit of the plan is submitted to the administrator and the County.

This benefit will be subject to regulation under section 105(b) of the Internal Revenue Code and subject to revenue rulings for these types of plans as promulgated.

19.4 Surviving Dependent – County Contribution For Employees Hired Before January 1, 2009 and Retire On or After September 25, 2018

Upon the death of a retiree, the County will continue to pay the County's Retiree HRA contribution to:

One eligible surviving dependent if the surviving dependent has been an eligible dependent of a retiree who was eligible to receive a Retiree HRA contribution under Section 19.2(b) prior to the death of the retiree.

This benefit will be subject to regulation under section 105(b) of the Internal Revenue Code and subject to revenue rulings for these types of plans as promulgated.

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19.5. County HRA Contribution – Full Obligation

For bargaining unit members hired before January 1, 2009, the County contributions to the Retiree HRA account described in Article 19.2 constitute the County's entire obligation towards medical benefits upon termination and/or retirement and the parties agree that no other retiree medical benefits exist.

For bargaining unit members hired on or after January 1, 2009, the County contributions to the employee's County Retiree HRA account described in Article 19.3 constitutes the County's entire obligation toward medical benefits upon termination and/or retirement and the parties agree that no other retiree medical benefits exist.

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ARTICLE 21: VACATION

21.1 Maximum Accumulation

Each employee shall accrue and may use vacation leave with full pay providing that the maximum accumulation shall be no more than as specified in Section 21.3.

21.2 Part-Time Employees

Part-time employees shall accrue vacation leave on a prorate basis. Usage and accrual shall be governed by the same rules and regulations applicable to full-time employees.

21.3 Accrual

Non-Supervisory

Effective July 30, 2019, Each ~~each~~ non-supervisory employee who has completed the following in-service hours shall accrue vacation leave at the appropriate rate shown below. In-service hours include all hours in paid status excluding overtime. Rates shown below will be adjusted to reflect any unpaid time in each pay period.

YEARS OF COMPLETED FULL-TIME SERVICE	IN-SERVICE HOURS OF COMPLETED SERVICE	RATE FOR 80 IN-SERVICE HRS. PER PAY PERIOD	MAXIMUM ACCUMULATED HOURS
0 through 2	0 to 4173	3.53	310360
2 through 5	4174 to 10434	4.14	310360
5 through 10	10435 to 20870	5.06	310360
10 through 15	20871 to 31305	6.29	310360
15 through 20	31306 to 41741	7.21	310360
20 through 25	41742 to 52177	7.82	310360
25 or greater	52178 or more	8.13	310360

Supervisory Units

Each employee in supervisory bargaining units who has completed the following in-service hours shall accrue vacation leave at the appropriate rate shown below. In-service hours include all hours in paid status excluding overtime. Rates shown below will be adjusted to reflect any unpaid time in each pay period.

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YEARS OF COMPLETED FULL-TIME SERVICE	IN-SERVICE HOURS OF COMPLETED SERVICE	RATE FOR 80 IN-SERVICE HRS. PER PAY PERIOD	MAXIMUM ACCUMULATED HOURS
0 through 2	0 to 4173	3.53	360
2 through 5	4174 to 10434	4.14	360
5 through 10	10435 to 20870	5.06	360
10 through 15	20871 to 31305	6.29	360
15 through 20	31306 to 41741	7.21	360
20 through 25	41742 to 52177	7.82	360
25 or greater	52178 or more	8.13	360

21.4 Reappointment

Each employee with 10,435 in-service hours (five (5) or more years) who resigned in good standing and is reappointed within two (2) years shall be credited with 4,174 in-service hours for purposes of new vacation accrual.

Each employee who is laid off and who is reappointed within two (2) years, shall be credited for vacation accrual purposes with the same number of in-service hours as the employee had accrued at the time of layoff.

21.5 Vacation Schedules

Vacation schedules shall be arranged by department heads with particular regard to the needs of the service, and whenever possible, with regard to the wishes of the employee. Every effort shall be made to arrange vacation schedules so that each employee will take as much vacation in each year as accrues to the employee in that year. Each employee's vacation time may be as divided as the needs of the service require or permit. No employee may take vacation without advance approval of the department head. No employee may take vacation leave in advance of that actually accumulated at the time such leave is taken.

21.6 Payment For Unused Vacation

Each employee who is separated from County service shall be entitled to payment in lieu of all unused vacation leave which the employee may have accumulated as of the employee's last day of work and shall be computed on the basis of such employee's base hourly rate at the time of separation.

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ARTICLE 29 – STAFF DEVELOPMENT

29.0 Staff Development

The County shall retain its authority to determine training needs, resources that can be made available, and the method of payment for training authorized by the County. Nothing in this Section 29 shall preclude the right of an employee to request specific training.

29.1 Staff Development and Wellness Benefit ~~Reimbursement~~ Allowance Program

The Department of Human Resources shall develop, modify, implement and administer administrative/programmatic guidelines to remain in compliance with IRS regulations, based on the online County's Staff Development and Wellness Benefit ~~Reimbursement~~ Allowance-Administrative Program ~~guidelines. Document.~~

Full-time and part-time (.40 FTE and above) employees in regular allocated positions are eligible for the Staff Development and Wellness Benefit Allowance and-

~~An eligible employee~~ may request reimbursement for allowable expenses, ~~upon approval of the appointing authority,~~ and as defined in the online County's Staff Development and Wellness ~~Reimbursement~~ Allowance ~~Administrative~~ Program ~~guidelines~~Document.

29.1.1 Staff Development and Wellness Benefit ~~Reimbursement~~ Allowance – Amounts

As specified in the chart below, full-time and part-time eligible employees shall be entitled to the following annual benefit amounts each fiscal year:

Bargaining Unit	Full Time Allowance	Part-Time Allowance
Non-supervisory (0030,0040)	\$850	\$425
Supervisory (0041, 0070)	\$940	\$470

~~Effective upon adoption by the Board of the 2016-2018 MOU, for expenditures made on or after the date of adoption, total funds per fiscal year can be used for Staff Development and/or Wellness expenditures. The Staff Development Funds may be used towards reimbursement for purchase of computer hardware and mobile devices as set forth in the online Staff Development Program guidelines. Unused funds~~ Funds may not be carried over into the next fiscal year. Use of funds are subject to ~~approval and provisions of the~~ online Staff Development Program guidelines ~~Administrative Manual~~ and may be taxable pursuant to the Internal Revenue Code.

~~The annual Staff Development and Wellness Benefit Allowance may be applied to the purchase of a computer hardware and mobile devices, in accordance with the County's Staff Development Benefit Allowance Program Administrative Manual.~~

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~~Monthly service charges for internet and mobile communication connections are not reimbursable under this program. The use and approval of all computer hardware and mobile devices is subject to the specific job requirements for each job classification in that department. All computer hardware and mobile devices must be directly job related, must be used for County business a minimum of 50% of their use and requires department head (or senior manager designees) authorization in order to qualify for reimbursement. Use of computer hardware and mobile devices to perform County business is subject to all County administrative and departmental policies related technology use and security. Department head authorization for the use of this benefit towards reimbursement for computer hardware and mobile devices must be outlined and approved in the employees' annual Professional Development Plan or proposal and will be considered together with other staff development training and education priorities required by the department head. Taxability of this benefit allowance is strictly administered under the provisions of the Internal Revenue Code, as outlined in the County's Staff Development Benefit Allowance Program Administrative Manual.~~

~~No employee shall work overtime by using the computer hardware or mobile device before or after regularly scheduled work time or on non-work days unless the work is authorized as described in Section 14.9 of the MOU by the employee's designated supervisor.~~

29.2 Wellness Benefit~~Physical Fitness~~

The total annual maximum Staff Development and Wellness Benefit Reimbursement Allowance allowed under Section 29.1 is available for wellness related taxable expenses. Employee enrollment in any Physical Fitness/Wellness program shall be voluntary.

An eligible employee may request reimbursement for allowable Wellness expenses as defined in the online County's Staff Development and Wellness Benefit Reimbursement Allowance guidelines~~Administrative Program Document~~.

SCLEA Members' unused staff development/wellness funds as of July 1 of the new fiscal year, will automatically be donated to the equipment and equipment maintenance fund for the two workout rooms located in the Sheriffs' Department facilities not to exceed a total fund maximum of \$35,000 per workout room site. If additional sites are added, funds for equipment and equipment maintenance for those sites would be set aside as well, up to the total fund maximum of \$35,000 per site. If the County approves a workout room for Probation Department employees, SCLEA represented employees in the Probation Department will be authorized to contribute \$50 or more from the Staff Development and Wellness benefit to voluntarily share in the costs of equipment and equipment maintenance for the workout room.

29.2.1 A joint labor-management committees oversees the equipment purchase and maintenance, and allocation of funds to each site.

29.2.2 All equipment purchased pursuant to this Section 29.3 becomes the property of the County.

29.3 Non-Grievable

Article 29 shall not be grievable (see appeal process in County Staff Development Program document).

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ARTICLE 31 – CLASSIFICATION INFORMATION

31.1 Copies Of Classification Studies

For affected employees in the Bargaining Units covered by this Memorandum of Understanding, the County agrees to provide the Association with complete copies of all final classification studies and reports going to the Civil Service Commission at the same time or, if possible, before such agenda reports are sent to the Civil Service Commission.

31.2 Meet And Confer Obligation

Before the Board of Supervisors establishes the salary scale for any new class represented by the Association, the County shall offer to meet and confer in good faith without any mediation with the Association for up to thirty (30) calendar days on an appropriate salary scale for the new class.

31.3 Classification Study – Welfare Fraud Investigator

After completion and submission of the Class Study Request Form to Human Resources, Human Resources will conduct a classification study of the Welfare Fraud Investigator classification to ensure the classification specification accurately reflects the work being performed and that the positions are appropriately classified. The County will use the services of a classification consultant to complete the work. For the Welfare Fraud Investigator classification study only, the County will forward to the classification consultant any supporting documentation or input provided by SCLEA concurrently with the Class Study Request Form. Consistent with the current practice when using consultants, the work will be reviewed and approved by County Human Resources prior to a final draft being released to the incumbents. The County will meet all legal meet and confer obligations with regards to classification studies.

The parties agree that the classification study will commence within 90 days of County Human Resources' receipt of the Class Study Request Form and any supporting documentation or input provided by SCLEA concurrently with the Class Study Request Form. If all parties meet the agreed upon timelines established at the commencement of the study, the classification study report will be released by Human Resources within one year of commencement of the classification study. If unique or compelling circumstances arise with any of the parties involved (SCLEA, incumbents, County, or HSD Management) that cause the timeline established at the commencement of the study to become unfeasible, the parties agree to meet and confer to establish an amended timeline.

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ARTICLE 32 – LABOR/MANAGEMENT MEETINGS

32.1 Matters Of Mutual Interest

The County and the Association shall meet for consultation purposes on matters of mutual interest which would serve constructive purposes to prevent or eliminate grievances or on matters affecting employee health or safety. Such meetings may be called by the Association President, or designee, and the County's Employee Relations Manager. "Consultation" shall not be construed as an obligation to "meet and confer" under the Meyers-Milias-Brown Act.

32.2 Written Notice

Written notice of topics for discussions shall be exchanged prior to any such meeting. The meeting shall be scheduled at a time and place mutually convenient to the parties.

32.3 Participation

The number of employees who will participate in the meeting without loss of pay to the extent the meeting occurs during an employee's scheduled duty period shall be reasonably related to the subject being discussed and shall be mutually agreed upon by the County and the Association.

32.4 Joint Training On Memorandum

The parties agree to jointly present informational training on this Memorandum of Understanding to affected supervisors and managers. The details of the training shall be mutually agreed upon by the Association and the County. The parties intend to conduct the training session(s) within ninety (90) days from the date this Memorandum is implemented by the Board of Supervisors.

32.5 Labor/Management Committees – Valley Of The Moon Children's Home and Juvenile Hall

The County and the Association support the creation of labor/management committees for problem solving and communication.

The parties agree to form ad hoc committees to address local issues at the Valley of the Moon Children's Home and Juvenile Hall. Such committee(s) will be comprised of no less than two (2) and no more than four (4) representatives each from management and from labor, including line and supervisory staff. An Association representative may attend meetings as a non-voting ex officio member. Committee participants have equal standing and will utilize interest-based problem-solving processes whenever possible. Any Committee recommendations will be forwarded to the Division Manager and Department Head for consideration and response.

32.6 Retirement Security Labor Management Committee

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The parties agree to form a management/labor retirement benefits committee. The charge of the committee is to gather and analyze information on County employee retiree benefits and to develop recommendations for optimal long-term solutions that meet the interests and needs of all impacted parties and still position the County to have total compensation market competitiveness and workforce stability. As part of this recommendation, the parties shall address the following items: unfunded liability cost sharing; pension cost sharing; pension obligation bonds; retiree medical benefits; longevity and; retiree cost of living adjustment. Other retirement related issues may be considered by mutual agreement.

The committee shall consist of up to three (3) SCLEA representatives, chosen by SCLEA, and six (6) management representatives. Union team members will be permitted time off without loss of compensation or other benefits when formally meeting or engaging in mutually agreed upon preparation or caucus time. Additional SCLEA staff may participate.

The County and the Union further agree that the committee should include representatives from all County bargaining units and employee organizations and that they will support having representatives of all such units and organizations participating in the committee by commencement of the committee's work in March 2021. The County and the Union further agree that the committee's work will be completed by March 2022. The committee's recommendations and strategies will be advisory only to the County's CAO's office. The SCLEA will not be bound by any recommendations of the committee.

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ARTICLE 34: FULL UNDERSTANDING, MODIFICATION, ACKNOWLEDGMENT

~~34.8 Favored Nation Clause Reopener~~

~~If, during the term of this extension another bargaining unit other than 49 (Board of Supervisors), 50 (Administrative Management), and 52 (Department Heads) receives an increase or improvement in compensation or other economic benefits that is greater than agreed to by SCLEA, the County agrees to open the MOU and meet and confer with SCLEA on the subject of compensation.~~

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APPENDIX D

DOMESTIC PARTNER DEFINED

The term "domestic partner" as used in the MOU is based on the definition below:

A "domestic partnership" shall exist between two persons, one of whom is an employee of the County, covered by this Memorandum of Understanding, and has a valid declaration of Domestic Partnership per California Family Code Section 297 et seq. ~~regardless of their gender and each of them shall be the "domestic partner" of the other if they both complete, sign, and cause to be filed with the County an "Affidavit of Domestic Partnership" attesting to the following:~~

- a. ~~the two parties reside together and share the common necessities of life;~~
- b. ~~the two parties are not married to anyone, eighteen years or older, not related by blood closer than would bar marriage in the State of California, and mentally competent to consent to contract and are not acting under fraud or duress;~~
- c. ~~the two parties declare that they are each other's sole domestic partner and they are responsible for their common welfare;~~
- d. ~~the two parties agree to notify the County in writing if there is a change of circumstances attested to the affidavit; and~~
- e. ~~the two parties affirm, under penalty of perjury, that the assertions in the affidavit are true to the best of their knowledge.~~

Termination. ~~A member of a domestic partnership may provide notice of the end of said relationship by filing a statement with the County. In the statement, the person filing must affirm, under penalty of perjury, that 1) the partnership is terminated and 2) a copy of the termination statement has been mailed to the other partner.~~

New Statements of Domestic Partnership. ~~No person who has filed an affidavit of domestic partnership may file another such affidavit until six months after a statement of termination of the previous partnership has been filed with the County. This requirement does not apply if the earlier domestic partnership ended because of the death of either partner.~~

Appendix A-1

Job Code #	Job Title	Unit Code	Current A Step Rate	Market Equity to be Split Between Yr. 1 & Yr. 2	Total Value of Market Equity to be Split Between Yr. 1 & Yr. 2	Yr. 1 - A Step with up to 4% Market Equity Effective 7/2/2019	Yr. 2 - A Step with Remaining Market Equity Effective 5/5/2020	Additional Market Equity to be Split in Yr. 2 & Yr. 3	Total Value of Additional Market Equity to be Split Between Yr. 2 & Yr. 3	Yr. 2 - Value of Additional Market Equity to be Effective 5/5/2020	Yr. 3 - Value of Additional Market Equity to be Effective 5/4/2021
3020	CHILDREN'S RESIDENTIAL CARE COUNSELOR I	SCLEA 0030	\$ 21.62	7.60%	\$ 1.64	\$ 0.86	\$ 0.78	2.00%	\$ 0.43	\$ 0.22	\$ 0.21
3021	CHILDREN'S RESIDENTIAL CARE COUNSELOR II	SCLEA 0030	\$ 25.55	7.60%	\$ 1.94	\$ 1.02	\$ 0.92	2.00%	\$ 0.51	\$ 0.26	\$ 0.25
1691	COMMUNICATIONS DISPATCHER I	SCLEA 0030	\$ 25.04	3.10%	\$ 0.78	\$ 0.78	\$ -		\$ -	\$ -	\$ -
1692	COMMUNICATIONS DISPATCHER II	SCLEA 0030	\$ 28.64	3.10%	\$ 0.89	\$ 0.89	\$ -		\$ -	\$ -	\$ -
4152	CORRECTIONAL DEPUTY I	SCLEA 0030	\$ 24.60	6.00%	\$ 1.48	\$ 0.98	\$ 0.50	1.60%	\$ 0.39	\$ 0.20	\$ 0.19
4154	CORRECTIONAL DEPUTY II	SCLEA 0030	\$ 31.40	6.00%	\$ 1.88	\$ 1.26	\$ 0.62	1.60%	\$ 0.50	\$ 0.25	\$ 0.25
3111	JUVENILE CORRECTIONAL COUNSELOR I	SCLEA 0030	\$ 21.62	7.60%	\$ 1.64	\$ 0.86	\$ 0.78	2.00%	\$ 0.43	\$ 0.22	\$ 0.21
3112	JUVENILE CORRECTIONAL COUNSELOR II	SCLEA 0030	\$ 25.55	7.60%	\$ 1.94	\$ 1.02	\$ 0.92	2.00%	\$ 0.51	\$ 0.26	\$ 0.25
3113	JUVENILE CORRECTIONAL COUNSELOR III	SCLEA 0030	\$ 29.23	7.60%	\$ 2.22	\$ 1.17	\$ 1.05	2.00%	\$ 0.58	\$ 0.29	\$ 0.29
3106	PROBATION INDUSTRIES CREW SUPERVISOR	SCLEA 0030	\$ 29.13	7.60%	\$ 2.21	\$ 1.17	\$ 1.04	2.00%	\$ 0.58	\$ 0.29	\$ 0.29
3223	PROBATION OFFICER I	SCLEA 0030	\$ 26.04	9.40%	\$ 2.45	\$ 1.04	\$ 1.41	1.10%	\$ 0.29	\$ 0.15	\$ 0.14
3225	PROBATION OFFICER II	SCLEA 0030	\$ 28.66	9.40%	\$ 2.69	\$ 1.15	\$ 1.54	1.10%	\$ 0.32	\$ 0.16	\$ 0.16
3227	PROBATION OFFICER III	SCLEA 0030	\$ 32.81	9.40%	\$ 3.08	\$ 1.31	\$ 1.77	1.10%	\$ 0.36	\$ 0.18	\$ 0.18
1694	SENIOR COMMUNICATIONS DISPATCHER	SCLEA 0030	\$ 31.51	3.10%	\$ 0.98	\$ 0.98	\$ -		\$ -	\$ -	\$ -
4205	DISTRICT ATTORNEY INVESTIGATOR I	SCLEA 0040	\$ 37.01	8.90%	\$ 3.29	\$ 1.48	\$ 1.81	1.40%	\$ 0.52	\$ 0.26	\$ 0.26
4212	DISTRICT ATTORNEY INVESTIGATOR II	SCLEA 0040	\$ 42.44	8.90%	\$ 3.78	\$ 1.70	\$ 2.08	1.40%	\$ 0.59	\$ 0.30	\$ 0.29
4203	DISTRICT ATTORNEY INVESTIGATOR TRAINEE	SCLEA 0040	\$ 33.58	8.90%	\$ 2.99	\$ 1.34	\$ 1.65	1.40%	\$ 0.47	\$ 0.24	\$ 0.23
0701	HELICOPTER PILOT	SCLEA 0040	\$ 43.51	1.90%	\$ 0.83	\$ 0.83	\$ -	1.30%	\$ 0.57	\$ 0.29	\$ 0.28
4215	SENIOR DISTRICT ATTORNEY INVESTIGATOR	SCLEA 0041	\$ 48.21	8.90%	\$ 4.29	\$ 1.93	\$ 2.36	1.40%	\$ 0.67	\$ 0.34	\$ 0.33
4157	CORRECTIONAL SERGEANT	SCLEA 0070	\$ 40.26	8.60%	\$ 3.46	\$ 1.61	\$ 1.85	2.50%	\$ 1.01	\$ 0.51	\$ 0.50
3114	JUVENILE CORRECTIONAL COUNSELOR IV	SCLEA 0070	\$ 32.56	7.60%	\$ 2.47	\$ 1.30	\$ 1.17	2.00%	\$ 0.65	\$ 0.33	\$ 0.32
3107	PROBATION INDUSTRIES FIELD SUPERVISOR	SCLEA 0070	\$ 32.68	7.60%	\$ 2.48	\$ 1.31	\$ 1.17	2.00%	\$ 0.65	\$ 0.33	\$ 0.32
3229	PROBATION OFFICER IV	SCLEA 0070	\$ 38.92	9.40%	\$ 3.66	\$ 1.56	\$ 2.10	1.10%	\$ 0.43	\$ 0.22	\$ 0.21
3024	SUPERV CHILD RESIDENTIAL CARE COUNSELOR	SCLEA 0070	\$ 32.56	7.60%	\$ 2.47	\$ 1.30	\$ 1.17	2.00%	\$ 0.65	\$ 0.33	\$ 0.32
1696	SUPERVISING COMMUNICATIONS DISPATCHER	SCLEA 0070	\$ 35.74	3.10%	\$ 1.11	\$ 1.11	\$ -		\$ -	\$ -	\$ -

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Job Code #	Job Title	Unit Code	Year 1		Year 2	
			Effective 7/16/2019		Effective 5/19/2020	
			Yr 1 - A Step with 3% COLA		Yr 2 - A Step with 3% COLA	
3020	CHILDREN'S RESIDENTIAL CARE COUNSELOR I	SCLEA 0030	\$ 23.15	\$	24.87	
3021	CHILDREN'S RESIDENTIAL CARE COUNSELOR II	SCLEA 0030	\$ 27.37	\$	29.41	
1691	COMMUNICATIONS DISPATCHER I	SCLEA 0030	\$ 26.59	\$	27.39	
1692	COMMUNICATIONS DISPATCHER II	SCLEA 0030	\$ 30.42	\$	31.33	
4152	CORRECTIONAL DEPUTY I	SCLEA 0030	\$ 26.35	\$	27.86	
4154	CORRECTIONAL DEPUTY II	SCLEA 0030	\$ 33.64	\$	35.55	
3111	JUVENILE CORRECTIONAL COUNSELOR I	SCLEA 0030	\$ 23.15	\$	24.87	
3112	JUVENILE CORRECTIONAL COUNSELOR II	SCLEA 0030	\$ 27.37	\$	29.41	
3113	JUVENILE CORRECTIONAL COUNSELOR III	SCLEA 0030	\$ 31.31	\$	33.63	
3106	PROBATION INDUSTRIES CREW SUPERVISOR	SCLEA 0030	\$ 31.21	\$	33.52	
3223	PROBATION OFFICER I	SCLEA 0030	\$ 27.89	\$	30.33	
3225	PROBATION OFFICER II	SCLEA 0030	\$ 30.70	\$	33.37	
3227	PROBATION OFFICER III	SCLEA 0030	\$ 35.14	\$	38.20	
1694	SENIOR COMMUNICATIONS DISPATCHER	SCLEA 0030	\$ 33.46	\$	34.46	
4205	DISTRICT ATTORNEY INVESTIGATOR I	SCLEA 0040	\$ 39.64	\$	42.96	
4212	DISTRICT ATTORNEY INVESTIGATOR II	SCLEA 0040	\$ 45.46	\$	49.28	
4203	DISTRICT ATTORNEY INVESTIGATOR TRAINEE	SCLEA 0040	\$ 35.97	\$	39.00	
4512	FIRE INSPECTOR I	SCLEA 0040	\$ 35.70	\$	36.77	
4519	FIRE INSPECTOR II	SCLEA 0040	\$ 41.08	\$	42.31	
0701	HELICOPTER PILOT	SCLEA 0040	\$ 45.67	\$	47.34	
4406	PARK RANGER I	SCLEA 0040	\$ 24.14	\$	24.86	
4408	PARK RANGER II	SCLEA 0040	\$ 26.49	\$	27.28	
4513	SENIOR FIRE INSPECTOR	SCLEA 0040	\$ 45.19	\$	46.55	
4243	WELFARE FRAUD INVESTIGATOR I	SCLEA 0040	\$ 33.87	\$	34.89	
4246	WELFARE FRAUD INVESTIGATOR II	SCLEA 0040	\$ 38.47	\$	39.62	
4241	WELFARE FRAUD INVESTIGATOR TRAINEE	SCLEA 0040	\$ 28.76	\$	29.62	
4215	SENIOR DISTRICT ATTORNEY INVESTIGATOR	SCLEA 0041	\$ 51.64	\$	55.97	
4251	SENIOR WELFARE FRAUD INVESTIGATOR	SCLEA 0041	\$ 41.49	\$	42.73	
4157	CORRECTIONAL SERGEANT	SCLEA 0070	\$ 43.13	\$	46.85	
3114	JUVENILE CORRECTIONAL COUNSELOR IV	SCLEA 0070	\$ 34.88	\$	37.47	
3107	PROBATION INDUSTRIES FIELD SUPERVISOR	SCLEA 0070	\$ 35.01	\$	37.61	
3229	PROBATION OFFICER IV	SCLEA 0070	\$ 41.69	\$	45.33	
3024	SUPERV CHILD RESIDENTIAL CARE COUNSELOR	SCLEA 0070	\$ 34.88	\$	37.47	
1696	SUPERVISING COMMUNICATIONS DISPATCHER	SCLEA 0070	\$ 37.96	\$	39.10	

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