

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS  
BOARD ACTION SUMMARY

DEPT: Chief Executive Office

BOARD AGENDA:6.B.7  
AGENDA DATE: April 1, 2025

**SUBJECT:**

Approval of the Labor Agreement Between the County of Stanislaus and the Stanislaus Sworn Deputies Association for the Negotiated Term of January 1, 2025 through December 31, 2028

**BOARD ACTION AS FOLLOWS:**

**RESOLUTION NO. 2025-0145**

On motion of Supervisor C. Condit Seconded by Supervisor Grewal  
and approved by the following vote,

Ayes: Supervisors: Chiesa, Withrow, Grewal, C. Condit and Chairman B. Condit

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1)  Approved as recommended

2)  Denied

3)  Approved as amended

4)  Other:

**MOTION:**



ATTEST: ELIZABETH A. KING, Clerk of the Board of Supervisors

File No.

**THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS  
AGENDA ITEM**

DEPT: Chief Executive Office

BOARD AGENDA:6.B.7  
AGENDA DATE: April 1, 2025

CONSENT:

CEO CONCURRENCE: YES

4/5 Vote Required: No

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**SUBJECT:**

Approval of the Labor Agreement Between the County of Stanislaus and the Stanislaus Sworn Deputies Association for the Negotiated Term of January 1, 2025 through December 31, 2028

**STAFF RECOMMENDATION:**

1. Approve the provisions contained within the Tentative Agreement reached between the County and the Stanislaus Sworn Deputies Association representing the Deputy Sheriffs Bargaining Unit for the Term of January 1, 2025, through December 31, 2028.
2. Amend the Salary and Position Allocation Resolution to reflect the changes included in the Tentative Agreement.
3. Authorize the Chairman of the Board of Supervisors and all parties to sign the Final Agreement.

**DISCUSSION:**

The prior agreement between the County and the Stanislaus Sworn Deputies Association (SSDA) representing the Deputy Sheriffs bargaining unit expired on December 31, 2024, and the parties formally commenced negotiations in the fall of 2024. The bargaining unit represents approximately 210 members.

Negotiations between the County and the SSDA began on October 14, 2024, and included many important issues for labor and employees. The parties met a total of nine times in formal negotiations. The County has negotiated a new tentative agreement with the SSDA which includes a base salary increase of three percent (3%) effective the first full pay period following Board of Supervisors (BOS) approval. The agreement further includes a three percent (3%) base salary increase effective the first full pay period following January 1, 2026, a three percent (3%) base salary increase effective the first full pay period following January 1, 2027, and a three percent (3%) base salary increase effective the first full pay period following January 1, 2028. In addition to base salary increases, all members of the bargaining unit will receive an equity increase of three percent (3%) effective the first full pay period following BOS approval, a one percent (1%) equity increase effective the first full pay period following January 1, 2026, and a one percent (1%) equity increase effective the first full pay period following January 1,

2028. The agreement provides a forty-eight (48) month term from January 1, 2025, through December 31, 2028.

The tentative agreement also includes updates to the language in sections: Association and County Issues, Salaries and Other Compensation, Overtime and Other Pays, Leaves, Seniority and Shift and Vacation Bidding, Special/Collateral Assignment Process, and Safety Equipment. In addition, a new Mutual Aid Overtime section was added that allows for deputies who are sent out to an out of county natural disaster mutual aid deployment to be compensated in accordance with CalOES Law Enforcement Mutual Aid and the Federal Management Agency reimbursement requirements.

On February 27, 2025, the SSDA negotiating team agreed to take the terms of the tentative agreement for vote by the membership. On March 19, 2025, the SSDA advised the County that the membership approved the terms of the tentative agreement.

The County and the SSDA reviewed, formatted, and made applicable changes to the entire Memorandum of Understanding (MOU). Other language cleanup provisions or deletions of outdated language include various sections of the MOU. The tentative agreement summary is attached to this agenda item. Unless specifically stated, all negotiated agreements are effective upon approval of the BOS.

**POLICY ISSUE:**

Per Stanislaus County Code 3.20.010, officers and employees shall receive the compensation provided in the basic salary schedule and compensation schedule as adopted by the Board of Supervisors by ordinance or resolution. Further, the Board of Supervisors is required to approve labor agreements and authorize the Chairman of the Board to sign agreements. The Board of Supervisors should consider the effect of this labor agreement on the fiscal and policy direction and priorities of the organization.

**FISCAL IMPACT:**

The new agreement between the County and the SSDA covers approximately forty-eight (48) months and is effective January 1, 2025, through December 31, 2028. The estimated cost of the agreement is \$16.5 million in base wage, equity, associated benefit increases, and additional costs. The estimated base wage and equity cost per Fiscal Year (FY) is \$500,000 in FY 2025, \$2.8 million in FY 2026, \$4.0 million in FY 2027, and \$5.4 million in FY 2028 and \$3.1 million for the first six months of FY 2029. Approximately 68% of the estimated costs will be attributed to the General Fund. The Sheriff's Office will request any required budget adjustments in a future budget cycle if additional appropriations are needed as a result of the salary increases in this negotiated agreement.

Prior to entering into this agreement, the County completed a careful fiscal analysis and the County's long-range financial model demonstrates there is sufficient financial stability to support this contract without a detrimental impact to the fiscal strength of County operations and programs.

California Government Code Sections 31515.5 and 23026 require that the County give written notice of any salary and benefit changes, including an explanation of the financial impact of the change on the funding of the County's retirement system. The recommended action will have minimal impact on the funded status of the retirement system, Stanislaus County Employee's Retirement Association (StanCERA), which will be factored into the normal annual actuarial review of the plan's funded status for establishing future county contribution rates.

**BOARD OF SUPERVISORS' PRIORITY:**

The recommended actions are consistent with the Board's priority of Supporting a Strong and Safe Community by strengthening the County's ability to retain qualified and experienced deputies by providing fair and equitable compensation and benefits.

**STAFFING IMPACT:**

Existing Chief Executive Office - Human Relations and Auditor-Controller staff will implement the changes resulting from the terms of this agreement.

**CONTACT PERSON:**

Ryan Leupp, Assistant Human Relations Director, 209-525-6333

**ATTACHMENT(S):**

1. Tentative Agreement Summary 2025

**Stanislaus Sworn Deputy Association Negotiations**  
**Tentative Agreement Summary**

<b>Section of MOU</b>	<b>Summary of Tentative Agreements</b>
Term	48-months January 1, 2025 through December 31, 2028
Base Salary Increases	First full pay period following BOS Adoption – 3% First full pay period following January 1, 2026 – 3% First full pay period following January 1, 2027 – 3% First full pay period following January 1, 2028 – 3%
Equity Adjustments	First full pay period following BOS Adoption – 3% First full pay period following January 1, 2026 – 1% First full pay period following January 1, 2028 – 1%
Dues Deduction	Language cleanup to update County contact and added language to clarify the County's process on due deductions.
Association Time Bank	Updated language to reflect amount of time to be determined by the Association President.
Canine Pay	Increased Canine Handler Pay from 18 minutes to 45 minutes per day.
Uniform Allowance	Increased Uniform Allowance to \$1,520 with an additional \$50.00 annual increase, effective the first full pay period following January 1 each year. Added a table showing the payment schedule for the term of the contract.
Overtime & Timecard Administration	Incorporated the County MOU Language Clean Up Letter of Agreement. Added language to allow for overtime to be provisionally coded on a timecard to allow for administrative ease.
Court Pay	Language cleanup to reflect the department process on employees subpoenaed to appear in court.
On-Call Pay	Updated language to clarify when an employee is deemed "available and accessible" for on-call.
Daylight Saving Language	Language cleanup to remove SALT.
Fitness Incentive	Deleted meet and confer language as no longer applicable.
Mutual Aid Overtime	Added section to allow for deputies who are sent to an out of county natural disaster mutual aid deployment to be compensated in accordance with CalOES Law Enforcement Mutual Aid and the Federal Management Agency reimbursement requirements.
Group Plans Available	Language cleanup to delete language no longer applicable.
Holidays	Incorporated the County Holiday Letter of Agreement.

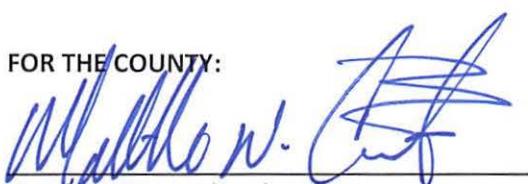
Vacation Cash Conversion	Increased the number of allotted vacation hours from 40 hours to 50 hours when there are 100 accrued hours available to be converted into cash payments, and 60 hours to 100 hours when there are 200 accrued hours available.
Sick Leave Usage	Updated language to the definition of family member to reflect the law.
Sick Leave Cash Out	Language cleanup to delete language no longer applicable.
Bereavement Leave	Updated language to reflect the law.
Seniority	Added language clarifying how County service is eligible for seniority.
Contract Cities and Courts	Incorporated the MOU Language Clean-Up Letter of Agreement and updated term from three years to five years for the Courts assignment.
Safety Equipment	Incorporated MOU Language Clean-Up Letter of Agreement and increased provided handcuffs to two handcuffs.
Grievances	Added language that both parties agree to begin meet and confer over updates to the grievance procedures.
Automatic Resignation	Language cleanup to reference County policy.
Attachment C – County Counsel Letter	Deleted attachment as no longer applicable.
Attachment E – Health Insurance Tentative Agreement	Deleted attachment as no longer applicable.

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE COUNTY OF STANISLAUS AND  
THE STANISLAUS SWORN DEPUTIES ASSOCIATION (SSDA)

This agreement is entered into between the County of Stanislaus and the Stanislaus Sworn Deputies Association (SSDA) representing the Sworn Deputy Sheriff's Bargaining unit.

Pursuant to the Employee Relations Ordinance of the County and Section 3500 et seq. of the Government Code, the duly authorized representatives of the County and the SSDA having met and conferred in good faith concerning the issues of wages, hours, and terms and conditions of employment as herein set forth, declare their agreement to the provisions of this Memorandum of Understanding.

FOR THE COUNTY:



Matthew W. Condit, Chairman  
Board of Supervisors



Jody Hayes  
Chief Executive Officer



Monica Coryea, Human Relations Director  
Chief Executive Office



Jeff Sloan, Lead Negotiator  
Sloan, Sakai, Yeung, & Wong LLP



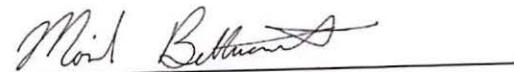
Ryan Leupp, Human Relations Assistant Director  
Chief Executive Office



Joanna Navarro, Senior Management Consultant  
Chief Executive Office



Sydnee Isais, Management Consultant  
Chief Executive Office



Moriah Bettencourt, Management Consultant  
Chief Executive Office

FOR THE SSDA:



Dan Koontz, Labor Representative  
Mastagni Holstedt, A.P.C.



Randon Kirkbride (Aug 22, 2025 18:20:44 PDT)  
Randon Kirkbride, President  
Deputy Sheriff, Sheriff's Office

Unable to sign

Michael Ghimenti, Member  
Deputy Sheriff, Sheriff's Office



John Moss, Member  
Deputy Sheriff, Sheriff's Office

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**Attachments:**

Attachment A: Sheriff's Represented Bargaining Units Reduction in Force Policy.

Attachment B: Discipline of Permanent Classified Employees

Attachment C: Letter dated April 15, 1991 re Witness Expenses Related to Binding Arbitration

## **ARTICLE 1. CONTRACT ADMINISTRATION**

### **1.1 TERM OF AGREEMENT**

This Agreement shall remain in full force and effect for the forty-eight (48) month period commencing on January 1, 2025 and ending on December 31, 2028.

### **1.2 EMPLOYEES COVERED**

This Agreement covers the wages, hours, and terms and conditions of employment for those employees in the classification of Deputy Sheriff I/II.

The Deputy Sheriff II classification will become effective the first full pay period following January 1, 2019 and includes the minimum qualifications of two years full time experience in law enforcement equivalent to an entry level Deputy Sheriff I and successful completion of Crisis Intervention Training (CIT), Driving Under the Influence Training (DUI), 11550 Health and Safety Training, and Basic Traffic Collision Training or their equivalents. Employees will be responsible for providing all training documentation for review and approval by Sheriff's Department Administration.

### **1.3 RECOGNITION**

The County recognizes the Stanislaus Sworn Deputies Association as the sole and exclusive representative for all employees in the bargaining unit.

### **1.4 SEVERABILITY OF AGREEMENT**

It is not the intent of the parties hereto to violate any laws, rulings, or regulations of any governmental authority or agency having jurisdiction over the subjects of this collective bargaining agreement, and the parties hereto agree that in the event that any provisions of this Agreement are finally held or determined to be illegal or void as being in contravention of such laws, rulings, or regulations, nevertheless, the remainder of the agreement shall remain in full force and effect unless the parts so found to be void are wholly inseparable from the remaining portion of this agreement.

### **1.5 FULL UNDERSTANDING, MODIFICATION, AND WAIVER**

- A. This Agreement sets forth the full and entire understanding of the parties regarding the matters set forth herein, and any and all prior or existing Memoranda of Understanding, Understandings, and Agreements regarding the matters set forth herein, whether formal or informal, are hereby superseded and terminated in their entirety.

B. Existing practices and/or benefits which have a direct effect on employee wages, hours, and other terms and conditions of employment which are not referenced in this Agreement shall continue without change unless modified or abolished by mutual agreement of the parties. The parties understand and agree that the provisions of mutual agreement shall not apply to issues under conditions of employment unless it can be shown that they affect wages, hours, or other substantial terms or conditions of employment.

The continuation of these existing practices and/or benefits is contingent upon there being practices and benefits that are recognized by the parties as open and notorious and clear and known and regular and consistent. Examples, without limitation, would be those established in writing or those created by custom and practice known to both sides for a substantial period of time. It is the intent of the parties that management trials, test cases individual or small group practices, or sporadic practices that have not been sufficiently evaluated and accepted by management not be considered an established pattern, practice, or benefit within the meaning of this clause.

C. It is the intent of the parties that ordinances, Board resolutions, and rules and regulations enacted pursuant to this Agreement shall be administered and observed in good faith.

D. Nothing in this Agreement shall preclude the parties from mutually agreeing to meet and confer on any subject within the scope of representation during the term of this Agreement.

## ARTICLE 2. ASSOCIATION & COUNTY ISSUES

### 2.1 COUNTY RIGHTS

Stanislaus County retains the exclusive right, except as expressly stated herein, to operate and direct the affairs of the departments of county government and all of their various aspects, including, but not limited to the right to direct the work force; to plan, direct, and control all of the operations and services of the county; to determine the methods, means, organization and schedule by which such operations and services are to be conducted; to assign and transfer employees within the various departments; to hire, promote, suspend, demote, discharge, reprimand, and evaluate employees; to relieve employees from duty due to lack of work or other legitimate reasons set forth in the County's Reduction-In-Force Policy; to change or eliminate existing methods, equipment, or facilities in order to maintain or increase the efficiency of governmental operations; and to exercise complete control and discretion over its organization and the technology of performing its' work. Nothing contained herein shall be construed

to preclude meeting and conferring between the employer and employee/Association regarding the practical consequences that decisions on these matters may have on wages, hours, terms, and conditions of employment.

## 2.2 ASSOCIATION RIGHTS

The Association retains all rights provided by federal, state and local laws and ordinances, except as abridged by this Agreement.

One (1) Association representative plus the aggrieved employee shall be allowed to participate in grievance or discipline sessions with the County with no loss of regular pay and benefits during said employees' normal work hours. Up to three (3) Association representatives shall be allowed to participate in meetings regarding wages, hours, and working conditions with the County with no loss of regular pay and benefits during said employees' normal work hours. This limit does not apply to successor contract negotiations. Any limit may be negotiated in future ground rules. Reasonable notice shall be provided to the Association representatives' supervisor(s).

The County shall permit the use of certain facilities for Association meetings, subject to the operating needs of the County.

The County shall provide the Association with an opportunity to address recruits during the Department's new hire orientation and/or during the FTO Orientation which is after the conclusion of the Academy to sign up new members and review the benefits of the Association membership.

## 2.3 NON-DISCRIMINATION & FAIR REPRESENTATION

- A. The provisions of this Agreement shall be applied without favor or discrimination based upon a protected class as described in Stanislaus County's Equal Employment Opportunity/Non-Discrimination Statement approved annually by the Board of Supervisors in compliance with federal and state laws. The parties recognize, respect, and support the County's commitment to non-discrimination in employment as set forth in the County's Equal Rights Program as well as the Uniformed Services Employment and Reemployment Rights Act of 1994.
- B. The SSDA acknowledges its responsibility to fairly represent all employees in the bargaining unit without favor or discrimination based upon a protected class as described in Stanislaus County's Equal Employment Opportunity/Non-Discrimination Statement approved annually by the Board of Supervisors in compliance with federal and state laws. The County shall not discriminate or take adverse action against employees because they are members of the Association, participate in lawful Association activities, or exercise their right to Association representation.

## 2.4 DUES DEDUCTION

- A. The Association shall submit a certification/list to the County that it has and will maintain individual employee authorizations for payroll deductions, signed by the individual, from whose salary or wages the deduction is to be made. The County shall rely upon written notification from the Association for any and all employee requests to cancel or change payroll deductions for membership dues. The Association is responsible to obtain and maintain voluntary written authorization for membership dues deductions. Dues deductions shall automatically renew unless written notice is provided by the Association. The County shall honor any changes to dues amounts provided by the Association. The Association is not required to provide a copy of individual employee authorizations to the County unless a dispute arises about the existence or terms of the authorization.
- B. Deduction notification will be provided to County\_Payroll@stancounty.com. Changes, cancellations, etc. received by the County shall be processed by the next full pay period. The Association shall also receive any new membership dues by the next full pay period. Changes, cancellations, new membership dues, etc. will be deducted following the County's regular payroll calendar for pay schedules. Example: the paycheck date for February 7, 2024, is for pay period beginning January 13, 2024 and ending January 26, 2024. All changes will go into effect on January 13, 2024, and will be reflected on the paycheck distributed on February 7, 2024.
- C. The County shall direct employee inquiries to cancel or change dues deductions to the Association. The County shall not make disparaging comments about the Association nor recommend another represented organization.
- D. The Association shall indemnify, defend, and hold the County harmless against any claims made and/or any suit against the County which may arise as a result of this agreement.
- E. The County shall deduct Association dues and other authorized deductions from members' paychecks upon receiving a certified list from the Association as set forth in paragraph A above and will forward said deductions to the Association on a twice-monthly basis, following the first two paydays of each month. In the event the Association changes its dues deduction amount, the County will process the change not more than thirty (30) days after receiving notice from the Association of the change; the change will take effect at the start of the first full period following.

## 2.5 ASSOCIATION TIME BANK

An Association Time Bank (ATB) has been established for the purpose of allowing SSDA members to request paid time off including participation in Association-sponsored training and conferences and workshops. Any request of ATB time shall require approval of the President prior to submission.

ATB requests shall follow the same policy for approval as vacation time. ATB time requests shall be approved unless staffing is required on an overtime basis in order for the request to be approved. The Sheriff reserves the right to approve ATB requests which incur overtime costs. ATB time shall not supersede previously approved vacation requests of other Sheriff's personnel.

Upon ratification each employee covered by this bargaining unit shall contribute up to two-and-one-half (2.5) hours of vacation leave to the ATB, as determined by the Association President. During the first full pay period that begins in January of each year, each employee covered by this MOU shall contribute an equal amount of hours. Time Bank may be approved at the discretion of the President or designee and charged to the Time Bank as straight time or overtime, as applicable. This time, if not utilized by the Association within the year it is contributed, shall not be returned to the contributing members, nor shall this time be subject to cash-out, but rolled over to the next year's ATB.

The Sheriff shall allow an amount to be determined by the President or designee up to eighty (80) hours of release time, for use by members of the Association Board as designated by the President or designee on an annual basis for mutual business that benefits both the County and the Association. This release time is in addition to the Association Time Bank. The use of the County-contributed hours must meet existing County rules and shall be used by the designated eligible SSDA officers for the benefit of the SSDA and the County.

The Association shall hold the County and its officers and employees harmless for transferring the vacation time from employees covered by this MOU as provided for in this Section.

## 2.6 NO STRIKE

The SSDA, and its members and representatives, shall not engage in, authorize, sanction, or support any strike, slowdown, stoppage of work, curtailment of production, concerted refusal of overtime work, refusal to operate designated equipment (provided such equipment is safe and sound), or refusal to perform customary duties.

## 2.7 REDUCTION-IN-FORCE POLICY

A joint Reduction-In-Force policy has been established and agreed to for the following four bargaining units effective August 7, 2012:

Custodial Deputy Sheriff's Bargaining Unit  
Sworn Deputy Sheriff's Bargaining Unit  
Sheriff's Supervisor Bargaining Unit  
Sheriff's Management Bargaining Unit

The joint Reduction-In-Force Policy included in this Agreement as Attachment A applies to all employees covered by this Agreement. The joint Reduction-In-Force Policy may only be amended by mutual agreement of the County and all four (4) represented bargaining units.

## 2.8 SAFETY PROGRAM

The SSDA shall support the County's safety and loss control efforts. The parties shall strive to reduce the number of industrial injuries among employees and maintain a safe place of employment and to encourage employees to perform their work in a safe manner.

## ARTICLE 3. SALARIES AND OTHER COMPENSATION

### 3.1 SALARIES

#### Year 1:

Effective the beginning of the first full pay period after ratification and adoption by the BOS of the successor MOU, the employees in this unit shall receive a COLA base salary increase of three percent (3%).

Effective the beginning of the first full pay period after ratification and adoption by the BOS of the successor MOU, the employees in this unit shall receive an equity adjustment of three percent (3%).

#### Year 2:

Effective the beginning of the first full pay period following January 1, 2026, the employees in this unit shall receive a COLA base salary increase of three percent (3%).

Effective the beginning of the first full pay period following January 1, 2026, the employees in this unit shall receive an equity adjustment of one percent (1%).

#### Year 3:

Effective the beginning of the first full pay period following January 1, 2027, the employees in this unit shall receive a COLA base salary increase of three percent (3%).

Year 4:

Effective the beginning of the first full pay period following January 1, 2028, the employees in this unit shall receive a COLA base salary increase of three percent (3%).

Effective the beginning of the first full pay period following January 1, 2028, the employees in this unit shall receive an equity adjustment of one percent (1%).

3.2     SALARY ADVANCEMENT

Consistent with County Code section 3.24.030 B Employees shall be eligible for advancement to the next step of their salary range on their anniversary date after one (1) year of continuous service at the current step. Eligibility for advancement to subsequent salary steps shall thereafter be based on one (1) year of satisfactory continuous service at the prior step until the employee reaches the maximum step of the appropriate salary range.

3.3     POSTPONEMENT OF ANNIVERSARY DATE

Any leave of absence without pay, or other time off without pay exceeding fifteen (15) calendar days, shall cause the employee's anniversary date to be postponed by the equivalent number of calendar days.

3.4     SALARY UPON DEMOTION

Employees who are released during probationary service from a position to which they had been promoted, demoted, or transferred shall be returned to the same salary step in the appropriate salary range as had been held prior to the promotion, demotion, or transfer. The employee's salary review date, if applicable, shall be adjusted by the equivalent number of months during which an employee did not hold the classification to which he or she is returning.

3.5     SALARY ON PROMOTION

The County guarantees a five percent (5%) minimum salary increase on promotion in accordance with the existing County Code Provisions. An exception to this provision shall be made if the step to which the employee is promoted is six (6) cents or less per hour under the minimum five percent (5%) increase. This provision shall apply when promotions to classifications within the bargaining unit occur or promotion to classifications assigned to bargaining units containing this provision.

3.6     SPECIAL & COLLATERAL ASSIGNMENT PAY PROVISIONS

Employees assigned to the following assignments shall receive the Specialty Pay associated with such assignment. Specialty Pay shall be calculated above the employee's base rate of pay.

SPECIALTY ASSIGNMENT	SPECIALTY PAY	SPECIALTY ASSIGNMENT	SPECIALTY PAY
Air Support – Licensed Aircraft Inspector	10.0%	Designated Range Master / Armorer	2.5%
Air Support – Pilot in Command	10.0%	Dive Team	2.5%
Air Support Flight Officer – Non Pilot	2.5%	High Tech Crimes Unit	2.5%
Air Support – Pilot	5.0%	Hostage Negotiator	2.5%
Air Support Licensed Mechanic	5.0%	Internal Affairs	2.5%
Background Investigator	2.5%	MAIT Deputy	2.5 %
Bomb Team	2.5%	Mounted Unit	2.5%
Canine Trainer	2.5%	SIU	2.5%
Canine Unit	2.5%	SWAT Team	2.5%
Community Deputy	2.5%	Traffic Motorcycle Deputy	2.5%
Detective – Crimes Against Children	2.5%	Training Officer (Field)	2.5%
Detective – Crimes Against Persons (Robbery / Homicide)	2.5%	Training Officer (Training Deputy)	2.5%
Detective – Gangs	2.5%	Transportation Deputy (with Class B License)	2.5%
Detective – General Crimes (includes contract city detectives)	2.5%		

A. The parties agree that there is no compensable off-duty work being regularly performed in connection with at least the following assignments which receive a special pay premium: SWAT, Dive Squad, Bomb Team, Detective Unit, Background Investigator, Mounted Unit, Hostage Negotiator, Field Training Officer, Community Deputy, High Tech Crimes Unit, Transportation, Designated Range Master, Motor Officer, and Air Support Flight Officer/Non-Pilot. In the event it is finally determined by a Court that, contrary to the County's understanding some compensable work was being performed, all such work will be compensated at minimum wage. Further, SSDA agrees that the special pay premium will be applied, to the fullest extent allowed under the law, as compensation in full satisfaction of any such claim that is determined valid by a court of competent jurisdiction. This section shall not diminish any employee's right to compensation for work specifically assigned to be performed outside of the employee's regularly scheduled duty hours.

B. The terms and conditions set forth in the Settlement Agreement and Release of All Claims Relating to the Canine Handlers ("Canine Agreement"), effective January 13, 1997, shall remain in effect, with the exception that each represented

employee who is assigned as a canine handler and has a dog assigned to his or her care, training, and upkeep, shall be paid forty-five (45) minutes per day at the regular rate of pay for care, grooming, and transportation. As provided in the Canine Agreement, this work when performed over and above the designated work period shall be compensated at time-and-one-half of the canine handler's regular rate of pay.

- C. The parties disagree whether there is any compensable off duty work performed by members of the Mounted Unit. If a covered employee asserts a claim for off-duty compensable work, that employee will no longer be entitled to a two and one-half percent (2.5%) premium. In the event it is finally determined by a Court that, contrary to the County's understanding, some compensable work was being performed, all such work will be compensated at minimum wage.

Each mounted shift shall include three (3) hours per day for members of the Mounted Unit for grooming and transportation of their mounts.

- D. The additional compensation as described herein shall be earned by one incumbent for as many special pay assignments as the Sheriff assigns and approves.
- E. Such assignment pay shall not be paid: (a) during periods of absences for disability leaves (including, without limitation, 4850 leave); (b) unpaid leaves of absences; or (c) any time during which the employee is unable to perform the assignment for a full pay period.

### 3.7 POST CERTIFICATE

#### A. POST Intermediate Certificate

Employees who possess a POST Intermediate Certificate shall receive six and one-half percent (6.5%) above their base salary.

#### B. POST Advanced Certificate

Employees who possess a POST Advanced Certificate shall receive ten percent (10.0%) above their base salary.

### 3.8 ACTING SERGEANT COMPENSATION

An Employee assigned as an acting sergeant for a minimum of two (2) hours shall receive an additional seven and one-half percent (7.5%) compensation above their base rate of pay for each hour worked.

### 3.9 BILINGUAL CERTIFICATION PAY

- A. The County will designate certain languages as eligible for bilingual certification. The County currently recognizes the following languages: Spanish; Cambodian; Laotian; Hmong; Greek; Assyrian; Farsi; Russian; Vietnamese; Portuguese; and Sign Language. The County's Chief Executive Office may designate other languages as needed.
- B. Employees asserting their competence in any County designated bilingual language shall be given the opportunity to test for bilingual certification. The County CEO or designee is responsible for conducting bilingual certification testing within a reasonable amount of time. Employees will be tested for verbal and/or written bilingual proficiency as determined by the County CEO and Sheriff. Employees who pass the test will be certified as bilingual.
- C. Employees certified as bilingual shall receive additional compensation of two and one-half percent (2.5%) of base pay, effective the first full pay period following the certification date. Only those employees certified as bilingual will be granted bilingual certification pay.
- D. Employees receiving bilingual certification pay shall use their bilingual skills within the course of employment to maintain the certification pay. Bilingual employees who are not certified as bilingual will not be subject to discipline for declining to use bilingual skills in the course of employment.
- E. Bilingual pay shall not be paid during periods of absences for disability leaves (including, without limitation, 4850 leave) or unpaid leaves of absences during which the employee is unable to perform the assignment for a full pay period.

### 3.10 UNIFORM ALLOWANCE

Uniform allowance shall be one thousand five hundred twenty dollars (\$1,520) per year paid monthly in twelve (12) equal payments.

Uniform Allowance will be increased by \$50.00 effective the first full pay period following January 1 each year as follows:

Year	Annual Uniform Allowance
2025	\$1,520
2026	\$1,570
2027	\$1,620
2028	\$1,670

Employees are responsible for the maintenance, care, purchase, and replacement of their uniforms.

Employees absent from duty for three (3) or more consecutive calendar months due to 4850 or other disability-related leave shall not be eligible to receive a uniform allowance. The allowance will be reinstated the month following the employee's return.

Refer to Section 11.5 Personal Property Damage for reimbursement of personal property damaged or destroyed in the line of duty.

## **ARTICLE 4. OVERTIME AND OTHER PAYS**

### **4.1 OVERTIME**

- A. Overtime shall be compensated at a rate of one-and-one-half (1 ½) times the employee's regular rate of pay for all time worked beyond eighty (80) hours in a pay period. In calculating overtime eligibility, sick leave time taken shall not be considered as time "worked." All other forms of paid time off in the form of vacation time, compensatory time, bereavement leave, jury duty, holiday pay, paid military leave, 4850 leave, etc., shall be considered time "worked" for the purpose of overtime eligibility.
- B. When an employee exceeds their scheduled work hours, the Department may flex the employee's remaining work schedule in the pay period for up to four (4) hours without mutual agreement of the employee. When an employee has accumulated over four (4) hours of additional work in the pay period, or for any additional work performed on a non-scheduled workday, the employer may flex the employee's remaining work schedule in the pay period by mutual agreement.
- C. An employee ordered to work on a regular day off (RDO), a compensatory time off (CTO) day, or approved vacation day, shall be compensated at time-and-one-half for time worked. Employees who volunteer to work on a RDO, CTO or vacation day shall be paid in accordance with Paragraph A, above.

D. The Department will establish an Overtime List at the start of each bi-annual shift change and will place deputies on the list in order of least seniority. Deputies may be ordered in off the Overtime List, based on their position on the List, should there not be any volunteers. The Overtime List will be reset at the start of each bi-annual shift change.

The Department shall maintain two lists for overtime, List "A" shall consist of assignments considered "Credited" overtime and shall drop employees to the bottom of the overtime list. List "B" shall consist of assignments "Not" considered credited overtime and will not drop employees to the bottom of the overtime list.

The "A" and "B" lists shall be viewable upon request. Both lists can be modified at any time upon mutual agreement between the Department and Association.

The Sheriff or their designee shall have the option to order employees in on overtime. Employees ordered in on overtime will receive credit and will be dropped to the bottom of the overtime list. Deputies will receive credit on the overtime list when they sign up for a shift on list "A" through a posting in Intime. The date of credit will be the date/time the sign up is approved in Intime.

If the Department cancels a shift within 14 days, the deputy will still receive credit on the overtime list. If the shift is cancelled outside of 14 days, the deputy will not receive credit and move back to the position on the list where they were prior.

If a deputy does not work their OT shift (such as calls in sick, FMLA, trades, no shows, etc) they will not receive credit and will move back to the position on the list where they were prior.

#### 4.2 TIMECARD ADMINISTRATION

A. This section deals with time coding only and does not convey any rights or guarantees to additional pay which are recorded in Article 4.1 Overtime. This is mutually agreed that this sections intent is to allow for administrative ease and efficiency of operations for deputies and administrative staff alike while also allowing for more accurate billing to third parties thereby preserving the general fund. The union agrees to indemnify and hold harmless the County and its employees or agents against claims of whatever nature arising out of pay inaccuracies arising out of practice covering this section.

B. For purposes of accounting only, time worked outside of one's regularly scheduled hours may be provisionally coded as overtime. Furthermore, the parties agree overtime is not incurred until satisfying the requirements of Article 4.1 Overtime and it is those additional hours worked once someone has reached 80 hours, which are in fact paid at the overtime rate consistent with FLSA requirements.

- C. Individuals who record sick or any unpaid time are required to submit a timecard that accurately reflects overtime pays. For example, this includes the use of overtime straight and compensatory time straight time reporting code wherever appropriate.
- D. Any and all corrections made to the time record by administrative staff must be reviewed, approved, and initialed by employee and supervisor.
- E. If the County concludes that the process is ineffective, it will give the Association notice and will discuss the issues with the Association for a period not to exceed 15 days. Absent mutual agreement through that discussion, the County may discontinue the process effective the following pay period.

#### 4.3 COMPENSATORY TIME OFF (CTO)

Overtime worked is accrued at one-and-one-half (1 ½) pay rate and may either be paid in cash or as compensatory time off (CTO) at the election of the employee. Employees who voluntarily work overtime to replace another employee who uses CTO to take time off shall only be paid in cash for hours worked and not be entitled to receive CTO for those hours worked.

Compensatory time may be accrued to a maximum of two hundred and forty (240) hours. Accumulation of CTO in excess of the maximum shall be paid in cash at the employee's regular rate of pay. Employees may submit requests at a minimum of eight (8) hours to cash-out accumulated compensatory time. The County shall cash-out such requests in the following pay period in which it is received.

Employees may be permitted to use CTO within a reasonable period of time of a request as long as the request for time off does not unduly disrupt department operations. The department shall make a good faith effort to approve the request and notify the employee as soon as practical. If vacation relief or other coverage is not available, the request shall be posted and/or made available or voluntary coverage.

Employees may not demand specific date(s) off using CTO, nor may the Department order employees to take time off as CTO.

All employees who promote or separate from service shall cash-out the total accumulation of compensatory time at the employee's regular rate of pay immediately prior to the promotion or upon separation from service.

#### 4.4 CALL-BACK

The parties agree that the three (3) hour minimum call-back shall apply to members of the bargaining unit in any official call-back situation.

#### 4.5 COURT PAY

Any deputy summoned to court or hearing during his or her off-duty time arising from the course and scope of employment shall be compensated at time-and one-half.

Any appearance during an employee's off-duty time during the a.m. hours shall be compensated once with a minimum of four (4) hours at time-and-one-half. Any time spent beyond four (4) consecutive a.m. hours shall be compensated at time-and-one-half.

In addition, any appearance during an employee's off-duty time during the p.m. hours shall be compensated with a minimum of four (4) hours at time-and-one-half. Any time spent beyond four (4) consecutive p.m. hours shall be paid at time-and-one-half.

The minimum as described above shall only be paid for appearances that are one (1) hour or more beyond the beginning or ending of a regularly assigned shift. Appearances that are within one (1) hour of the beginning or ending of a regularly assigned shift are considered continuation of shift and shall be compensated at time-and-one-half.

An employee receiving Court Pay shall not be eligible for any other on-duty paid time status during such time. An employee who is working an overtime shift shall not be eligible for Court Pay.

Employees subpoenaed to appear in court shall check the emailed "Weekly Subpoena Log", call into Department call off list, or contact the District Attorney's Office within twelve (12) hours prior to the day of the required court appearance to determine whether the subpoena has been canceled. If an employee fails to check on their status and shows up to court for a canceled appearance, court pay may not be paid.

The Department shall provide the emailed weekly subpoena log via Department email at least twice (2) weekly.

#### 4.6 ON-CALL PAY

Any member of this bargaining unit who is required to stay available and accessible in an on-call capacity shall be compensated for this on-call assignment.

A member is deemed "available and accessible" when:

- A. They can leave their residence within thirty (30) minutes and respond in a reasonable time; and
- B. There is no alcohol or drug impairment including those that have been legally prescribed.

Employees who are on-call shall be compensated two hundred fifty dollars (\$250.00) for each seven (7) day period of on-call assignment. If the on-call assignment is for less than a full seven (7) day period, on-call pay shall be paid on a per diem basis (calculated at thirty-five dollars seventy-one cents (\$35.71) per day).

#### 4.7 DAYLIGHT SAVINGS TIME (Spring Forward)

Employees who are at work during the hour that the time change occurs shall be compensated for all hours actually worked. Employees by mutual agreement with their supervisor may, work an additional hour, or use an hour of their accrued leave balances (vacation or CTO) to account for the time. Employees may flex their time by mutual agreement with their supervisor.

#### 4.8 STANDARD TIME (Fall Back)

Employees who are at work during the hour that the time change occurs shall be compensated for all hours actually worked. Employees by mutual agreement with their supervisor may, take the additional hour as overtime or CTO, to account for the time. Employees may flex their time by mutual agreement with their supervisor.

#### 4.9 HOURS OF WORK AND ASSIGNMENTS

Deputies assigned to the courts shall have an unpaid lunch period of 60 minutes. In the event the deputy is called back on duty during their unpaid lunch break, the employee will be paid straight time for any time worked during their lunch period and their supervisor will make reasonable efforts to allow the employee to flex their time within the same work week.

If the employee is not permitted to flex their time and they otherwise qualify for overtime as set forth in Article 4 of this Agreement, his/her time shall be compensated by receiving overtime pay at one and one-half (1.5) their regular rate of pay, or CTO as set forth in Article 4 of this agreement.

#### 4.10 FITNESS INCENTIVE

A. Category 1 (POST Standards): A Fitness incentive of \$500 once annually will be provided to bargaining unit members who complete the then-current POST-developed Work Sample Test Battery (WSTB). The WSTB contains a valid sample of physically demanding work tasks performed by California patrol officers. The tasks currently required to be performed are as follows:

1. Run a 99-yard obstacle course consisting of several sharp turns, several curb-height obstacles, and a 34-inch-high obstacle that must be vaulted; and

2. Lift or drag 165-pound lifelike dummy 32 feet; and
3. Run 5 yards to a 6-foot chain link fence, climb over fence, continue running another 25 yards; and
4. Run 5 yards to a 6-foot solid fence, climb over, continue running another 25 yards; and
5. Run 500 yards.

At the time of the testing and completion of the required tasks a minimum score of 384 must be obtained to demonstrate sufficient physical ability to be eligible for the Category 1 fitness incentive. The standards of scoring are set by POST. The score for each member can be determined in one of two ways:

1. By manually converting times to points, using conversion tables on pages 15-19 of the Work Sample Test Battery Proctor Manual, then summing up points for all five events to determine the student's total score; or,
2. By inputting the times into a POST-provided Excel spreadsheet. The excel spreadsheet will automatically calculate each student's score.

B. Category 2 (SWAT Standards): An additional fitness incentive of \$1,000 once annually will be given to the bargaining unit members who complete the then-current Sheriff's Office SWAT Team testing qualifications. The test currently requires performance of all of the following:

1. 2 weighted pull-ups (35lb weight on their back and chin must go over bar with arms locking out each time); and
2. 40-yard sprint in 8 seconds or less; and
3. 800-meter run with 10 up downs and 10-yard body drag (165lbs) and 10 zig zags between cones. This is to be completed in 4 min 30 sec.

No employee shall receive more than one fitness incentive per category (for a total of \$1,000) under this fitness incentive program in a single calendar year. For example, if an employee passes the Category 2 test, they will receive a \$1,000 incentive. If an employee first passed the Category 1 test, they will receive \$500. If they pass the Category 2 test in the same year, they will receive another \$500, for a total of \$1,000 in the calendar year.

Testing standards for Category 1 will follow POST WTBS standards as those are modified. Testing standards for Category 2 will follow the Sheriff's Office SWAT team testing standards as those standards are modified. The Parties acknowledge that training for the physical fitness incentive should be completed on off-duty time.

#### 4.11 OUT OF COUNTY MUTUAL AID COMPENSATION

- A. In accordance with CalOES Law Enforcement Mutual Aid (LEMA) and the Federal Emergency Management Agency (FEMA) reimbursement requirements:
  1. All employees sent to an out of County natural disaster, mutual aid deployment shall be compensated beginning at the time of leaving any Sheriff's location until their return to jurisdiction when equipment and personnel are in service and available for agency response.
  2. While on an out of County natural disaster mutual aid deployment, personnel will be compensated at their regular rate during their normally scheduled shift and at an overtime rate for any hours in excess of that.
- B. If these requirements and subsequent reimbursements are modified by the State and/or Federal government, the above provisions will be modified accordingly such that only time that is fully reimbursable will be compensated under this section.

### ARTICLE 5. RETIREMENT

#### 5.1 NEW MEMBER DEFINITION

Any employee that is designated a new member is automatically enrolled in the Tier 6 Retirement Plan as prescribed by the Public Employees' Pension Reform Act of 2012 ("PEPRA") (Cal. Gov't Code 7522 *et seq.*). California Government Code section 7522.04(f) defines a New Member as any of the following:

- A. An individual who becomes a member of any public retirement system for the first time on or after January 1, 2013, and who was not a member of any other public retirement system prior to that date.
- B. An individual who becomes a member of a public retirement system for the first time on or after January 1, 2013, and who was a member of another public retirement system prior to that date, but who was not subject to current reciprocity rules.
- C. An individual who was an active member in a retirement system and who, after a break in service of more than six months, returned to active membership in that system with a new employer.

## 5.2 SAFETY EMPLOYEES TIER 5 RETIREMENT PLAN

Employees who were first employed prior to January 1, 2011, and with service credit greater than zero, shall be enrolled in the three percent (3%) at age fifty (50) retirement plan, and receive upon retirement, three percent (3%) per year of service credit calculated on the single highest twelve (12) consecutive months of pensionable income.

Employee contributions shall be made on a pre-tax basis and vary based on the employee's age upon entry into the retirement system and are established by StanCERA.

Employees who are rehired/reinstated with the County after January 1, 2011 are encouraged to confirm their membership status and retirement tier reinstatement options with StanCERA.

## 5.3 SAFETY EMPLOYEES TIER 2 RETIREMENT PLAN

Employees who were first employed between January 1, 2011 and December 31, 2012 and all newly hired employees who are not New Members as defined by PEPRA shall be enrolled in the two percent (2%) at age fifty (50) retirement plan, and receive upon retirement, two percent (2%) per year of service credit calculated on the highest thirty-six

(36) consecutive months of pensionable income.

Employee contributions shall be made on a pre-tax basis and vary based on the employee's age upon entry into the retirement system and are established by StanCERA.

Employees who are rehired/reinstated with the County after January 1, 2011 are encouraged to confirm their membership status and retirement tier reinstatement options with StanCERA.

## 5.4 SAFETY EMPLOYEES PEPRA TIER 6 RETIREMENT PLAN

Members of the bargaining unit who were first employed on or after January 1, 2013, or who are considered New Members as defined by PEPRA shall be enrolled in the Safety Option Plan 2 and receive upon retirement, a monthly pension that corresponds with the age and service factors associated with the Safety Option Plan 2 and the member's pensionable income subject to the limitations set forth by California Government Code Section 7522.10.

Individual member contributions shall be made on a pre-tax basis and shall be half the normal cost, as determined annually by StanCERA, regardless of the member's age upon entry into the retirement system.

## 5.5 THIRTY YEAR PAY RETIREMENT BENEFIT

Members in Retirement Tier 4 (formerly Tier 1), shall maintain the retirement benefit known as

“30-year pay.” Tier 4 members are eligible for this benefit, as determined by StanCERA, when they have reached thirty (30) years of service and are no longer required to make contributions to the retirement system. The County will use three and three quarters percent (3.75%) as the retirement pick-up amount utilized in the “30-year pay” calculation to determine the level of compensation the employee will receive.

## **ARTICLE 6. GROUP INSURANCE BENEFITS**

### **6.1 IRS CODE SECTIONS**

Effective March 1991, the County implemented the mandatory premium conversion plan under Section 125 of the Internal Revenue Code, limited to employee health insurance premium contributions.

### **6.2 GROUP PLANS AVAILABLE**

Health, dental, and vision plans shall be made available to County employees and, where applicable, their dependents through a cafeteria plan. These plans are, except the self-insured dental and vision plans, independent group health plans which may adjust their respective premiums or benefits as deemed necessary by the plan provider. Unless otherwise agreed to by the parties, the County’s contribution is fixed and any increase in premiums is the responsibility of the employee.

Employee health insurance benefits are negotiated in a separate meet and confer process between the County and all represented employee bargaining units.

### **6.3 LIFE INSURANCE**

Employees enrolled in one of the health insurance plans shall be eligible for a ten thousand-dollar (\$10,000) term life insurance policy. This benefit is available for the employee only. Additional life insurance may be purchased at employee expense through the flexible benefit plan.

## **ARTICLE 7. LEAVES**

### **7.1 HOLIDAYS**

A. The County recognizes the following holidays, which are valued at eight (8) hours each (for a total of 96 hours). Holiday time taken off is on an hour-for-hour basis.

January 1, New Year’s Day

Third Monday in January, Dr. Martin Luther King Jr. Day

Third Monday in February, President’s Day

Last Monday in May, Memorial Day  
June 19, Juneteenth National Independence Day  
July 4, Independence Day  
First Monday in September, Labor Day  
November 11, Veteran's Day  
Thursday in November designated as Thanksgiving Day  
Day after Thanksgiving Day  
December 24, Christmas Eve  
December 25, Christmas Day

- B. Only the immediate days of mourning or holiday declared by the President and Governor for which Federal and State offices are closed shall be County holidays in addition to the specific list of holidays above. The County may add holidays or additional hours beyond the minimums set forth in this Agreement.
- C. Employees must be in paid employment status on the day before and the day after a holiday in order to receive holiday pay or holiday credit.
- D. If January 1<sup>st</sup>, June 19<sup>th</sup>, July 4<sup>th</sup>, November 11<sup>th</sup>, or December 25<sup>th</sup> occurs on a Sunday, the following Monday shall be observed as the holiday for employees assigned to a 5-2 (Saturday and Sunday off) work schedule.
- E. If January 1<sup>st</sup>, June 19<sup>th</sup>, July 4<sup>th</sup>, November 11<sup>th</sup>, or December 25<sup>th</sup> occurs on a Saturday, the preceding Friday shall be observed as the holiday for employees assigned to a 5-2 (Saturday and Sunday off) work schedule.
- F. Employees who are required to work on a recognized holiday as determined by their work schedule shall be compensated at a rate of double-time for each hour worked on the holiday, up to a maximum value of the individual holiday. Hours worked on a holiday beyond the maximum value of the individual holiday shall not be paid at a double-time rate. The double-time compensation is for work on the actual holiday only and does not apply to County observances on alternate days. Employees shall be considered "working the holiday" based upon the start time of their shift. Employees who work on a holiday shall not receive equivalent vacation time credit on an hour for hour basis.
- G. For employees assigned to a 4/10 schedule, whenever a holiday falls on the employee's regularly scheduled workday and the employee is not required to work, a two (2) hour deduction will be made from the employee's comp time, and/or vacation. This two (2) hour deduction is necessary to account for the difference between the eight (8) hours of holiday pay and the ten (10) hour day. At the employee's request, and with pre-approval from the Sheriff or designee, the

employee can choose to flex their work schedule in the week of a recognized holiday to work the additional two (2) hours to account for this difference rather than have the time deducted from leave accruals.

- H. When a recognized holiday falls on the employee's regularly scheduled day off and the employee is not required to work, a holiday credit shall be received for the maximum value of the individual holiday.
- I. When a recognized holiday falls on the employee's regularly scheduled day off and the employee is required to work the holiday in addition to their regularly scheduled weekly hours (i.e., overtime), the employee shall be compensated at a rate of double-time-and-one-half for each hour worked on the holiday, up to a maximum value of the holiday. Any hours worked on the holiday beyond the maximum value of the individual holiday shall not be paid at double-time-and-one-half rate. The double-time-and-one-half compensation is for work on the actual holiday only and does not apply to County observances on alternate days.
- J. Holiday while on vacation – If a holiday falls during a regular employee's vacation, that day shall not be charged against the employee's accrued vacation and will be paid as holiday.

## 7.2 VACATION ACCUMULATION RATE

Consistent with the County Code the following vacation accumulation rates shall be in effect during the term of this agreement.

3.08 hours per pay period (ten (10) days a year) for the first (1<sup>st</sup>) through completion of the second (2<sup>nd</sup>) year of continuous service.

4.62 hours per pay period (fifteen (15) days a year) for the third (3<sup>rd</sup>) year through and including the tenth (10<sup>th</sup>) year of continuous service.

6.16 hours per pay period (twenty (20) days a year) for the start of the eleventh (11<sup>th</sup>) year through and including the twentieth (20<sup>th</sup>) year of continuous service.

7.70 hours per pay period (twenty-five (25) days a year) for the twenty-first (21<sup>st</sup>) year of continuous service and thereafter until separation from County service.

In addition, employees shall earn sixteen (16) hours of "special" vacation time each calendar year in lieu of optional holiday time. "Special" vacation shall be earned in addition to the regular vacation and shall be earned by prorating said amount over twenty-six (26) pay periods.

### 7.3 VACATION ACCUMULATION MAXIMUM

Vacation time in the amount not to exceed four hundred fifty (450) hours shall be carried over on employee accrual balances from year to year.

Employees who have reached the four hundred fifty (450) hour vacation accumulation maximum shall not accrue any additional vacation time. Accrual of vacation time shall again commence in the pay period that the employee's vacation time has fallen below the four hundred fifty (450) hour maximum. It is the policy of the County that the employees take at least their normal vacation each year; provided, however, that for reasons deemed sufficient by the Sheriff, an employee may, with the consent of the Sheriff, take less than the normal vacation time with a correspondingly longer vacation the following year.

Employees who are nearing the vacation accumulation maximum of four hundred fifty (450) hours (at three hundred seventy (370) hours or higher) shall be notified of vacation accrual balances through the employee's paycheck advice notice. Employees are encouraged to request vacation upon receiving this notice pursuant to department procedures.

Failure by the employee to make a good faith effort to request vacation in accordance with department procedures will result in vacation accrual stoppage at four hundred fifty (450) hours.

If the employee does make a good faith effort to request vacation time and the request is denied by the Department, or the approved vacation is canceled, or cannot be utilized by reason of subpoena or other required duties of the Department, the employee shall receive up to eighty (80) hours of vacation cash-out. It is understood employees may have to request vacation time outside of high use times, i.e., holiday seasons and summer months.

### 7.4 VACATION LEAVE LIMITED CASH CONVERSION

Employees with one hundred (100) or more hours of accrued vacation on the records may request conversion into cash payments of up to fifty (50) hours of accrued vacation or may request the cash out to be placed in the employees Deferred Compensation account not more than once in a fiscal year. Employees with two hundred (200) or more hours of accrued vacation on the records may request conversion into cash payments of up to one hundred (100) hours of accrued vacation or may request the cash out to be placed in the employees Deferred Compensation account not more than once in a fiscal year. Such conversions may be granted upon approval of the Sheriff or designee. Consideration will be given for circumstances of the employee's request (i.e., emergency, last year of service, etc.) and the department's budget constraints.

### 7.5 SICK LEAVE ACCRUALS

In accordance with County Code Section 3.40.010, regular full-time employees shall be entitled

to three and seven-tenths (3.7) working hours or a proportionately equal number of sick leave pay for each bi-weekly pay period of actual hours paid.

#### 7.6 SICK LEAVE USAGE

Sick leave may be used by an employee in the case of a bona fide illness.

Sick leave may also be used by an employee in the event of a serious illness where he/she must care for a member of their family. Sick leave used for family leave shall be governed by the California Labor Code Section 233.

Family member is normally defined as: parents (including biological, adoptive, foster, stepparent, legal guardian of an employee, a person who stood in loco parentis when the employee was a minor child, or parents of the employee's spouse or registered domestic partner); spouse; registered domestic partner; child (including biological, adoptive, foster, stepchild, legal ward, or a child to whom the employee stands in loco parentis); sibling; grandparents; and grandchildren. "Family Member" also includes a designated person identified by the employee at the time the employee requests paid sick days, provided that such designation shall be limited to one person in a 12-month period.

#### 7.7 SICK LEAVE CASH-OUT

The sick leave policy of the County in effect immediately prior to the commencement of this agreement shall remain in effect during the term of this agreement, with the exception that the policy of the County concerning pay for a portion of the accrued sick leave upon termination of County employment shall be amended as follows in the consideration of the salary and other fringe benefit increases in this agreement. Employees who separate from County service as a result of death, non-service-connected disability retirement, or service retirement shall be eligible to receive cash for accrued, but unused sick leave on the books at the rate of fifty percent (50%) of the salary equivalent of such sick leave.

When a member of the bargaining unit is granted a service connected disability retirement the employee shall not have the option to continue his or her disability leave charged against accrued sick time. Any accrued sick leave shall be cashed out at seventy-five percent (75%). The seventy-five percent (75%) cash-out shall be limited to this circumstance only.

Employees separated from County service for all other reasons, including but not limited to resignation and discharge, shall not be eligible to receive any cash-out of unused sick leave.

The maximum amount of sick leave that shall be applied toward the cash-out provisions as provided herein shall be six hundred (600) hours. For example, if an employee retires from County service, he or she shall be cashed out for fifty percent (50%) of six hundred (600) hours, which is three hundred (300) hours. Time in excess of the six hundred (600) hours shall continue to accrue and be used in the case of illness.

The purpose of this provision is to place a ceiling on the County's cash-out liability for sick leave while maintaining unlimited accrual of sick leave for catastrophic illness.

If the County establishes a program which allows for the conversion of sick leave cash-out benefits to cover the cost of health premiums upon retirement, that program shall be made available to all employees covered by this Agreement. This program must meet the criteria of the Auditor-Controller and Internal Revenue Codes for tax purposes.

#### 7.8 BEREAVEMENT LEAVE

In accordance with the County's Bereavement Leave Policy, in the event of a death in the employee's family, regular full-time employees may be granted up to forty (40) working hours of paid leave, without a charge to an employee's leave balances. The number of hours granted for bereavement leave pay will be approved by the Department Head of their designee.

If the County does not approve County paid time for purposes of bereavement, employees maintain the right to take protected leave time off. Employees have the right to take five (5) days of bereavement leave which is protected leave under the California Family Rights Act (CFRA) and Government Code 12945.7.

#### 7.9 LEAVES OF ABSENCE

- A. Leaves of absence may be approved for probationary employees, however, unpaid leaves of absences, or other absences (other than paid vacation), greater than three (3) weeks shall not count towards the minimum service period required to achieve permanent status.
- B. As a condition for a leave of absence without pay to continue, the County may require an employee on leave to provide periodic status reports demonstrating that the conditions still remain upon which the leave of absence was initially requested and approved.
- C. The granting of any leave of absence without pay or other time off without pay exceeding fifteen (15) calendar days shall cause the employee's date of eligibility for increased vacation accrual rates to be postponed by the equivalent number of days.

## **ARTICLE 8. SENIORITY AND SHIFT & VACATION BIDDING**

### **8.1 SENIORITY**

For the purpose of shift bidding and vacation bidding, seniority is defined as time in current classification and higher classification. Only continuous service in the classification will be used for the purpose of seniority, with the exception of those individuals who have promoted to a sworn position out of the classification and who, for any reason, return to the classification. When a member is promoted, that member shall start a new date of seniority in that classification. However, when a member is voluntarily or involuntarily demoted, that member shall retain the time in service from the higher classification. Where two (2) or more employees have equal seniority, then total County seniority shall determine the order of seniority. In the case of a tie between employees hired out of the academy, academy scores shall be used to establish the order of seniority. In the case of a tie for lateral employees, their seniority shall be based upon their prior POST-certified, full time law enforcement service. Seniority for purposes of the County Reduction-In-Force Policy, referred to in Article 2.8, is as defined in Attachment A.

Any break in full-time employment (excluding paid/unpaid leave of absences) from the County shall be considered a break in service for purposes of calculating seniority. Employees returning to the bargaining unit after a break in service will start with no time in service for the purpose of calculating seniority.

### **8.2 SENIORITY SHIFT PREFERENCE**

- A. All employees who have successfully completed their field training, including those on an approved leave of absence, shall bid on the basis of seniority for both their shift and squad as provided for below.
- B. Each calendar year beginning in March 2021 and thereafter, bidding shall take place during the months of March and September of each year and shall conclude by the last calendar day of the month.
- C. Each calendar year beginning in March 2021 and thereafter, shift assignments shall be approximately six (6) months in duration and shall occur in April and October of each calendar year.
- D. Employees out on extended family medical leave, military leave, disability, or 4850 must have a release to full duty, without limitations, effective within thirty (30) days after the shift change occurs to be eligible to participate in the shift bidding process. These releases must be turned in to the department a minimum of twenty-one (21) days prior to the effective date of the shift change. Employees not meeting these requirements may be assigned to a shift and squad based on

department need.

- E. The Department may reserve slots on each shift for FTO, UAS, and K9 assignments.
- F. Excluding scheduled shift change as provided in this Article, except in cases of emergency, employees shall not involuntarily have their shifts or special assignments changed without fourteen (14) days' prior notice.

### 8.3 VACATION REQUESTS

#### A. Seniority Requests

All seniority vacation requests shall be submitted during the month of January. Employees may provide, in order on the request form, one (1) priority seniority request and two (2) alternate seniority requests.

Seniority vacation requests must be one continuous block of time per calendar year.

The Department shall make a good faith effort to approve seniority vacation requests and shall respond to employees as soon as possible, but no later than the last day in February.

#### B. Standard Requests

All standard vacation requests will be processed on a first come, first served basis.

#### C. Vacation Restrictions

The Sheriff's Office may restrict the use of vacation during the following holidays:

Holiday	Shift
New Year's Eve	Graveyard
Fourth of July	Graveyard
Halloween	Graveyard
Cinco de Mayo (May 5 <sup>th</sup> )	All Shifts

#### D. Contract City Vacation Restrictions

In addition to the holidays in Section A, each contract city, may, at the discretion of the Chief or Department, restrict the use of vacation during one event annually

(e.g., Wine and Cheese Festival, Apricot Festival, or similar street fair event). This restriction applies only to deputies assigned to contract cities.

E. Approved Vacations

Approved vacation requests shall be honored, except in cases of emergency, where employees may be recalled to work.

## **ARTICLE 9. SPECIAL / COLLATERAL ASSIGNMENT PROCESS**

Other than provided in this MOU, the number of Special or Collateral assignments receiving special pay and those which shall be renewed are at the sole discretion of the Sheriff and such decisions shall not be subject to the grievance procedure. Assignments shall be for a specific term as set forth below. Assignments may not be renewed, and deputies may be removed from a special assignment at the sole discretion of the Sheriff without appeal except as expressly provided herein.

A. Special / Collateral Assignment Process

A Special Assignment is defined as an assignment in which an employee is removed from routine patrol duties and accepts responsibility of an assignment on a regular full-time basis that is unrelated to routine patrol duties. A collateral assignment is defined as an assignment in which an employee performs regular full-time duties as assigned and in addition, accepts responsibility of an assignment on a part-time basis.

The Department shall announce openings in any paid or unpaid Special Assignment or Collateral Assignment prior to appointment. The announcement shall contain the minimum requirements for eligibility, management preferences, selections process (i.e., testing, interviews), any additional provisions associated with assignment, relevant dates, and specific term (i.e., number of months) of the assignment.

Employees must submit a memorandum of interest in order to be considered for the position. The Department shall only consider candidates who submitted memorandums of interest in a timely manner for the position. The Department shall determine which candidates are eligible for the position and maintain sole discretion in its selection of eligible candidates for the position. However, if the Department does not receive any memoranda of interest from any eligible candidate for an opening, it may assign an employee at its sole discretion.

Special Assignments shall commence/conclude at shift change, except in case of

emergency or operational requirements of the Department (i.e., promotion, termination).

All assignment terms are based on funding. Reductions in funding may result in the reduction or elimination of the number of special or collateral assignments available. If an assignment is created with dedicated time limited funding, the announcement will communicate this information.

B. Procedures

Term Limits

A term limit is the maximum period of time an employee can be assigned to the specialty position. The term resets at the time of appointment to another special assignment. If an employee is moved from one detective assignment to a different detective assignment with the Sheriff's Department, the term restarts. Special Assignments/Collateral Assignments may be extended for an additional two (2) years beyond the identified term based upon department need and discretion. Failure to approve an extension is not subject to the grievance procedure.

Term for Involuntary Assignments

Personnel mandated to an assignment involuntarily may serve a minimum of eighteen (18) months in that assignment. Involuntary assignments to contract cities shall be for a minimum of 24 months.

Anniversary Date

The date in which an employee starts the Special Assignment is known as the anniversary date. Any additional compensation shall start upon appointment and continue on an annual basis up to each anniversary date. Reappointments to continue a Special Assignment must be approved by the Sheriff or designee annually each year on the employee's anniversary date. Failure to approve reappointment to continue a Special Assignment is not subject to the grievance procedure.

Management Rights

The Department maintains the right to reassign personnel based on the Sheriff's discretion. Employees shall not involuntarily have a Special Assignment changed without fourteen (14) days prior notice except in the case of unforeseen

circumstances.

#### Voluntary Removal

An employee may request to be removed from a Special/Collateral assignment resulting in a loss of additional compensation prior to their annual anniversary date.

#### Reassignment

Reassignment from a Special/Collateral assignment resulting in a loss of additional compensation prior to an annual anniversary, during a term of assignment or removal that is not disciplinary in nature may be appealed within seven (7) calendar days from the notice of the reassignment by using the Sworn Personnel Administrative Appeal Process Policy.

#### Temporary Assignments

Temporary training assignments for less than ninety (90) days are not subject to special pay. However, temporary assignments (other than for training purposes) for less than standard assignment periods are permitted and shall be subject to special pay.

#### Break in Assignment

No break in Special Assignment is necessary to apply for another Special Assignment position. The term resets at time of appointment to another Special Assignment.

### C. Contract Cities and Court

Assignments to Contract City Patrol, Court Services, or state/federal JPAs shall not be considered Special Assignments for incentive pay purposes. The Contract City assignment shall be a two (2) year term and five (5) year term for Courts.

Contract Cities and Court assignments may be extended for an additional two (2) years beyond the identified term based upon department need and discretion. Failure to approve an extension is not subject to the grievance procedure.

Contract Cities will be filled by selecting employees with the least seniority and at least one year on from their date of hire (based on date used to determine seniority as set forth in Article 8.1) and preferably off of probation. The Department may deny an assignment if an employee is having performance issues.

When the Sheriff's Department has cycled through a rotation of employees that have fulfilled their Contract City time the Department will need to assign employees for a second term. The second rotation will start at the top of the seniority list and those who have completed two terms will be skipped.

Courts will be filled by selecting employees with the highest seniority and at least one year on from their date of hire (based on date used to determine seniority as set forth in Article 8.1) and preferably off probation. The Department may deny an assignment if an employee is having performance issues.

All other Collateral/Special Assignments not listed shall have a term of five (5) years.

D. Term of Assignment

<b>Collateral Assignment Duration</b>
<b>Indefinite Assignment</b>
Air Support – Licensed Aircraft Inspector
Air Support – Pilot in Command
Air Support Flight Officer – Non-Pilot
Air Support Flight Officer – Pilot
Air Support Licensed Mechanic
Bomb Team
Canine Trainer
Canine Unit
Designated Marksman
Designated Range Master / Armorer
Dive Team
Training Officer (Field)
Hostage Negotiator
MAIT Team
Mobile Field Force (MFF)
Mounted Unit
SWAT Team
UAS/Drones
High Tech Crimes Unit
<b>Seven (7) Year Assignment</b>
Major Crimes Unit (MCU)

### Five (5) Year Assignment

Background Investigator  
Civil Division Deputy  
Commercial Traffic Deputy  
Community Resource Deputy (CRU)  
Detective – Special Victims Unit  
Detective – Gangs  
Detective – General Crimes (Includes Contract City Detectives)  
Detective – Special Investigation Unit (SIU), which includes Central Valley Gang Intelligence Taskforce (CVGIT), and Joint Terrorism Taskforce (JTTF)  
Gang Suppression Unit  
Internal Affairs  
School Resource Officer  
Special Vehicle Operations Unit  
Training Officer (Training Center)  
Traffic Motorcycle Deputy  
Transportation Deputy (With Appropriate License)

## E. Administrative Appeal Process

The following administrative appeal process is established pursuant to Government Code Section 3304.5. It shall supplement, though not replace, the disciplinary appeal process established by Memorandum of Understanding (MOU) and will not impose new obligations beyond those required by state law.

### Administrative Appeal Procedure

This procedure applies to sworn personnel requesting administrative review of alleged punitive transfers, as that term is defined by Government Code Section 3303.

#### 1. Right to an Administrative Hearing

- a. Any Public Safety officer (as defined by Government Code Section 3301), who is subject to a loss of merit/specialized pay attached to the position through a transfer (as defined by Government Code Section 3303) other than dismissal, demotion, suspension (or reduction in pay in lieu of suspension), or transfer for purposes of punishment, is entitled to appeal an action prior to its imposition.
- b. Deputies subjected to dismissal, demotion, suspension (or reduction in pay in lieu of suspension), or transfer for purposes of punishment shall continue to be entitled to an appeal in accordance with existing procedures set forth in this MOU.
- c. Appeals for written reprimands will be provided in compliance with department policy.
- d. A deputy who appeals a punitive transfer under this procedure shall bear his/her own costs in association with the appeal hearing, including but not limited to, any and all attorney fees.

#### 2. Notice of Appeal

- a. Within seven (7) calendar days of receipt by a deputy of notification of punitive transfer, the deputy shall notify the Sheriff in writing of the deputy's intent to appeal the alleged punitive transfer.
- b. The Notice of Appeal shall specify the substantive and procedural grounds for the appeal.
- c. The Department shall provide the deputy a written report containing the basis for the re-assignment and any supporting documentation

upon which the re-assignment decision was made within seven (7) calendar days from receipt of request for the Administrative Hearing.

3. **Hearing Officer**

A captain from outside of the deputy's chain of command shall serve as the Hearing Officer. Alternatively, the captain may designate a neutral lieutenant as the Hearing Officer. The Hearing Officer will issue an advisory opinion to the Sheriff.

4. **Burden of Proof/Persuasion**

The purpose of the hearing shall be to provide the deputy the opportunity to establish a record of the circumstances surrounding the action. The Department's burden shall be satisfied if the Department establishes that the action was the best one under the circumstances.

5. **Conduct of Hearing**

- a. The formal rules of evidence do not apply, although the Hearing Officer shall have the discretion to exclude evidence that is incompetent, irrelevant, or cumulative, or the presentation of which will otherwise consume undue time.
- b. The parties may present opening statements.
- c. The parties may present evidence through documents and direct testimony.
- d. The parties shall be entitled to cross-examine witnesses.
- e. Following the presentation of evidence, if any, the parties may present closing arguments.

6. **Recording of the Hearing**

If desired, either party may record the hearing.

7. **Representation**

The deputy may be represented by a representative of his or her choice at all stages of the proceedings. All costs associated by representation shall be borne by the employee. The Department shall also be entitled to

representation at all stages of the proceedings.

8. Decision

- a. The Hearing Officer shall serve the parties with written notice of his/her decision within fifteen (15) calendar days of submission of the case by the parties for decision. Time may be waived by mutual agreement.

The written report shall specifically address the following points:

- A determination of whether or not the proposed action was punitive; and
- A determination of whether or not the proposed action was reasonable and proper even though punitive in nature.

- b. The decision shall be served by first class mail upon the deputy or the deputy's attorney or representative.
- c. The Sheriff may adopt, modify, or reject the Hearing Officer's advisory decision and the Sheriff's decision shall be final and binding.

## **ARTICLE 10. SAFETY EQUIPMENT**

### **10.1 SAFETY EQUIPMENT**

A. The following items shall be purchased by and available from the County and replaced as necessary due to normal wear and tear or damaged caused while on duty:

- Side arm (pistol) and ammunition
- Rifle or shotgun
- Less than lethal shotgun
- Taser
- Taser holder
- Leather duty-belt
- Duty holster
- Magazine pouch
- Key carrier
- Radio and radio holder
- Two (2) pairs of handcuffs and case
- One (1) mace/pepper spray and holder
- Baton and holder
- Body Armor Level II or IIIA (upon replacement due to expiration or attrition)

- The Department may offer deputies the option to receive an outer vest carrier and pouches
  - Rain jacket
  - Safety vest
  - Flashlight and holder

Additional safety equipment will be available based upon special assignment.

B. Body Armor

The Sheriff shall provide an option for Threat Level II or IIIA body armor to all sworn personnel in the Operations Division. All such personnel are required to wear the body armor; provided, however, the Sheriff may designate exceptions to the requirement for certain personnel. The Sheriff's designation of exceptions is not grievable or arbitrable.

10.2 Motor Officer Equipment

The Sheriff shall provide employees assigned motorcycle patrol duties with the following safety equipment in new condition:

- Safety glasses (day and night)
- Gloves (summer and winter)
- Helmet with visor
- Leather jacket
  - The Department may phase out leather jackets and replace them with "Motoprot" gear (or equivalent)
- Riding pants (appropriately double layered with tapered legs)
- Motorcycle boots (with top rim buckle)
- "Motoprot" gear (or equivalent)

10.3 Canine Handlers

The Sheriff shall provide employees assigned to canine duties with the following safety equipment:

- Bite sleeve
- Muzzle
- Tracking harness
- Leashes (four (4) feet and fifteen (15) feet)

Safety equipment shall remain the property of the County. Replacement equipment must be approved by the Sheriff or designee.

## **ARTICLE 11. GENERAL ISSUES**

### **11.1 PROBATIONARY PERIOD**

#### **A. Length of Probationary Period**

##### **Deputy Sheriff I**

Any new Deputy Sheriff I (appointed or promoted) may serve a maximum probationary period of eighteen (18) months. The probationary period commences upon being sworn in as a Deputy Sheriff. Upon demotion to a classification in which the employee had previously held permanent status, the employee shall not serve a new probationary period.

##### **Deputy Sheriff II**

Deputy Sheriff I employees who transition, upon meeting the Deputy Sheriff II minimum qualifications will not serve a new probationary period. These Deputy Sheriff II employees will be granted permanent status upon transition to the Deputy Sheriff II classification.

Employees hired into the bargaining unit as a Deputy Sheriff II (lateral) after January 1, 2019 will serve a probationary period consistent with County policy.

#### **B. Extension of Probationary Periods**

1. Probationary periods shall be extended by the same number of days for any period of time not worked, twenty-one (21) or more consecutive calendar days, excluding vacation, compensatory time off (CTO), and holidays.
2. Probationary periods may be extended an additional six (6) months beyond the standard eighteen (18) months upon mutual agreement of the parties but will not be extended beyond twenty-four (24) months at any time (except as provided in Section B, subsection 1, above).

### **11.2 PERFORMANCE EVALUATIONS**

Supervisors are encouraged to frequently communicate with their subordinates. Supervisors who are aware of employee behavior that is not acceptable, in need of improvement, or information which is adverse to the employee's interest should notify the employee as soon as practical. The supervisor may document specific incidents and any action taken. If the incident is documented, the supervisor shall provide the employee an opportunity to review and sign the document prior to placing the document into any files. Any subsequent rebuttals shall be attached to the respective

documents.

Supervisors are responsible for providing employees with the performance reviews in a timely manner. Supervisors are to adhere to current Stanislaus County policy requirements in regard to performance evaluations.

The County and the SSDA acknowledge that a supervisor is offering his or her informed opinion of a subordinate's work performance in the evaluation process. It is recognized that some of the conclusions in an evaluation process may be speculative in nature. However, supervisors shall not rely on rumors or hearsay in making judgments in performance evaluations.

Supervisors or above should not surprise the employee with any "unsatisfactory" or "needs improvement" rating without having engaged in a prior discussion with the employee on behavior that is unacceptable or in need of improvement. As such, supervisors shall not enter any adverse comment in any performance evaluation without first discussing the matter with the employee and documenting the discussion appropriately. Such discussions shall be timely in regard to the behavior.

#### 11.3 MILEAGE REIMBURSEMENT

Mileage reimbursement rates will be established by the County Auditor-Controller effective January of each year based on the rates published by the IRS.

#### 11.4 TAKE HOME COUNTY VEHICLES

Take home County vehicles will be based upon assignment and assignment shall be at the Sheriff's discretion. The use of a County car will not be considered as compensation.

#### 11.5 PERSONAL PROPERTY DAMAGE PROCEDURE

The County policy providing for reimbursement of personal property such as clothing damaged or destroyed in the line of duty and without employee negligence shall continue with the specific understanding that normal wear and tear is not covered as reimbursable and that any and all disputes arising out of this process shall be referred for final resolution to a County department head mutually agreed upon. If the parties cannot agree on a particular department head, one shall be selected by an alternate striking method. Normal wear and tear refers to the wearing out of articles of personal property or clothing that results over time and through no sudden or unusual occurrence such as line of duty accident. This recognizes the fact that many articles of clothing wear out with age and would be replaced in the normal course.

#### 11.6 AUTOMATIC RESIGNATION

An employee who is absent without authorization and without contacting his or her supervisor for three (3) consecutive working shifts, or longer, shall be presumed to have voluntarily resigned from

County service, effective on the date at which the unauthorized absence began. The provisions of County policy related to Petition to Set Aside Resignation shall apply. Members of the unit do not waive any right to a hearing or other due process by this section or any rights under the "Peace Officer Bill of Rights."

For purposes of Section 11.6, Automatic Resignation, "contacting his or her supervisor" shall mean personal voice conversation either over the phone or in person with the employee's immediate on-duty supervisor or designee, or if that person is unavailable, then he or she shall speak with the on-duty watch sergeant or lieutenant. The employee may not leave a voice mail, send an email, text message via a mobile phone, or fax a document to meet the requirement of this section.

Additionally, the department shall reasonably attempt to contact the employee absent without authorization at the listed contact phone number provided by the employee during the seventy-two (72) hour period before automatic resignation is effective.

#### 11.7 RETIREE MEDICAL TRUST

The Sworn Deputies Association's Retiree Medical Trust is funded by salary reduction and/or contractually permitted sick leave cash outs at the option of the SSDA.

#### 11.8 FUTURE MEET AND CONFER TOPICS

The SSDA agrees that during the term of the MOU, the County may make proposals that will be subject to meet and confer to the extent required under the Meyers-Milias-Brown Act regarding the leave provisions of the County Code and County Personnel Policy. The leave accrual rates under the County Code, County Personnel Policy and/or this Agreement will not be modified pursuant to this reopener.

### ARTICLE 12. GRIEVANCES

#### 12.1 INTENT

It is the intent of this provision of the Memorandum of Understanding to provide orderly and equitable procedures for the presentation and resolution of misunderstandings and disputes between the County and its employees. It is further intended that the exercises of these rights in good faith be available to all County employees, (except as herein provided) without fear of reprisal or coercion.

Both parties agree to begin to meet and confer over the grievance procedures, to include, but not limited to, topics such as updating the time frames within the steps, by December 1, 2025.

#### 12.2 DEFINITIONS

- A. Grievance – A grievance is defined as an employee-initiated allegation that a term or condition of employment established by state law, county ordinance, resolution,

memorandum of understanding or written departmental policy is being violated provided, however, that such term or condition of employment is not subject to the discretion of the County or is not a subject outside of the scope of representation as defined in Section 3500 et seq. of the Government Code or the County's Employee Relations Ordinance. This grievance procedure shall not apply to matters within the scope of applicable federal or state grievance procedures.

- B. **Complaints** – A complaint is defined as an employee-initiated allegation or dispute concerning terms and conditions of employment which are not grievances as defined above. Complaints shall be handled herein provided except that as complaints they may not be appealed to the Chief Executive Officer or to arbitration.
- C. **Employee** – As used in this article, "employee" may refer to an employee, a group of employees, the Association, or its designated representative.

#### **12.3 EXCLUSION OF DISCIPLINARY APPEALS AND EQUAL EMPLOYMENT OPPORTUNITY GRIEVANCES**

Appeals from disciplinary actions or grievances alleging violation of the County's policies of equal employment opportunity or equal rights or involving allegations of employment discrimination will be handled pursuant to the County's Equal Employment opportunity grievance procedure and does not include binding arbitration as the final step in the procedure.

#### **12.4 REPRESENTATION**

In presenting and resolving grievances, employees may represent themselves on County time, within reason, or may designate a representative of their own choosing. Costs associated with such representation, if any, will be borne by the employee.

#### **12.5 TIME LIMITS**

The time limits herein specified may be extended to a definite date by mutual consent of the parties. Failure to meet time limits by the employee shall constitute withdrawal of the grievance. Such failure by the County shall entitle the employee to request the next step in the procedure.

#### **12.6 GRIEVANCE PROCEDURE STEPS**

- A. **Informal Discussion** – Every effort should be made to settle grievances at the lowest level of supervision possible. The employee should advise his/her immediate supervisor that a grievance is present and explain it to the immediate supervisor no later than fifteen (15) working days after he/she becomes or should become aware of the issue. The immediate supervisor shall thereafter hear and decide the matter

informing the employee of the decision orally within seven (7) working days.

B. Written Grievance – If the grievance is not resolved through informal discussion, the employee may within seven (7) working days from the date of the supervisor's informal decision, submit a written grievance to his/her supervisor with a copy submitted to the Sheriff and the Director of Personnel. Such a written grievance, signed by the employee shall set forth the facts as issue, the relief sought, and time of occurrence of any alleged incident or violations precipitating the grievance. The supervisor shall thereafter further investigate and consider the grievance and deliver a written decision to the employee within seven (7) working days after receiving the grievance.

C. Sheriff's Review – If the grievance is not resolved by the written decision of the supervisor, the employee may request in writing within seven (7) working days after delivery of prior written decision that the grievance be reviewed by the Sheriff. If such a request is received, the Sheriff, or designee, shall conduct such meeting(s) with the employee, informal hearings, or investigations as are appropriate in his/her judgement and deliver to the employee a written decision within seven (7) working days after receipt of the review request.

D. Advisory Opinion of Director of Personnel – At any point in this procedure after filing a written grievance or complaint, the Director of Personnel may offer, or either party may request, the non-binding advisory opinion (verbal or in writing) of the Director of Personnel concerning the resolution of the grievance complaint.

E. Grievance Appeal – If the employee wishes to appeal the Sheriff's decision, he/she shall do so in writing within seven (7) working days after receipt of the Sheriff's decision. The employee may elect to submit the grievance for final decision to 1) either the Chief Executive Officer or 2) the employee may request binding arbitration. Within the specified time period the employee shall specify in writing to the Director of Personnel whether the grievance should be submitted to the Chief Executive Officer or binding arbitration. The decision to utilize either procedure shall be the prerogative of the aggrieved employee(s); access to only one (1) of the two (2) procedures for the purpose of resolving the alleged grievance shall be given to the employee(s); the option of procedure utilized shall be binding and irrevocable upon the employee; and the procedure utilized shall be limited to grievances only as defined in Section 12.2, subsection A herein, excluding all complaints.

1. Submission of the Grievance Appeal to the Chief Executive Officer

If the employee wishes to appeal the Sheriff's decision to the Chief Executive Officer, in lieu of binding arbitration, the employee shall do so in writing to the Director of Personnel specifically stating this option, within seven (7)

working days after receipt of the Sheriff's decision. The Chief Executive Officer, or designee, shall thereafter conduct an informal hearing, and any other meetings or investigations as are appropriate in his/her judgement. The written decision of the Chief Executive Officer, or designee, shall be delivered to the employee within fifteen (15) working days after receipt of the appeal. The decision of the Chief Executive Officer or his/her designee shall be the final step in the County's procedure for settling grievances.

## 2. Submission of the Grievance Appeal to Binding Arbitration

If the employee wishes to appeal the Sheriff's decision and elects to not refer the matter to the Chief Executive Officer for final resolution, the employee may elect binding arbitration by writing to the Director of Personnel within seven (7) working days after receipt of the Sheriff's decision. Prior to the selection of the arbitrator, the Director of Personnel shall informally review the grievance and determine whether said grievance may be adjusted to the satisfaction of the parties. The Director of Personnel shall have ten (10) working days in which to review and seek amicable resolution of the grievance.

### i. Selection of Arbitrator

If the required steps of the grievance procedure have been exhausted and the grievance remains unresolved and is subject to arbitration, the arbitrator may be selected by mutual agreement between the Director of Personnel and the grievant or his/her representative. However, should the parties fail to mutually agree on an arbitrator, they shall make a joint request of the State Mediation and Conciliation Service (SMCS) for a list of five (5) qualified arbitrators. The arbitrator shall be selected from the list by the parties alternately striking names with the first strike determined by chance, until only one name remains, and that person shall serve as the arbitrator.

### ii. Arbitration Issues

The parties shall, within fifteen (15) working days following the informal review of the Director of Personnel, exchange in writing their understanding of the questions to be submitted to arbitration. Thereafter, the parties to the arbitration shall use their best efforts to exchange a written summary of the evidence they intend to offer and to reach agreement on and reduce to writing the question or questions to be submitted to arbitration. The agreed upon question or questions, if agreement is reached, together with the exchanged

summaries of evidence and a list of witnesses to be used by each side shall be submitted to each other and the arbitrator no later than five (5) working days prior to the arbitration hearing.

iii. Arbitration Expenses Shared

The cost of employing the arbitrator shall be borne equally by the parties to the arbitration. All other costs such as, but not limited to, attorney's fees shall be borne only by the party incurring that cost. If both parties agree to the use of a court reporter, or if the arbitrator requires the use of a court reporter, the cost of the court reporter shall be shared equally. Absent mutual agreement, the side requesting use of the court reporter shall absorb the cost. The cost of the transcript, if one is prepared, shall be absorbed by the party requesting the transcript, unless both parties mutually agree to share the cost of the transcript. If the arbitrator requests that a copy of the transcript be prepared, both parties shall share the cost of the transcript.

This provision shall apply in the event that an individual, as opposed to the Association, pursues arbitration. The employee shall be responsible for one-half of the costs of the arbitration as identified above. Prior to engaging the services of an arbitrator or court reporter, the individual shall make a deposit covering each day of arbitration and certify that he or she is individually responsible for the costs of the arbitrator and court reporter, and that the County will have no responsibility to pay for the individual's share of costs as specified in the grievance and arbitration procedure. An arbitrator shall have no jurisdiction to order that the County assume responsibility for paying an individual's share of grievance and arbitration costs.

iv. Duty of Arbitrator

The arbitrator shall conduct an informal hearing, and any other meetings or investigations as are appropriate in his/her judgment. The arbitrator shall not have the right to amend, modify, nullify, ignore, add to, or subtract from the provisions of the Memorandum of Understanding, county ordinance, resolution, or written departmental policy. He/she shall consider and make a decision with respect to only the specific issue(s) submitted and shall not have authority to make a decision on any other issue not so submitted. In the event the arbitrator finds a violation of the Memorandum of

Understanding, applicable state or federal law, county ordinance, board resolution, or written departmental policy, he/she shall decide the appropriate resolution. The arbitrator shall have no authority to substitute his/her judgement for that of the County as to any matter within the County's discretion. The decision and award of the arbitrator shall be based solely upon the evidence and arguments presented to the arbitrator by the respective parties.

Proposals to add to or change the Memorandum of Understanding or written agreements or addenda supplementary hereto shall not be arbitrable and no proposal to modify, amend, or terminate this Memorandum of Understanding, nor any matter or subject arising out of or in connection with such proposals, may be referred to arbitration under this section.

v. Binding Decision

The decision of the arbitrator rendered consistent with the terms of the Memorandum of Understanding, applicable state or federal law, county ordinance, resolution, or written departmental policy shall be binding upon the employee, the Association, and the County.

Based upon significant financial impact of the arbitrator's decision upon the County, within fifteen (15) working days of receipt of the arbitrator's decision the County may request the Association meet with the County to discuss the financial impact of the decision. The Association shall meet with the County over the impact upon the County of the decision. Absent mutual agreement between the parties to modify or mitigate the impact of the arbitrator's decision, the decision of the arbitrator shall be final and binding on the parties.

vi. Arbitrator's Decision Due

Unless the parties agree otherwise, the arbitrator shall render the decision in writing within thirty (30) days following the close of the hearing to the Director of Personnel. The Director of Personnel shall immediately provide a copy of the decision to the employee, the employee's duly elected representative, and the Sheriff. If requested by either party, the decision shall be accompanied by findings of fact and conclusions of law.

vii. Non-Association Representation

In the event that an employee chooses to represent himself/herself, or arranges for representation independent of the Association, including assumption of the costs of arbitration as provided in subsection iii herein, the Association shall have the right to be a party to such proceeding for the sole purpose of protecting the interests of its members under the terms of the Memorandum of Understanding. The Association shall be bound by the decision of the arbitrator.

## **ARTICLE 13. DISCIPLINE**

### **13.1 INTERNAL AFFAIRS INVESTIGATIONS**

Employees subject to an internal affairs investigation interview shall be interviewed by an employee in the same or higher classification.

### **13.2 MAXIMUM SUSPENSION**

The maximum time period during which an employee may be suspended for cause pursuant to County discipline policies is forty-five (45) work days.

### **13.3 COUNTY CODE SECTION 3.28**

The County discipline process is provided in Stanislaus County Code Section 3.28 (Attachment B-2) and shall remain unchanged for the term of this Agreement.

### **13.4 BINDING ARBITRATION**

#### **A. Submission of the Disciplinary Appeal to the Hearing Board or Hearing Officer**

The parties agree that the employee may elect to have the disciplinary matter heard by the current discipline appeals board as provided by Stanislaus County Code Section 3.28.060, "Hearing board and hearing officer" in lieu of binding arbitration by an outside arbitrator. Should the employee elect to utilize the hearing board or hearing officer as provided by Section 3.28.060 of the County Code, the decision of the hearing board or hearing officer shall be final and the employee shall forego the option of arbitration by an outside arbitrator. The employee agrees to assume half the cost of the hearing officer.

#### **B. Submission of the Disciplinary Appeal to Binding Arbitration**

##### **i. Notice of Action and Appeal**

In the event the Department Head determines to discharge, suspend, or reduce in rank or compensation a permanent employee after completing the procedures

provided in Section 3.28.020 of the County Code, he shall serve upon the employee an order in writing stating (A) the nature of the disciplinary action; (B) the effective date of the action; (C) the causes therefor; (D) the specific acts or omissions upon which the causes are based, stated in ordinary concise language; and (E) the right of the employee to appeal. The employee acted against may, within seven (7) days of service of the order, appeal the action of the Department Head. If the employee fails to appeal within the time specified, or subsequently withdraws his/her appeal, the punitive action taken by the Department Head shall be final.

ii. Selection of Arbitrator

If the employee elects to have the disciplinary proceeding heard by an arbitrator, the arbitrator may be selected by mutual agreement between the Director of Personnel and the employee or his/her representative. However, should the parties fail to mutually agree on an arbitrator, they shall make a joint request of the State Mediation and Conciliation Service for a list of five (5) qualified arbitrators. The arbitrator shall be selected from the list by the parties alternately striking names with the first strike determined by chance, until only one (1) name remains, and that person shall serve as the arbitrator.

The Director of Personnel shall forthwith transmit the order and appeal to the arbitrator for hearing. The arbitrator shall, within a reasonable time of the filing of the appeal and the election of the arbitrator, commence the hearing thereof, and the Director of Personnel shall notify the interested parties of the time and place of the hearing at least five (5) days in advance thereof.

iii. Arbitration Issues

The parties shall exchange summaries of evidence and a list of witnesses to be used by each side shall be submitted to each other and the arbitrator no less than five (5) working days prior to the arbitration hearing.

iv. Arbitration Expenses Shared

The cost of employing the arbitrator and the court reporter for all discharges, excluding the transcript, shall be borne equally by both parties to the arbitration. The cost of the transcript shall be covered as provided by County Code Section 3.28.110, subsection A, "Hearing procedure." All other costs such as, but not limited to, attorney's fees shall be borne by the party incurring that cost. If both parties agree to the use of a court reporter other than for discharges, or the arbitrator requires the use of a court reporter, the cost of the court reporter shall be shared equally.

v. Duty of the Arbitrator

The duties of the arbitrator shall be those of the hearing board as referred to throughout the Stanislaus County Discipline Ordinance including, but not limited to, Sections 3.28.070 "Hearing rules" and 3.28.110 "Hearing procedure."

vi. Arbitrator's Decision Due

Unless the parties agree otherwise, the arbitrator shall render the decision in writing within thirty (30) days following the close of the hearing. A copy of the written decision shall contain findings of fact which may be stated in the language of the pleadings or be referenced thereto. If requested by either party, the decision shall be accompanied by findings of fact and conclusions of law.

A copy of the written decision shall be transmitted to the Department Head and the Director of Personnel. The Director of Personnel shall cause to be served a copy of the decision upon the employee. Service by mail at the employee's last known address shall be sufficient for purposes of this section. A copy of the decision shall be placed in the employee's personal history file. The decision of the arbitrator shall be final and binding on both parties.

vii. Non-Employee Organization Representation

In the event that an employee chooses to represent himself/herself or arranges for representation independent of the recognized employee organization, the employee assumes the costs of the hearing officer or arbitration as provided herein.

This includes that the cost of employing the arbitrator and the court reporter for all discharges, excluding the transcript, shall be borne equally by both parties to the arbitration. The cost of the transcript shall be covered as provided by County Code Section 3.28.110, subsection A "Hearing procedure." All other costs such as, but not limited to, attorney's fees shall be borne only by the party incurring that cost. If both parties agree to the use of a court reporter other than for discharges, or the arbitrator requires the use of a court reporter, the cost of the court reporter shall be shared equally.

If the employee elects to utilize the hearing officer or panel in lieu of arbitration, the employee agrees to assume half the cost of the hearing officer.

**Attachments:**

Attachment A: Sheriff's Represented Bargaining Units Reduction in Force Policy. Attachment B:

Discipline of Permanent Classified Employees

Attachment C: Letter dated April 15, 1991 re Witness Expenses Related to Binding Arbitration