

APPENDIX A

Employees in classifications in the Law Enforcement Management bargaining unit shall be paid from the salary ranges as shown herein during the term of this Memorandum of Understanding.

Salary Ranges Effective September 9, 2009

UNIT 44 LAW ENFORCEMENT MANAGERS

Job Class	Title	9/9/2009 Salary Range "A" Step	9/22/2009 Salary Range "A" Step	9/8/2010 Salary Range "A" Step
4254	CHF WELFARE FRAUD ADV INT POST	4409	4409	4409
4250	CHF WELFARE FRAUD INV INT POST	4304	4304	4304
4227	CHIEF CRIMINAL INV ADV POST	5904	5904	5904
4226	CHIEF CRIMINAL INV INT POST	5761	5761	5761
4225	CHIEF CRIMINAL INVESTIGATOR	5622	5622	5622
4249	CHIEF WELFARE FRAUD INVESTIGAT	4199	4199	4199
1698	COMMUNICATIONS DISPATCH MANAGE	3985	3985	3985
4164	CORRECTIONAL LIEUTENANT	4852	4885	5142
3238	DEPUTY CHIEF PROBATION OFFICER	5140	5140	5140
3232	PROBATION DIVISION DIRECTOR I	3797	3797	3797
3234	PROBATION DIVISION DIRECTOR II	4179	4179	4179
4130	SHERIFFS CAPTAIN CORRECTIONS	5534	5592	5886

Sonoma County
and
Sonoma County Law Enforcement Management Association
Tentative Agreement
July 29, 2009

Subject to approval by County Board of Supervisors

- I. Term – One Year
- II. Holiday (pay status to receive holiday benefit) – Tentative Agreement
- III. Freezing Vacation/CTO Buy Back to be placed in a side letter (SCLEMA agrees to participate if unrepresented management in this County participates).
- IV. Staff Development to be placed in a side letter in the current Memorandum of Understanding and carried forward into the new contract with the following modification:
Section 11.3 (Physical Fitness) is a benefit that is applied on a calendar year basis. Some members have already received the benefit for calendar year 2009. Therefore:
 - A. Members who have received the benefit in Calendar 2009 shall not be eligible for the benefit in calendar year 2010.
 - B. Members who have not received the benefit in calendar year 2009 shall be eligible for the benefit after July 1, 2010.
- V. HRMS – The parties agree that the County may exercise a re-opener during the term of the agreement to meet and confer on administrative changes that may be necessary due to the implementation of the County's new Human Resources Management System. This re-opener agreement shall exclude any change to current wages and/or benefits provided in this agreement.
- VI. Holiday Closure – to be placed in a side letter (SCLEMA agrees to participate if unrepresented management in this County participates. SCLEMA agrees that the pay reduction of forty hours closure period will be amortized over the remaining pay periods in the 2009-2010 fiscal year. Should unrepresented management not be subject to holiday closure, all deductions shall be returned to bargaining unit members, no later than the first full pay period of January, 2010).
- VII. Effective October 1, 2009, the County shall deduct from each member's paycheck the amount of \$10.39 per pay period for PORAC LTD coverage. The parties acknowledge that this results in an average per member cost savings to the County in excess of \$73.00 per month. The County agrees to share in the cost savings with the members of SCLEMA only as long as it is cost neutral to the county on a going forward basis as follows:
 - A. Effective October 1, 2009, the County shall contribute \$24.28 per pay period to each member's deferred Compensation Account (See Appendix A for calculations). Due to the capacity of current payroll system, the monies shall be deposited in each member's account every six months, April 1st, and October 1st, of each calendar year. The County will deposit into a member's Deferred Comp account a pro-rated amount,

for any member separating from County employment between October 1st, and April 1st; or between April 1st, and October 1st, of each calendar year.

- B. Six Month's after implementation of the County's Human Resource Management System, the County shall deposit the above amount on a per pay period basis.
 - C. The parties agree that this benefit does not increase the Long Term Disability cost to the County for its members, now or in the future. Should PORAC increase the monthly LTD premium or the employer's share of the pension cost increase above 40.41% of salary, the deferred compensation contribution discussed in VII A of this agreement shall be adjusted accordingly.
 - D. If the County's cost for retirement on the increased deferred compensation contribution increases from the percentage in effect on 7/30/09, the amount of direct contribution by the County will decrease to preserve the cost neutral agreement between the parties.
- VIII. The parties agree that from September 9, 2009 through September 7, 2010, the classifications of Sheriff's Captain (Correctional) and Correctional Lieutenant, in this bargaining unit (44) shall be paid 95% of the base wage rate for the Sheriff's Office Captain and Lieutenant classifications in the DSLEM bargaining Unit (43). Effective September 8, 2010, the classifications of Sheriff's Captain (Correctional) and Correctional Lieutenant, in this bargaining unit (44) shall receive the same base wage rate as the Sheriff's Office Captain and Lieutenant in the DSLEM bargaining Unit (43).
- IX. For the term of this contract, all employees, except for employees in the classification of Sheriff's Captain (Correctional) and Correctional Lieutenant, shall receive zero percent (0%) salary increases.
- X. County and SCLEMA agree to withdraw all other proposals.
- XI. All remaining provisions of the current MOU stay in place

For the Association

For the County

