

Proposal
For
2015-2017 Successor Collective Bargaining Agreement
Between
Mineral County
And
Mineral County Sheriff's Department Association and
NAPSO/CWA, AFL-CIO, Local 9110

The parties listed above enter into the following tentative agreement subject to finalization of contract language, ratification by the Union, and final approval by the Board of County Commissioners.

Effective for the 2015-2017 pay years, the County agrees to pay the to pay the increase to the PERS retirement contribution without increasing the employee contribution.

Article 9 - Salaries

The parties agree to implement a six percent (6%) raise to the existing classification schedule by implementing a three percent (3%) raise for the 2015 - 2016 fiscal year and an additional three percent (3%) raise in the 2016-2017 fiscal year.

...

~~When an Employee is reclassified to a higher pay range, he/she will be placed on the lowest step that provides an increase in salary.~~
When an employee is reclassified to a higher pay classification, he/she will be reclassified to the same step in the new pay range. When an Employee is reclassified to a position on a lower pay range, he/she shall be placed on the same step in the new pay range, he/she held prior to reclassification. In the event that the new range has fewer steps than the old range, he/she cannot receive a salary greater than the top of the new pay range to which he/she is assigned.

For the 2015/16 year, the County agrees to restore for current employees steps

previously lost upon promotion.

Article 16 - Health and Welfare

A. For the 2015-2016 fiscal year, the County will pay up to Six Hundred Fifty Dollars and zero cents (\$650.00) per month towards the cost of each employee's health care insurance, including vision and dental, through the County group insurance program. For the 2016-2017 fiscal year, the county shall pay the cost of any increase to the above amount. ~~The County will pay up to Six Hundred Twenty Five and Thirty Nine cents (\$625.25) per month toward the cost of an Employee's hospitalization and health, dental, and vision policy, including a major medical coinsurance program. Each Employee shall be responsible for the cost of any health, vision, and dental insurance not agreed to be paid by the County.~~

~~Article 21 - Compensation Upon Promotion~~

~~Upon promotion to a higher classification, the new rate of pay shall be either the minimum rate in the class of the promotion to which promoted or that rate within the class which is at least one (1) step higher than the rate of pay received under the previous classification, whichever is higher.~~

Article 22 - Uniforms

C. If the County requires a complete change of uniform, the Employees shall have six (6) months to comply.

Article 30 - Term of Agreement.

This Agreement shall be in full force and effect on July 1, 2013 2015, and shall continue in force through June 30, 2014 2017.

Current Language - Anything not amended by this tentative agreement or other signed tentative agreements retain current language except for correction of typographical errors and deletion of obsolete language.

Contains All Agreements - This written tentative agreement and other signed tentative agreements contain all of the agreements of the parties and supersedes any other written or oral discussions, negotiations or agreements and closes negotiations on all disputed issues,

Ratification and Approval - The County and Union negotiating teams will affirmatively

recommend approval of this tentative agreement to their respective constituents. If either the Union fails to ratify or the County Commissioners fails to approve this tentative agreement it is void and may not be referred to or introduced in any impasse hearing.

DATED this _____ day of _____, 2016.

Deputy Robert Pulley - President
Mineral County Deputy Sheriff's Association

Don Ruiz
NCPSSO/CWA, AFL-CIO

Cliff Cichowlaz
Mineral County Board