

Proposal
For
2015-2017 Successor Collective Bargaining Agreement
Between
Mineral County
And
Mineral County Public Safety Dispatchers Association and
NAPSO/CWA, AFL-CIO, Local 9110

The parties agree to change, modify, and/or amend their collective bargaining agreement as follows:

Effective for the 2015-2016 pay year, the County agrees to pay the to pay the 2.25% increase to the PERS retirement contribution without increasing the employee contribution.

Article 2 - Definitions

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b. Probationary: A Probationary Employee is one who is hired to fill a budgeted position. Such Employee will remain in this status for six (6) months of continuous employment and may be terminated at the discretion of the Sheriff or his designee. Such termination's shall not be for the purpose of keeping jobs filled with Probationary Employees. The County may extend an Employee's probationary period for up to **six (6) thirty day periods** with prior written notice to the Association.

Article 7 - 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.

Article 10 - Health and Welfare

1. For the 2015-2016 fiscal year, the County shall 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.

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.

Sierra Scarlata
Mineral County Public Safety Dispatchers Association

Don Ruiz
NCPSO/CWA, AFL-CIO

Clifford Cichowlaz
Mineral County Board