

County and KCDOA MOU Negotiations
County Proposal #1
August 24, 2016

1. Term to extend to September 30, 2017.
2. No salary increase during term of agreement.
3. Rejection of following KCDOA Proposals:
 1. F step (#2)
 2. STC Certificate Pay (#3)
 3. Staffing (#8)
 4. Remove Utility Officers from Protected Designation (#10)
 5. Deferred Compensation Match (#11)
 6. Car Pool Incentive (#12)
 7. Referral Bonus (#14)
 8. Temporary Assignment (TDY) Duration (#15)
 9. Binding Arbitration (#17)
 10. Canine Unit (#19)
 11. Uniform Allowance (#20)
 12. Increase Fitness Incentive Pay (#21)
 13. Availability Pay (#23)
 14. Life Insurance (#24)
4. Acceptance of following KCDOA Proposals:
 1. East Area Jail Facility Vacancies (#13)
5. County counterproposals (attached)
6. Holiday Pay - An employee regularly scheduled to work on an actual or observed holiday will not be granted vacation for that day.
7. Incorporate the changes included in the side letter agreed to on December 15, 2014 regarding 12-hour shifts
8. Shift Bids and Protected Positions negotiated separately.

Retiree Health

- Participation in Retiree Health Premium Supplement Program (RHPSP) will be discontinued for employees hired on or after the date of agreement.
- Employees hired prior to the date of agreement will have the option to discontinue participation in RHPSP under the following terms:
 - The County shall hold a 60-day opt-out period during which current employees must file the appropriate opt-out form with the Human Resources Division in order to discontinue participation in the program.
 - A voluntary opt out from participating in the RHPSP will relieve the employee of the obligation to make payroll deductions to the RHPSP commencing with the first pay period following receipt of the opt-out form.
 - Employees who no longer participate in the RHPSP will be ineligible to receive the RHPSP supplement upon retirement.
 - Employees choosing to continue participating in the RHPSP will have their contribution rate (2.12% biweekly) and supplement level frozen (\$882.07 maximum) at the current amounts.
 - Employees choosing to opt-out of RHPSP will be eligible, solely upon retirement from the County, to receive an employer contribution to a Health Reimbursement Arrangement managed by the County in the following manner:
 - A maximum contribution will determined in an amount equivalent to the amount the employee has contributed since payroll period 12-16 (August 11-24, 2012)
 - Employees retiring from Kern County will receive 100% of the maximum contribution
 - Employees retiring at or after age 70 will not receive any contribution.
- Participation in the Retiree Stipend Program will discontinue for all employees who opt out of the RHPSP and all new employees.

Release Time

- Union directors may be allowed reasonable use of County time to attend official meetings and functions of KCDOA affiliated labor organizations, unless it is determined by the Sheriff that his or her absence will create an operational hardship. KCDOA shall notify the County and the Sheriff annually, and upon any change, about its affiliated labor organizations.

Random Drug Testing

- All employees covered by this MOU shall be subject to lawful random drug testing by the County and/or Sheriff.

Reduce Existing DTO Pay

- While assigned as a Detention Training Officer and when assigned a trainee, employees shall receive assignment pay equal to 5% of their base salary.

Arbitration Time Limit

- The arbitrator's decision shall be presented to the Board of Supervisors within 60 days from the date the decision is received by the Human Resources Division, unless otherwise agreed to by the parties.

Labor Code section 4850 Time

- Employees receiving full salary in lieu of temporary disability payments while on leave pursuant to Labor Code section 4850 ("4850 leave") shall receive (a) one day compensatory time-off (CTO) credit for each County holiday that falls during the employee's 4850 leave, based on the daily number of hours the employee was scheduled to work prior to the 4850 leave; and (b) uniform allowance during each six month period while on 4850 leave.

Personnel Status Change Notice

- KCDOA shall be provided a monthly list of all employees hired in the classifications represented under this MOU.

Quarterly Work Capacity (Pack)

- The Sheriff's Office will, at least quarterly, send out a Detentions Bureau-wide e-mail noticing all employees covered by this MOU of the tentative upcoming dates when the KRN Work Capacity Tests are scheduled to occur.