

**2006-11 AGREEMENT
PEACE OFFICERS UNIT
SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT
(031)
CONTRACT IMPLEMENTATION SCHEDULE**

Summary	Effective Date	Responsibility For Implementation
<u>Article II: Association Rights</u>		
Adjust the total number of stewards to four. (Section 2.3)	7/1/06	Labor Relations
<u>Article VII: Salaries</u>		
3% salary increase for all classes in the unit. (Section 7.1-a.)	6/25/06	Personnel Actions Labor Relations
5% equity increase for Criminal Investigator Levels 1 & 2 and Criminal Investigator Levels 1 & 2-Public Defender. (Section 7.2-a.)	6/25/06	
2%-5% increase based on the average of the averages for CPI from April 2006-March 2007. (Section 7.1-b.)	6/24/07	
2%-5% increase based on the average of the averages for CPI from April 2007-March 2008. (Section 7.1-c.)	6/22/08	
5% equity increase for Criminal Investigator Levels 1 & 2 and Criminal Investigator Levels 1 & 2-Public Defender, and Deputy Coroner Levels 1 & 2 (Section 7.2-a.)	6/22/08	
2%-5% increase based on the average of the averages for CPI from April 2008-March 2009. (Section 7.1-d.)	6/21/09	
2%-5% increase based on the average of the averages for CPI from April 2009-March 2010. (Section 7.1-e.)	6/20/10	
5% equity increase for Criminal Investigator Levels 1 & 2 and Criminal Investigator Levels 1 & 2-Public Defender. (Section 7.2-a.)	6/20/10	

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<p><u>Article IX: Leaves</u></p> <p>Modifies family death leave to clarify that the maximum number of hours is 40, clarifies proration of the leave for part-time employees and includes domestic partners and specified relatives of domestic partners. (Section 9.6)</p> <p>Adds disability leave for Criminal Investigators, Levels I/II assigned as Welfare Fraud Investigators in Department of Human Assistance as a leave of absence without loss of salary up to one year. (Section 9.8-b.)</p> <p>Modifies parental leave to include domestic partners. (Section 9.13)</p>	<p>7/1/06</p> <p>7/1/06</p> <p>7/1/06</p>	<p>Labor Relations Departments</p> <p>Departments Workers Comp Personnel Actions</p> <p>Labor Relations Departments</p>
<p><u>Article X: Health and Welfare</u></p> <p><u>Tier A – Status Quo for 1/1/07</u> Freezes contribution rates at 2007 levels in 1/1/08, and notices employees of the option to irrevocably move from Tier A to Tier B effective 1/1/07. (Sections 10.2-a.)</p> <p><u>Tier B</u> Establishes a Tier B with 80% tie for employee and family rates. (10.2-b.)</p> <p><u>All</u> Limits health care plans offered to Kaiser traditional HMO, 1 non-Kaiser traditional HMO and up to 2 high deductible health plans featuring a voluntary Health Savings Account. [Section 10.2-c.(1)]</p> <p>Eliminates catastrophic health plan and requires initial proof of comparable group coverage to waive County coverage. [Section 10.2-c.(2)]</p> <p>Establishes default medical plan enrollment at the lowest premium high deductible health plan. (Section 10.2-d.)</p>	<p>1/1/08</p> <p>1/1/07</p> <p>1/1/08</p> <p>1/1/08</p> <p>1/1/08</p>	<p>Benefits Personnel Actions Labor Relations</p>

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<p><u>Article X: Health and Welfare (Continued)</u></p> <p>Establishes a Retiree Health Savings Plan with contributions of \$25 per pay period to the Plan. (Section 10.3)</p> <p>Reduces the dependent life insurance benefit from \$5,000 to \$2,000 and increases employee life insurance benefit from \$15,000 to \$18,000. (Section 10.5-a. & d.)</p>	<p>12/24/06</p> <p>1/1/08</p>	<p>Benefits Personnel Actions Labor Relations</p>
<p><u>Article XI: Retirement Plan</u></p> <p>Adds purchase of additional retirement credit (airtime) contingent upon agreement from all other REO's (Section 11.9)</p>	<p>7/1/06</p>	<p>Retirement Labor Relations Personnel Actions</p>
<p><u>Article XII: Allowances and Reimbursement</u></p> <p>Increases the biweekly uniform allowance from from \$32.69 to \$36.54 (Section 12.1)</p>	<p>6/25/06</p>	<p>Personnel Actions Departments Labor Relations</p>
<p><u>Article XIV: Personnel Rules</u></p> <p>Adds Deletes old leaves of absence language and replaces it with reference to Chapter 2.78 of the County Code. (Section 14.5)</p>	<p>7/1/06</p>	<p>Departments Labor Relations</p>
<p><u>Article XV: Seniority, Layoffs, and Reemployment</u></p> <p>Revises the method of selecting the arbitrator to striking names from a list from State Mediation in the event of a dispute over layoff procedure (Section 15.16)</p>	<p>7/1/06</p>	<p>Departments Labor Relations</p>

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<p><u>Article XVI: Miscellaneous</u></p> <p>Adds automatic resignation if an employee is absent without leave for five consecutive workdays (Section 16.6)</p> <p>Revises the number of copies of the Agreement provided to the Association to 120 (Section 16.8)</p>	<p>7/1/06</p> <p>7/1/06</p>	<p>Departments Labor Relations</p> <p>Labor Relations</p>
<p><u>Article XVII: Discipline & Discharge</u></p> <p>Revises the disciplinary appeal process to allow an employee or his/her representative to appeal. Costs are shared by County and SCALE if the employee is represented by SCALE. If not, the County will pay all costs. (Article 17)</p>	<p>7/1/06</p>	<p>Labor Relations County Counsel Civil Service Commission Departments</p>
<p><u>Article XVIII: Term</u></p> <p>Five-year term expiring June 30, 2011. (Section 18.1)</p>	<p>7/1/06</p>	<p>Labor Relations</p>