

## Arbitration

	Current language	County Proposal	Guild Proposal	Outcome
Longevity	Longevity based on entry step officer Max of 5% at 15 years	Get rid of percentages and freeze longevity at today's dollar amount	Longevity based on current wage step of Officer & Sergeants. Raise each year to reach 10% at 15 years	<i>Longevity language remains as is. However, entry level step is raised an additional 8% over total wage package &amp; will affect longevity substantially (p15)</i>
Mandatory wage	NONE	No wage	Effective Jan 2010 mandatory within the 10 day wheel paid at 2x the wage rate	<i>Effective Jan 2010 mandatory within the 10 day wheel paid at 2x the wage rate (p16)</i>
Vacation & Holiday Accrual	Vacation - 480 hours Holiday - no limit	Vacation & Holiday accrual combined for max 480 hours	current contract language	<i>Vacation - 480 (current contract language). Holidays - 40 hrs Jan 1st of each year. County to cash out anything over. * those currently over 40hours are grandfathered in &amp; must reduce bank by 10% each year (p24)</i>
Video recording	None	recording inside the facility	No recording inside the facility Address understaffing issues	<i>recording inside the facility (p21)</i>
Personnel Guidelines 87pages	reference to old guidelines	right to change guidelines without notice.  * accept entire guidelines  ** performance appraisals (PA)	guild objects to counties claim of "right to change guidelines without notice"  *Sergeants promotional exams limited to guild members  ** The guild takes exception to the section on PA	<i>changes can not be made without notice "the guidelines as presented March 16, 2009' will be in effect." *county accepts guilds Language in thier brief **County has a right to do PA's (p23)</i>

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Special sick leave	23 days renewable annually same injury	20 days NOT renewable annually for same injury	current contract language	<i>current contract language (p26)</i>
Special Assignments	seniority bid process	Officers in Court Detail Sergeants in Administration, Court Detail, Maintenance & Supply, RJC ITR to be the sole discretion of management	current contract language	<i>current contract language seniority based bid process (p27)</i>
Discipline	The entire grievance process must be completed before time-off is imposed	take time off immediately then grieve discipline	current contract language	<i>current contract language (p20)</i>

	Current language	County language	Guild Language	Outcome
Wage	none	<b><u>In exchange for accepting All of counties contract Language as shown above</u></b> They will give us 90% CPI Min 2% - max 6%	2007: 5% 2008: 4.87% 2009: 5.13% 2010: 95% CPI with MIN 3%	refer to above outcomes see attached wage worksheet