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Executive Summary

TO: Board of County Commissioners, County Administrator, County Counsel, County Human Resources
FROM: Bruce Bischof
DATE: February 22, 2022
RE: DCSEA CBA – Final contract changes effective July 1, 2022

Negotiations have been completed and a contract has been agreed upon by the DCSEA members and the Deschutes County Sheriff's Office Management Team. The following information is a summary of the substantive changes that resulted from the negotiation process.

13. COMPENSATION

- FY22/23 min 1.5%, max 3.5%
- FY23/24 min 1%, max 4%
- FY24/25 min 1%, max 4%

13. B. CPI-U

WAGE ADJUSTMENT

- 2% wage increase over and above the July 1, 2022 CPI-U to the following association members: Sworn Personnel and SO Maintenance

13. G. TRAINING OFFICERS

- \$22 per day while working a shift as a TO (could be up to \$352 monthly). Prior agreement provided for \$250 monthly during the time they are working as a TO.

13. L. ON-CALL

- Compensated at a rate of three hours (previously was two hours) of standby pay for days the employee is not scheduled to work.

13. M. LATERAL SWORN, NEW-HIRE DEPUTY SHERIFF INCENTIVE COMPENSATION

- Language added pursuant to 2021 MOU 2021-344

TITLE CHANGE

- Office Assistants retitled to Records Specialists with the pay grade of SO40, in line with other specialist classifications.

ADDITIONAL STEP

- Steps 6 and 7 added for Nurses
- Step 7 added to all job classes in the association. This will encourage longevity and provide a 5% wage increase at the top step.

19. LONGEVITY

- FY22/23 - \$90.00
- FY23/24 - \$92.50
- FY24/25 - \$95.00

22. HOLIDAYS

- 104 hours at a rate of 8.66 hours per month

30. RETIREMENT

The County will provide health insurance benefits at the same level and under the same conditions as a regular full-time employee, to retired Sheriff's Office employees, classified as PERS Police & Fire, collecting PERS who have worked for the County for a continuous twenty-five (25) years or more as a regular benefited employee on a full-time basis. This benefit will be provided until the employee is eligible for Medicare.

Employees who collect PERS and retire from the County with more than fifteen (15) years and less than twenty five (25) years of full-time service are eligible to receive a County contribution towards their monthly insurance premiums until eligible for Medicare, in accordance with a schedule approved by the County.

31. INSURANCE

- PORAC coverage for all DCSEA members with DCSEA to administer

46. DURATION

- 2022-2025 (3 years)

*For all language changes please see the attached redline of the collective bargaining agreement.