

**SUMMARY OF DSA AGREEMENT
2010**

1. Term: 3 years from January 1, 2011 to December 27, 2013.

2. Wages: The 3% wage increase that was scheduled to become effective June 19, 2010 will be eliminated.

3. Step, Longevity, and Pay for Service with Distinction: The Step, Longevity and Pay for Service with Distinction System will be restructured from the current 8-step system to an 11-step system. Transition from the old to the new system will take place over the life of the MOU pursuant to the agreed upon transition plan. Employees who do not transition immediately will receive temporary mitigation pay until such time that they become eligible for a step increase.

4. Employee PERS Contributions: Effective January 1, 2011 members of the Unit will begin paying the full employee share of PERS contributions through implementation of an I.R.C. Section 414(h)(2) plan.

5. Second Tier Retirement Formulas: Effective as soon as possible following completion of negotiations with other affected units, the County will amend its contract with PERS to provide 2%@50 based on 36 consecutive months of employment, for all employees hired following the effective date of the PERS amendment.

If the County amends its contract with PERS to provide a lower tier formula for Miscellaneous members of PERS, the members of the DSA will receive the same retirement benefit offered other employees.

6. Early Retirement: The County retains the right to modify its PERS contract for Safety Members and to offer an Early Retirement Incentive Program to Safety and/or Miscellaneous Members. If an Early Retirement Incentive Program were to be offered the parties will meet and confer regarding the details.

7. Cafeteria Plan Contributions: Cafeteria Plan contributions would begin at current levels and then will be increased and/or decreased based on the 80/20 formula.

8. Uniform Allowance: Uniform Allowance will be increased incrementally from \$850 to \$900 effective 01/01/11 and from \$900 to \$950 effective the first full pay period in 2012.

9. Shift Differential: Shift Differential will be increased from \$5.00 to \$7.50 per shift in July 2011 and from \$7.50 to \$10.00 in July 2012 for 7.5 and 8-hour shifts. It will be increased from \$5.00 to \$10.00 per shift in July 2011 and from \$10.00 to \$15.00 in July 2012 for 9, 10 and 12-hour shifts.

10. Overtime/Comp. Time/Vacation Accumulation/Holiday Time Bank: The current pilot project regarding overtime compensation and management will be expanded to address vacation accumulations and holidays, and will be extended for 1 year.

11. Jail Training Officer Pay: Jail Training Officers will be added to the list of classifications receiving Training Officer Pay (fixes an oversight, no additional money involved).

12. Diving Pay: Diving pay would be increased from \$25 per hour to \$35 per hour.

13. Hours of Work: Language regarding hours of work and shift assignments will be modified to clarify that the Sheriff has the authority to assign schedules and continues requirement to consider employee preferences based on seniority.

14. Out-of-Class Pay: Out-of-Class pay will be paid on all hours worked.

15. Deferred Comp. Contributions: Following completion of the probationary period, employees hired into the lower tier retirement formula who participate in the County-sponsored deferred comp. plan will receive \$25 per pay period deposited into their accounts.

16. Sick Leave Accruals, Bilingual Pay, Salary Upon Promotion and Tuition Reimbursement: Each of these benefits will be modified to conform to the benefits provided to other employee groups.