

SARPY COUNTY BARGAINING UNITS – KEY COMPONENT AGREEMENT MATRIX

To enhance management’s negotiating ability, the following Collective Bargaining Agreement Matrix uniformly compares agreements between all bargaining units!

| KEY AREAS OF AGREEMENT | | AFSCME L251 | EMPLOYEES ASSOCIATION | FOP LODGE 3 COMMUNICATIONS (Plus ADDENDUM) | FOP LODGE 3 LAW ENFORCEMENT NON-SWORN (Plus ADDENDUM) | FOP LAW ENFORCEMENT SWORN |
|------------------------|--|--|---|--|---|---|
| 1. | Covered Departments and/or Employees | Non-Mgmt/non-exempt ■ Facilities Management ■ Fleet Services ■ Public Works ■ Landfill POSITIONS Building Technician Building Mechanic I Building Maintenance Repair I Building Maintenance Repair II Construction Inspector Survey Technician I Public Works Specialist Inventory Technician Lead Operator Heavy Equipment Operator I Heavy Equipment Operator II Heavy Equipment Operator III Skilled Laborer Laborer Lead Custodian Custodian Lead Mechanic Diesel Mechanic Auto Mechanic I Auto Mechanic II Gatekeeper Administrative Assistant I Administrative Assistant II Administrative Assistant III Clerk Typist III | The County recognizes the Sarpy County Public Employees Association as the sole and exclusive collective bargaining representative for all full-time and part-time Employees, except those Employees who are supervisory, confidential or temporary for the following: ■ Sarpy County Election Commissioner's Office ■ Sarpy County Assessor's Office ■ Sarpy County Public Defender's Office ■ Sarpy County Attorney's Office ■ Sarpy County Treasurer's Office ■ Sarpy County Register of Deed's Office ■ Sarpy County Clerk of the District Court's Office <i>Note: The Clerk's Office is NOT included in the bargaining unit.</i> | Employees of the Communications Department in the following: POSITIONS ■ Call Taker ■ 911 Dispatcher ■ Senior Dispatcher ■ Training and Quality Assurance Coordinator ■ Lead Dispatcher | Non-sworn employees of the Sheriff's Office, excluding the Chief Deputy and Sheriff. POSITIONS ■ Staff Support ■ Account Clerk ■ Confidential Administrative Assistant ■ Assistant Office Manager ■ Software Training Manager ■ Office Manager ■ Vehicle Title Inspector ■ Information Systems Manager ■ Information Systems Technical Support ■ Evidence/Property Technician II ■ Evidence/Property Technician I ■ Jail Booking Clerk/Court Services Clerk ■ Entry Security Officer ■ Civil Process Server ■ Towed Vehicle Inspector ■ Registered Nurse ■ Registered Nurse Supervisor ■ Juvenile Services Administrative Assistant ■ Juvenile Services Youth Attendant ■ Juvenile Services Officer ■ Juvenile Services Senior Officer ■ Juvenile Services Supervisor ■ Juvenile Services Coordinator ■ Juvenile Services Deputy Director ■ Juvenile Services Director ■ Community Relations Coordinator ■ Lead Chaplain | The sworn employees of the Office, excluding the Chief Deputy and Sheriff. POSITIONS ■ Deputy ■ Corporal ■ Sergeant ■ Lieutenant ■ Captain |
| 2. | Increasing the wage schedule by 2% for 2015/16, 2016/17, and 2017/18 | YES | YES | YES | YES | YES |

| | | | | | | |
|-----------|---|--|---|---|---|--|
| <p>3.</p> | <p>Aligning job bidding provisions with the PRR</p> | <p>ARTICLE 11 JOB BIDDING SECTION 1.</p> <p>Department Heads shall post new or vacant positions. Such posting shall be at least five (5) calendar days before the position is awarded.</p> <p>Current County employees who wish to apply for the new or vacant position shall have until the published close date to apply for the new or vacant position. Fitness and ability being substantially equal, the positions will be awarded pursuant to the seniority provision of Article 10. However, such award shall be subject to PRR Rule 5 Regulation 2 "Trial Period Probations."</p> <p>If no qualified County employee bids the position, then the position shall be posted by the Human Resources Department for seven (7) calendar days for outside applicants.</p> | <p>ARTICLE 13 JOB BIDDING SECTION 1.</p> <p>The Human Resources Department shall post new or vacant positions. Such posting shall be county-wide for five (5) calendar days before the position is awarded. If no qualified Employee from the County bids the position, then the position shall be posted by the Human Resources Department for seven (7) calendar days for bid by outside applicants. However, if a qualified candidate pool is not obtained within the seven (7) calendar day time frame, the Human Resources Department may post the notification for additional calendar days in order to obtain further applications.</p> <p>Qualifications, fitness and ability being substantially equal, the positions will be awarded pursuant to the seniority provisions of Article 11. However, such award shall be subject to a forty-five (45) calendar day probationary trial period in which the employee must demonstrate they possess the requisite knowledge, skills, and abilities to perform the duties of the job. If the employee was promoted and fails to perform the duties of the new position during the probationary trial period they shall be returned to a position comparable to that held immediately prior to the promotion at the current salary of such promotion. If the employee transferred to a new position and fails to perform the duties of the new position during the probationary trial period the</p> | <p>ARTICLE 29 SHIFT BIDDING SECTION 1.</p> <p>All Communications Department shift positions will be posted for bid and will be implemented on the last Sunday in August and the last Sunday in February. In addition, shift bid may be posted up to two other occasions during the calendar year at the discretion of the Department Head or designee and with at least fifteen (15) days advance notice. All Communications Department shift positions shall be posted for bid and filled pursuant to Article Nine (9) of this agreement. Such posting shall state the job title, rate of pay, shift and days off.</p> <p>Any two employees, with the approval of the Department Head or designee, may agree to trade shift positions.</p> <p>ARTICLE 9 SENIORITY</p> <p>SECTION 2.</p> <p>Seniority as it applies to shift bidding shall be based on continuous length of service within a specific classification.</p> <p>SECTION 3.</p> <p>Seniority relative to bidding for duty shift shall be based on the most recent period of uninterrupted service with the Communications Department in that particular classification.</p> | <p>ARTICLE 8 SENIORITY SECTION 3.</p> <p>Seniority, as it applies to full-time employees relative to bidding for duty shifts, shall be based on continuous length of service in that particular classification. All employees will be considered to have continuous length of service in all classifications below his or her present level.</p> | <p>ARTICLE 8 SENIORITY SECTION 3.</p> <p>Seniority, relative to bidding for duty shifts, shall be based on continuous length of service within a specific classification. However, employees will be considered to have continuous length of service in all classifications below his or her present level.</p> |
|-----------|---|--|---|---|---|--|

| | | | | | | |
|----|--|---|--|---|---|--|
| | | | employee can request to return to their original position or apply for other current position openings. However, if their original position is not open and there are no other open positions, the employee will be terminated. | | | |
| 4. | Eliminating longevity pay effective for employees hired after 07/01/15 | YES | YES | YES | YES | YES July 1, 2016 |
| 5. | Aligning disciplinary process with PRR | YES | YES | YES | N/A | YES |
| 6. | Aligning grievance process with PRR | YES | YES | YES | YES | YES |
| 7. | Aligning vacation accrual with PRR | YES | YES | YES | N/A | N/A |
| 8. | <p>ALIGN SICK LEAVE ACCRUAL TO PRR</p> <p>(PRR) RULE 12 Section 2: Sick Leave Accruals</p> <p>A. Full-Time employees will accrue Sick Leave at a rate of 4.00 hours per pay period, or 104 hours per year.</p> <p>B. Part-Time employees will accrue Sick Leave at a rate of 4.00 hours for each 80 hours worked, not including overtime hours.</p> <p>C. Sick Leave shall not be accrued by temporary, seasonal, emergency, or provisional employees.</p> | <p>Reduce annual sick leave accrual from 144hrs to 128 hours per year; and set the maximum sick leave accrual amount at 960 hours.</p> <p>ARTICLE 23 SICK LEAVE SECTION 2.</p> <p>Accrual and Accumulation</p> <p>1. Full-time employees will accrue sick pay benefits at a rate of 4.924 hours per payroll period (128 hours per year – 16 days per year).</p> <p>2. Nine-hundred and sixty (960) hours of sick leave may be accumulated.</p> <p>Sick leave shall not be accrued by emergency, seasonal, or temporary employees.</p> | <p>Per PRR, Increase annual sick leave accrual from 3.692hrs to 4.0hrs per pay period</p> <p>ARTICLE 18 SICK LEAVE</p> <p>SECTION 2</p> <p>Accrual and Accumulation:</p> <p>From July 1, 2015 through August 31, 2015:</p> <p>1. Full-time Employees will accrue sick pay benefits at a rate of 3.692 hours per payroll period (96 hours per year).</p> <p>2. Nine hundred and sixty (960) hours of sick leave may be accumulated.</p> <p>3. Part-time Employees will accrue sick pay benefits at a rate of 3.692 hours for each eighty (80) hours</p> | <p>ARTICLE 13 LEAVE PROVISIONS SECTION 4. SICK LEAVE</p> <p>Accrual and Accumulation</p> <p>1. From July 1, 2015 through August 31, 2015, full-time employees will accrue sick pay benefits at a rate of 4.615 hours per payroll period (120 hours per year). Beginning September 1, 2015 full-time employees will accrue sick pay benefits at a rate of 4.307 hours per payroll period (112 hours per year).</p> <p>2. A maximum of 1040 hours of sick leave may be accumulated.</p> <p>3. Part-time employees will accrue sick pay benefits at a rate of 4.307 hours for each eighty (80) hours worked, not including overtime hours.</p> <p>4. Sick leave shall not be accrued by temporary employees.</p> | <p>ARTICLE 12 SECTION 4.</p> <p>A. Sick Leave. From July 1, 2015 through August 31, 2015, each full-time employee shall be entitled to sick leave with full pay computed on the basis of ten (10) hours for each completed month of services. Effective September 1, 2015, each full-time employee shall be entitled to sick leave with full pay computed on the basis of nine and one-third (9.33) hours for each completed month of service.</p> <p>B. Sick leave for employees shall be accumulated up to a maximum amount of 1040 hours. Employees with more than 1040 hours of accumulated sick leave as of July 1, 2015 shall not accrue additional leave in excess of 1,040 hours and shall convert hours in excess of 1,040 to vacation or pay at a ratio of one-half (1/2) for hours earned prior to July 1, 1999 and one-quarter (1/4) for hours earned after July 1, 1999 by June 30,</p> | <p>ARTICLE 12 SECTION 4.</p> <p>A. Sick Leave. Each employee shall be entitled to sick leave with full pay computed on the basis of ten (10) hours for each completed month of service.</p> <p>B. Sick leave for employees hired on or before June 30, 2014 shall be accumulated to a maximum of two-thousand eighty (2,080) hours effective July 1, 2014, and the employee will cease earning sick leave until the employee's accumulation falls under their balance of twothousand eighty (2,080) hours. Any employee with a sick leave balance above two-thousand eight (2,080) hours will have their accumulation frozen as of July 1, 2014 at their current amount, and the employee will cease earning sick leave until the employee's accumulation falls</p> |

| | | | |
|---|--|---|---|
| <p>worked, not including overtime hours.</p> <p>4. Sick leave shall not be accrued by emergency or temporary Employees.</p> <p>Effective September 1, 2015:</p> <p>1. Full-time Employees will accrue sick pay benefits at a rate of 4.0 hours per payroll period (104 hours per year).</p> <p>2. Nine hundred and sixty (960) hours of sick leave may be accumulated.</p> <p>3. Part-time Employees will accrue sick pay benefits at a rate of 4.0 hours for each eighty (80) hours worked, not including overtime hours.</p> <p>4. Sick leave shall not be accrued by emergency or temporary Employees.</p> | | <p>2017.</p> <p>C. Effective July 1, 2015, an employee who has accumulated at least eighthundred (800) hours of sick leave may convert up to one-hundred sixty (160) hours of sick leave at a ratio of one-half (1/2) to a maximum of eighty (80) hours to vacation or pay once per fiscal year.</p> <p>D. From July 1, 2015 through August 31, 2015, each part-time employee shall earn one (1) hour of sick leave for each twenty-six (26) hours worked. Effective September 1, 2015 each part-time employee shall earn 4 hours of sick leave for each eighty (80) hours worked, not including overtime hours.</p> <p>E. When an employee with ten (10) or more years of service separates (except for disciplinary cause) he/she shall be paid one-half (1/2) of his/her accumulated sick leave, with a maximum of four hundred (400) hours pay, with the rate of payment based upon his/her regular pay at the time he/she separates. Employees who are terminated for disciplinary reasons shall not be eligible for any sick leave payment.</p> <p>F. Employees with less than ten (10) years of service who separate (except for disciplinary cause) shall be paid one-fourth (1/4) of their accumulated sick leave with a maximum of two hundred (200) hours pay, at their regular rate of pay at the time they separate, in a lump sum payment. Employees who are terminated for disciplinary reasons shall not be eligible for any sick leave payment.</p> <p>G. Employees shall advise their supervisors immediately when it is necessary to be absent from work on account of a non-FMLA sickness</p> | <p>under their frozen balance. Employees hired on or after July 1, 2014 shall be allowed to accumulate sick leave to a maximum of one-thousand four-hundred and forty (1,440) hours. Once an employee reaches one-thousand four-hundred and forty (1,440) hours of sick leave accumulation, they will cease earning sick leave until the employee's accumulation falls under one-thousand four-hundred and forty (1,440) hours.</p> <p>C. Effective July 1, 2014, an employee who has accumulated at least one-thousand two-hundred (1,200) hours of sick leave shall be entitled to annually convert a portion of sick leave to no more than forty (40) hours of pay depending upon when the sick leave hours were earned. In other words, an employee may convert up to eighty (80) hours of sick leave hours earned before July 1, 1999 at a 2 to 1 ratio to a maximum of forty (40) hours of pay or an employee may convert up to one-hundred sixty (160) hours of sick leave hours earned after July 1, 1999 at a 4 to 1 ratio to a maximum of forty (40) hours of pay. Such conversion may occur only once per calendar year.</p> <p>D. Employees hired on or before June 30, 2014 who have accumulated atleast eight-hundred (800) hours of sick leave shall be entitled to a credit to vacation leave of one-half (1/2) of his/her accumulated sick leave in excess of eight-hundred (800) working hours. Effective July 1,</p> |
|---|--|---|---|

| | | | | | | |
|--|--|--|--|--|---|--|
| | | | | | <p>and they shall keep their supervisors informed of their condition. Failure to fulfill these requirements may result in denial of sick leave. Sick leave may also be granted for illness of the employee's immediate family (spouse, child, parent, and parent-in-law) when the employee's attendance is required.</p> <p>H. At the end of each calendar year, an employee may elect to have ten (10) hours of sick leave deducted from the total sick leave accumulation for the employee and is credited to a Sheriff's Employee Sick Leave Bank. The Sick Leave Bank is administered by a committee composed of two (2) representatives appointed by the Sheriff and two (2) representatives appointed by the F.O.P. to permit extension of sick leave benefits for employees who exhaust their sick leave accumulation and compensatory time accumulation in the event of a serious health condition. The Committee so appointed will meet and promulgate policies and procedures for the administration of the fund. Employees are not eligible to participate in Sarpy County's "Illness Leave Donation Policy" outlined in the Sarpy County Personnel Rules and Regulations.</p> | <p>1999, an employee who has accumulated eight-hundred (800) hours of sick leave may be entitled to a credit to vacation leave of one-quarter (1/4) of his/her accumulated sick leave in excess of eight-hundred (800) working hours. Hours accrued prior to July 1, 1999 shall remain at one-half (1/2) conversion. Such adjustment for those persons having over eighthundred (800) hours accumulation of sick leave shall be made on an annual basis. Employees hired on or after July 1, 2014 shall not be allowed to convert sick leave to vacation leave.</p> <p>E. When an employee retires or is placed on disability by the County, he/she shall be paid one-half (1/2) of his/her accumulated sick leave, with a maximum of four hundred (400) hours pay, with the rate of payment based upon his/her regular pay at the time he/she retires. Upon the death of an employee, his/her beneficiary shall be paid one-half (1/2) of his/her accumulated unused sick leave with a maximum of four hundred (400) hours pay, with the rate of payment based upon his/her regular pay at the time he/she dies.</p> <p>F. Employees shall advise their supervisors immediately when it is necessary to be absent from work on account of a non-FMLA illness and they shall keep their supervisors informed of their condition. Failure to fulfill these requirements may result in denial of sick leave. Sick leave may also</p> |
|--|--|--|--|--|---|--|

| | | | | | | |
|----|---|--|--|--|--|---|
| | | | | | | <p>be granted for illness of the employee's immediate family (spouse, dependent child, parent, and parent-in-law) when the employee's attendance is required.</p> <p>G. At the end of each calendar year, an employee may elect to have ten (10) hours of sick leave deducted from the total sick leave accumulation for the employee and is credited to a Sheriff's Employee Sick Leave Bank. The Sick Leave Bank is administered by a committee composed of two (2) representatives appointed by the Sheriff and two (2) representatives appointed by the F.O.P. to permit extension of sick leave benefits for employees who exhaust their sick leave accumulation and compensatory time accumulation in the event of a serious health condition. The Committee so appointed will meet and promulgate policies and procedures for the administration of the fund. Employees are not eligible to participate in Sarpy County's "Illness Leave Donation Policy" outlined in the Sarpy County Policies and Procedures Manual and Personnel Rules and Regulations.</p> |
| 9. | <p>Aligning educational reimbursement with PRR</p> <p>(PRR) RULE 15: Fringe Benefits</p> <p>B. Reimbursement Terms The County will reimburse employees as follows:</p> | <p>YES</p> <p>ARTICLE 26 EDUCATIONAL REIMBURSEMENT SECTION 1.</p> | <p>YES</p> <p>ARTICLE 22 EDUCATIONAL REIMBURSEMENT SECTION 2.</p> <p>B. Reimbursement Terms</p> | <p>YES</p> <p>ARTICLE 28 EDUCATIONAL REIMBURSEMENT SECTION 2.</p> <p>B. Reimbursement Terms</p> | <p>YES</p> <p>ARTICLE 28 EDUCATIONAL REIMBURSEMENT SECTION 2.</p> <p>B. Reimbursement Terms</p> | <p>YES</p> <p>ARTICLE 28 EDUCATIONAL REIMBURSEMENT SECTION 1.</p> |

| | | | | | | |
|-----|--|--|--|---|--|---|
| | <p>1. Up to 90% of the cost of tuition, required books, and class-associated fees for: § Approved technical or undergraduate level courses up to a maximum of \$2,000 per fiscal year, or § Approved graduate level courses up to a maximum of \$2,500 per fiscal year.</p> <p>2. Supplies and other fees and charges will not be reimbursed.</p> <p>3. Employees shall be entitled to reimbursement if they have complied with all provisions of this Regulation and receive a letter grade of A, B, or C.</p> <p>4. Only tuition, required books, and class-associated fees actually incurred by employees are eligible for reimbursement. For example, funds received through grants, scholarships, or other waivers for these expenses will not be eligible for reimbursement.</p> | | | | | |
| 10. | Updating / Definitions align with PRR | N/A | YES | YES | YES | YES |
| 11. | Granting 4hrs on Christmas Eve as holiday as with PRR | N/A | YES | YES | N/A | N/A |
| 12. | Allowing employees in County Attorney's Diversion Section to carry over 40hrs comp time | N/A | YES | N/A | N/A | N/A |
| 13. | Aligning working out of class with PRR | YES | YES | YES | YES | YES |
| | Section 12: Out-of-class Compensation | ARTICLE 12 WORKING OUT OF CLASS | ARTICLE 12 WORKING OUT OF CLASS | ARTICLE 23 WORKING OUT OF CLASSIFICATION | ARTICLE 22 WORKING OUT OF POSITION CLASSIFICATION | ARTICLE 22 WORKING OUT OF CLASSIFICATION |

| | | | | | |
|---|--|---|--|---|--|
| <p>Employees serving an Out-of-class assignment (defined as performing the majority of essential functions of a job in a higher grade/class) shall receive an increase in their pay rate of a minimum of 5% or the minimum of the first step of the assigned job's grade, whichever is greater. Employees become eligible to receive Out-of-class compensation beginning on the fifth (5th) continuous day working such assignment. Upon completing the fifth (5th) day, compensation will be retroactive to the first day of the assignment. They shall receive Out-of class compensation for the entire duration of the assignment.</p> | <p>SECTION 1 When an employee works in a higher classification than that to which he/she has been appointed for three (3) work days within any thirty (30) day period, then, beginning the fourth (4th) day, that employee shall receive six percent (6%) additional compensation over and above that employee's present rate of pay for all hours worked in such higher classification for a period not to exceed ninety (90) days per incident. After ninety (90) days the employee will again need to work three (3) days out of class within any thirty (30) day period to receive six percent (6%) additional compensation with a ninety (90) day period/incident.</p> <p>SECTION 2 If an employee operates in a higher classification for twenty (20) days in a five-year period then that employee shall be certified at the higher classification. Certification shall mean that the employee is capable of performing the work in that classification and is knowledgeable in the safety requirements of the job. Employees certified at the higher classification shall only receive increased compensation pursuant to Section 1 of this Article but shall be placed on a list showing that they are eligible for promotion once a vacancy in the higher classification occurs.</p> | <p>SECTION 1. When an Employee works in a classification or position graded higher than that to which he/she has been appointed for five (5) consecutive work days, then, retroactive to the first (1st) day, that Employee shall receive five (5) percent additional compensation over and above that Employee's present rate of pay for all hours worked in such higher classification or position.</p> | <p>SECTION 5. An employee who is assigned to work out of classification shall receive the closest approximation to a five percent (5%) increase in compensation in accordance with the appropriate pay range of the absent employee.</p> | <p>SECTION 1. Each time an employee is officially designated by the appropriate supervisor to act in a higher position classification, and actually performs said duties for two (2) hours or more and meets the minimum qualifications of said position, the employee shall be compensated for all hours worked in the higher salary grade, retro to the first hour after two hours, unless the rate is lower than the employee's regular rate in which case the employee shall remain at his/her present rate of pay.</p> | <p>SECTION 1. Each time an employee is officially designated by the appropriate supervisor to act in a higher classification, and actually performs said duties for one (1) complete duty shift and meets the minimum qualifications of said position, the employee shall be compensated for all hours worked in the higher salary grade, unless the rate is lower than the employee's regular rate, in which case the employee shall remain at his/her present rate of pay.</p> <p>It shall be the responsibility of the supervisor to identify those hours worked out of class for pay purposes.</p> |
|---|--|---|--|---|--|

| 14. | HOLIDAYS | ARTICLE 21 HOLIDAYS SECTION 1 | ARTICLE 16 HOLIDAYS SECTION 1 | ARTICLE 14 HOLIDAYS SECTION 1. | ARTICLE 13 HOLIDAYS SECTION 1. | ARTICLE 13 HOLIDAYS SECTION 1. |
|-----|---|--|--|---|---|--|
| | <ol style="list-style-type: none"> 1. New Year's Day January 1 2. Martin Luther King Day 3rd Monday in January 3. President's Day 3rd Monday in February 4. Memorial Day Last Monday in May 5. Independence Day July 4th 6. Labor Day First Monday in September 7. Columbus Day Second Monday in October 8. Veteran's Day November 11th 9. Thanksgiving Day Fourth Thursday in November 10. Day after Thanksgiving Fourth Friday in November 11. Christmas Eve December 24th (four hours) 12. Christmas Day December 25th | <ol style="list-style-type: none"> 1. New Year's Day January 1 2. Martin Luther King Day 3rd Monday in January 3. President's Day 3rd Monday in February 4. Memorial Day Last Monday in May 5. Independence Day July 4th 6. Labor Day First Monday in September 7. Columbus Day Second Monday in October 8. Veteran's Day November 11th 9. Thanksgiving Day Fourth Thursday in November 10. Day after Thanksgiving Fourth Friday in November 11. Christmas Day December 25th 12. Floating Holiday | <p>In addition to any other days that may be designated by the County Board of Commissioners, the following are paid holidays for all Employees:</p> <ol style="list-style-type: none"> 1. New Year's Day January 1 2. Martin Luther King Day 3rd Monday in January 3. President's Day 3rd Monday in February 4. Memorial Day Last Monday in May 5. Independence Day July 4th 6. Labor Day First Monday in September 7. Columbus Day Second Monday in October 8. Veteran's Day November 11th 9. Thanksgiving Day Fourth Thursday in November 10. Day after Thanksgiving Fourth Friday in November 11. Christmas Eve December 24th (four hours) 12. Christmas Day December 25th | <p>The following and, in addition, any other days that may be designated by the County, are paid holidays for employees:</p> <p style="text-align: center;"> New Years Day Martin Luther King Day Presidents' Day Memorial Day Independence Day Labor Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Floating Holidays (2) </p> <p>Upon the written request by the employee and only when that request does not create an overtime situation that can be foreseen at that time, a Floating Holiday may be granted by the Department Head/Assistant Director.</p> | <p>Employees shall be paid for the following holidays, along with any other days designated by the County:</p> <p style="text-align: center;"> New Years Day Martin Luther King Day Presidents' Day Memorial Day Independence Day Labor Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Floating Holidays (2) </p> <p>Upon the written request of the employee, a floating holiday may be granted by the employee's supervisor only when that request does not create an overtime situation that can be foreseen at that time. The floating holidays shall not be carried over into the subsequent fiscal year.</p> | <p>SECTION 1. Employees shall be paid for the following holidays, along with any other days designated by the County:</p> <p style="text-align: center;"> New Years Day Martin Luther King Day Presidents' Day Memorial Day Independence Day Labor Day Veterans' Day Thanksgiving Day Day after Thanksgiving Christmas Floating Holidays (2) </p> <p>Upon the request of the employee, a floating holiday may be granted by the employee's supervisor only when that request does not create an overtime situation that can be foreseen at that time. The floating holidays shall not be carried over into the subsequent fiscal year.</p> |

| <p>15. VACATION</p> <p>(PRR) Section 2: Vacation Leave Accruals</p> <table border="1"> <thead> <tr> <th>Yrs of Serv</th> <th>Accrual PPP</th> <th>Annual Accrual</th> </tr> </thead> <tbody> <tr><td>1-5 Yrs</td><td>3.385</td><td>88 hrs</td></tr> <tr><td>6-9 Yrs</td><td>4.923</td><td>128 hrs</td></tr> <tr><td>10 Yrs</td><td>5.230</td><td>136 hrs</td></tr> <tr><td>11 Yrs</td><td>5.538</td><td>144 hrs</td></tr> <tr><td>12 Yrs</td><td>5.846</td><td>152 hrs</td></tr> <tr><td>13 Yrs</td><td>6.153</td><td>160 hrs</td></tr> <tr><td>14 Yrs</td><td>6.461</td><td>168 hrs</td></tr> <tr><td>15-19 Yrs</td><td>6.769</td><td>176 hrs</td></tr> <tr><td>20-24 Yrs</td><td>7.231</td><td>188 hrs</td></tr> <tr><td>25-29 Yrs</td><td>7.538</td><td>196 hrs</td></tr> <tr><td>30+ Yrs</td><td>7.846</td><td>204 hrs</td></tr> </tbody> </table> | Yrs of Serv | Accrual PPP | Annual Accrual | 1-5 Yrs | 3.385 | 88 hrs | 6-9 Yrs | 4.923 | 128 hrs | 10 Yrs | 5.230 | 136 hrs | 11 Yrs | 5.538 | 144 hrs | 12 Yrs | 5.846 | 152 hrs | 13 Yrs | 6.153 | 160 hrs | 14 Yrs | 6.461 | 168 hrs | 15-19 Yrs | 6.769 | 176 hrs | 20-24 Yrs | 7.231 | 188 hrs | 25-29 Yrs | 7.538 | 196 hrs | 30+ Yrs | 7.846 | 204 hrs | <p>Align vacation accrual with the PRR</p> <p>ARTICLE 22 VACATION SECTION 1</p> <p>PP = Pay Period VAC = Vacation</p> <table border="1"> <thead> <tr> <th>0-5 yrs</th> <th>6-9 yrs</th> <th>10 yrs</th> </tr> </thead> <tbody> <tr> <td>88 hrs vac 3.385 hrs/PP</td> <td>128 hrs vac 4.923 hrs/PP</td> <td>136 hrs vac 5.230 hrs/PP</td> </tr> <tr> <td>11 yrs 144 hrs vac 5.538 hrs/PP</td> <td>12 yrs 152 hrs vac 5.846 hrs/PP</td> <td>13 yrs 160 hrs vac 6.153 hrs/PP</td> </tr> <tr> <td>14 yrs 168 hrs vac 6.461 hrs/PP</td> <td>15-19 yrs 176 hrs vac 6.769 hrs/PP</td> <td>20-24 yrs 188 hrs vac 7.231 hrs/PP</td> </tr> <tr> <td>25-29 yrs 196 hrs vac 7.538 hrs/PP</td> <td>30 or more yrs 204 hrs vac 7.846 hrs/PP</td> <td></td> </tr> </tbody> </table> | 0-5 yrs | 6-9 yrs | 10 yrs | 88 hrs vac 3.385 hrs/PP | 128 hrs vac 4.923 hrs/PP | 136 hrs vac 5.230 hrs/PP | 11 yrs 144 hrs vac 5.538 hrs/PP | 12 yrs 152 hrs vac 5.846 hrs/PP | 13 yrs 160 hrs vac 6.153 hrs/PP | 14 yrs 168 hrs vac 6.461 hrs/PP | 15-19 yrs 176 hrs vac 6.769 hrs/PP | 20-24 yrs 188 hrs vac 7.231 hrs/PP | 25-29 yrs 196 hrs vac 7.538 hrs/PP | 30 or more yrs 204 hrs vac 7.846 hrs/PP | | <p>Align vacation accrual with the PRR</p> <p>ARTICLE 17 VACATION SECTION 1</p> <p>From July 1, 2015 through August 31, 2015, the County shall compensate full time Employees with up to 360 hours of vacation time computed as follows:</p> <p>From July 1, 2015 through August 31, 2015, the County shall compensate full time Employees with up to 360 hours of vacation time computed as follows:</p> <table border="1"> <thead> <tr> <th>1-5 yrs</th> <th>6-9 yrs</th> <th>10 yrs</th> </tr> </thead> <tbody> <tr> <td>88 hrs vac 3.385 hrs/PP</td> <td>128 hrs vac 4.923 hrs/PP</td> <td>136 hrs vac 5.230 hrs/PP</td> </tr> <tr> <td>11 yrs 144 hrs vac 5.538 hrs/PP</td> <td>12 yrs 152 hrs vac 5.846 hrs/PP</td> <td>13 yrs 160 hrs vac 6.153 hrs/PP</td> </tr> <tr> <td>14 yrs 168 hrs vac 6.461 hrs/PP</td> <td>15 yrs 176 hrs vac 6.769 hrs/PP</td> <td>20 yrs 188 hrs vac 7.231 hrs/PP</td> </tr> </tbody> </table> <p>Effective September 1, 2015, the County shall compensate full time Employees with up to 360 hours of vacation time computed as follows:</p> <table border="1"> <thead> <tr> <th>1-5 yrs</th> <th>6-9 yrs</th> <th>10 yrs</th> </tr> </thead> <tbody> <tr> <td>88 hrs vac 3.385</td> <td>128 hrs vac 4.923</td> <td>136 hrs vac 5.230</td> </tr> </tbody> </table> | 1-5 yrs | 6-9 yrs | 10 yrs | 88 hrs vac 3.385 hrs/PP | 128 hrs vac 4.923 hrs/PP | 136 hrs vac 5.230 hrs/PP | 11 yrs 144 hrs vac 5.538 hrs/PP | 12 yrs 152 hrs vac 5.846 hrs/PP | 13 yrs 160 hrs vac 6.153 hrs/PP | 14 yrs 168 hrs vac 6.461 hrs/PP | 15 yrs 176 hrs vac 6.769 hrs/PP | 20 yrs 188 hrs vac 7.231 hrs/PP | 1-5 yrs | 6-9 yrs | 10 yrs | 88 hrs vac 3.385 | 128 hrs vac 4.923 | 136 hrs vac 5.230 | <p>ARTICLE 13 LEAVE PROVISIONS SECTION 1.</p> <p>Vacation Leave. Full-time employees shall be granted annual leave with pay in the following amounts per year:</p> <p>A. No vacation shall be taken until the employee has completed six (6) months of service. Upon completing six (6) months of service through one (1) year of service, the employee shall be granted 3.692 hours of vacation per pay period. (96 hours)</p> <p>B. Beginning year two (2) through five (5) continuous years – 4.00 hours per pay period. (104 hours)</p> <p>C. Beginning year six (6) through nine (9) continuous years – 4.923 hours per pay period. (128 hours)</p> <p>D. Beginning year ten (10) through fourteen (14) continuous years – 5.923 hours per pay period. (154 hours)</p> <p>E. Beginning year eleven (11) – 5.538 hours per pay period. (144 hours)</p> <p>F. Beginning year twelve (12) – 5.846 hours per pay period. (152 hours)</p> <p>G. Beginning year thirteen (13) – 6.153 hours per pay period. (160 hours) 14</p> <p>H. Beginning year fourteen – 6.461 hours per pay period (168 hours)</p> <p>I. Beginning year fifteen (15) through nineteen (19) continuous years – 6.769 hours per pay period. (176 hours)</p> <p>J. Beginning year twenty (20) through twenty-four (24) continuous years – 7.231 hours per pay period. (188 hours)</p> | <p>ARTICLE 12 SECTION 1.</p> <p>SECTION 1. From July 1, 2015 through August 31, 2015, all full-time employees shall be granted annual vacation leave with pay in the following amounts based on continuous years of service as defined in Article 8 (Seniority):</p> <p>A. No vacation shall be taken until the employee has completed one (1) year of service. Upon completing one (1) year of service, the employee shall be granted 80 working hours.</p> <p>B. Upon completing two (2) through five (5) continuous years, 96 working hours.</p> <p>C. Upon completing six (6) through nine (9) continuous years, 120 working hours.</p> <p>D. Upon completing ten (10) through fourteen (14) continuous years, 144 working hours.</p> <p>E. Upon completing fifteen (15) through nineteen (19) continuous years, 168 working hours.</p> <p>F. Upon completing twenty (20) through twenty-four (24) continuous years, 180 working hours.</p> <p>G. Upon completing twenty-five (25) continuous years, 188 working hours.</p> <p>H. Upon completing thirty (30) continuous years, two-hundred-ten (210) working hours.</p> <p>I. Part-time employees shall earn one (1) hour vacation time for each twenty-six (26) hours worked.</p> <p>Beginning September 1, 2015, all full-time employees shall be granted annual</p> | <p>ARTICLE 12 SECTION 1.</p> <p>SECTION 1. All employees shall be granted annual vacation leave with pay in the following amounts based on continuous years of service as defined in Article 8 (Seniority):</p> <p>A. No vacation shall be taken until the employee has completed one (1) year of service. Upon completing one (1) year of service, the employee shall be granted 88 working hours.</p> <p>B. Upon completing two (2) through five (5) continuous years, 100 working hours.</p> <p>C. Upon completing six (6) through nine (9) continuous years, 124 working hours.</p> <p>D. Upon completing ten (10) through fourteen (14) continuous years, 148 working hours.</p> <p>E. Upon completing fifteen (15) through nineteen (19) continuous years, 174 working hours.</p> <p>F. Upon completing twenty (20) through twenty-four (24) continuous years, 182 working hours.</p> <p>G. Upon completing twenty-five (25) continuous years, 192 working hours.</p> <p>H. Upon completing thirty (30) continuous years, 210 working hours.</p> <p>Any employee who retires,</p> |
|--|--|---------------------------------------|----------------|---------|-------|--------|---------|-------|---------|--------|-------|---------|--------|-------|---------|--------|-------|---------|--------|-------|---------|--------|-------|---------|-----------|-------|---------|-----------|-------|---------|-----------|-------|---------|---------|-------|---------|---|---------|---------|--------|----------------------------|-----------------------------|-----------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|--|--|--|---------|---------|--------|----------------------------|-----------------------------|-----------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|---------|---------|--------|---------------------|----------------------|----------------------|---|--|--|
| Yrs of Serv | Accrual PPP | Annual Accrual | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1-5 Yrs | 3.385 | 88 hrs | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6-9 Yrs | 4.923 | 128 hrs | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10 Yrs | 5.230 | 136 hrs | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 11 Yrs | 5.538 | 144 hrs | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 12 Yrs | 5.846 | 152 hrs | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 13 Yrs | 6.153 | 160 hrs | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 14 Yrs | 6.461 | 168 hrs | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 15-19 Yrs | 6.769 | 176 hrs | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20-24 Yrs | 7.231 | 188 hrs | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 25-29 Yrs | 7.538 | 196 hrs | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 30+ Yrs | 7.846 | 204 hrs | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0-5 yrs | 6-9 yrs | 10 yrs | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 88 hrs vac 3.385 hrs/PP | 128 hrs vac 4.923 hrs/PP | 136 hrs vac 5.230 hrs/PP | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 11 yrs 144 hrs vac 5.538 hrs/PP | 12 yrs 152 hrs vac 5.846 hrs/PP | 13 yrs 160 hrs vac 6.153 hrs/PP | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 14 yrs 168 hrs vac 6.461 hrs/PP | 15-19 yrs 176 hrs vac 6.769 hrs/PP | 20-24 yrs 188 hrs vac 7.231 hrs/PP | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 25-29 yrs 196 hrs vac 7.538 hrs/PP | 30 or more yrs 204 hrs vac 7.846 hrs/PP | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1-5 yrs | 6-9 yrs | 10 yrs | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 88 hrs vac 3.385 hrs/PP | 128 hrs vac 4.923 hrs/PP | 136 hrs vac 5.230 hrs/PP | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 11 yrs 144 hrs vac 5.538 hrs/PP | 12 yrs 152 hrs vac 5.846 hrs/PP | 13 yrs 160 hrs vac 6.153 hrs/PP | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 14 yrs 168 hrs vac 6.461 hrs/PP | 15 yrs 176 hrs vac 6.769 hrs/PP | 20 yrs 188 hrs vac 7.231 hrs/PP | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1-5 yrs | 6-9 yrs | 10 yrs | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 88 hrs vac 3.385 | 128 hrs vac 4.923 | 136 hrs vac 5.230 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| | | | | | | | | | | | | | | | |
|---|---|---|---------------|---|--|--|---|---|---|---|---|--|---|--|--|
| <table border="1"> <tr> <td><i>hrs/PP</i></td> <td><i>hrs/PP</i></td> <td><i>hrs/PP</i></td> </tr> <tr> <td>11 yrs 144 hrs vac 5.538 <i>hrs/PP</i></td> <td>12 yrs 152 hrs vac 5.846 <i>hrs/PP</i></td> <td>13 yrs 160 hrs vac 6.153 <i>hrs/PP</i></td> </tr> <tr> <td>14 yrs 168 hrs vac 6.461 <i>hrs/PP</i></td> <td>15-19 yrs 176 hrs vac 6.769 <i>hrs/PP</i></td> <td>20-24 yrs 188 hrs vac 7.231 <i>hrs/PP</i></td> </tr> <tr> <td>25-29 yrs 196 hrs vac 7.538 <i>hrs/PP</i></td> <td>30 or more yrs 204 hrs vac 7.846 <i>hrs/PP</i></td> <td></td> </tr> </table> | <i>hrs/PP</i> | <i>hrs/PP</i> | <i>hrs/PP</i> | 11 yrs 144 hrs vac 5.538 <i>hrs/PP</i> | 12 yrs 152 hrs vac 5.846 <i>hrs/PP</i> | 13 yrs 160 hrs vac 6.153 <i>hrs/PP</i> | 14 yrs 168 hrs vac 6.461 <i>hrs/PP</i> | 15-19 yrs 176 hrs vac 6.769 <i>hrs/PP</i> | 20-24 yrs 188 hrs vac 7.231 <i>hrs/PP</i> | 25-29 yrs 196 hrs vac 7.538 <i>hrs/PP</i> | 30 or more yrs 204 hrs vac 7.846 <i>hrs/PP</i> | | <p>G. Beginning year twenty-five (25) through twenty-nine (29) continuous years – 7.538 hours per pay period. (196 hours)</p> <p>H. Upon completing thirty (30) continuous years – 7.846 hours per pay period. (204 hours)</p> <p>I. Regular part-time employees shall accrue vacation leave at the “hours per pay period” level associated with their years of service for every eighty (80) hours worked.</p> <p>J. Temporary employees shall not receive accumulation of sick, vacation, or holiday benefits.</p> <p>Any employee who has resigned or has been separated or dismissed shall be entitled to and shall receive all accrued vacation leave computed on the basis of the compensation plan in effect on the last day of employment.</p> <p>Vacation working days may be taken at a minimum of one (1) hour and a maximum of thirty (30) working days’ vacation at one time. When vacation time is taken in increments of two (2) consecutive work days, and when requests for vacations are received between fifteen (15) calendar days and six (6) months in advance, then such vacation requests will not be unreasonably denied by the Assistant Director or designee at the time.</p> | <p>vacation leave earned on a pay period basis with pay in the following amounts based on continuous years of service as defined in Article 8 (Seniority):</p> <p>A. No vacation shall be taken until the employee has completed one (1) year of service. Upon completing one (1) year of service, the employee shall be granted 88 working hours (3.385 hours/pay period).</p> <p>B. Upon completing two (2) through five (5) continuous years, 88 working hours (3.385 hours/pay period).</p> <p>C. Upon completing six (6) through nine (9) continuous years, 128 working hours (4.923 hours/pay period).</p> <p>E. Upon completing ten (10) continuous years, 136 working hours (5.230 hours/pay period).</p> <p>F. Upon completing eleven (11) continuous years, 144 working hours (5.538 hours/pay period).</p> <p>G. Upon completing twelve (12) continuous years, 152 working hours (5.846 hours/pay period).</p> <p>H. Upon completing thirteen (13) continuous years, 160 working hours (6.153 hours/pay period).</p> <p>I. Upon completing fourteen (14) continuous years, 168 working hours (6.461 hours/pay period).</p> <p>Any employee who retires, resigns, dies or is dismissed from the Sheriff’s Office shall receive all accrued vacation leave at the rate of payment based upon his/her regular pay at the time employment ceases.</p> | <p>resigns, dies or is dismissed from the Sheriff’s Office shall receive all accrued vacation leave at the rate of payment based upon his/her regular pay at the time employment ceases.</p> |
| <i>hrs/PP</i> | <i>hrs/PP</i> | <i>hrs/PP</i> | | | | | | | | | | | | | |
| 11 yrs 144 hrs vac 5.538 <i>hrs/PP</i> | 12 yrs 152 hrs vac 5.846 <i>hrs/PP</i> | 13 yrs 160 hrs vac 6.153 <i>hrs/PP</i> | | | | | | | | | | | | | |
| 14 yrs 168 hrs vac 6.461 <i>hrs/PP</i> | 15-19 yrs 176 hrs vac 6.769 <i>hrs/PP</i> | 20-24 yrs 188 hrs vac 7.231 <i>hrs/PP</i> | | | | | | | | | | | | | |
| 25-29 yrs 196 hrs vac 7.538 <i>hrs/PP</i> | 30 or more yrs 204 hrs vac 7.846 <i>hrs/PP</i> | | | | | | | | | | | | | | |

| <p>16.</p> | <p>LONGEVITY</p> <p>(PRR) Section 17: Longevity Pay</p> <p>Full-time tenured employees hired before July 1, 2015, not covered by a labor agreement, shall receive longevity pay based upon the total length of continuous service with the County. Employees hired after July 1, 2015 shall not be eligible to receive longevity pay. Such pay shall be effective beginning with the first full pay period following completion of the specified years of service. Payment shall be made in a single lump sum amount, subject to mandatory withholding. Part-time employment counts toward years of service for Longevity Pay if at the time of payment employees are full-time. Longevity Pay is not subject to retroactivity or cumulative building on top of previous Longevity Pay.</p> <table border="1"> <thead> <tr> <th>Anniversary</th> <th>Amounts</th> </tr> </thead> <tbody> <tr> <td>Years 10 to 14</td> <td>\$ 885.00</td> </tr> <tr> <td>Years 15 to 19</td> <td>1,330.00</td> </tr> <tr> <td>Years 20 to 24</td> <td>1,785.00</td> </tr> <tr> <td>Years 25 to 29</td> <td>2,165.00</td> </tr> <tr> <td>After 30 years</td> <td>\$ 2,400.00</td> </tr> </tbody> </table> | Anniversary | Amounts | Years 10 to 14 | \$ 885.00 | Years 15 to 19 | 1,330.00 | Years 20 to 24 | 1,785.00 | Years 25 to 29 | 2,165.00 | After 30 years | \$ 2,400.00 | <p>Eliminate longevity pay for new employees hired after July 1, 2015</p> <p>ARTICLE 16 LONGEVITY SECTION 1</p> <table border="1"> <thead> <tr> <th>Anniversary</th> <th>Amounts</th> </tr> </thead> <tbody> <tr> <td>Years 10 to 14</td> <td>\$ 885.00</td> </tr> <tr> <td>Years 15 to 19</td> <td>1,330.00</td> </tr> <tr> <td>Years 20 to 24</td> <td>1,785.00</td> </tr> <tr> <td>Years 25 to 29</td> <td>2,165.00</td> </tr> <tr> <td>After 30 years</td> <td>\$ 2,400.00</td> </tr> </tbody> </table> | Anniversary | Amounts | Years 10 to 14 | \$ 885.00 | Years 15 to 19 | 1,330.00 | Years 20 to 24 | 1,785.00 | Years 25 to 29 | 2,165.00 | After 30 years | \$ 2,400.00 | <p>ARTICLE 20 LONGEVITY SECTION 1</p> <p>Eliminate longevity pay for new employees hired after July 1, 2015</p> <table border="1"> <thead> <tr> <th>Anniversary</th> <th>Amounts</th> </tr> </thead> <tbody> <tr> <td>Years 10 to 14</td> <td>\$ 885.00</td> </tr> <tr> <td>Years 15 to 19</td> <td>1,330.00</td> </tr> <tr> <td>Years 20 to 24</td> <td>1,785.00</td> </tr> <tr> <td>Years 25 to 29</td> <td>2,165.00</td> </tr> <tr> <td>After 30 years</td> <td>\$ 2,400.00</td> </tr> </tbody> </table> | Anniversary | Amounts | Years 10 to 14 | \$ 885.00 | Years 15 to 19 | 1,330.00 | Years 20 to 24 | 1,785.00 | Years 25 to 29 | 2,165.00 | After 30 years | \$ 2,400.00 | <p>ARTICLE 22 WAGES SECTION 4.</p> <p>Longevity pay shall commence at the beginning of the eighth year and continue to be paid as follows for employees hired before July 1, 2015:</p> <table border="1"> <thead> <tr> <th>Anniversary</th> <th>Amounts</th> </tr> </thead> <tbody> <tr> <td>Years 8 to 14</td> <td>\$ 885.00</td> </tr> <tr> <td>Years 15 to 19</td> <td>1,330.00</td> </tr> <tr> <td>Years 20 to 24</td> <td>1,785.00</td> </tr> <tr> <td>Years 25 to 29</td> <td>2,165.00</td> </tr> <tr> <td>After 30 years</td> <td>\$ 2,400.00</td> </tr> </tbody> </table> <p>Employees hired after July 1, 2015 are not eligible.</p> | Anniversary | Amounts | Years 8 to 14 | \$ 885.00 | Years 15 to 19 | 1,330.00 | Years 20 to 24 | 1,785.00 | Years 25 to 29 | 2,165.00 | After 30 years | \$ 2,400.00 | <p>ARTICLE 21 SECTION 4.</p> <p>Longevity pay shall be as follows for employees hired before July 1, 2015:</p> <table border="1"> <thead> <tr> <th>Anniversary</th> <th>Amounts</th> </tr> </thead> <tbody> <tr> <td>Years 8 to 14</td> <td>\$ 885.00</td> </tr> <tr> <td>Years 15 to 19</td> <td>1,330.00</td> </tr> <tr> <td>Years 20 to 24</td> <td>1,785.00</td> </tr> <tr> <td>Years 25 to 29</td> <td>2,165.00</td> </tr> <tr> <td>After 30 years</td> <td>\$ 2,400.00</td> </tr> </tbody> </table> | Anniversary | Amounts | Years 8 to 14 | \$ 885.00 | Years 15 to 19 | 1,330.00 | Years 20 to 24 | 1,785.00 | Years 25 to 29 | 2,165.00 | After 30 years | \$ 2,400.00 | <p>ARTICLE 21 SECTION 4.</p> <p>SECTION 4. Employees hired before July 1, 2016 shall have the option to participate in one of the following longevity pay programs for the remainder of their employment with the County (the employee shall make their selection in writing by the end of this contract term, i.e. June 30, 2019 June 30, 2017):</p> <p>Option 1: Employee retains existing longevity pay schedule but is not eligible to participate in the County's deferred compensation matching program</p> <table border="1"> <thead> <tr> <th>Anniversary</th> <th>Amounts</th> </tr> </thead> <tbody> <tr> <td>Years 8 to 14</td> <td>\$ 885.00</td> </tr> <tr> <td>Years 15 to 19</td> <td>1,330.00</td> </tr> <tr> <td>Years 20 to 24</td> <td>1,785.00</td> </tr> <tr> <td>Years 25 to 28</td> <td>2,165.00</td> </tr> <tr> <td>After 29 years</td> <td>\$ 2,400.00</td> </tr> </tbody> </table> <p>Option 2: Beginning January 1, 2017, employee's longevity pay schedule amounts are reduced by three-hundred dollars (\$300) and employee is eligible to participate in the County's deferred compensation match program (Section 8).</p> <table border="1"> <thead> <tr> <th>Anniversary</th> <th>Amounts</th> </tr> </thead> <tbody> <tr> <td>Years 8 to 14</td> <td>\$ 585.00</td> </tr> <tr> <td>Years 15 to 19</td> <td>1,030.00</td> </tr> <tr> <td>Years 20 to 24</td> <td>1,485.00</td> </tr> <tr> <td>Years 25 to 28</td> <td>1,865.00</td> </tr> <tr> <td>After 29 years</td> <td>\$ 2,100.00</td> </tr> </tbody> </table> <p>Additionally, beginning January 1, 2017 any employee receiving</p> | Anniversary | Amounts | Years 8 to 14 | \$ 885.00 | Years 15 to 19 | 1,330.00 | Years 20 to 24 | 1,785.00 | Years 25 to 28 | 2,165.00 | After 29 years | \$ 2,400.00 | Anniversary | Amounts | Years 8 to 14 | \$ 585.00 | Years 15 to 19 | 1,030.00 | Years 20 to 24 | 1,485.00 | Years 25 to 28 | 1,865.00 | After 29 years | \$ 2,100.00 |
|----------------|---|-------------|---------|----------------|-----------|----------------|----------|----------------|----------|----------------|----------|----------------|-------------|--|-------------|---------|----------------|-----------|----------------|----------|----------------|----------|----------------|----------|----------------|-------------|--|-------------|---------|----------------|-----------|----------------|----------|----------------|----------|----------------|----------|----------------|-------------|--|-------------|---------|---------------|-----------|----------------|----------|----------------|----------|----------------|----------|----------------|-------------|--|-------------|---------|---------------|-----------|----------------|----------|----------------|----------|----------------|----------|----------------|-------------|--|-------------|---------|---------------|-----------|----------------|----------|----------------|----------|----------------|----------|----------------|-------------|-------------|---------|---------------|-----------|----------------|----------|----------------|----------|----------------|----------|----------------|-------------|
| Anniversary | Amounts | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 10 to 14 | \$ 885.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 15 to 19 | 1,330.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 20 to 24 | 1,785.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 25 to 29 | 2,165.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| After 30 years | \$ 2,400.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Anniversary | Amounts | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 10 to 14 | \$ 885.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 15 to 19 | 1,330.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 20 to 24 | 1,785.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 25 to 29 | 2,165.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| After 30 years | \$ 2,400.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Anniversary | Amounts | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 10 to 14 | \$ 885.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 15 to 19 | 1,330.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 20 to 24 | 1,785.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 25 to 29 | 2,165.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| After 30 years | \$ 2,400.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Anniversary | Amounts | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 8 to 14 | \$ 885.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 15 to 19 | 1,330.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 20 to 24 | 1,785.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 25 to 29 | 2,165.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| After 30 years | \$ 2,400.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Anniversary | Amounts | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 8 to 14 | \$ 885.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 15 to 19 | 1,330.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 20 to 24 | 1,785.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 25 to 29 | 2,165.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| After 30 years | \$ 2,400.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Anniversary | Amounts | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 8 to 14 | \$ 885.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 15 to 19 | 1,330.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 20 to 24 | 1,785.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 25 to 28 | 2,165.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| After 29 years | \$ 2,400.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Anniversary | Amounts | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 8 to 14 | \$ 585.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 15 to 19 | 1,030.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 20 to 24 | 1,485.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Years 25 to 28 | 1,865.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| After 29 years | \$ 2,100.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| | | | | | | |
|-----|---|--|--|--|--|--|
| | | | | | | longevity can select to have the County deposit the longevity payment into the employee's 401(a) tax deferred defined contribution plan account. Such selection shall be made by the employee in writing by the end of this contract term (June 30, 2019) and shall remain in effect for the duration of their employment with the County. Employees hired by the County after July 1, 2016 shall not be eligible to receive longevity pay but shall be eligible to participate in the County's deferred compensation match program (Section 8). |
| 17. | <p>HEALTH INSURANCE</p> <p>The County shall provide group health insurance coverage for medical-surgical, including major medical benefits and shall pay ninety (90%) of the insurance premium thereof for the individual coverage. In the event the Employee requires family, Employee/spouse or Employee / children coverage under the provisions of the group benefit plan, the County shall pay eighty-three (83%) of the monthly premium.</p> | <p>YES</p> <p>ARTICLE 25 INSURANCE SECTION 1.</p> | <p>YES</p> <p>ARTICLE 21 INSURANCE SECTION 1.</p> | <p>YES</p> <p>ARTICLE 24 INSURANCE SECTION 1.</p> | <p>YES</p> <p>ARTICLE 23 INSURANCE SECTION 1</p> | <p>YES</p> <p>ARTICLE 23 INSURANCE SECTION 1</p> |
| 18. | <p>LIFE INSURANCE</p> <p>The County shall provide fully paid term life insurance coverage for each Employee in the amount of thirty thousand dollars (\$30,000.00).</p> | <p>YES</p> <p>ARTICLE 25 INSURANCE SECTION 3.</p> | <p>YES</p> <p>ARTICLE 21 INSURANCE SECTION 5.</p> | <p>YES</p> <p>ARTICLE 24 INSURANCE SECTION 4.</p> | <p>YES</p> <p>ARTICLE 23 INSURANCE SECTION 4.</p> | <p>YES</p> <p>ARTICLE 23 INSURANCE SECTION 4.</p> |

| | | | | | | |
|------------|--|--|---|--|---|---|
| <p>19.</p> | <p>RETIREMENT</p> <p>(PRR) Section 4:</p> <p>Retirement</p> <p>Retirement shall be as provided by the Nebraska Public Employee Retirement System. Employees retirement date shall be the date specified in writing by them. Employees will be eligible for retirement upon attaining age 55.</p> <p>A. Employees who desire to retire must submit a <i>Notice of Retirement</i> to their Department Head.</p> <p>B. Retirement notice must be submitted at least 14 calendar days including the final work day. Employees desiring to rescind their retirement must notify their Department Head in writing prior to its effective date. The Department Head has discretion as to whether they choose to accept the rescinding of a retirement.</p> <p>C. The <i>Notice of Retirement</i> shall be transmitted to the Human Resources Department along with a completed <i>Employee Action Form</i> within five (5) calendar days of its receipt.</p> <p>D. Employees will be asked to complete an <i>Exit Interview Questionnaire</i>. The</p> | <p>(See PRR)</p> <p>ARTICLE 25 SICK LEAVE</p> <p>SECTION 6</p> <p>Employees who retire with a minimum of fifteen (15) years of service and are at least sixty-two (62) years of age, until reaching his/her sixty-fifth (65th) birthday, may continue in the County's primary health insurance program and receive insurance coverage as provided for retirees.</p> <p>Eligible employees must be enrolled in the County's health Insurance program prior to retirement. The County will pay 75% of the premium for those electing single coverage, 65% of the premium for those electing employee/spouse and 50% of the premium for family coverage.</p> | <p>(See PRR)</p> <p>ARTICLE 18 SICK LEAVE</p> <p>SECTION 5</p> <p>Retirement, for the purpose of this section, pertains to Employees who cease working for the County on or after age 55:</p> <p>For Employees with less than ten (10) years of service upon retirement or death, such Employee shall be paid one-fourth (1/4) of his or her accumulated sick leave up to a maximum of two hundred (200) hours. Upon resignation the Employee may be entitled to up to a maximum of one hundred (100) hours.</p> <p>For Employees with ten (10) or more years of service, upon retirement or death, such Employee shall be paid one-half (1/2) of his/her accumulated sick leave up to a maximum of four hundred (400) hours. Upon resignation the Employee may be entitled to up to a maximum of two hundred (200) hours.</p> <p>Under either case, such amounts shall be paid at the rate of payment based upon the Employee's regular rate of pay at the time of separation.</p> | <p>ARTICLE 24 INSURANCE</p> <p>SECTION 7. An employee who retires with a minimum of fifteen (15) years of service and is between the ages of sixty-two (62) and until reaching sixty-five (65) years may continue in the County's primary health insurance program and receive insurance coverage as provided for retirees. From age 62 until age 65, the County shall pay 75% of single coverage and 50% of family coverage.</p> <p>Eligible employees must be enrolled in a County insurance program prior to retirement. An employee must enroll in the County's health insurance prior to retirement.</p> | <p>ARTICLE 1 DEFINITIONS SECTION 9.</p> <p>RETIRE OR RETIREMENT shall mean an employee who voluntarily leaves employment of Sarpy County on or after their 55th birthday and is eligible for Sarpy County retirement benefits.</p> | <p>ARTICLE 23 INSURANCE SECTION 7.</p> <p>B. Retirement. A minimum of fifteen years of continuous service and be at least age fifty-five (55) years.</p> |
|------------|--|--|---|--|---|---|

| | | | | | | |
|------------|--|---|---|---|---|---|
| | <p>questionnaire provides an opportunity for employees to express their insight regarding a variety of topics as well as any issue they would like recognized.</p> <p>E. All documents associated with the retirement will be placed in the employee's civil service personnel file.</p> | | | | | |
| <p>20.</p> | <p>GRIEVANCE (PRR) RULE 8: Complaint, Grievance, and Appeal Procedure</p> | <p>Align the disciplinary appeal process with the PRR.</p> <p>ARTICLE 18 FORMAL GRIEVANCE AND ARBITRATION PROCEDURE</p> <p>SECTION 2</p> <p>Grievances shall be processed in the following manner:</p> <p><u>Step 1:</u> Aggrieved employees shall present the <i>Grievance Form</i> to their Elected Official within 15 calendar days from the date on which they became aware of or should reasonably have been aware of the incident giving rise to the grievance.</p> <p>The Elected Official shall address the nature of the grievance and note the specific reason for accepting or denying the grievance by writing their response on the <i>Grievance Form</i>. The Elected Official will return the signed form to the aggrieved employee within 15 calendar days. The Elected Official will forward a copy of the completed form to the Human</p> | <p>Align the disciplinary appeal process with the PRR.</p> <p>ARTICLE 24 FORMAL GRIEVANCE AND ARBITRATION PROCEDURE</p> <p>SECTION 2</p> <p>Grievances shall be processed in the following manner:</p> <p><u>Step 1:</u> Aggrieved employees shall present the <i>Grievance Form</i> to their Elected Official within 15 calendar days from the date on which they became aware of or should reasonably have been aware of the incident giving rise to the grievance.</p> <p>The Elected Official shall address the nature of the grievance and note the specific reason for accepting or denying the grievance by writing their response on the <i>Grievance Form</i>. The Elected Official will return the signed form to the aggrieved employee within 15 calendar days. The Elected Official will forward a copy of the completed form to the Human Resources Department to be placed in the employee's civil service personnel file.</p> | <p>ARTICLE 5 GRIEVANCE PROCEDURE</p> <p>Grievances shall be processed in the following manner:</p> <p><u>Step 1:</u> Aggrieved employees shall present the <i>Grievance Form</i> to their Department Head within 15 calendar days from the date on which they became aware of or should reasonably have been aware of the incident giving rise to the grievance.</p> <p>The Department Head shall address the nature of the grievance and note the specific reason for accepting or denying the grievance by writing their response on the <i>Grievance Form</i>. The Department Head will return the signed form to the aggrieved employee within 15 calendar days. The Department Head will forward a copy of the completed form to the Human Resources Department to be placed in the employee's civil service personnel file.</p> <p><u>Step 2:</u> If satisfactory settlement is not reached under Step 1, aggrieved employees, or their representative, or the Department Head shall submit the <i>Grievance Form</i> to the Human Resources Director for appeal to the Personnel Policy Board. This</p> | <p>ARTICLE 5 GRIEVANCE PROCEDURES</p> <p>Grievances shall be processed in the following manner:</p> <p><u>Step 1:</u> Aggrieved employees shall present the <i>Grievance Form</i> to the Chief Deputy or his/her designee within 15 calendar days from the date on which they became aware of or should reasonably have been aware of the incident giving rise to the grievance.</p> <p>The Chief Deputy shall address the nature of the grievance and note the specific reason for accepting or denying the grievance by writing their response on the <i>Grievance Form</i>. The Chief Deputy will return the signed form to the aggrieved employee within 15 calendar days.</p> <p><u>Step 2:</u> If satisfactory settlement is not reached under Step 1, aggrieved employees, or their representative, or the Chief Deputy shall submit the <i>Grievance Form</i> to the Human Resources Director for appeal to the Personnel Policy Board. This submission must occur within 15 calendar days from the date the employee receives the Chief Deputy's response in accordance with Step 1.</p> <p>The Board shall hold a Hearing on the</p> | <p>ARTICLE 5 GRIEVANCE PROCEDURES</p> <p>SECTION 4. Submission of Grievance:</p> <p>A. An aggrieved employee shall have the right to process his/her grievance individually or with the assistance of the FOP. The FOP Board of Directors may also assign a case representative.</p> <p>B. Within ninety-six (96) hours of the date and time the employee first becomes aware of a grievable event or, if applicable, the date and time the employee received a Disciplinary Action Letter, the employee or his/her representative must take the following action(s):</p> <ol style="list-style-type: none"> 1. Hand-deliver the written grievance to the Chief Deputy or his/her designee. 2. Place the written grievance in the department mail slot for the Chief Deputy or his/her designee if the grievance cannot be hand-delivered. If the grievance is not hand-delivered, the employee or his/her representative must |

| | | | | | | |
|--|--|---|--|---|--|---|
| | | <p>Resources Department to be placed in the employee's civil service personnel file.</p> <p><u>Step 2:</u> If satisfactory settlement is not reached under Step 1, aggrieved employees, or their representative, or the Elected Official shall submit the <i>Grievance Form</i> to the Human Resources Director for appeal to the Personnel Policy Board. This submission must occur within 15 calendar days from the date the employee receives the Elected Official's response in accordance with Step 1.</p> <p>The Board shall hold a Hearing on the matter within 30 calendar days, insofar as a quorum can be achieved, after receipt of the grievance by the Human Resources Director. Refer to <i>Rule 1: General Provisions, Regulation 4: Personnel Policy Board Hearings of the PRR</i> for specific details.</p> <p>The decision of the Board shall be final and binding on all parties; however, this does not prevent either party from pursuing further actions as allowed for by law.</p> | <p><u>Step 2:</u> If satisfactory settlement is not reached under Step 1, aggrieved employees, or their representative, or the Elected Official shall submit the <i>Grievance Form</i> to the Human Resources Director for appeal to the Personnel Policy Board. This submission must occur within 15 calendar days from the date the employee receives the Elected Official's response in accordance with Step 1.</p> <p>The Board shall hold a Hearing on the matter within 30 calendar days, insofar as a quorum can be achieved, after receipt of the grievance by the Human Resources Director. Refer to <i>Rule 1: General Provisions, Regulation 4: Personnel Policy Board Hearings of the PRR</i> for specific details.</p> <p>The decision of the Board shall be final and binding on all parties; however, this does not prevent either party from pursuing further actions as allowed for by law.</p> | <p>submission must occur within 15 calendar days from the date the employee receives the Department Head's response in accordance with Step 1.</p> <p>The Board shall hold a Hearing on the matter within 30 calendar days, insofar as a quorum can be achieved, after receipt of the grievance by the Human Resources Director. Refer to <i>Rule 1: General Provisions, Regulation 5: Personnel Policy Board Hearings</i> for specific details.</p> <p>The decision of the Board shall be final and binding on all parties; however, this does not prevent either party from pursuing further actions as allowed for by law.</p> | <p>matter within 30 calendar days, insofar as a quorum can be achieved, after receipt of the grievance by the Human Resources Director. Refer to <i>Rule 1: General Provisions, Regulation 5: Personnel Policy Board Hearings</i> for specific details.</p> <p>The decision of the Board shall be final and binding on all parties; however, this does not prevent either party from pursuing further actions as allowed for by law.</p> | <p>verbally notify the Chief Deputy that a written grievance has been filed.</p> <p>C. From the time the Chief Deputy or his/her designee first becomes aware that a grievance has been filed, he/she shall have ninety-six (96) hours to respond to the grievance, in writing, excluding weekends and holidays recognized by this agreement. The grievance shall be considered denied if the Chief Deputy or his/her designee fails to respond within this period.</p> <p>D. If the Chief Deputy or his/her designee denies the grievance, the employee may continue in the grievance process except for the disqualifications listed in Article 5, Section 3:</p> <p>1. Disciplinary Grievance</p> <p>a. The employee may file the disciplinary grievance with the Merit Commission. This action must occur within ten (10) calendar days after the employee is presented with an Order of Suspension, Demotion or Termination (Neb. Rev. Stat. Sec. 23-1734).</p> <p>b. The Merit Commission shall, within fourteen (14) calendar days from the filing of such appeal, hold a hearing thereon, and thereupon fully hear and determine the matter, and either affirm, modify or revoke such Order. The findings and decision of the Merit Commission shall be certified to the Sheriff, and shall</p> |
|--|--|---|--|---|--|---|

| | | | | | | |
|--|--|--|--|--|--|---|
| | | | | | | <p>forthwith be enforced by him/her (Neb. Rev. Stat. Sec. 23-1734).</p> <p>c. The Merit Commission shall base its findings and decision on the bylaws and statutes in effect at the time of the hearing.</p> <p>2. Non-Disciplinary Grievance</p> <p>a. The employee may file the non-disciplinary grievance with the Merit Commission. This action must occur within ten (10) calendar days after the employee first becomes aware of the grievable event.</p> <p>b. The Merit Commission shall hear the grievance at its next regularly scheduled meeting, or the Merit Commission may, at its discretion, set a special meeting to hear the grievance (Neb. Rev. Stat. Sec. 23-1734).</p> <p>c. After hearing or reviewing the grievance, the Merit Commission shall issue a written order either affirming or denying the grievance. Such order shall be delivered to the parties to the grievance or their counsel within seven (7) calendar days after the date of the hearing or the submission of the written grievance (Neb. Rev. Stat. Sec. 23-1734).</p> <p>d. The Merit Commission shall base its findings and decision on the bylaws in effect at the time of the hearing.</p> |
|--|--|--|--|--|--|---|

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-------------------------------------|---|--|---|---|--|--|----------------|--------|-------------------------|--------|-------------------|---------|------------|---------|-----------------------------------|---------|-----------------------------------|---------|-------------|-----------|---|-------------------|------------------------|-------------------|---------|------------|---------|----------|-----------|-------------|-----------|--|-----------------------------|---|-------------------|---------|------------|---------|----------|-----------|-------------|-----------|--|------------|---------|--------------|----------|-----------|-----------|------------|---------|----------|-----------|-------------|-----------|--|------------|---------|--------------|----------|-----------|-----------|------------|---------|----------|-----------|-------------|-----------|
| | | | | | | <p>E. Grievance Filing Deadline - The starting date and time for the ninety-six (96) hour period and the ten (10) day period listed in this Section shall be considered to occur at the same time.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>21.</p> | <p>DISCIPLINE & DISCHARGE <i>(PRR) RULE 7: Progressive Discipline</i></p> <p>A. Reprimand B. Suspension C. Demotion D. Dismissal</p> | <p>Align the disciplinary appeal process with the PRR</p> <p>ARTICLE 17 DISCIPLINE & DISCHARGE SECTION 1:</p> <table border="1"> <tr><td>Counseling 1st Incident</td><td>6 mths</td></tr> <tr><td>Counseling 2nd Incident</td><td>1 Year</td></tr> <tr><td>Verbal Warning</td><td>1 Year</td></tr> <tr><td>EAP Training / Referral</td><td>1 Year</td></tr> <tr><td>Written Reprimand</td><td>2 Years</td></tr> <tr><td>Suspension</td><td>2 Years</td></tr> <tr><td>Demotion 1st Incident</td><td>4 Years</td></tr> <tr><td>Demotion 2nd Incident</td><td>4 Years</td></tr> <tr><td>Termination</td><td>Permanent</td></tr> </table> | Counseling 1 st Incident | 6 mths | Counseling 2 nd Incident | 1 Year | Verbal Warning | 1 Year | EAP Training / Referral | 1 Year | Written Reprimand | 2 Years | Suspension | 2 Years | Demotion 1 st Incident | 4 Years | Demotion 2 nd Incident | 4 Years | Termination | Permanent | <p>Align the disciplinary appeal process with the PRR</p> <p>ARTICLE 23 DISCIPLINE & DISCHARGE SECTION 3:</p> <table border="1"> <tr><td>Verbal counseling</td><td>1 Year (if documented)</td></tr> <tr><td>Written Reprimand</td><td>2 Years</td></tr> <tr><td>Suspension</td><td>4 Years</td></tr> <tr><td>Demotion</td><td>Permanent</td></tr> <tr><td>Termination</td><td>Permanent</td></tr> </table> | Verbal counseling | 1 Year (if documented) | Written Reprimand | 2 Years | Suspension | 4 Years | Demotion | Permanent | Termination | Permanent | <p>ARTICLE 6 EMPLOYEE RIGHTS SECTION 7, E:</p> <table border="1"> <tr><td>Documented Verbal Reprimand</td><td>6 months 1st Incident; 1 year 2nd Incident</td></tr> <tr><td>Written Reprimand</td><td>2 Years</td></tr> <tr><td>Suspension</td><td>4 Years</td></tr> <tr><td>Demotion</td><td>Permanent</td></tr> <tr><td>Termination</td><td>Permanent</td></tr> </table> | Documented Verbal Reprimand | 6 months 1 st Incident; 1 year 2 nd Incident | Written Reprimand | 2 Years | Suspension | 4 Years | Demotion | Permanent | Termination | Permanent | <p>ARTICLE 7 DISCIPLINE AND DISCHARGE SECTION 7. Personnel Files: F.</p> <table border="1"> <tr><td>Counseling</td><td>90 Days</td></tr> <tr><td>Admonishment</td><td>180 Days</td></tr> <tr><td>Reprimand</td><td>18 Months</td></tr> <tr><td>Suspension</td><td>4 Years</td></tr> <tr><td>Demotion</td><td>Permanent</td></tr> <tr><td>Termination</td><td>Permanent</td></tr> </table> | Counseling | 90 Days | Admonishment | 180 Days | Reprimand | 18 Months | Suspension | 4 Years | Demotion | Permanent | Termination | Permanent | <p>ARTICLE 6 EMPLOYEE RIGHTS SECTION 7, G:</p> <table border="1"> <tr><td>Counseling</td><td>90 Days</td></tr> <tr><td>Admonishment</td><td>180 Days</td></tr> <tr><td>Reprimand</td><td>18 Months</td></tr> <tr><td>Suspension</td><td>4 Years</td></tr> <tr><td>Demotion</td><td>Permanent</td></tr> <tr><td>Termination</td><td>Permanent</td></tr> </table> | Counseling | 90 Days | Admonishment | 180 Days | Reprimand | 18 Months | Suspension | 4 Years | Demotion | Permanent | Termination | Permanent |
| Counseling 1 st Incident | 6 mths | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Counseling 2 nd Incident | 1 Year | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Verbal Warning | 1 Year | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| EAP Training / Referral | 1 Year | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Written Reprimand | 2 Years | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Suspension | 2 Years | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Demotion 1 st Incident | 4 Years | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Demotion 2 nd Incident | 4 Years | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Termination | Permanent | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Verbal counseling | 1 Year (if documented) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Written Reprimand | 2 Years | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Suspension | 4 Years | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Demotion | Permanent | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Termination | Permanent | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Documented Verbal Reprimand | 6 months 1 st Incident; 1 year 2 nd Incident | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Written Reprimand | 2 Years | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Suspension | 4 Years | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Demotion | Permanent | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Termination | Permanent | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Counseling | 90 Days | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Admonishment | 180 Days | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reprimand | 18 Months | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Suspension | 4 Years | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Demotion | Permanent | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Termination | Permanent | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Counseling | 90 Days | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Admonishment | 180 Days | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reprimand | 18 Months | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Suspension | 4 Years | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Demotion | Permanent | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Termination | Permanent | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>22.</p> | <p>WAGE & SALARY SCHEDULE</p> | <p>1. Overall, the percent of increase declines as employees become more experienced, which is not an incentive to retain experienced staff.</p> <p>2. Four position titles capture "building maintenance and repair" but the character and scope of work performed is not inherently different to</p> | <p>1. Although the "minimum to maximum" range of the Employee's Association salary schedule is consistently applied at 34.77%, nevertheless the range is small [which creates grade creep, salary compression, etc.], and the percent of increase between steps at 3.80% is less than nearly all other Sarpy County salary schedules.</p> | <p>1. Four position titles capture "telephone communications" but the character and scope of work performed is not inherently different to support more than three-(3) levels.</p> <p>2. The position title hierarchy does not provide distinction between the "Senior" and the "Lead" positions; and the compensation range between these positions is negligible.</p> | <p>1. Title hierarchy is not consistent with industry benchmarks. For example, there is no subordinate "chaplain," and juvenile services positions are not defined to benchmark career series.</p> <p>2. Salary schedule functions as an amalgamation (IT, clerical, healthcare, law enforcement, maintenance, etc.), and therefore, compensatory objectives are not strategic or defined.</p> | <p>1. Salary schedule does not establish a valid career series; the corporal and captain exist as single incumbent positions.</p> <p>2. Position hierarchy is not monetized throughout the entire salary schedule.</p> <p>3. As published in the official Sarpy County "Budget</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| | | | | | | |
|--|--|--|--|--|--|---|
| | | <p>support more than two-(2) levels.</p> <p>3. Three position titles capture “Heavy Equipment Operation” but the character and scope of work performed is not inherently different to support more than two-(2) levels; and the compensation range between the first and second levels is negligible.</p> <p>4. The “Labor” and the “Gatekeeper” positions receive a “bump” in pay for the last (Step 6) increase which is non-consistent will all other positions within the AFSCME salary schedule (i.e., potential disparate impact, discrimination, salary inequity).</p> <p>5. The approved (2%) percent increase for each fiscal year through 2018 is not captured for the “Administrative Assistant I” position; instead, the published rate has the position receiving less of an annual increase, and less of an increase between steps.</p> <p>6. The “minimum to maximum” range of the AFSCME salary schedule</p> | <p>2. Unlike other salary schedules, employees moving from grade 7 to 8 and from grade 11 to 12 receive a 10% salary adjustment, which is considerably larger than movement between other grades within the schedule or between other Sarpy County salary schedules.</p> | | <p>3. The “minimum to maximum” range of the salary schedule varies greatly from 22.27% to 48.09%, which by default, creates grade creep, salary compression, and with the overwhelming majority of staff “topped-out” or compensated at the maximum of the salary range.</p> <p>4. Rounding-up in the adopted salary schedule is not consistently applied.</p> <p>Original appointment to any position shall be made at the entrance step of a salary range, excluding registered nurses and the Community Relations Coordinator, unless Article 14, Section 3 is applicable. Advancement from the entrance step to the maximum step within a salary range shall be based on performance and length of service as follows:</p> <p style="text-align: center;">Step 1 - Year 1 Step 2 - Year 2 Step 3 - Year 3 Step 4 - Year 4 Step 5 - Year 5 Step 6 - Year 6 Step 7 - Year 7 Step 8 - After 7th year</p> <p>Effective July 1, 2015, part-time employees, excluding registered nurses, shall progress to the next step upon working 2,080 hours, or upon their two year step anniversary, whichever comes first. Registered nurses shall progress to the next step upon working 1,872 hours, or upon their two year step anniversary, whichever comes first.</p> | <p>Message for 2017 Fiscal Year, <i>“The primary issue in developing the budget for the 2017 fiscal year was to maintain the high level of law enforcement . . .”</i> but the FOP Sworn salary schedule provides the Captain with the smallest salary range (minimum to maximum) at only 14.99%, against subordinate positions with salary grades ranging from 26.12% to 40.33%.</p> <p>4. Overall, the percent of increase declines as employees become more experienced, which is not an incentive to retain experienced staff.</p> |
|--|--|--|--|--|--|---|

| | | | | | | |
|------------|-------------------------|---|--|--|---|---|
| | | <p>varies greatly from 11.24% to 35.45%, which by default, creates grade creep, salary compression, and with the overwhelming majority of staff “topped-out” or compensated at the maximum of the salary range. [This means the salary range essential serves no purpose, because the majority of employees share the same “flat” salary, and compensation is tenured based and not meritorious.]</p> | | | | |
| <p>23.</p> | <p>SENIORITY</p> | <p>ARTICLE 10 SENIORITY</p> <p>The employee's seniority date shall be that date on which the employee was hired in the bargaining unit. Where two or more employees were appointed or hired in the bargaining unit on the same date, their seniority standing shall be determined by the date and time in which they filed their application for such appointment.</p> | <p>ARTICLE 11 SENIORITY</p> <p>The Employee's seniority date shall be that date on which the Employee was hired in the bargaining unit. Where two or more Employees were appointed or hired in the bargaining unit on the same date, their seniority standing shall be determined by the date and time in which they filed their application for such appointment.</p> <p>An approved FMLA or USERRA leave shall not constitute a break in service.</p> | <p>ARTICLE 9 SENIORITY SECTION 1</p> <p>Seniority, as it applies to full-time employees, will be based on continuous length of service with the Communications Department without a break or interruption, provided that any suspension for disciplinary purposes, absence on authorized leave with pay or layoff for thirty (30) calendar days or less shall not constitute a break or interruption of service within the meaning of this section.</p> <p>An approved FMLA (“Family Medical Leave Act”) absence or an absence in compliance with USERRA shall not constitute a break in service.</p> | <p>ARTICLE 8 SENIORITY</p> <p>SECTION 2. - Seniority, as it applies to full-time employees relative to granting employees preference for holiday and vacation leave, shall be based on continuous length of service with the Sheriff's Office.</p> <p>SECTION 3. - Seniority, as it applies to full-time employees relative to bidding for duty shifts, shall be based on continuous length of service in that particular classification. All employees will be considered to have continuous length of service in all classifications below his or her present level.</p> | <p>ARTICLE 8 SENIORITY</p> <p>SECTION 1. Continuous length of service shall mean service with the Sheriff's Office without a break or interruption. The following shall constitute a break or interruption and seniority will be frozen for the entire duration of the break or interruption, which will also affect any other provision of seniority:</p> <p>A. Suspension for disciplinary purposes for more than thirty (30) calendar days but less than one year.</p> <p>B. Authorized leave of absence for more than thirty (30) calendar days (with or without pay) but less than one year, except absences while complying with FMLA, as described in Article 12, Section 8, or USERRA, as described in Article 12, Section 3, shall not constitute a break or interruption</p> |

| | | | | | | |
|-----|--|---|---|---|---|--|
| | | | | | | <p>in service.</p> <p>C. Layoff for more than thirty (30) calendar days but less than one year.</p> <p>D. Employees who ceased employment and then were rehired within less than one-hundred and twenty (120) days. Employees that have separated from service for more than one-hundred and twenty (120) days will be treated as a new employee if rehired.</p> |
| 24. | <p>MANAGEMENT RIGHTS</p> <p>Except where limited by expressed provisions elsewhere in this Agreement, nothing in this Agreement shall be construed to restrict, limit or impair the rights, powers and authority of the County and Elected Official as granted to them under the laws of the State of Nebraska.</p> | <p>YES</p> <p>ARTICLE 2 MANAGEMENT RIGHTS</p> <p>SECTION 1 & 2: A through H</p> | <p>YES</p> <p>ARTICLE 3 MANAGEMENT RIGHTS</p> <p>SECTION 1 & 2: A through H</p> | <p>YES</p> <p>ARTICLE 7 MANAGEMENT RIGHTS</p> <p>SECTION 1 & 2: A through G</p> | <p>YES</p> <p>ARTICLE 3 MANAGEMENT RIGHTS</p> <p>SECTION 1:</p> <p>The County and the Sheriff have the right to plan, direct, control, reduce and terminate operations; to determine the nature of services to be supplied and to determine the extent to which such services will be provided; or the scheduling of service and the methods, processes and means of service.</p> <p>The Sheriff has the right to hire, select and promote in accordance with the Sarpy County Sheriff's Office's and Personnel Rules and Regulation's employment process. The Sheriff has the authority to determine shift schedules, and to also assign, transfer, demote, suspend and discharge employees; the right to promulgate and enforce reasonable rules and the consequences for violating those rules; the right to establish drug, alcohol and controlled substance testing; the right to relieve employees from duty because of lack of work or other legitimate reasons; and the right to introduce any new or</p> | <p>YES</p> <p>ARTICLE 3 MANAGEMENT RIGHTS</p> <p>SECTION 1.</p> <p>The Sheriff and the County (hereinafter "Employer") shall retain any and all authority and powers as employers as granted to them by Nebraska law except as provided in this Agreement. These powers of the Employer shall include but not be limited to the following:</p> <p>The right to plan, direct, control, reduce and terminate operations; to determine shift schedules as provided in this Agreement; to determine the nature of services to be supplied and to determine the extent to which such services will be provided; or the scheduling of service and the methods, processes and means of service; the right to hire, select, and promote in accordance with the Merit Commission's employment process and to also assign,</p> |

| | | | | | | |
|----------------|------------------------|------------------------------|---|--|--|---|
| | | | | | <p>improved methods or facilities; the right to establish and implement a performance appraisal system and the right to select any and all equipment and materials to be utilized in the operation of the Sheriff's Office.</p> <p>Except where expressly limited, nothing in this Agreement shall be construed to restrict, limit, or impair the rights, powers, and the authority of the Sheriff and the County.</p> | <p>transfer, demote, suspend and discharge employees; the right to promulgate and enforce reasonable rules and the consequences for violating those rules; the right to establish drug, alcohol and controlled substance testing; the right to relieve employees from duty because of lack of work or other legitimate reasons; and the right to introduce any new or improved methods or facilities; the right to establish and implement a performance appraisal system and the right to select any and all equipment and materials to be utilized in the operation of the Sheriff's Office.</p> <p>Except where expressly limited, nothing in this Agreement shall be construed to restrict, limit, or impair the rights, powers, and the authority of the Employer.</p> |
| SUBJECT | AFSCME L251 | EMPLOYEES ASSOCIATION | FOP LODGE 3 COMMUNICATIONS (Plus ADDENDUM) | FOP LODGE 3 LAW ENFORCEMENT NON-SWORN (Plus ADDENDUM) | FOP LAW ENFORCEMENT SWORN | |