

Given by Union at 1:45PM @ 9/2/2021

XXX.1 Base Wage or Rate -- The initial hourly rate of compensation an employee receives during a workweek.

XXX.2 Regular Rate -- The hourly rate an employee is paid for hours worked during an FLSA workweek including all compensation in accordance with 29 CFR 778.109 (base rate plus premiums). Unless specifically noted in the contract, all compensation of employees shall be at the regular hourly rate.

All compensation employees are entitled to at separation of employment, sick, vacation or other payout shall be at the employee's regular rate.

Holiday/Annual Leave Sell Back

6.12 Employees may elect to be compensated for up to ~~forty (40)~~ eighty (80) hours of unused Personal holidays, accumulated annual leave, or a combination thereof each year. Such election shall be in full day increments and shall be made anytime through October 31st of each year. Sell back requests received between the 18th of the month and the 2nd of the following month will be paid on the paycheck received on/about the 15th of the month; requests received between the 3rd and the 17th of the month will be received on the month-end paycheck. Compensation shall be computed at the rate of pay effective at the time of payment.

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Deferred Compensation

10.XX Deferred Compensation. The County shall make a qualified deferred compensation plan available to members.

10.XX.1 The County will match employee contribution to the qualified plan up to two percent (2%) of the employees' wage rate, including longevity or education pay.

10.13 Specialty Pay

Effective January 1, 2019, Members who leave or are reassigned from any specialty pay will cease to receive the added pay. Member may receive more than one specialty pay with the approval of the Sheriff.

10.13.1 Bomb Squad members who are deemed qualified shall receive six percent (6%) of a Top Step Deputy's wage each month they qualify for Bomb Squad assignment, in addition to their regular pay.

10.13.2 SWAT members, including hostage negotiators, shall receive three percent (3%) of a top step Deputy's wage each month they qualify for SWAT assignment, in addition to their regular pay.

10.13.3 K-9 Dog Handlers shall receive 4.5% of a top step Deputies wage each month they are caring, grooming, feeding, exercising, and performing other related maintenance requirements of the dog assigned to them. This 4.5% represents eight hours of the dog handlers' regular rate of pay. The K-9 handlers regular rate of pay is inclusive of the current 3% per month received by each K-9 handler for working/training their dog. In the event that extraordinary care (i.e. veterinarian attention or other non-routine or non- recurring attention) requires additional time to be spent on the dog outside the normal range and time or duties, the officer must submit a time slip recording the extraordinary care. This time slip will be in the format as directed by the Sheriff's Office. Pay for this extraordinary care will be determined by reviewing the employee; work day, work week, and the appropriate hourly rate for the individual officer.

10.13.4 Investigative Division Sergeants and Deputies assigned to Investigative division shall receive three percent (3%) of a top step Deputy's wage, in addition to regular pay for each month they are assigned to the Investigative Division. Members assigned to the Investigation division who are certified investigators for Officer Involved shooting incidents and assigned to an Independent Investigative Team shall receive an additional three percent (3%). ~~This added pay will cease if the member is reassigned from this division.~~

10.13.5 Investigative Task Force To provide consistent pay amongst employees in Job Coue 4029DS, Detective Corporal, effective January 1, 2019, Detective Corporals will no longer receive SP4 pay for the investigative Task Force assignment (ITF). Instead, the salary range for Job Code 4029DS will be adjusted upwards from Grade 6TP to 6MK which reflects three percent (3%) of a top step Deputies' wage. The added pay will cease if the member is reassigned from this task force.

10.13.5 Qualified Marine Enforcement deputies shall receive three percent (3%) of a top step Deputy's Wage, in addition to their regular pay, for each month they are assigned to the Marine Enforcement unit.

10.13.6 Qualified Field Training Officers, Field Training Corporals and the Sergeant supervising the Field Training unit shall receive three percent (3%) of a top step Deputy's wage, in addition to their regular pay, for each month they are assigned to the Field Training unit.

10.13.7 Qualified Firearms Instructor's and Armorer's shall each receive three percent (3%) of a top step Deputy's wage each month, in addition to their regular pay, for each month they are assigned as a Qualified Firearms/Armorer Instructor.

10.13.8 Spokane Regional Air Support Unit (SRASU) members shall receive six percent (6%) of a top step Deputy's wage each month they are assigned to SRASU, in addition to their regular pay.

10.13.9 Dive Team Sergeants, Detective/Corporal/Deputies assigned to the County Dive Team shall receive three percent (3%) of a top step Deputy base wage in addition to their regular pay for each month they are assigned to the Dive Team.

10.13.10 Body Worn Camera Sergeants and Deputies who are issued a body worn camera shall be paid an incentive of three percent (3%) of top step deputy while assigned a body worn camera.

10.13.11 Qualifications for specialty pay shall be determined in Labor/Management meetings.