

RESOLUTION NO. 21 - _____

A Resolution Approving A New Collective Bargaining Agreement With The Richland County Deputy Sheriff Association, WPPA (The Union).

WHEREAS the current collective bargaining agreement between Richland County and the Union representing the sworn employees of the Sheriff's Department expires on December 31, 2021, and

WHEREAS the Finance and Personnel Committee and the Union bargaining committee began negotiations on a successor agreement in July of this year, and

WHEREAS negotiations between the Finance and Personnel Committee and the Union bargaining committee have recently concluded with the parties tentatively agreeing to the following terms of a new agreement:

- 1) A three-year agreement with a term running from January 1, 2022 through December 31, 2024.
- 2) A wage adjustment of 3% each year on the first day of the first full pay period of each year.
- 3) Clarification as to when Union dues will be deducted from pay of new employees.
- 4) Updating the grievance procedure to clarify the proper name of committees for the hearing of grievances brought under the contract grievance procedure.
- 5) Clarify that the probationary status of a new employee continues for the latter of 12 months or until the employee satisfies certain training requirements (FTO and academy, if applicable).
- 6) Specify that employees are paid the same as they are for their scheduled holiday shift when they work extra hours on the holiday such as before or after their scheduled shift on the holiday.
- 7) Modify the vacation schedule so that new employees have access to vacation after 6 months of employment and that more senior employees reach the top of the vacation schedule at 20 years of service. Also add an intermediary step on the schedule when employees reach 16 years of service.
- 8) Provide that "Immediate family" is defined as parent, child or spouse, including step and in-law in kind for sick leave purposes.
- 9) Update health insurance coverage language and employee contributions so that members of the bargaining unit are treated the same as other county employees.
- 10) Update Dental Insurance language so members of the bargaining unit are treated the same as other employees.
- 11) Provide that certain language previously agreed to relating to retirement health insurance under the state insurance plan does not apply under the current health plan applicable to employees.
- 12) Update the start time for the third shift for Road Deputy (to 10:00 p.m.)
- 13) Delete certain previously agreed to contract provisions applicable to pay and fringe benefits for casual employees not in the bargaining unit.
- 14) Provide an additional one hundred dollars of uniform allowance per year for K-9, Drug Unit and Special Response Team (SRT) members.
- 15) Clarify when retiring employees must retire to ensure that payouts of certain accrued benefits occurs in same calendar year.
- 16) Provide for annual reimbursement of the cost of a single membership for bargaining unit members who pay for and meet certain minimum participation standards at the Symon Center.
- 17) Clarify the definition of family under bereavement leave for ease of administration and delete reference to "registered domestic partner" as that term is obsolete and is covered elsewhere in the definition.
- 18) Allow for lateral hires with three and six years of experience to access a higher level of vacation.
- 19) Provide that cadets may be hired at 75% of the rates on the wage schedule.

WHEREAS the members of the Union have ratified said tentative agreement, and

WHEREAS the Finance and Personnel Committee recommends that the Richland County Board of Supervisors approve said agreement.

NOW THEREFORE BE IT RESOLVED THAT THE Richland County Board of Supervisors hereby approves the three-year collective bargaining agreement between the County and the Union and authorizes the County Administrator to finalize said agreement and the Finance and Personnel Committee to sign said agreement on behalf of the County.

BE IT FURTHER RESOLVED that this Resolution shall be effective immediately upon its passage and publication.

VOTE ON FOREGOING RESOLUTION

RESOLUTION OFFERED BY THE
FINANCE AND PERSONNEL COMMITTEE

AYES _____ NOES _____

FOR AGAINST

RESOLUTION _____

DEREK S. KALISH
COUNTY CLERK

DATED: OCTOBER 26, 2021

SHAUN MURPHY-LOPEZ	X
DAVID TURK	X
MELISSA LUCK	X
MARTY BREWER	X
LINDA GENTES	X
MARC COUEY	X
DONALD SEEP	X