

DISCUSSION DAY/ UNION NEGOTIATIONS

May 25, 2022

The Board met this day in Regular Session with the following members present, to-wit:

Larry Vandersloot, Chairman; Sidney Fitzpatrick and George Real Bird III, Members.

9:30: Call to order/ roll call- all members in attendance.

Also, in attendance is Sheriff Big Hair, Under Sheriff Not afraid. Det. Cruickshank (shop steward), Lindsey Fox (human resources), Lance Pedersen (legal counsel for the County), Kevin Gillian (legal counsel for the County), Rhonda Johnson (Teamsters Union rep) and Jim Soumas (Teamsters Union rep).

Beginning with the Sheriff's Union Contract:

Mr. Soumas: Reviewed the Union's Opening proposals. One, compensation percentage range expansion in the hopes of helping retention for deputies. Two, increase the uniform allowance to \$900 per annum and body armor to \$1,200 every five years. Three, increase FTO pay to \$1 per hour. Four, health insurance premiums for both the deputy and family paid 100% by the County. Mr. Soumas noted that in the last meeting the County stated a separated health benefit for the deputies was not possible.

The Commission asked for some history on prior negotiations regarding body armor and the current price of body armor. A clarification was provided by County Staff and Union reps.

The Commission asked how the current law affects the pay range percentages. Clarification was provided by Mr. Pedersen.

Mr. Soumas: The Union withdraws the proposal regarding health insurance.

The Commission asked for some additional history on prior negotiations regarding the pay percentage range and vehicle mileage.

The County proposed increasing mileage from 140,000 miles to 180,000 miles noting that current supply chain issues and durability of modern vehicles.

At this time both parties decided to go into executive session to discuss the proposals of the other party.

Open meeting resumed at 9:53am.

County agrees to body armor increase to \$1,200 every five years.

County requests a mechanism in proposed contract to cover shifts when the scheduled deputy is sick or otherwise unable to work. Union will consider language facilitate County's requests.

County wants to revisit reimbursement for POST academy.

Union is willing to discuss increasing vehicle mileage.

County and Union agreed to continue Sheriff's Union negotiations on June 9th at 9:30am

11:05 am the meeting moved on to Dispatch Union negotiations.

Union tentatively agrees to change in definition on page 8.

County will provide language for CJIN and access to dispatch for Union reps.

Union tentatively agrees to changes in language to reflect current management arrangement.

Union is firm on six-month probation period for new dispatchers.

Union, the uniform policy is acceptable if the number of shirts are increased to four.

Union requested the County provided a definition of lead dispatcher.

Union tentatively agrees EMD training can be removed from contract language as is it covered dispatcher job description.

County will pay for all training and travel to and from training.

Union request for County to provide language for flexibility of training.

Union tentatively agrees to jump kits as opposed to first aid kits.

Union reviewed small change is language to reflect current management arrangement.

Union withdraws the health insurance proposal.

County tentatively agrees to small changes in language to reflect current management arrangement.

Both parties agree to set next meet for Dispatch Union negotiations to June 1st at 9:30am

The Commission entered in to executive session with Mr. Gillian

APPROVED:

**Larry Vandersloot
Chairman**

ATTEST:

**Kimberly Yarlott
Clerk and Recorder**