

Interest: When the County imposed conditions on the Association, the County changed the POST Incentive Pays from a percentage to a flat dollar amount. The Association is requesting the POST Incentive Pays be changed back to the percentages that they were before the imposition. In addition, the Association is requesting the Education Incentive Pay be converted from a flat dollar amount to a percentage of pay.

Proposal: The Association proposes the Career and Education Incentives be converted to a percentage of the employee's salary as listed below.

8.3 - CAREER AND EDUCATION INCENTIVE

It is the objective of Placer County to assure high quality law enforcement services by encouraging career law enforcement officers to continue to broaden their career development and educational background.

Full-time permanent employees in the following classes shall be eligible for the career and education incentive:

- Deputy Sheriff I
- Deputy Sheriff II
- Sheriff's Sergeant
- Investigator – District Attorney
- Investigator-Welfare Fraud
- Investigator – Welfare Fraud Supervising

~~a. — Employees receiving POST Basic Incentive pay as of the adoption of this Agreement shall continue to receive that incentive pay as provided in this section only. Upon obtaining their POST Intermediate certificate, employees who previously received POST Basic incentive pay will receive Intermediate incentive pay (12.0%) only and they will cease to receive POST Basic Incentive pay. No employees hired or rehired after February 26, 2013 will receive POST Basic incentive pay.~~

b. Effective the beginning of the pay period following adoption of this Agreement, incentive pay for possession of a POST Intermediate certificate will be 12.0% of base salary.

c. Effective the beginning of the pay period following adoption of this agreement, incentive pay for possession of a POST Advanced certificate will be 17.0% of base salary.

The above incentive amounts are not cumulative or compounded and employees will receive only one rate of incentive pay for POST certification.

County of Placer and the Placer County Deputy Sheriff's Association Successor MOU Negotiations

- d. Full-time permanent employees in the above listed classifications will be eligible for Educational Incentive pay of:

~~\$50.00 per pay period for an Associate degree (AA), \$75.00 per pay period for a Bachelor degree (BA) or \$100.00 per pay period for a Masters degree (MA).~~

Effective the first full pay period following ratification and approval of this Agreement, full-time permanent employees in the above listed classifications will be eligible for Educational Incentive pay of:

~~\$100.00~~ three percent (3%) per pay period for an Associate's degree (AA) or

~~\$125.00~~ four percent (4%) per pay period for a Bachelor's degree (BA) or

~~\$175.00~~ five percent (5%) per pay period for a Master's degree (MA)

To be eligible for Educational Incentive pay, the degree must be from an accredited college, consistent with the Human Resources Department practices for determining the validity of the college and degree. Employees must present evidence of successful completion of a qualifying degree, consistent with this section to their department head, who shall determine and certify whether employees are eligible to receive educational incentive pay.

Employees may not receive Educational Incentive pay for more than one degree (Associate's, Bachelor's or Master's). Incentive amounts are not cumulative and employees will only receive Educational Incentive pay for one degree.