

**Interest:** When the County imposed conditions on the Association, the County changed the Training Officer Pay from a percentage to a flat dollar amount. The Association is requesting the Training Officer Pay be changed back to the percentage that it was before the imposition. The industry standard for Training Officer Pay is to pay it as a percentage of the employee's salary.

The Association also believes employees that are assigned as Training Officers should be paid the incentive pay for the entire time that the employee is designated as a Training Officer, regardless of whether or not they are actively training. The justification for this is because POST mandates that employees who are designated as Training Officers receive forty (40) hours of training prior to training other officers. POST also requires that Training Officers receive an additional twenty-four (24) hours of updated training every three years. Therefore, these Training Officers frequently are called upon by other employees and supervisors for advice and to assist employees when a supervisor is not available.

**Proposal:** The Association proposes the Training Officer Pay be converted back to a percentage of the employee's salary and be paid the entire time an employee is designated as a Training Officer, regardless of whether or not the employee is actively training a new employee.

## 8.8 - TRAINING OFFICER PAY

The County shall pay a differential of **five percent (5%)** of base salary to each employee in the classification of Deputy Sheriff II who is assigned by the Sheriff to work as a Field Training Officer (FTO) ~~or as a Jail Training Officer (JTO)~~ provided that not more than ~~twelve (12)~~ **twenty (20)** employees shall receive said pay at any one time.

It shall be understood that the above-described salary differential shall be paid to an employee only during the time he/she is assigned **as a Training Officer, regardless of whether the employee is actively training a new employee formal field training or jail training responsibilities.** Payment of said differential to an employee shall cease at such time as the **employee is no longer designated as a Training Officer. Sheriff shall terminate the field/jail training responsibilities or reassign same to another employee.**

**Employees that are not assigned as an FTO and are assigned to train an employee, regardless whether in the field or jail, shall receive a pay differential of five percent (5%) for each shift the employee is assigned a trainee employee, regardless of the length of the shift.**