

BEFORE THE INTEREST ARBITRATOR

In the Matter of the Arbitration Between)	
)	
Island County)	ARBITRATOR'S AWARD
)	(Interest Arbitration)
the Employer)	
)	
and)	
)	For Collective Bargaining
Island County Deputy Sheriffs Guild)	Agreement covering 2002-
2004)	
For Corrections Officers)	
)	
the Union)	
)	

Date: December 17,2003

Arbitrator:
Jane R. Wilkinson, Esq.
Labor Arbitrator
PMB 211
3 Monroe Pkwy, Ste. P
Lake Oswego, OR 97035
Tel: 503-635-7954

The binding award of the afore-referenced Interest Arbitrator is set forth on the following pages.

JANE R. WILKINSON
Labor Arbitrator

The Collective Bargaining Agreement (covering Corrections Officers) between Island County and the Island County Deputy Sheriffs Guild shall contain the following additional provisions:

I. HOLIDAY PAY-RETROACTIVE DATE

Premium pay for the additional four annual paid holidays to which the parties have previously agreed in Section 8.3 shall be paid retroactively to January 1, 2003.

II. RETROACTIVE PAY DATE

Retroactive pay previously agreed to by the parties shall be paid to corrections employees (as well as retroactive holiday pay specified above) on or before February 15, 2003.

III. PAY PERIOD CHANGE

A. Effective February 1, 2004, the County will change to a bi-monthly pay period, so that paychecks for corrections employees covered by this Agreement will be issued on the 15th and last day of each month. There will be a one pay-period delay in issuing those paychecks. Thus, for example, paychecks issued on March 15, 2004, will be for the pay period spanning February 16 through February 28, 2004.

B. The effect of the pay period change is that corrections employees will not receive a paycheck on February 15, 2004. Instead, their paycheck for the period February 1 - February 15 shall be issued on February 27, 2004.

C. To alleviate the financial hardship that the change in pay periods may impose on some corrections employees, one or more of said employees may elect to take advantage of one or both of the following options (not to exceed an amount equal to 80 hours):

1. On February 15, 2003, an employee may elect to secure a bridge loan from the county for an amount equal to (or less, at the employee's option) of 80% of said employee's pay for 80 hours of work, at the pay rate in effect on February 15, 2003. The County will not charge interest on this bridge loan. The loan proceeds will be paid to the employee on February 15, 2003. The loan will be repaid by the employee in equal installments over the ensuing ten months (or less, at the employee's option) by way of pro-rata bi-monthly deductions from the employee's paycheck. The County will make the necessary paperwork available to employees who wish to secure this loan in a timely fashion.

2. On February 15, 2003, an employee may elect to cash out up to eight accrued holidays and receive payment therefore on February 15, 2003. For purposes of this award only, holidays cashed out for the payroll transition on February 15, 2003 (the date there will be no regular paycheck) shall be at ten hours for each accrued holiday so cashed out (instead of the usual eight hours), and no more than eight of such holidays previously accrued may be cashed out. This cash out rate shall be allowed on a one-time basis only, and shall not be considered precedent setting by either party. Provided, however, that the current practice of the Parties regarding holiday use and payout shall otherwise be a part of their 2002 to

2004 labor agreement.

IV. REMAINDER OF THE LABOR AGREEMENT

Attached to this Award, and a part hereof, is the Labor Agreement of the Parties for the period January 1, 2002, through December 31, 2004.

IT IS SO ORDERED:

JANE R. WILKINSON
Interest Arbitrator

Date: December 16, 2003