

RECEIVED

By PERC at 8:15 am, Jul 01, 2014

BEFORE THE ARBITRATOR

In the Matter of the Arbitration of a
Dispute Between

FRATERNAL ORDER OF POLICE

And

MASON COUNTY

Appearances:

Bill Kenny, Support Services Director, appeared on behalf of the Employer.

Michael Coviello, Attorney at Law, and Deborah Lippincott, Labor Specialist,
appeared on behalf of the Guild.

INTEREST ARBITRATION AWARD

Fraternal Order of Police, herein referred to as the "Guild," and Mason County, herein referred to as the "Employer," jointly selected the undersigned from a panel of arbitrators from a list provided by the Washington Public Employment Relations Board, to serve as the impartial arbitrator to hear and decide¹ under RCW, Section 41.56, et seq, the dispute over the successor to their collective bargaining agreement expiring December 31, 2012. The undersigned held a hearing on May 29, 2014 in Shelton, Washington.

NOW, THEREFORE, it is awarded as follows:

AWARD

The parties' calendar 2013-2015 collective bargaining agreement shall contain all terms and conditions previously agreed to by the parties, plus the following terms and conditions.

Section 1. Wages

Salaries for all uniformed employees of the Mason County Sheriff's Office from January 1, 2013 through December 31, 2015 shall be established as listed in the wage scale as set forth in Attachment "A" and adjusted as follows:

¹ This includes consenting to the issuance of this award.

Effective upon the signing of this Agreement through December 31, 2015, employees shall be compensated in accordance with Appendix A and as adjusted by sections A, B, and C:

		COLA	INCREASE
1/1/2013	Deputy	1.36%	1.0%
	Sergeant	1.36%	1.5%
1/1/2014	Deputy	1.44%	1.0%
	Sergeant	1.44%	1.5%
7/1/2014	Deputy		1.0%
	Sergeant		1.5%
1/1/2015	Deputy	TBD	1.0%
	Sergeant	TBD	1.5%
7/1/2015	Deputy		1.0%
	Sergeant		1.5%

A. Effective January 1, 2013 the wage scale shall be increased to reflect the cost of living increase that is eighty percent (80%) of the CPI-U, US All Items (June to June), which results in a 1.36% increase.

B. Effective January 1, 2014 the wage scale shall be increased to reflect the cost of living increase that is eighty percent (80%) of the CPI-U, US All Items (June to June), which results in a 1.44% increase.

C. Effective January 1, 2015 the wage scale shall be increased to reflect the cost of living increase that is eighty percent (80%) of the CPI-U, US All Items (June to June). The rate shall be no lower than zero percent (0%) and no higher than three percent (3%).

The salary of the Corporal will be fifty percent (50%) of the difference between the top step of the Deputy scale and the top step of the Sergeant's salary

ACCREDITATION/CERTIFICATION PREMIUM

Effective July 1, 2014 an Accreditation / Certification premium of 3% (Three percent) will be added to the monthly rate of pay of each Deputy and 3.5% (Three and one-half percent) of each Sergeant's classification and shall be paid during the expressed term of this Agreement. Upon written notice to the County, the Guild may direct that up to the total amount of this premium be directed to a lawful Health Reimbursement Arrangement for the whole Unit.

Section 13. Longevity Pay

MASON COUNTY

6 through 10 years	\$65.00
--------------------	---------

11 through 14 years	\$90.00
15 through 19 years	\$130.00
20 through 24 years	\$150.00
25 years and over	\$165.00

Section 14. Health Care Insurance (Contribution Amount)

The County shall contribute as below each month during the term of this Agreement for each eligible employee for medical, dental, vision, and life insurance coverage.

A. Effective January 1, 2013 the contribution shall be increased to nine hundred and fifty-five dollars (\$955) per month during the term of this Agreement for each eligible employee for medical, dental, vision, and life insurance coverage.

B. Effective January 1, 2014 the contribution shall be increased to nine hundred and ninety dollars (\$990) per month during the term of this Agreement for each eligible employee for medical, dental, vision, and life insurance coverage.

C. Effective January 1, 2015 the contribution shall be increased to one thousand and fifty dollars (\$1050) per month during the term of this Agreement for each eligible employee for medical, dental, vision, and life insurance coverage.

Eligible employees are those working eighty (80) hours or more per month during the calendar year. Any monthly premium contribution required above the County's contribution shall be paid by a reduction of the necessary amount from each employee's salary. Time missed from work due to a worker's compensation claim will be considered as time worked for employee group insurance and vacation purposes for a maximum of twelve (12) months.

The County shall provide an Employee Assistance Program (EAP) benefit for all bargaining unit members.

Section 15 A. Uniform Allowance

A. Uniform Allowance: All Deputies shall receive a cleaning allowance of \$75.00 per month. All Detectives, Detective - Sergeants and any other authorized officers as authorized by command-staff - who wear plain

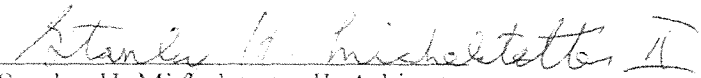
clothes regularly shall receive upon presentation of receipt an annual clothing reimbursement of up to \$400.

Section 16. Any Deputy who received a college degree shall receive an additional compensation at the following rates:

Two (2) year Associate Degree	\$60.00 per month
Four (4) year Baccalaureate Degree/Masters Degree	\$85.00 per month

In order to qualify, individuals must receive their degree in an area of study closely related to law enforcement as approved by the Sheriff. This section shall apply only to fully commissioned deputies.

Dated at Seattle, Washington, this 5th day of June, 2014.


Stanley H. Michelstetter II, Arbitrator