



County of Lackawanna

Lackawanna County
Administration Building
200 Adams Avenue
Scranton, Pennsylvania
18503

Certified Copy

Resolution: 18-0032

File Number: 18-0032

Approving the Sheriff's Collective Bargaining Agreement

BE IT RESOLVED, that the Board of Commissioners of Lackawanna County does hereby approve the Collective Bargaining Agreement between the County of Lackawanna and the Deputy Sheriffs Association, to commence January 1, 2018 and expire on December 31, 2022.

ADOPTED at a regular meeting of the Board of Commissioners of Lackawanna County held on February 7, 2018.

COUNTY OF LACKAWANNA



PATRICK M. O'MALLEY



LAUREEN A. CUMMINGS



JERRY NOTARIANNI

ATTEST:



ANDREW M. WALLACE
CHIEF OF STAFF

Approved as to form and legality:



JOHN J. BRAZIL, JR.
COUNTY SOLICITOR

COLLECTIVE BARGAINING Tentative Agreements:

LACKAWANNA COUNTY DEPUTY SHERIFF'S ASSOCIATION

&

COUNTY OF LACKAWANNA

To provide for

The January 1, 2018 Collective Bargaining Agreement

TENTATIVE AGREEMENTS

1. UNAFFECTED PROVISIONS

Except as otherwise modified by the following collective bargaining proposals, all terms and conditions of the parties' currently-effective collective bargaining agreement shall remain in full force and effect for the duration of the successor collective bargaining agreement.

Date 11/20/17

Action TA

Union [Signature]

Employer [Signature]

2. DURATION

The duration of the successor collective bargaining agreement shall be for a term of five years, commencing on January 1, 2018 and terminating on December 31, 2022

Date 11/20/17

Action TA

Union [Signature]

Employer [Signature]

3. GENERAL AND WORK CLOTHING, ETC. (ARTICLE XI)

Section 3: Amend as follows. Regular part-time employees who worked 1,000 hours or more in the preceding calendar year shall immediately receive a \$600.00 credit to be used at a county approved vendor. Regular part-time employees who worked fewer than 1,000 hours but more than 250 shall receive a \$300.00 credit to be used at a county approved vendor. In order to receive the annual credit, an employee must be employed by the Sheriff's Office at the time of payment.

Date 11/20/17
Action [Signature]
Union [Signature]
Employer [Signature]

4. WAGES (ARTICLE XII)

Section 1: The current agreement shall be modified as follows. The straight-time hourly wage schedule in effect for 2017 shall be increased by 3.5% effective January 1, 2018. The straight-time hourly wage schedule in effect for 2018 shall be increased by 3.5% effective January 1, 2019. The straight-time hourly wage schedule in effect for 2019 shall be increased by 3.5% effective January 1, 2020. The straight-time hourly wage schedule in effect for 2020 shall be increased by 3% effective January 1, 2021. The straight-time hourly wage schedule in effect for 2021 shall be increased by 3% effective January 1, 2022.

Section 2: The current agreement shall be modified as follows. The straight-time hourly wage to be paid to each part-time deputy sheriff, as of January 1, 2018 shall be 88% of the straight-time hourly wage paid to an entry level full-time deputy sheriff who is employed and paid on a 40-hour per week basis.

Date 11/20/17
Action [Signature]
Union [Signature]
Employer [Signature]

5. SHIFT DIFFERENTIAL (ARTICLE XIII)

Section 1: Amend as follows. The shift differential for the term of this agreement shall be .75 cents for employees working on the second shift and .85 cents for employees working on the third shift. This shall include both full and part time employees.

Date 11/20/17
Action TA
Union [Signature]
Employer [Signature]

6. ATTENDANCE AND HOLIDAYS (ARTICLE XVI)

Section 1: The following will be observed as paid holidays for all employees who adhere to a five (5) day work schedule:

- | | |
|-------------------------------|------------------------|
| New Year's Day | Columbus DAY |
| Martin Luther King's Birthday | Veteran's Day |
| President's day | General Election Day |
| Primary Election Day | Thanksgiving Day |
| Memorial Day | Day after Thanksgiving |
| Independence Day | Christmas Eve |
| Christmas Day | |
| Labor Day | Good Friday |

(a) Full-time deputy sheriffs required to work on the following MAJOR holidays will receive their regular straight rate of pay including shift differential, if applicable, plus double time (holiday 2.0), for a total of three (3) times their regular rate of pay for ALL hours worked:

Christmas Day

Thanksgiving Day

Date 11/22/17
Action [Signature]
Union [Signature]
Employer [Signature]

7. HEALTH AND WELFARE PROGRAM (ARTICLE XVIII)

Section 1: Amend as follows: "The County agrees to provide the existing health and welfare plan set forth in the following subsections, or for a plan which contains benefits equivalent to the existing plan. The employees' contribution to the health insurance coverage shall be as follows:

Effective January 1, 2018: \$60 per month for single coverage: \$120 per month for all other coverage.

Effective January 1, 2019: \$60 per month for single coverage: \$120 per month for all other coverage.

Effective January 1, 2020: \$60 per month for single coverage: \$120 per month for all other coverage.

Effective January 1, 2021: \$60 per month for single coverage: \$120 per month for all other coverage.

Effective January 1, 2022: \$60 per month for single coverage: \$120 per month for all other coverage.

Section 1(C): Employee and Dependent coverage for prescription benefits.

Generic \$5.00, Non Formulary \$15.00, Formulary \$25.00

Date 11/20/17

Action [Signature]

Union [Signature]

Employer [Signature]

Grievances to Be Dropped:

2016-004, Globe Store

2015-014, Shift Differential

Date 11/20/17

Action [Signature]

Union [Signature]

Employer [Signature]

Drug and Alcohol Policy

*Attached

Date 11/20/17

Drug and Alcohol Policy

*Attached

Date 11/20/17

Action [Signature]

Union [Signature]

Employer [Signature]