

**BOARD OF COUNTY COMMISSIONERS
SARPY COUNTY, NEBRASKA**

**RESOLUTION APPROVING ADDENDUM TO 2012-2014 AGREEMENT WITH FRATERNAL
ORDER OF POLICE, SARPY LODGE NO. 3, LAW ENFORCEMENT – NON-SWORN**

WHEREAS, pursuant to Neb. Rev. Stat. § 23-104 (Reissue 2007), the County has the power to do all acts in relation to the concerns of the County necessary to the exercise of its corporate powers; and,

WHEREAS, pursuant to Neb. Rev. Stat. § 23-103 (Reissue 2007), the powers of the County as a body are exercised by the County Board; and,

WHEREAS, the County of Sarpy previously entered into an agreement on June 26, 2012 with the Fraternal Order of Police, Sarpy County Lodge #3, Law Enforcement – Non-Sworn (hereinafter “FOP Non-Sworn”), concerning terms and conditions of employment of the non-sworn members of the bargaining unit for fiscal years 2012 through 2014; and,

WHEREAS, the parties are desirous of amending the provisions of said Agreement by this Addendum, a copy of which is attached as Exhibit A.

NOW, THEREFORE, BE IT RESOLVED by the Sarpy County Board of Commissioners that this Board hereby approves and adopts this addendum to the agreement with FOP Non-Sworn, a copy of which is attached as Exhibit A.

BE IT FURTHER RESOLVED that the Chairman of this Board, together with the County Clerk, is hereby authorized to sign on behalf of this Board the addendum to the agreement with FOP Non-Sworn, a copy of which is attached, and any other related documents, the same being approved by the Board.

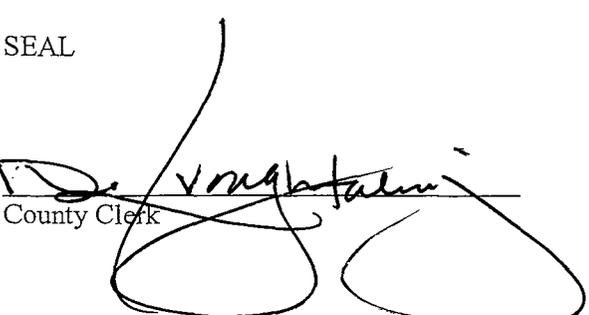
The above Resolution was approved by a vote of the Sarpy County Board of Commissioners at a public meeting duly held in accordance with applicable law on the 27th day of November, 2012.



Sarpy County Board Chairman

Attest:

SEAL



County Clerk

Sarpy County Board of Commissioners

1210 GOLDEN GATE DRIVE
PAPILLION, NE 68046-2895
593-4155

www.sarpy.com

ADMINISTRATOR Mark Wayne

DEPUTY ADMINISTRATOR Scott Bovick

FISCAL ADMIN./PURCHASING AGT. Brian Hanson



COMMISSIONERS

Rusty Hike District 1
Jim Thompson District 2
Tom Richards District 3
Jim Nekuda District 4
Jim Warren District 5

November 27, 2012

M E M O

TO: Sarpy County Board of Commissioners

FROM: Scott Bovick, Deputy County Administrator

RE: Resolution to approve addendum to 2012-2014 Agreement with FOP Non-Sworn

The Resolution incorporates the recent establishment of the "Female Booking Clerk Specialty Assignment" into the FOP Non-Sworn contract in Article 21, Section 5. Attached is a red-line version of the change required in the contract.

Also attached is the Sheriff's Office Standard Operating Procedure, which outlines which employees are eligible, the duties and training required of the assignment, and makes clear that the specialty assignment is at the discretion of the Sheriff.

Administration, the FOP, and the Sheriff's Office have all reviewed the change and find it acceptable. Please feel free to contact me, Capt. Williamson or Lt. Trapp if you would like more information or have questions. Thank you.



Scott Bovick, Deputy County Administrator

Cc: Deb Houghtaling
Mike Jones
Dan Williamson
Mark Trapp
Mark Wayne
Matt Barrall
Brian Hanson
Karen Buche

Exhibit A

**ADDENDUM TO 2012-2014 AGREEMENT
WITH FRATERNAL ORDER OF POLICE, SARPY LODGE NO. 3,
LAW ENFORCEMENT – NON-SWORN**

This Addendum is entered into by and between Sarpy County (hereinafter “Sarpy”) and the Fraternal Order of Police, Sarpy County Lodge #3, Law Enforcement – Non-Sworn, a recognized collective bargaining organization (hereinafter “FOP”).

WHEREAS, the parties previously entered into an agreement on June 26, 2012 concerning terms and conditions of employment of the non-sworn members of the bargaining unit for fiscal years 2012 through 2014; and,

WHEREAS, the parties are desirous of amending the provisions of said Agreement by this Addendum.

NOW, THEREFORE, it is hereby agreed by and between the parties:

I.

The prior Agreement between the parties is hereby amended by the terms of this Addendum.

II.

Article 21, Section 5 shall be amended to read,

“Employees assigned to specialty assignments shall receive three percent (3%) of their regular (non-overtime) earnings per pay period. In order to receive this pay, the employee shall maintain the qualifications for the specialty assignment as directed by the Standard Operating Procedures, and attend and successfully complete all required training. Both the FOP and the Sheriff acknowledge at the current time that “Female Booking Clerk Specialty Assignment” is the only specialty assignment available. This does not prevent agreement on positions that would qualify in the future.

Employees are only eligible to receive pay for one specialty assignment.

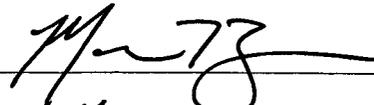
The staffing of these specialty assignments has been set by the Sheriff's Administration Division. In June of each year the Sheriff will notify the County Board regarding any changes in the staffing requirements that are necessary.”

III.

The remaining terms and conditions of said prior Agreement shall remain unchanged.

IN WITNESS WHEREOF, we, the contracting parties, by our respective and duly authorized agents, hereby affix our signatures and seals as shown on the following signature pages.

FOP LODGE #3
PRESIDENT

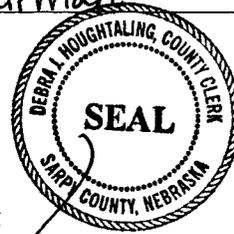

By: MATT BARRAU
Its: FOP PRESIDENT

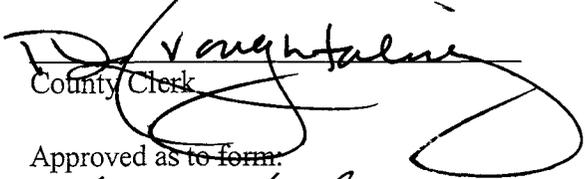
SARPY COUNTY BOARD OF
COMMISSIONERS, CHAIRPERSON


By: Rusty Hike
Its: Chairman

SEAL

ATTEST:




County Clerk

Approved as to form:


County Attorney/Deputy

ARTICLE 21

WAGES

SECTION 5.

Employees assigned to specialty assignments shall receive three percent (3%) of their regular (non-overtime) earnings per pay period. In order to receive this pay, the employee shall maintain the qualifications for the specialty assignment as directed by the Standard Operating Procedures, and attend and successfully complete all required training. Both the FOP and the Sheriff acknowledge at the current time ~~there are no assignments entitled to this pay~~ that "Female Booking Clerk Specialty Assignment" is the only specialty assignment available. This does not prevent agreement on positions that would qualify in the future.

Employees are only eligible to receive pay for one specialty assignment.

The staffing of these specialty assignments has been set by the Sheriff's Administration Division. In June of each year the Sheriff will notify the County Board regarding any changes in the staffing requirements that are necessary.

SUBJECT: Female Booking Clerk Specialty Assignment

I. Purpose:

The Sheriff's Office has identified a critical staffing need within the Sarpy County Jail. Currently, there are not a sufficient number of female deputies to complete the mandatory, legal search of female detainees. The Sheriff's Office considered several options with the most feasible option utilizing female Booking Clerks to assume this responsibility.

II. Policy:

This policy outlines the specifics necessary to identify, assign, and compensate those female Booking Clerks willing to assume this Specialty Assignment.

- A. The Jail Facility Administrator will offer this Specialty Assignment to all non-probationary female Booking Clerks. All those who volunteer shall be eligible.
- B. Those eligible will be considered by the Jail Facility Administrator for the Specialty Assignment if they meet the following requirements:
 - 1. Must be female, and
 - 2. Must be physically capable of completing the required tasks and related training, as outlined directly below.
- C. The responsibilities involve providing security and supervision of female inmates when female deputies are unavailable, including, but not limited to:
 - 1. Pat searches,
 - 2. Strip searches,
 - 3. Escorts, and
 - 4. Hourly security checks in accordance with applicable policy and procedure.
- D. The following Mandatory Training is required to be awarded the Specialty Assignment.
 - 1. Successful completion of the Jail Orientation Course, and
 - 2. Successful completion of the 18 hours of annual training including defensive tactics, search techniques, and jail security.
- E. Those female Booking Clerks awarded the Specialty Assignment by the Jail Facility Administrator will be eligible for Specialty Pay, in accordance with the FOP Non-Sworn contract Article 21, Wages, Section 5.

- F. The Specialty Assignment and Pay will continue until such date as the female Booking Clerk is:
1. No longer performing the responsibilities correctly and/or satisfactorily,
 2. No longer physically capable of performing the responsibilities,
 3. No longer desires to perform the responsibilities, or
 4. The Specialty Assignment is no longer needed, as determined by the Sheriff or designee.