

**County and KCDOA MOU Negotiations  
County Proposal Last, Best, and Final Offer  
March 8, 2017**

**Article I - Recognition**

- Union Recognition - update language to reflect new classifications covered by MOU
- Authorized Agents - update language to reflect CHRO as County's principal agent

**Article II - General Provisions**

- Service Awards - discontinue program

**Article III - Rights of Parties**

- Claims Review - correct the referenced policy number
- Personnel Files - revise to reflect the change to the Human Resources Division
- Shop Stewards - change from CAO to CHRO in subsection C
- Release Time - Tentative Agreements #2 and #7 from KCDOA LBFO
- Shift Bid Policy - County's proposed language from County Proposal #4

**Article IV - Paid Leave**

- Jury Duty/Witness Appearances - limit leave eligibility for witness appearances and only for civil jury duty
- Sick Leave –
  - Increase new employee biweekly accrual to the statutory minimum;
  - County policy on sick leave usage to be applicable to covered employees unless otherwise stated in the MOU;
  - Tentative Agreement #8 from KCDOA LBFO
- Holidays - revise to reflect policy section and not Ordinance Code reference
- Catastrophic Leave - revise to reflect the change to the Human Resources Division

**Article V - Compensation**

- Longevity Pay - 10 years - 3%; 15 years - 6%; 20 years - 9%; 25 years - 12%
- 12-hour Shifts - incorporate the side letter agreement from December 15, 2014
- Overtime Compensation -
  - Holiday and paid leave time do not count as hours worked for the purpose of overtime;
  - 14-day work period under section 207(k) of FLSA;
  - Work period begins with first regularly scheduled shift following the commencement of each pay period
- Compensatory Time Off - increase the maximum CTO hours to 144 hours
- Labor Code Section 4850 Time - Tentative Agreement #5 from KCDOA LBFO
- Base Salary - shall include salary reflective of 84 hours worked

**Article VI - Benefits**

- Medical/Dental/Vision - update language to reflect current status
- Retirement - revise provisions to be consistent with post-PEPRA requirements

**Article VII - Fitness and Wellness Program**

- Tentative Agreement #4 from KCDOA LBFO

**Term – Expires September 30, 2017**