

County and KCDOA MOU Negotiations
County Proposal #2
October 3, 2016

1. Term to extend to September 30, 2017.
2. No salary increase during term of agreement.
3. Tentative Agreement on following proposals:
 1. East Area Jail Facility Vacancies (#13 on KCDOA Offer #1)
 2. Release Time - Affiliated Labor Organization (County Proposal #1)
 3. Arbitration Time Limit (County Proposal #1)
 4. Quarterly Work Capacity (Pack Test) (County Proposal #1)
 5. 4850 Pay Clarification (#14 on KCDOA Offer #2)
 6. Personnel Status Change Notice (#15 on KCDOA Offer #2)
4. Acceptance of withdrawal of following proposals from KCDOA Offer #1:
 1. Staffing (#8)
 2. Remove Utility Officers from Protected Designation (#10)
 3. Car Pool Incentive (#12)
 4. Referral Bonus (#14)
 5. Binding Arbitration (#17)
 6. Canine Unit (#19)
 7. Increase Fitness Incentive Pay (#21)
 8. Life Insurance (#24)
5. Rejection of following proposals from KCDOA Offer #2:
 1. Term & Salary (#1)
 2. STC Certificate Pay (#2)
 3. Retiree Health Premium Supplement Program (#3)
 4. Reduce Existing DTO Pay and Implement Training Incentive Pay (#6)
 5. Deferred Compensation Match (#8)
 6. Temporary Assignment (TDY) Duration (#9)
 7. Shift Bids (#10)
 8. Uniform Allowance (#11)
 9. Quarterly Work Capacity (Pack Test)-Test Site (#12)
 10. Availability Pay (#13)
6. County counterproposals (See attached)
7. Agree to incorporate the changes included in the side letter agreed to on December 15, 2014 regarding 12-hour shifts and all previous MOU amendments.
8. Agree to negotiate over language regarding Shift Bids and Protected Positions negotiated separately during the term of this MOU.

Release Time - Night Shifts

- Union directors and/or meet and confer team members working swing or night shifts shall be allowed reasonable flex time during their normal work hours to attend official negotiation meetings with the County and/or the Sheriff during day shift hours unless it is determined by the Sheriff or his designee that his or her absence will create an operational hardship.

Random Drug Testing

- KCDOA does not oppose the concept of random employee drug testing. During the term of this MOU the parties agree to meet and confer over a policy for random employee drug testing, which shall only becoming applicable to the KCDOA membership upon department-wide implementation among all peace officer classifications.

Reduce Existing DTO Pay

- While assigned as a Detention Training Officer and when assigned a trainee, employees shall receive assignment pay equal to 5% of their base salary.