

County and KCDOA MOU Negotiations
County Proposal #3
November 10, 2016

1. Term to extend to September 30, 2017.
2. No salary increase during term of agreement.
3. All Tentative Agreements identified in KCDOA Offer #3.
4. Acceptance of withdrawal of proposals identified in KCDOA Offers #2 and #3.
5. Rejection of following proposals from KCDOA Offer #3:
 1. Term & Salary (#1)
 2. STC Certificate Pay (#2)
 3. Retiree Health Premium Supplement Program (#3)
 4. Employee Random Drug Testing (#4)
 5. Deferred Compensation Match (#6)
 6. Temporary Assignment (TDY) Duration (#7)
 7. Shift Bids (#8)
 8. Availability Pay (#10)
6. 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.
7. Accept proposed changes to sick leave bonus language for a trial period to begin January 1, 2017 and end December 31, 2017, unless an extension is agreed upon by the parties or adopted pursuant to a successor MOU.
8. Accept proposed changes to Quarterly Work Capacity Test Site requirements, but excluding proposed definition of a lap.
9. Agree to negotiate over language regarding Shift Bids and Protected Positions negotiated separately during the term of this MOU.