

County and KCDOA MOU Negotiations
County Proposal #5
February 23, 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 not for jury duty
- Sick Leave –
 - Increase new employee biweekly accrual to the 2.667/pp;
 - 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 – 2.5%; 15 years - 5%; 20 years – 7.5%; 25 years - 10%
- 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**