

**COUNTY'S LAST, BEST & FINAL PROPOSAL**  
**OCAA NEGOTIATIONS**  
**August 24, 2012**

1. Term - from date of implementation to June 27, 2013
2. Retirement
  - a. Employees' Contribution - Employees to pay full member contributions (pick-ups 1 & 2) effective first pay period after Board adoption
  - b. Retirement Formula - employees hired on or after the date of Board adoption (or as soon thereafter as practicable) to be enrolled in new retirement tier - 1.62%@65 with 3 year FAS, 2% COLA (to extent permitted by law), and 2% defined contribution match (ie., County will match employee's contribution to defined contribution plan up to 2% of employee's base salary).
3. Health Insurance -
  - a. Implement Mercer recommendations effective January 1, 2013, or such later date as the County determines;
  - b. Clarify language in MOU to conform to current practices (see attached).
4. Discipline/Appeal Procedure - use advisory arbitration, rather than binding arbitration for discipline appeals; use mediation upon request of either party.
5. Premium Pay - all premium pays to be paid on hours worked rather than on hours in paid status; all premium pays (ie., special duty pay) to be paid on dollar amount and not percentage of pay.
6. Art. XII (On-The-Job Injury, Workers Compensation Supplementary Pay)
  - a. Section 2 - eliminate Workers' Compensation Supplemental Pay for work-related injuries/illnesses which arise on or after the date of Board adoption;
  - b. Section 4 - delete provision (t.a.?)
7. Layoffs - eliminate length of continuous service and layoff points from consideration of the order of layoff; instead, base determination on the needs of the organization (knowledge, skills, performance).
8. Art. VI (Annual Leave Provision) - per language provided on 7.20.12

9. Educational and Professional Reimbursement - see attached
10. Art. VIII, Section 1 (Mileage Reimbursement) - per language provided on 7.20.12 (t.a.?)
11. Catastrophic Leave - per language provided on 7.20.12 (t.a.?)
12. Art. XVIII (NonDiscrimination) - per language provided on 7.20.12 (t.a.?)
13. Art. IV, Section 2 (Bereavement Leave) - per language provided on 7.20.12 (t.a.?)
14. Art. III, Section 6 (Reemployment of Employees on Disability Retirement) - per language provided on 7.20.12 (t.a.?)
15. Art. III, Section 3 (Leave Without Pay) - per language provided on 7.20.12 (t.a.?)
16. Extra Help Positions/Employees - eliminate all references to extra help positions and language from the MOU
17. Family Leave Language- see attached
18. Art. II (Pay Practices)
  - a. Section 3 (Merit Increases Within Range)
    - 1) Subsection C - Full-time employees hired on or after Board adoption will be eligible for a merit increase after one year (2080 hours) of service.
    - 2) Subsection D - Part-time employees hired on or after Board adoption will be eligible for a merit increase upon completion of 2080 hours of service.
    - 3) Subsection E - Effective upon adoption, merit increases may be granted for one or two steps within the salary range based upon the employee's performance; A performance rating of "meets performance objectives" (standard performance) shall earn a one (1) step increase.
  - b. Salary - for agreement only - 2.5% lump sum bonus payable to unit members on the payroll as of the adoption of this MOU.

**The foregoing proposal is a last, best and final offer. If the offer is not accepted by 5pm on September 4, 2012, the County will assume it has been rejected, and that as a result, an impasse in negotiations has been reached. If the proposal is accepted, and we certainly hope it is, OCAA will have until September 25 to ratify the MOU. If the offer is not ratified by that date, the County will assume the offer has been rejected, and that as a result, an impasse in negotiations has been reached.**