

17X Settlement Offer Summary:

- 1) Salary Adjustment and retro back to 2001 (see attached sheet);
- 2) Truncation of Salary Steps (members would move along steps 1, 2, 4, 6, 8 and 10) and maintain above top step merit pay;
- 3) License compensation of \$100 per month if required for job, \$50 if not required but related to member's job;
- 4) Expansion of Sick Leave to Allow for Care of Sick Child;
- 5) Expansion of Bereavement Leave from 3 days a year to 3 days per occurrence;
- 6) Creation of the Labor Management Committee;
- 7) Agreement Not to Contract Out Bargaining Unit Work (some exceptions);
- 8) Formalization of the VEBA;
- 9) Agreement that members would never have to cross a picket line unless not doing so would pose an imminent threat to structures, human health and/or safety;
- 10) Policy Statement: "It is the policy of the County to actively promote alternative and flexible work schedules."with specific language (copied from 17A) on how such schedules are to be negotiated between employee and supervisor.

Job Classification	Interim Wage Range	Final Wage Range
Assistant Roads & Maintenance Manager	72	74
Engineering Services Manager	75	77
Finance & Administrative Services Manager	71	74
Fiscal Services Manager – Solid Waste	71	74
Managing Engineer	72	74
River & Water Resources Manager	71	75
Roads Maintenance Manager	75	77
Traffic Engineering Manager	75	77
Recycling & Environmental Services Manager (formerly Waste/Reduction/Recycling Manager)	71	75