

**County's Amended Last, Best & Final Offer in Response to SEIU's Counter Proposal – 3 (7/22/09) to County's Last, Best & Final Offer**

**Monday 07-27-09**

During the negotiations meeting on July 22, 2009, the County stated its belief that we are at impasse on two major issues (Stewards and Overtime). Therefore, the County hereby submits its amended Last, Best and Final Offer. The Last, Best and Final Offer responds to SEIU counter proposals of 7/22/09 as follows:

1. OT – Reject SEIU's proposal to pay OT to all SEIU bargaining units.
2. Labor Management – Agree to continue labor management meetings to discuss issues.
3. Tentative Agreements – Incorporate most TA's with the exception of:
  - a. Sheriff's uniform allowance.
  - b. New article regarding "Fairness"
  - c. Mandatory Furloughs – did not accept deletion of authorization of CEO to impose additional furlough days, if necessary.
4. Parks and Waste Bargaining Units – Are incorporated into LBFO.
5. Steward Language – Reject SEIU's proposal.
6. Sheriff's Dept Issues – Agree to meet and consult on recruiting/retention issues.
7. Existing Language and conditions – Incorporate agreed upon language changes.
8. Compaction Issues – Agree to meet and consult on compaction issues.
9. Furlough Program – 208 hours at the rate of at least 9 hrs per pay period with the provision for additional furlough hours at CEO discretion.
10. Freeze Merit Increases – Suspend merit increases for the duration of MOU.

**10.0%**

**1.7%**

**See attached summary of County's amended Last, Best and Final Offer.**