

Non-Union

- 1) Bereavement – Increase from 4 to 5 days for employee's current spouse, current spouse's parent, current spouse's step-parent, employee's parent, step-parent, child, step-child and whomever employee or current spouse has legal guardianship of.
- 2) Parental Leave – Continuous leave which allows the Birthing Parent – 8 weeks fully paid/ non-birthing parent – 4 weeks fully paid (applies to adoptions) – eligible after completion of 1040 hours
- 3) Holiday Eligibility – Employees are eligible for holiday pay at date of hire.
- 4) Life Insurance – Allow employees to purchase additional life insurance via payroll deduction (for self, current spouse and dependent children) at the employee's cost.
- 5) Pet Insurance - Allow employees to purchase pet insurance through County's carrier.
- 6) Volunteer Days - Allow for two volunteer days for employees to participate at County sponsored opportunities.
- 7) Dependent Care FSA - Allow employees to set aside pay to be used for dependent care.
- 8) Educational Reimbursement – streamline process, allow for use of lunch time, remove bargaining unit maximum.
- 9) Retirement Healthcare Savings Account – Increase employer contribution to \$100 per pay.
- 10) Flexible Starting Pay – Allow hiring up to the 3rd step for hard to fill positions if candidate has experience greater than minimum qualifications.
- 11) Adjusted Appointed sick leave waiting period due to ESTA (personal) hour addition.
- 12) Various language clean-up.