

## TABLE OF CONTENTS

<u>Issue No.</u>	<u>Subject or Issue</u>	<u>Page</u>
	<b>Introduction</b>	<b>1</b>
	<b>General Economic Discussion</b>	<b>3</b>
		<b>3</b>
	<b>I. Fiscal and Economic Constraints</b>	<b>5</b>
	<b>II. The State Tax Burden and Spending Cap</b>	<b>6</b>
	<b>III. State Revenues</b>	<b>7</b>
	<b>IV. State Spending Needs</b>	<b>8</b>
	<b>V. Current Adopted Budget</b>	<b>9</b>
	<b>VI. The Union's Evidence</b>	<b>11</b>
	<b>VII. The Environment</b>	<b>13</b>
	<b>VIII. Comparisons</b>	<b>18</b>
	<b>IX. Retention Rate</b>	<b>19</b>
	<b>X. History of Negotiations</b>	<b>21</b>
	<b>Duration of Agreement</b>	<b>21</b>
<b>A1S</b>	Seniority, Article 10, Section 2 (C)	<b>22</b>
<b>A2S</b>	Seniority, Article 10, Section 2 (C) 1	<b>27</b>
<b>A3S</b>	Seniority, Article 10, Section 10	<b>32</b>
<b>A4S</b>	Retirement, Insurances, and Leaves, Article 26, Section 3	<b>34</b>
<b>A13S</b>	Compensation, Article 17, New Section 11	<b>43</b>
<b>A14S</b>	Employee Drug Testing/Screening, Article 37, Sections 2 through 8	<b>45</b>
<b>A5S</b>	Grievance Procedure, Article 12, Section 9	<b>521</b>
<b>U-1</b>	Grievance Procedure, Article 12, Section 9	<b>62</b>
<b>U-2</b>	Grievance Procedure, Article 12, Section 9	<b>67</b>
<b>U-3</b>	Grievance Procedure, Article 12, Section 9	<b>70</b>
<b>U-4</b>	Grievance Procedure, Article 12, Section 9	<b>73</b>
<b>U-5</b>	Grievance Procedure, Article 12, Section 9	<b>76</b>
<b>U-7</b>	Grievance Procedure, Article 12, Section 9	<b>81</b>
<b>U-8</b>	Grievance Procedure, Article 12, Section 9	<b>83</b>
<b>U-9</b>	Grievance Procedure, Article 12, Section 9	<b>85</b>
<b>U-10</b>	Grievance Procedure, Article 12, Section 9	<b>87</b>
<b>U-12</b>	Dismissal, Suspension etc, Article 13, Section 3	<b>91</b>
<b>U-13</b>	Compensation, Article 17, Section 1	<b>94</b>

<b><u>Issue No.</u></b>	<b><u>Subject or Issue</u></b>	<b><u>Page</u></b>
<b>U-14</b>	Compensation, Article 17, Section 1	<b>97</b>
<b>U-15</b>	Compensation, Article 17, Section 1	<b>99</b>
<b>U-16</b>	Compensation, Article 17, Section 1	<b>101</b>
<b>U-17</b>	Compensation, Article 17, Section 2	<b>103</b>
<b>U-18</b>	Compensation, Article 17, Section 2	<b>106</b>
<b>U-19</b>	Compensation, Article 17, Section 2	<b>108</b>
<b>U-20</b>	Compensation, Article 17, Section 2	<b>110</b>
<b>U-21</b>	Compensation, Article 17, Section 4	<b>112</b>
<b>U-22</b>	Compensation, Article 17, Section 6	<b>115</b>
<b>U-23</b>	Compensation, Article 17, Section 6	<b>118</b>
<b>U-24</b>	Compensation, Article 17, Section 6	<b>120</b>
<b>U-25</b>	Compensation, Article 17, Section 6	<b>122</b>
<b>U-26</b>	Compensation, Article 17, Section 7	<b>124</b>
<b>U-27</b>	Compensation, Article 17, Section 7	<b>127</b>
<b>U-28</b>	Compensation, Article 17, Section 7	<b>129</b>
<b>U-29</b>	Compensation, Article 17, Section 7	<b>131</b>
<b>U-30</b>	Compensation, Article 17, Section 9 B	<b>133</b>
<b>U-31</b>	Compensation, Article 17, Section 9 B	<b>136</b>
<b>U-32</b>	Compensation, Article 17, Section 9 B	<b>138</b>
<b>U-33</b>	Compensation, Article 17, Section 9 B	<b>140</b>
<b>U-34</b>	Compensation, Article 17, Section 9 C	<b>142</b>
<b>U-35</b>	Compensation, Article 17, New Section 11	<b>145</b>
<b>U-36</b>	Compensation, Article 17, New Section 11	<b>148</b>
<b>U-37</b>	Compensation, Article 17, New Section 11	<b>150</b>
<b>U-38</b>	Compensation, Article 17, New Section 11	<b>152</b>
<b>U-39</b>	Compensation, Article 17, New Section 11	<b>154</b>
<b>U-40</b>	Compensation, Article 17, New Section 12	<b>156</b>
<b>U-41</b>	Compensation, Article 17, New Section 12	<b>158</b>
<b>U-42</b>	Compensation, Article 17, New Section 12	<b>160</b>
<b>U-43</b>	Compensation, Article 17, New Section 12	<b>162</b>
<b>U-44</b>	Compensation, Article 17, New Section 12	<b>164</b>
<b>U-45</b>	Compensation, Article 17, New Section 13	<b>166</b>
<b>U-46</b>	Compensation, Article 17, New Section 13	<b>169</b>

<b><u>Issue No.</u></b>	<b><u>Subject or Issue</u></b>	<b><u>Page</u></b>
<b>U-47</b>	Compensation, Article 17, New Section 13	<b>171</b>
<b>U-48</b>	Compensation, Article 17, New Section 13	<b>174</b>
<b>U-49</b>	Compensation, Article 17, New Section 13	<b>177</b>
<b>U-50</b>	Compensation, Article 17, New Section 15	<b>179</b>
<b>U-51</b>	Compensation, Article 17, New Section 15	<b>181</b>
<b>U-52</b>	Compensation, Article 17, New Section 15	<b>183</b>
<b>U-53</b>	Compensation, Article 17, New Section 15	<b>185</b>
<b>U-54</b>	Compensation, Article 17, New Section 15	<b>187</b>
<b>U-55</b>	Compensation, Article 17, New Section 16	<b>189</b>
<b>U-56</b>	Vacations, Article 25, Section 1	<b>193</b>
<b>U-57</b>	Employee Uniform, etc, Article 27, Section B and new Section 6	<b>198</b>
<b>U-58</b>	Military Leave, Article 28, Section 1	<b>202</b>
<b>U-59</b>	Tuition Reimbursement, Article 33, Section 2	<b>209</b>
<b>U-60</b>	Tuition Reimbursement, Article 33, Section 2	<b>212</b>
<b>U-61</b>	Tuition Reimbursement, Article 33, Section 2	<b>214</b>
<b>U-62</b>	Tuition Reimbursement, Article 33, Section 2 (New)	<b>216</b>
<b>U-63</b>	Board of Parole, Article 35, New Section	<b>220</b>
<b>U-64</b>	Board of Parole, Article 35, New Section 15	<b>224</b>
<b>U-65</b>	Parole Pagers, Appendix D, Section 1A	<b>226</b>
<b>U-66</b>	Duration, Article 38	<b>229</b>
<b>U-67</b>	Longevity, Appendix B	<b>231</b>

### **Appendices**

Cost of State's Last Best Offers	A-1
Cost of Union's Last Best Offers	A-3