Fiscal Impact Assessment Summary				
Article Number	Article Title	No Change Item	No Cost / Savings Item	Cost / Savings Ite
1	Agreement		~	
2	Intent	>		
3	Recognition	✓		
4	Discrimination Clause	✓		
5	Association Rights	~		
6	Employee Rights	~		
7	Management Rights	~		
8	Dues Check Off	~		
9	Automatic Payroll Deposits	~		
10	Bar & Association Due & CLE	×		
11	Copy of Agreement	✓ ✓		
12	Dispute Resolution Procedure	✓		
13	Anti-Strike Procedure	✓		
14	Evaluations, Salary Increases			~
15	Work Week Schedule	✓		
16	Initial Appointment, Promotion, Transfer	✓		
17	Bridging Services	✓		
18	Establishment of New Position Classification	✓		
19	Personnel Layoff and Procedures	✓		
20	Miscellaneous Leaves	✓		
21	Vacation			~
22	Sick Leave	✓		
23	Holidays		~	
24	Longevity	✓		
25	Deferred Compensation	· · · · · · · · · · · · · · · · · · ·		
26	Benefit Eligiblity	✓		
27	Maintenance of Benefits	~		
28	Workers Compensation	×		
29	Substance Abuse Policy	→ → →		
30	Severance Pay	· · · · · · · · · · · · · · · · · · ·		
31	Group Insurance	· · ·		
32	Travel Compensation, Use of Private Vehicles	· · ·		
33	Retirement Contribution	· · ·		
33	Section 125	· · ·		
35	Financial Counseling	· · ·		
36	Compensation	· · · · · · · · · · · · · · · · · · ·		~
30	Indemnification, Court Sanctions	~		•
38	Savings Clause	· · ·		
38 39		· · ·		
<u> </u>	Conflicting Agreements	· · ·		_
	Entire Agreement	· · · · · ·		
41	Term of Agreement		~	
Appendix A	Salary Schedules and Ranges	✓ ·		+
Appendix B MOU	Substance Abuse Observation, Incident Report Insurance Committee	~ ~		