

## A W A R D

Based upon the findings set forth in the preceding Opinion section of this Opinion and Award, and with the authority vested in the Arbitrator by mutual agreement by the Parties to defer the Unfair Labor Practice complaint to binding arbitration (Ex.17), the Arbitrator determines that the County did not properly implement the Employer Offset Elimination provision, Section A1 of the 2013-2017 CR and CM Memorandum of Agreement thereby improperly denying Tier A and Tier B employees the percentage salary increases to which they were entitled to receive beginning June 9, 2017. Accordingly, the Arbitrator grants the following relief as requested by the Association and restated by the Arbitrator:

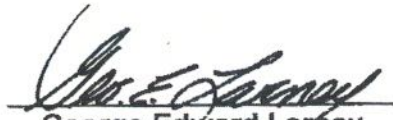
The County is directed, consistent with the language of the A1 provision as construed by the findings of this arbitration herein, to recalculate the Employer Offset Elimination by excluding Tier C employees from the calculation, applying the resultant outcome to Tier A and Tier B employees only and paid retroactively from June 9, 2017 until such time as the payment is effectuated.

Additionally, the County is directed to meet its lawful obligation under the Meyers-Milias-Brown Act to meet and confer with the designated members of the Association pertaining to the matter of the recalculation.

The Arbitrator retains jurisdiction over this matter until such time as the recalculation of the Employer Offset Elimination is implemented. Consistent with the terms of the deferral agreement, Each Party to this arbitration is to pay one-half of the arbitration costs as provided for in the MOA.

GRIEVANCE SUSTAINED

June 29, 2018

  
George Edward Larney  
Arbitrator