

{C}--THE--ARBITRATOR'S--DECISION--SHALL--INCORPORATE--THE--TERMS--AND--CONDITIONS--OF--A--NEW--LABOR--AGREEMENT--BETWEEN--THE--PARTIES--AND--SHALL--INCLUDE--

{1}--ALL--TERMS--AGREED--UPON--BY--THE--PARTIES--BEFORE--THE--OPENING--OF--THE--HEARING--AS--INCORPORATED--IN--THE--ARBITRATOR'S--PREHEARING--ORDER--

{2}--ALL--TERMS--AND--CONDITIONS--OF--THE--PARTIES'--MOST--RECENT--LABOR--AGREEMENT--THAT--WERE--NOT--MADE--SUBJECTS--OF--BARGAINING--AND--

{3}--THE--LAST--OFFER--OF--EITHER--THE--CHIEF--EXECUTIVE--OR--THE--EXCLUSIVE--BARGAINING--REPRESENTATIVE--ON--ALL--SUBJECTS--OF--BARGAINING--THAT--WERE--NOT--RESOLVED--BY--AGREEMENT--OF--THE--PARTIES--

{D}--IN--MAKING--A--DECISION--THE--ARBITRATOR--SHALL--CONSIDER--THE--FOLLOWING--ISSUES--AND--PROBLEMS--

{1}--THE--EXISTING--TERMS--AND--CONDITIONS--OF--EMPLOYMENT--OF--THE--EMPLOYEES--IN--THE--BARGAINING--UNIT--

{2}--THE--FINANCIAL--CONDITION--OF--THE--COUNTY--GOVERNMENT--TAKING--INTO--CONSIDERATION--THE--COUNTY--GOVERNMENT'S--FINANCIAL--RESOURCES--AND--ADDITIONAL--FINANCIAL--RESOURCES--INCLUDING--STATE--AND--FEDERAL--ASSISTANCE--

{3}--THE--ANNUAL--INCREASE--OR--DECREASE--IN--CONSUMER--PRICES--FOR--GOODS--AND--SERVICES--

{4}--THE--WAGES--AND--TERMS--AND--CONDITIONS--OF--EMPLOYMENT--OF--OTHER--EMPLOYEES--PERFORMING--SIMILAR--SERVICES--WITHIN--THE--COUNTY--GOVERNMENT--AND--IN--COMPARABLE--POLITICAL--SUBDIVISIONS--IN--THIS--AND--OTHER--STATES--

{5}--THE--SPECIAL--NATURE--OF--THE--WORK--PERFORMED--BY--THE--EMPLOYEES--IN--THE--BARGAINING--UNIT--INCLUDING--HAZARDS--OF--EMPLOYMENT--PHYSICAL--REQUIREMENTS--EDUCATIONAL--QUALIFICATIONS--JOB--TRAINING--AND--SKILLS--SHIFT--ASSIGNMENTS--AND--THE--DEMANDS--PLACED--UPON--SUCH--EMPLOYEES--AS--COMPARED--TO--OTHER--EMPLOYEES--OF--THE--COUNTY--GOVERNMENT--

{6}--THE--INTEREST--AND--WELFARE--OF--THE--PUBLIC--AND--THE--EMPLOYEES--IN--THE--BARGAINING--UNIT--AND--

{7}--OTHER--FACTORS--THAT--ARE--USUALLY--TAKEN--INTO--CONSIDERATION--IN--THE--DETERMINATION--OF--THE--TERMS--AND--CONDITIONS--OF--EMPLOYMENT--IN--THE--PUBLIC--SECTOR--

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{A}--THE--COUNTY--GOVERNMENT--AND--THE--EXCLUSIVE--BARGAINING--REPRESENTATIVE--SHALL--HAVE--5--CALENDAR--DAYS--AFTER--THE--RECEIPT--OF--THE--ARBITRATOR'S--DECISION--WITHIN--WHICH--TO--AGREE--IN--WRITING--ON--ANY--MODIFICATION--TO--THE--LABOR--AGREEMENT--ESTABLISHED--BY--THE--ARBITRATOR'S--DECISION--