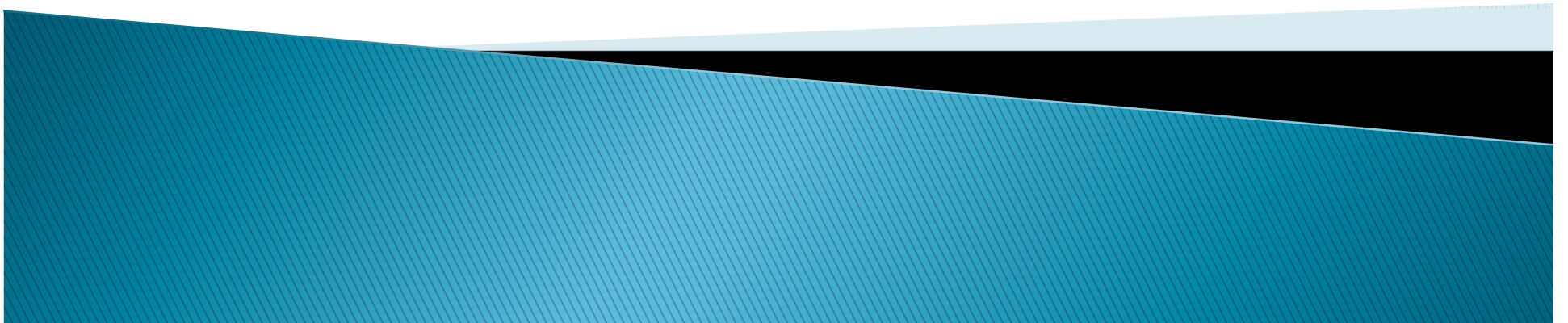


The Arbitrator's Award

Specialized Peace Officer Unit



Benefit Plan

- ▶ Elimination of the \$125.00 earnable comp cash per pay-period for employees who had 20 or more years of continuous service in a regular position as of January 27, 2009. This amount will be transferred to the Medical Premium Subsidy.
- ▶ No changes in the Medical Premium Subsidy.
 - This means no increase into the Medical Premium Subsidy.



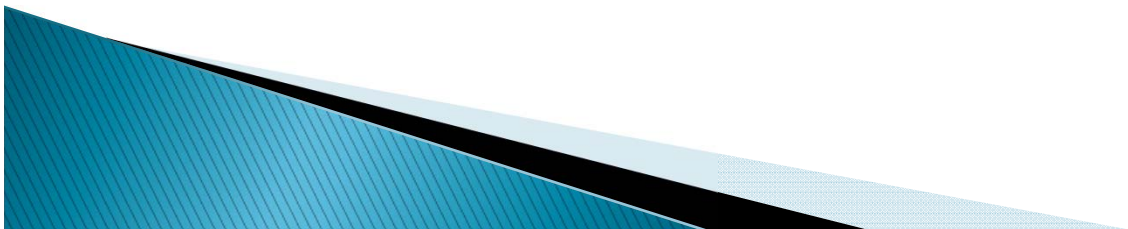
Take-home Vehicles

- ▶ SEBA and the County agree to meet and confer at the appropriate time to discuss take home vehicles.
- ▶ If unable to reach an agreement, parties will resolve pursuant to the Employee Relations Ordinance.



Leave Provisions

- ▶ No Cap on holiday leave
- ▶ This is a change from the last offer



Retirement

- ▶ SEBA agrees not to obstruct with County efforts in taking whatever actions are necessary to implement a new retirement formula for employees newly-hired into a bargaining unit position.



Retirement System Contributions

- ▶ Eliminate the 7% County pick-up for all employees.
- ▶ Employees with at least 25 years of service credit and who either have or thereafter attain 30 years of service credit shall have one opportunity during their employment to receive cash payment of 7% for up to 26 consecutive pay periods.



Salary Adjustments

- ▶ The County will withdraw its' proposal on 7% salary reduction if proposal is accepted.



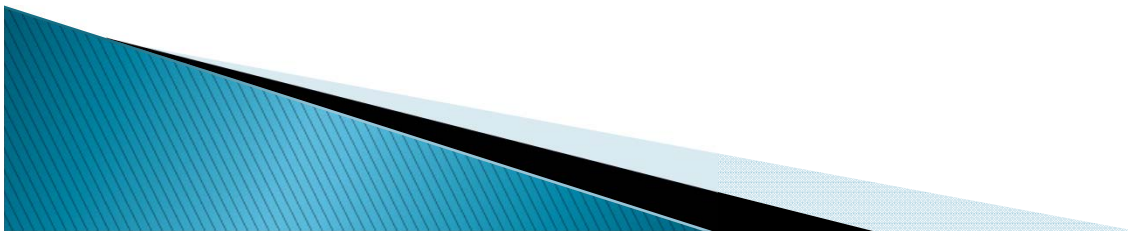
“Me Too” Clause

- ▶ See Handout



Salary Adjustment Triggers

- ▶ See Handout



Standard Tour of Duty

- ▶ The County agrees not to reduce the scheduled work hours of bargaining unit employees during the term of this agreement.



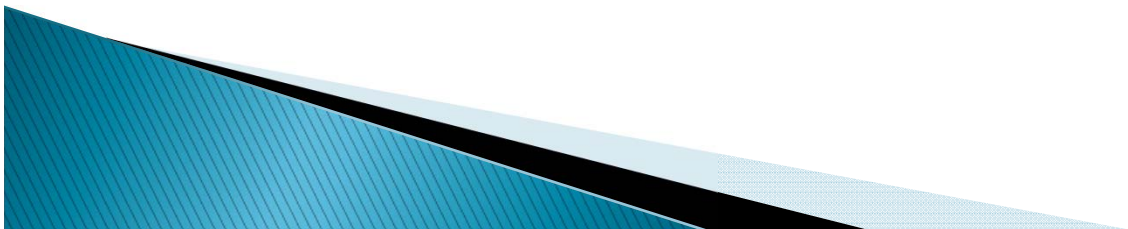
Step Advancements

- ▶ All employees advance in 2.5% increments.



Vision

- ▶ Employees may purchase vision care for their dependents at employee's cost; subject to Employee Benefits Division Approval.



Seniority Scheduling

- ▶ The County agrees to implement seniority scheduling at the Probation Department for an agreed upon number of assigned positions at 24/7 operations.
- ▶ Final process has been worked out between the Probation Department and SEBA.
- ▶ The 20 year Deputy rule to apply to the Coroner Division for the term of the MOU.



Term

- ▶ Two years, with 2 one-year extension options to be exercised by SEBA if so desired.



Authorized Employee Representatives

- ▶ Clarify that incidental use of County equipment is permitted pursuant to County Policy.



Fulfillment of Existing Contract Obligations

- ▶ Provide a 2% salary adjustment for employees who are otherwise eligible for 3% @ 50 retirement formula retroactive to January 1, 2011 (This is a change from the last offer)
- ▶ This increase will take effect beginning the first pay-period following the withdrawal of 3% @50 lawsuit.



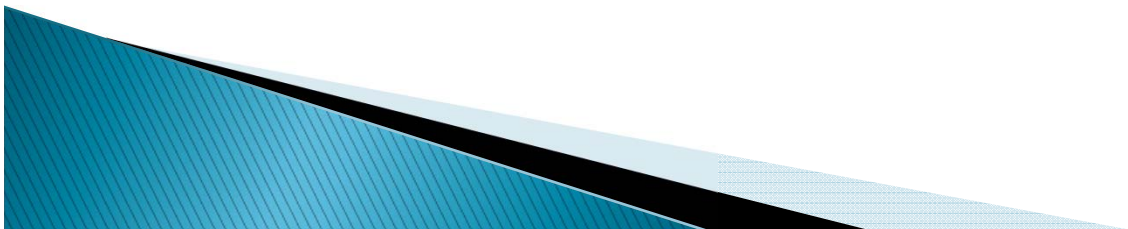
Fulfillment of Existing Contract Obligations Cont.

- ▶ Transitional Pay Probation Employees Only
 - Eliminate language on 3% @ 50 retirement formula.
 - SEBA will withdraw the lawsuit regarding 3% @ 50 retirement.
 - Amend the transitional pay language to permit employees who have worked or will have worked 15, 20, 25 years to receive transitional pay.
 - Eliminate existing cut-off date for eligibility for transitional pay and remove language freezing employees at certain levels.



Retirement Medical Trust

- ▶ Effective upon Board approval of the agreement, the County will reinstate the Retirement Medical Trust contributions for those employees whose contributions are currently suspended.



Evergreen Clause

- ▶ SEBA has not changed it's position on the Evergreen Clause (However)
- ▶ The County could implement their last best and final offer at the December Board of Supervisors meeting.
- ▶ SEBA would attempt to block or set aside this action. (Reality is)
- ▶ The County would be able to implement their last best and final offer effective July 1, 2012 after negotiating to impasse.



Questions?

- ▶ negotiations@seba.biz

