

The Offer

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SAFETY
AND
SAFETY MANAGEMENT UNITS

Salary Adjustments

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- The 2% salary increase due **July 2011** for all units is deferred to **March 2012**.
- The 2% salary increase due **December 2011** for all units is deferred to **December 2014**.
- The 1.25% salary increase due for Safety Management in **February 2012** is deferred to **February 2015**.

Retirement System Contributions

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- Elimination of the 4.72% county pick-up of employee portion of retirement cost for Safety members. **(March 2012)**
- Elimination of the 3.41% county pick up of employee portion of retirement cost for Safety Management members. **(March 2012)**
- Elimination of the 2.5% employee pick-up of the County's portion of retirement cost. **(March 2012)**

Retirement System Contributions Cont.

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- 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 up to 7% for up to 26 consecutive pay periods. **(March 2012)**

Benefit Plan

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- Elimination of the \$138.46 cash per pay-period for employees who had 18 or more years of continuous service in a regular position as of December 25, 2005, and replace it with the Medical Premium Subsidy.
- No changes in the Medical Premium Subsidy.

Step Advancements

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- All employees advance in 2.5% increments rather than 5.0%. **(March 2012)**

“Me Too” Clause

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- See Handout

Negotiation Process

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- MOU Expires March 9, 2012
- Negotiations will begin for a new MOU in September 2011
- If no agreement is reached by March 9, 2012 the County could declare impasse
- March 10, 2012 impasse procedures begin
- Advisory arbitration **only**
- County can implement their Last Best Offer

Term

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- The term of the MOU will be extended until March 2015.

Ratification Process

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- This is **not** an all or nothing offer.
- Safety and Safety Management will vote on their offer.

Voting

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- Ballots are in the mail and must be returned to the SEBA office by 5:00 PM June 30, 2011.

Questions?

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- negotiations@seba.biz

“ME TOO” AGREEMENT

Section 1

The Board of Supervisors recognizes that members of SEBA agreed to the elimination and reduction of certain existing compensation and benefits as follows:

- Reduce all step increments from approximately 5% to approximately 2.5% for all current and newly-hired employees;
- Eliminate the County pick-up (up to 7%) of the employee’s share of retirement system contributions for all current and newly-hired employees; and
- Convert all remaining employees receiving the Flexible Benefit Plan contribution to Medical Premium Subsidy;

The Board of Supervisors has already approved elimination and reduction of existing compensation listed above for the Exempt group, Non-Represented, and Firefighter groups.

Section 2

If any other bargaining unit does not agree to reduce or eliminate any particular compensation and/or benefit item above at such time as their Memorandum of Understanding expires, the Board of Supervisors will either (1) restore to the Exempt group and those bargaining units that have already agreed to said reductions the compensation and/or benefit provisions above, on a pro-rated basis or in a comparable manner, retroactive to the date of the Board of Supervisors approval of this agreement, (2) impose such benefit elimination or reductions on bargaining units that do not agree after exhaustion of the dispute resolution procedure contained in the applicable Employee Relations Ordinance, or (3) reduce positions and/or budget in the impacted departments by the value of the reductions which would have been obtained if the reductions in compensation would have been applied to the employees in that bargaining unit. Additionally, if one bargaining unit receives a newly negotiated across-the-board enhancement in compensation and/or benefits for all its members, excluding those enhancements for which the County, other County Fire, and Special Districts bargaining units are already contractually obligated, such enhancement shall also be automatically applied to all other bargaining units including the Exempt group. The provisions listed in Section 2 shall automatically expire at the end of the term of the Memorandum of Understanding.

Date Agreed: _____

County

SEBA
