

May 20, 2009

Fellow SEBA Bargaining Unit Members,

I am sure you are all aware the County has been experiencing significant financial difficulties due to the downturn in the economy. SEBA partnered with the San Bernardino Public Employees Association (SBPEA) and hired Harvey M. Rose Associates, LLC to conduct an independent evaluation to verify the financial status of the County. The preliminary results of the audit confirm there has been a significant reduction in County revenue sources from Sales Tax, Property Tax, Public Safety Sales Tax (Prop. 172), and Realignment Revenues.

Yesterday, in agreement with the Negotiating Team, the SEBA Board of Directors unanimously voted to send the proposed cost-saving measures to the membership to decide if we were willing to assist the County with reducing the budget deficit. The Attorney's Union members have already voted and agreed to cost-saving measures and SBPEA is in the process of voting. The County has imposed a 3.25% pay deferral to the Exempt Group, and has also passed an ordinance giving the County the ability to furlough that same group four hours per pay period. The Board of Supervisors agreed to cut their benefits to assist with the financial crisis.

SEBA has been able to negotiate the best deal possible for our members. Our members will receive a 60 hour time bank in exchange for the deferral of raises, compared to a 20 hour time bank for the other bargaining groups and members who retire during the time period affected by the pay deferral, will be made whole. In other words, they will still receive retirement credit for the deferred pay.

I believe it is important for all County employees to do their fair share in reducing the budget deficit. This proposal, if accepted by bargaining unit members, will show fellow County employees and the public, we are willing to make the necessary sacrifices during these hard times.

No matter how you feel about this issue, it is important for you to cast your vote and show you are interested in the wellbeing of the Association!

Sincerely,

William E. Abernathie  
President

Dear Safety Member:

The County and SEBA's negotiation team have met regarding options for cost savings to help with the projected budget deficit for fiscal year 09/10. This deficit has been confirmed through a forensic audit that SEBA and SBPEA commissioned. SEBA proposes the following for the Safety Unit.

- 1) For all Safety members defer the 2% salary increase due on July 4, 2009 until July 3, 2010.
- 2) Also defer 1.25% of the 2.0% pay increase due January 2, 2010 until July 3, 2010.
- 3) In exchange for the deferment of salary increases, all Safety Unit Members, will receive a sixty (60) hour leave time bank on July 2, 2011. This time bank must be used by June 30, 2016 or it will be forfeited. The maximum number of banked leave hours that employees may use in any fiscal year is 40. This time bank must be used prior to using any Annual or Comp time leave. This time bank cannot be cashed out. (The usage of this time will be counted towards the annual leave cash out requirement.)
- 4) If a member retires during fiscal years 09/10, 10/11, the County will make the employee whole for retirement purposes.
- 5) If during this time any other group receives their deferred salary increases, all SEBA groups will receive their deferred salary increases immediately.
- 6) This agreement will be reviewed by the parties in January 2010.

The Board of Supervisors has already taken action to defer the Exempt Group's 3.25% salary increase they were scheduled to receive in July 2009. In addition, pursuant to an ordinance passed by the Board of Supervisors, all Exempt members are also subject to furloughs up to four hours a pay-period.

If the membership decides to reject this proposal, the County has two options, *furloughs*, which SEBA does not believe they can do, or *lay-offs*. If the County implements furloughs, employees could lose their alternative work schedule and would be required to work 5 days a week 8 hours a day.

Currently there are **444** positions in the Sheriff's Department that have been identified as furlough positions. In the District Attorney's Office there are **56** positions, Welfare Fraud Unit, **22** positions, and **40** Supervising Probation Officers, for a total **562** SEBA members who could be affected by furloughs.

**If you have any questions about this proposal, contact your Station Director or call the SEBA Office.**