

On Tuesday, August 13, 2013, the Board of Supervisors ratified a new agreement (June 24, 2013 through June 22, 2014) between the County and CEMA (County Employees Management Association).

As approved by the Board, certain terms of this new agreement will apply to unrepresented confidential administrative employees. Below is a list of items that will apply.

- 1) Suspension of \$13.50 contribution towards Other Post Employment Benefits (OPEB)
Employees' contribution of \$13.50 per pay period towards retiree medical obligation shall be suspended from 6-24-13 through 6-8-14. On 6-9-14, employees will again contribute to OPEB of \$13.50 per pay period.
- 2) Retroactive wage increase and OPEB refund for June 24-August 18, 2013
 - a) In consideration of employees' continued additional 5.08% employer cost-sharing for PERS, there is an equivalent 4.581% wage increase that is self-funded, which will be paid retroactively for the period of 6-24-13 through 8-18-13 period. It will be reflected in the paycheck of 9-6-13.
 - b) Due to OPEB suspension referenced in 1, employees will receive a refund for the over-contribution for the period of 6-24-13 through 8-18-13 at the rate of \$13.50 per pay period. It will be reflected in the paycheck of 9-6-13.
- 3) Wage increase of 4.581% implemented effective August 19, 2013 (paycheck of 9-6-13)
County shall implement a wage increase of 4.581% effective the pay period starting 8-19-13. This is self-funded wage increase in consideration of employees' continued additional 5.08% employer cost-sharing for PERS.
- 4) 2% annualized wage increase
County will provide a 2% annualized wage increase (paid at 4% for 6 months beginning 12-23-13 and then it will revert back to 2% effective 6-22-14 at 11:59pm).
- 5) Cost-sharing on medical premiums
Effective 10-18-13, employees will pay 4% each pay-period the cost of medical premiums of their selected medical plan and tier. During that same period of 10-18-13 through 6-22-14, the County will rebate to each employee an amount equivalent to 4% of medical premiums. There will be no rebates by the County after 6-22-14.

During the rebate period for medical premiums, employees enrolled in Health Net family coverage will continue to contribute the current contribution of \$42.83. (Employee will not receive a rebate for \$42.83).

Employees will not be required to pay the current contribution of \$42.83 after 6-22-14.

Definitions

Classic employees: refers to those employees who are placed in the 2.5% at age 55 retirement tier or 3% at age 50 retirement tier depending on the employee's classification as miscellaneous or safety.

PEPRA employees: Public Employee Pension Reform Act employees refer to those employees who are placed in the 2% at age 62 retirement plan or the 2.7% at age 57 retirement tier depending on the employee's classification as miscellaneous or safety.

New Hires or PEPRA employees

- 1) New Hires: County will increase the vesting period for retiree medical benefits to 15 years of service for employees newly hired on or after 8-19-13;
- 2) PEPRA Employees: These employees shall contribute no less than the amount paid to PERS by the classic employees (this includes amounts for both employer and employee share) and will also receive the same self-funded wage increase.

For Extra-Help:

- 1) Consistent with County practice, the County shall provide the annualized 2% wage increase a (to be paid at 4% for six months effective 12-23-13 through 6-22-14 and then reduced to 2% effective 6-22-14 at 11:59 pm) to the unrepresented extra help employees in confidential administrative related classifications.
- 2) The 4.581% wage effective 8-19-13 increase shall not apply to unrepresented extra help employees in confidential administrative related classifications since this raise is a self-funded wage in exchange for contribution to PERS. Extra-help employees do not contribute to PERS.