

Riverside County's LBFO (as of 11/07/2011)

TERM: 3 years (Date of adoption by BOS – 06/30/2014)

STEP/MERIT INCREASES:

Effective 07/01/2012, resume step/merit increases by 1 step only (2.71%) for next 3 years.

ADD SALARY STEPS TO SALARY RANGES:

Effective immediately, add 2 salary steps (5.5%) to the bottom of all SEIU classifications.

Effective 07/01/2012, add 1 step (2.71%) to top of all salary ranges.

GENERAL WAGE INCREASES: No COLA for next 3 years.

PENSION REFORM:

New Hires – Reduce retirement formula to 2% @ 60

- Retirement calculation changed to 3 yr average
- Contribute 8% EPMC duration of employment (with no max cap)

Non-Vested Employees – Contribute 8% EPMC duration of employment (with no max cap)

Vested Employees – Phased in contribution of 8% EPMC (with no max cap)

- Effective 12/01/2011, contribute 3% EPMC **7 months later**
- Effective 07/12/2012, contribute addtl 3% EPMC (total of 6%) **1 year later**
- Effective 07/11/2013, contribute addtl 2% EPMC (total of 8%)

No protections from increases in contribution rates brought about by changes in legislation.

BENEFITS: No increases in FLEX contributions or any other benefit for next 3 years.

FURLOUGHS: None

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FAIRNESS AGREEMENT:

County only wants it tied to "across-the-board" wage or benefit increases to LIUNA, General Management, Confidential & Unrepresented, but doesn't apply to restoration of step increases, wages, 401(a) contributions, FLEX contributions, or other benefits. Pension reform shall not trigger this agreement.

RN BARGAINING UNIT SIDE TABLE:

County wants to exclude all RN's, except for those at RCRMC & Arlington Campus.

SALARY COMPACTION:

Any adjustments would now be effective only within 60 days *after* compaction study finalized.

UNION RIGHTS:

Bulletin Boards – County will ensure boards are visible & accessible now.

Release Time Reporting – County will provide use reports to Union.

Compensation for Release Time – County will now only pay regular base rate of pay (no longer pay shift differentials or premium pay to affected employees)

Identify Union Functions – County wants to require union to provide all confidential information on employees participating in protected union activities.

PARITY, RECLASSIFICATIONS, RECRUITING & RETENTION ISSUES:

Meet & Consult over SEIU classifications in the Sheriff's Department only.

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INCLUDE ALL SIGNED TENTATIVE AGREEMENTS:

Layoff & Reinstatement – Gives SEIU members priority reconsideration for reinstatement in SEIU represented classifications & provides for same previous retirement benefits.

Dress Codes – Update dress codes for Mental Health, ACR & Agricultural Commissioner and no employee can be disciplined for violating any dress code that is not listed in MOU. Employees in all departments can wear union affiliated items, such as ID badge holders & buttons.

Uniform Allowances – Increase allowances for employees in Parks.

ADDITIONAL ECONOMIC OFFERS: None

ADDITIONAL NON-ECONOMIC OFFERS:

Temporary Promotions – Written confirmation of temporary promotion assignments to be placed in personnel file.

Payroll Advices – Payroll representative shall provide a copy of payroll advice to employees that don't have access to a computer.

Sick Leave – Add in-laws to allowed use of sick leave.

WITHDRAW ALL OUTSTANDING LEGAL ACTIONS RELATED TO THESE NEGOTIATIONS