THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
ACTION AGENDA SUMMARY

DEPT: Chief Executive Office **BOARD AGENDA #** B-11

Urgent ☐ **Routine** ☒ **AGENDA DATE** April 6, 2010

CEO Concurs with Recommendation YES ☒ **NO** ☐ **4/5 Vote Required YES** ☐ **NO** ☒
(Information Attached)

SUBJECT:

Approval of Labor Cost Reduction Agreements for County Employees for Fiscal Years 2010-2011 and 2011-2012; A Voluntary Separation/Retirement Incentive Program for Represented and Unrepresented County Employees for Fiscal Year 2010-2011 and a Modification to the Retirement Benefits for Unrepresented Employees to be Hired After December 31, 2010 and Related Actions

STAFF RECOMMENDATIONS:

1. Approval of agreements with the following labor organizations to implement a 5% salary cost reduction in Fiscal Years 2010-2011 and 2011-2012:
   AFSCME Local 10/Stanislaus County Employee Association
   Service Employee International Union (SEIU 521)
   Deputy Sheriffs' Association
   Stanislaus Sworn Deputies Association
   Stanislaus County Deputy Probation Officers' Association
   California Nurses' Association
   Stanislaus County Group Supervisors' Association
   County Attorneys' Association

(Continued on Page 2)

FISCAL IMPACT:

The County is currently facing a significant structural shortfall in funding as the result of unprecedented decreases in discretionary revenue, extraordinarily challenging economic times and additional projected program cuts as a result of the State budget crisis. A 30-month budget strategy beginning Mid-Year 2009-2010 through June 30, 2012 will provide the opportunity for the County to restructure to allow for the alignment of revenue and expenditures. During the next 30-months as the County works toward a restructuring of revenue and expenditures several strategies will be used to bridge the shortfall in funding as the "re-basing" is implemented. These include departmental program and staffing reductions, the use of

(Continued on Page 2)

BOARD ACTION AS FOLLOWS:

No. 2010-195

On motion of Supervisor Chiesa, **Seconded by Supervisor** Monteith
and approved by the following vote,
Ayes: Supervisors: O'Brien, Chiesa, Monteith, DeMartini, and Chairman Grover
Noes: Supervisors: None
Excused or Absent: Supervisors: None
Abstaining: Supervisor: None

1) ____ **Approved as recommended**
2) ____ **Denied**
3) X **Approved as amended**
4) ____ **Other:**

MOTION: **Amended** Staff Recommendation No. 2 to exclude the Treasurer/Tax-Collector from the five percent (5%) salary cost reduction.

Christine Ferraro

ATTEST: **CHRISTINE FERRARO TALLMAN, Clerk**

File No.

STAFF RECOMMENDATIONS: (Continued)

Stanislaus Regional Emergency Dispatchers' Association
Stanislaus County Sheriff Supervisors' Association
Stanislaus County Sheriff Management Association
Stanislaus County District Attorney Investigators' Association

2. Authorize the implementation of a five percent (5%) salary cost reduction for unrepresented Management and Confidential employees and all Elected Officials in Fiscal Years 2010-2011 and 2011-2012.

3. Authorize the implementation of a Voluntary Separation/Retirement Incentive Program for represented and unrepresented employees in Fiscal Year 2010-2011.

4. Direct the Chief Executive Officer to prepare necessary actions to modify retirement benefits for unrepresented employees hired after December 31, 2010 to the former Tier Two retirement benefit structure in place prior to March 2002 (Reduced benefit formula; 2% at age 61 for miscellaneous employees and 2% at age 50 for safety employees).

5. Authorize the Chief Executive Officer or designee and all parties to sign the agreements.

6. Authorize the Chief Executive Officer and County Auditor-Controller to implement all terms and conditions of the approved agreements in compliance with applicable State and Federal laws.

7. Direct the Chief Executive Officer to return to the Board of Supervisors prior to the end of April, 2010, with the specific accompanying Labor Agreements by Bargaining Unit which include Extensions and Terms negotiated in conjunction with the Labor Cost Reduction Agreements.

FISCAL IMPACT: (Continued)

up to $18 million in designations and the implementation of a 5% salary cost reduction for County employees for the next two Fiscal Years. The 5% salary cost reduction is intended to provide direct salary cost savings to County departments in Fiscal Years 2010-2011 and 2011-2012. It is estimated that the County wide salary savings in Fiscal Year 2010-2011 from the 5% reduction in base pay will be $13.8 million for all County funds, with $5.5 million of the potential salary savings in the General Fund, not counting any potential related revenue losses. This savings will provide significant relief to departments as they work to balance their budgets with reduced revenue and will prevent a significant number of reductions-in-force that would have further impacted core County services.

Because the salary cost reductions are being implemented across the board for all County departments, there are some situations in non-general fund positions where salary savings will result in a corresponding reduction in revenue to County departments. Specific impacts to revenues as a result of the reduced salary cost will be reviewed by each individual department, and overall will reduce the final net savings that will materialize from the salary cost reductions.

Listed below are the estimated salary cost reductions by each bargaining unit (not including potential reductions in revenue):

Bargaining Unit	5% Salary Savings
AFSCME Local 10/SCEA	$5,849,000
SEIU	$2,100,000
Unrepresented	$2,134,000
Deputy Sheriff Association - Custodial	$866,000
Stanislaus Sworn Deputies Association	$785,000
Deputy Probation Officers	$358,000
Registered Nurses	$425,000
Group Supervisor Association	$250,000
County Attorneys' Association	$522,000
Emergency Dispatchers' Association	$145,000
Sheriff Supervisor Association	$152,000
Sheriff Management Association	$115,000
District Attorney Investigators	$76,000
Total	**$13,777,000**

The 5% salary savings will be taken on the employee's base pay and will reduce both the employee and County retirement contribution along with reducing payroll taxes.

The Voluntary Separation/Retirement Incentive allows a termination payment of $1,000 per year of full-time County service, up to a maximum of $25,000. The termination pay is not retirement contributable and will not impact the employee's final average salary calculation for retirement. The benefit will be paid out of existing department appropriations in Fiscal Year 2010-2011. The intent of the Voluntary Separation/Retirement Incentive Program is to reduce the number of filled positions subject to reduction-in-force in the next two years, and thereby reduce the County's liability for unemployment insurance benefits. The maximum $25,000 benefit level represents a lower cost to the County than paying extended unemployment benefits based on reduction-in-force actions. County Departments will be responsible for funding the incentive program within their Proposed Budget for Fiscal Year 2010-2011.

The recommended changes to retirement benefits to future unrepresented employees will have a significant long-term financial benefit to the County. Expert services have been retained to assist the County in projecting the full benefit of this change through actuarial analysis of long term retirement cost exposures. This change is currently being negotiated with individual bargaining units.

The initial projections from the Stanislaus County Employees Retirement Association (StanCERA) indicated a $23 million additional cost exposure for the 2010-2011 fiscal year for the County's retirement benefit cost exposure. Recently, the StanCERA Board took action to partially mitigate the 2010-2011 impact. Long term changes are needed to ensure the sustainability and affordability of retirement benefits for future County employees.

The recommended actions will significantly reduce the level of program and service reductions and employee reductions in force.

DISCUSSION:

Based upon an unprecedented decrease in local discretionary funding, a declining economic condition, the on-going State Budget Crisis and ongoing increases in certain operating costs, the County has identified continued significant budget shortfalls throughout County departments in Fiscal Years 2010-2011 and 2011-2012 and beyond. The County has implemented many labor cost reduction strategies in the current fiscal year and prior fiscal years in an effort to reduce salary and benefit costs in relation to decreased revenues. Some of the current and prior cost reduction strategies include:

- Maintaining position vacancies and hiring freeze policy
- Reduce extra help or temporary staffing
- Reduce or eliminate out-of-County travel
- Modifications to compensation and benefit plans for unrepresented Management and Confidential employees
- Negotiated agreements with labor groups to address benefit cost increases
- Suspension of employee vacation cash outs (some exceptions apply)
- Implementation of County Voluntary Time Off Policy
- Implementation of department specific furloughs in Fiscal Year 2009-2010
- Implementation of reductions-in-force actions where necessary

Prior to Fiscal Year 2009-2010, a majority of County labor organizations agreed to implement furlough agreements to reduce employee compensation up to 13 unpaid furlough days or 104 working hours (5% of base salary). The furlough agreements required individual department heads to determine the number of furlough days to be implemented in each department. As a result of these agreements, department specific furloughs have been implemented in 11 County departments in the current fiscal year, impacting approximately 34% of the County's full-time workforce.

Five Percent (5%) Salary Cost Reduction Agreements

Recognizing the severity of the County budget deficit and the expected impact on County employees, the Chief Executive Officer invited all County labor organizations to negotiate collectively to consider proposals for 5% salary cost reductions in all County departments for Fiscal Years 2010-2011 and 2011-2012. Negotiations were conducted from January 2010 through March 2010 and have resulted in tentative agreements with 12 County labor organizations supporting across the board 5% salary cost reductions for all County employees over the next two fiscal years.

Effective July 1, 2010, the sponsorship of the Family Medicine Residency Physician Training Program will be the responsibility of a new non-profit corporation, Valley Consortium Medical Education, not the County of Stanislaus. Employees in the Residents Physicians bargaining group (28 allocated positions) do not receive the same compensation and benefits structure available to all other full-time County employees and therefore they will not be participating in this County-wide tentative agreement.

The proposed 5% salary cost reduction and resulting savings is intended to provide an important and additional solution for County departments to reduce current costs in an effort to minimize the number of pending reduction-in-force actions. Based upon the meet and confer process, the County and labor representatives have agreed on a series of negotiated issues related to the implementation of 5% salary cost reduction savings. A copy of the negotiated agreement is attached to this agenda item for reference. Full-time County employees will have a deduction equal to 5% of their base salary taken each pay period. Employees will receive a credit of four hours of special accrued leave time each pay period, up to 104 hours each fiscal year, to be used as time off during periods of office closures or by approval of their department. Employees will have the ability to carry forward special accrued leave time not used in the current fiscal year, however this leave time will expire and not be eligible for use on or after July 1, 2013. The special accrued leave time does not have a vested cash value and may not be cashed out during employment or at time of termination.

The negotiated agreement with County labor organizations includes provisions to address the impact of the salary deductions on employees who are scheduled to retire during the term of the agreement. County employees with documented retirement dates in the next two fiscal years will be exempt from the 5% salary savings up to 12-months prior to the employee's documented retirement date. The 12-month exemption period is intended to coincide with the employee's one-year final average salary calculation so that the salary reduction is not calculated into the employee's permanent retirement benefit level. To be eligible for this exemption, employees will need to sign an irrevocable notice of the retirement from County service.

Voluntary Separation/Retirement Incentive Program

The agreement with labor groups includes the implementation of a Voluntary Separation/Retirement Incentive Program for eligible employees. The program allows a termination payment of $1,000 per year of full-time County service, up to a maximum of $25,000. The termination pay is not retirement contributable and will not impact the employee's final average salary calculation for retirement. The benefit will be paid out of existing department appropriations in Fiscal Year 2010-2011. Employee participation in the Voluntary Separation/Retirement Incentive Program will require approval of the Department Head and Chief Executive Officer. If approved, the employee will retire in July 2010 and the department will delete the resulting vacant position by August 1, 2010. Employees approved to participate in the program will be required to sign a Separation Agreement and Release of all Claims prior to final approval and will not be eligible for future County employment without the approval of the Board of Supervisors. The intent of the Voluntary Separation/Retirement Incentive Program is to reduce the number of filled positions subject to reduction-in-force in the next two years, and thereby reduce the County's liability for unemployment insurance benefits. The maximum $25,000 benefit level represents a lower cost to the County than paying extended unemployment benefits based on reduction-in-force actions. A summary of the recommended Voluntary Separation/Retirement Incentive program is attached to the final tentative agreement included in this agenda item.

This agenda item requests approval to implement the new Voluntary Separation/Retirement Incentive Program for Fiscal Year 2010-2011. County staff will evaluate the fiscal impact of the program in Fiscal Year 2010-2011 to consider a potential recommendation to offer the program once again in Fiscal Year 2011-2012. The extension of the program beyond Fiscal Year 2010-2011 will require additional approval from the Board of Supervisors.

Labor Agreements and Ratifications

The labor negotiations process has resulted in support for the 5% salary cost reduction agreement from all participating County labor organizations. Individual employee groups have recommended the tentative agreement through a series of employee votes and ratification procedures throughout March, 2010. As of April 1, 2010, County labor organizations have confirmed final ratification of the 5% salary cost reduction agreement in all bargaining units except for the County Attorneys' Association. The County Attorneys' Association has recommended support for the agreement and their members are scheduled to complete the voting procedure on April 5, 2010.

Several County labor groups have also engaged in additional negotiations with the County to consider extensions to current labor agreements or to include the 5% salary savings agreement in their ongoing contract negotiations for expired agreements. The County has reached a series of additional tentative agreements with labor groups to extend current agreements or to conclude ongoing negotiations for expired agreements. Contract extension agreements for two bargaining units and new labor agreements for three bargaining units will be finalized in the coming weeks and returned to the Board of Supervisors for final approval in April 2010.

The following is a list of all labor organizations and the updated status of their ratification votes and pending contracts to be considered for final approval in April 2010:

Bargaining Unit	Allocated Positions	Contract Expiration	Status of 5% Tentative Agreement
AFSCME Local 10/SCEA	2,036	05/31/11	Ratified 5% Tentative Agreement
SEIU	621	06/30/10	Ratified 5% Tentative Agreement
Unrepresented	413	N/A	
Deputy Sheriff Association - Custodial	217	12/31/09	Ratified 5% Tentative Agreement New contract agreement pending
Stanislaus Sworn Deputies Assoc.	183	12/31/10	Ratified 5% Tentative Agreement Contract extension to 6/30/12 pending
Deputy Probation Officers	106	07/31/10	Ratified 5% Tentative Agreement
Registered Nurses	94	02/28/11	Ratified 5% Tentative Agreement
Group Supervisor Association	82	12/31/10	Ratified 5% Tentative Agreement
County Attorneys' Association	77	06/30/10	Contingent upon final ratification vote
Emergency Dispatchers' Association	44	06/30/10	Ratified 5% Tentative Agreement
Sheriff Supervisor Association	29	06/30/09	Ratified 5% Tentative Agreement New contract agreement pending
Sheriff Management Association	18	02/28/11	Ratified 5% Tentative Agreement Contract extension to 6/30/12 pending
District Attorney Investigators	16	03/31/10	Ratified 5% Tentative Agreement New contract agreement pending
Resident Physicians	28	06/30/10	N/A
Total	**3,964**		

Unrepresented Employees

In addition to the represented bargaining units, this agenda item also requests authority to implement a 5% salary deduction for unrepresented Management and Confidential employees and all Elected Officials. Management and Confidential employees will participate in the same policies as negotiated with represented labor groups, including the use of special accrued leave time and the implementation of the Voluntary Separation/Retirement Incentive Program. County leadership has met with management and confidential employees in a series of meetings earlier this year to share this recommendation with unrepresented employees. Elected Officials do not receive leave accrual benefits and therefore will not receive the special accrued leave time. Elected Officials and County Department Heads are not eligible to participate in the Voluntary Separation/Retirement Incentive Program. All unrepresented employees, including Management, Confidential and Elected Officials will be eligible to receive an exemption to the 5% salary deduction if they are within 12-months of their retirement from County service. This exemption policy is the same as provided to all represented employees and is intended to prevent retiring employees from receiving a permanent reduction in their retirement benefit level based on the 5% salary deduction.

The 5% salary cost reduction with corresponding special accrued leave time is applicable to full-time employees. Extra-help/part-time employees and personal service contractors do not accrue leave time benefits and therefore their salary reduction impact will be in unpaid working days, such as potential office closures or reduced work schedules. Departments are encouraged to reduce scheduled working hours of extra-help/part-time employees and personal service contractors in equal proportion to the 5% salary deduction implemented for full-time employees. Departments may consider the operational demands of their individual departments in determining the most appropriate strategy for implementing reductions with extra-help/part-time employees.

Recommended Retirement Tier Changes

The recommended labor cost reduction strategies will significantly assist in easing the projected budget shortfalls in the next two fiscal years. It is also imperative to focus on the need to reduce the increasing cost exposure of employee retirement benefits. Retirement benefits for current full-time employees are legally protected vested benefits and are not subject to negotiated reductions based on existing legal standards. The County has actively engaged in discussions with labor representatives to consider alternative retirement benefits for future County employees hired after December 31, 2010. While these discussions are ongoing and will require individual agreements with each bargaining unit, the County is prepared to move forward with implementing retirement benefit changes for future unrepresented employees hired after December 31, 2010. This agenda item recommends the restoration of retirement benefits for future unrepresented employees to the Tier Two benefit level in place for County employees prior to March 2002.

The following is a summary of current retirement benefit levels and the recommended retirement benefits:

	Current Benefit (Tier Five*)	Recommended Benefit (Tier Two*)
General Members	Years of Service at 2% at age 55	Years of Service at 2% at age 61
Safety Members	Years of Service at 3% at age 50	Years of Service at 2% at age 50

**Benefit formulas are rounded based on age and years of service.*

The County's retirement system is a defined benefit system with a formula that is based on years of service and age at retirement. The recommended plan will change the defined benefits for future employees who are unrepresented at this time.

The implementation of Tier Two retirement benefits will also modify the final average salary calculation for future unrepresented employees from a one-year final average salary calculation to a three-year final average salary calculation in place prior to March 2002. Actuarial and administrative work will need to be completed in conjunction with the Stanislaus County Employee Retirement Association to prepare all related actions necessary to implement the recommended changes prior to January 1, 2011. The County has also engaged Segal Company to further analyze the actuarial impact of these changes. Those additional actions will be forwarded to the Board of Supervisors for final approval in the coming months.

The cooperation, collaboration and understanding of the County's labor groups have been instrumental in reaching these salary cost reduction agreements. Their cooperation is an essential and key component to our multi-year financial strategy and will minimize the impact to essential community services as well as the number of County employees facing reductions-in-force.

POLICY ISSUE:

Approval of the recommendations for reduced salary costs and the implementation of a new Voluntary Separation/Retirement Incentive Program will support the Board of Supervisors' priority of maintaining the Efficient Delivery of Public Services through anticipated fiscal savings for County departments.

STAFFING IMPACT:

Upon approval of these recommendations, the County will have agreements with all participating labor organizations to implement a 5% salary cost reduction for the County's full-time workforce in Fiscal Years 2010-2011 and 2011-2012, as well as the implementation of a new Voluntary Separation/Retirement Incentive Program to be implemented in July 2010. The implementation of these labor cost reduction strategies is intended to reduce the number of County employees subject to reduction-in-force actions over the next two fiscal years.

CONTACT:

Jody Hayes, Deputy Executive Officer. Telephone: (209) 525-6333

TENTATIVE AGREEMENT

BETWEEN COUNTY OF STANISLAUS
AND
[LABOR GROUP]

RE: IMPLEMENTATION OF 5% SALARY SAVINGS IN FISCAL YEARS 2010-2011 AND 2011-2012

Pursuant to this agreement between the County of Stanislaus (County), and [Labor Group], the parties agree as follows:

Whereas, the County of Stanislaus has identified significant budget shortfalls throughout County departments in Fiscal Years 2010-2011 and 2011-2012; and

Whereas, the County and [Labor Group] agree to a 5% deduction of employee salaries as a method of reducing labor costs and minimizing the number of County employees subject to reduction-in-force in Fiscal Years 2010-2011 and 2011-2012.

Now therefore, the parties agree to the following terms and conditions of implementing 5% salary cost savings in Fiscal Years 2010-2011 and 2011-2012:

1. All employees in the bargaining unit(s) represented by [Labor Group] will receive a 5% deduction in salary starting on the July 3, 2010 workday, and ending on the June 30, 2012 workday. The 5% salary deduction will be on a pre-tax basis and will be calculated on the employee's base wage. The Salary deduction will not decrease the compensation paid for extra pays (special assignment pay, etc.). Retirement contributions will not be withheld on behalf of the employee or County on the amount of salary deducted.

2. All employees receiving a 5% salary deduction will receive four hours of special accrued leave time each pay period in which the 5% salary deduction is taken, or an equivalent amount of special accrued leave time pro-rated based on the number of hours paid to the employee. The total special accrued leave time earned in each fiscal year will be 104 hours, based on 5% salary deductions for each 80 hours of paid time during 26 pay periods. Special accrued leave time will be administered in the same manner as vacation time for purposes of determining overtime eligibility.

3. Special accrued leave time will be reported as a separate accrual amount on each employee's payroll advice notice. Employees may go negative in their special accrual leave time balance up to a maximum of 104 hours, however employees may not go negative in any amount greater than the employee's current vacation accrual amount. Employees may not carry a negative balance over at the end of each fiscal year. If an employee has a negative balance at the end of the fiscal year, or upon separation of employment, the County will reduce the employee's vacation accrual amount by an equal portion to balance the employee's special accrued leave time to zero.

4. Special accrued leave time will be utilized during any period of office closure approved by the Board of Supervisors. Office closure schedules will be communicated by July 1, 2010 for the period of time from July 1, 2010 to December 31, 2010, and by October 1, 2010 for the period of time from January 1, 2011 to June 30, 2011. Office closure schedules will be communicated by July 1, 2011 for the entire Fiscal Year 2011-2012. With Department Head approval, employees may work during periods of approved office closures in limited circumstances to provide required County services.

   Any remaining special accrued leave time not utilized during an office closure will be eligible for the employee to use as requested with the approval of their Department Head or designee. Department Heads may substitute the use of vacation with special accrued leave time as necessary, unless an employee is at the maximum level of vacation accrual.

5. Employees and departments are encouraged to schedule and utilize all special accrued leave time within the fiscal year in which it is accrued. Special accrued leave time not utilized within the fiscal year may be carry forward up to June 30, 2013. All special accrued leave time will expire and not be eligible for use on or after July 1, 2013. Special accrued leave time does not have a vested cash value and may not be cashed out during employment or at the time of termination.

6. Employees retiring from County service will be exempted from 5% salary deductions for a one year period prior to their identified date of retirement. In order to receive this exemption, retiring employees will need to sign an irrevocable notice of their retirement/resignation from County service on forms provided by the County. Employees may request Department Head approval to extend their planned retirement/resignation date, however any approved extension of their planned retirement/resignation date will require an adjustment of salary deductions and special accrued leave time to ensure that the employee is not exempted from the salary deductions for a period greater than 12 months. Employees must be eligible for a regular service retirement in order to receive this exemption.

7. The parties agree to implement a Retirement Incentive Program as outlined in Attachment A.

8. In recognition of the agreed 5% salary savings for Fiscal Years 2010-2011 and 2011-2012, the County agrees to not impose through any meet and confer process an additional base salary reduction/deduction beyond the 5% contributed by employees represented by [Labor Group] from the date of agreement through June 30, 2012. This provision does not prohibit the parties from introducing or discussing proposals for additional base salary savings during this period of time which may further assist in balancing future County budget deficits. This provision also does not limit in any way the County's existing authority to meet and confer on all other terms and conditions of employment including, but not limited to, employee health insurance, retirement benefits and miscellaneous compensation (such as special assignment pays, on-call pay, etc.).

9. The County agrees to temporarily modify existing reduction in force policies to extend return rights for employees impacted by a reduction in force to three years.

This extension of return rights will apply to all permanent regular employees represented by [Labor Group] who are terminated or demoted through a reduction in force action from the date of agreement through June 30, 2012.

10. [Labor Group] recognizes that the implementation of the 5% salary deduction is not a form of discipline for individual employees and employees may not appeal this reduction in salary under any County appeal procedures.

11. Implementation of the 5% salary deduction will not impact an employee's existing leave time accrual benefits (sick leave, vacation, etc.), retirement service credit or health insurance benefits.

12. Vacation cash outs will not be approved for employees participating in the 5% salary deduction program in Fiscal Years 2010-2011 and 2011-2012; individual MOU provisions will remain for employees reaching the vacation accrual maximum and denied the use of vacation.

13. Employees may voluntarily request unpaid Voluntary Time Off (VTO), as per County policy, in addition to the 5% salary deduction.

This Tentative Agreement is entered into between the County and [Labor Group] and is subject to any applicable ratification/approval procedures of the bargaining unit as determined by [Labor Group]. Approval of this Tentative Agreement confirms support of the agreement by the designated Labor Representative and a commitment to forward the agreement through any applicable ratification/approval procedures required for the bargaining unit. Final approval and implementation of this agreement is subject to confirmation that all labor ratification/approval procedures are completed and formal adoption of the agreement by the Board of Supervisors.

Agreed to this _______ day of __________, 2010

Jody Hayes Stanislaus County	Labor Representative [Labor Group]

Attachment A

Stanislaus County
Retirement Incentive Program

Eligibility

20 Years of full-time service in Stanislaus County; or

Full-time employee eligible for normal service retirement from StanCERA as of July 1, 2010

- General Members – 30 yrs of total service OR 50 yrs old with 5 yrs of service and 10 yrs of membership in StanCERA
- Safety Members – 20 yrs of total service OR 50 yrs old with 5 yrs of service and 10 yrs of membership in StanCERA

Benefit

Termination pay of $1,000 per year of full-time County service, up to a maximum of $25,000

Termination pay is not retirement contributable and will not impact employee's final average salary calculation for retirement

Option available for employees to split benefit payment between July 2010 and January 2011; employee will be converted to extra help employment status for purposes of the January 2011 payment distribution but will not be eligible to earn any additional compensation. Employees will have the option of diverting payments to deferred compensation plans in accordance with IRS regulations.

Cost

Paid out of existing department appropriations in FY 2010-2011

Approval

Employee participation in Retirement Incentive Program will require Department Head and CEO approval

Request and approval process to be completed in conjunction with Proposed Budget for departments to include savings in FY 2010-2011 budget

Based on a review of the program for FY 2010-2011, County may offer the program again for employees retiring in July 2011 to assist with the FY 2011-2012 budget. This option is at the sole discretion of the County.

Staffing Impact

Department to delete the resulting vacant position by August 1, 2010

If resulting vacancy is identified as a critical position, department may substitute for an alternative position(s) of equal value (requires CEO approval)

Employees approved for Retirement Incentive Program are not eligible for future employment with Stanislaus County (including regular, part-time or personal services contract), unless approved by the Board of Supervisors

AGREEMENT

BETWEEN COUNTY OF STANISLAUS
AND
STANISLAUS COUNTY'S EMPLOYEE ASSOCIATION, AFSCME LOCAL 10

RE: IMPLEMENTATION OF 5% SALARY SAVINGS IN FISCAL YEARS 2010-2011 AND 2011-2012

Pursuant to this agreement between the County of Stanislaus (County), and Stanislaus County's Employee Association, AFSCME Local 10 (SCEA), the parties agree as follows:

Whereas, the County of Stanislaus has identified significant budget shortfalls throughout County departments in Fiscal Years 2010-2011 and 2011-2012; and

Whereas, the County and SCEA agree to a 5% deduction of employee salaries as a method of reducing labor costs and minimizing the number of County employees subject to reduction-in-force in Fiscal Years 2010-2011 and 2011-2012.

Now therefore, the parties agree to the following terms and conditions of implementing 5% salary cost savings in Fiscal Years 2010-2011 and 2011-2012:

1. All employees in the bargaining unit(s) represented by SCEA will receive a 5% deduction in salary starting on the July 3, 2010 workday, and ending on the June 30, 2012 workday. The 5% salary deduction will be on a pre-tax basis and will be calculated on the employee's base wage. The salary deduction will not decrease the compensation paid for extra pays (special assignment pay, etc.). Retirement contributions will not be withheld on behalf of the employee or County on the amount of salary deducted.

2. All employees receiving a 5% salary deduction will receive four hours of special accrued leave time each pay period in which the 5% salary deduction is taken, or an equivalent amount of special accrued leave time pro-rated based on the number of hours paid to the employee. The total special accrued leave time earned in each fiscal year will be 104 hours, based on 5% salary deductions for each 80 hours of paid time during 26 pay periods. Special accrued leave time will be administered in the same manner as vacation time for purposes of determining overtime eligibility.

3. Special accrued leave time will be reported as a separate accrual amount on each employee's payroll advice notice. Employees may go negative in their special accrual leave time balance up to a maximum of 104 hours, however employees may not go negative in any amount greater than the employee's current vacation accrual amount. Employees may not carry a negative balance over at the end of each fiscal year. If an employee has a negative balance at the end of the fiscal year, or upon separation of employment, the County will reduce the employee's vacation accrual amount by an equal portion to balance the employee's special accrued leave time to zero.

4. Special accrued leave time will be utilized during any period of office closure approved by the Board of Supervisors. Office closure schedules will be communicated by July 1, 2010 for the period of time from July 1, 2010 to December 31, 2010, and by October 1, 2010 for the period of time from January 1, 2011 to June 30, 2011. Office closure schedules will be communicated by July 1, 2011 for the entire Fiscal Year 2011-2012. With Department Head approval, employees may work during periods of approved office closures in limited circumstances to provide required County services.

   Any remaining special accrued leave time not utilized during an office closure will be eligible for the employee to use as requested with the approval of their Department Head or designee. Department Heads may substitute the use of vacation with special accrued leave time as necessary, unless an employee is at the maximum level of vacation accrual.

5. Employees and departments are encouraged to schedule and utilize all special accrued leave time within the fiscal year in which it is accrued. Special accrued leave time not utilized within the fiscal year may be carry forward up to June 30, 2013. All special accrued leave time will expire and not be eligible for use on or after July 1, 2013. Special accrued leave time does not have a vested cash value and may not be cashed out during employment or at the time of termination.

6. Employees retiring from County service will be exempted from 5% salary deductions for a one year period prior to their identified date of retirement. In order to receive this exemption, retiring employees will need to sign an irrevocable notice of their retirement/resignation from County service on forms provided by the County. Employees may request Department Head approval to extend their planned retirement/resignation date, however any approved extension of their planned retirement/resignation date will require an adjustment of salary deductions and special accrued leave time to ensure that the employee is not exempted from the salary deductions for a period greater than 12 months. Employees must be eligible for a regular service retirement in order to receive this exemption.

7. The parties agree to implement a Retirement Incentive Program as outlined in Attachment A.

8. In recognition of the agreed 5% salary savings for Fiscal Years 2010-2011 and 2011-2012, the County agrees to not impose through any meet and confer process an additional base salary reduction/deduction beyond the 5% contributed by employees represented by SCEA from the date of agreement through June 30, 2012. This provision does not prohibit the parties from introducing or discussing proposals for additional base salary savings during this period of time which may further assist in balancing future County budget deficits. This provision also does not limit in any way the County's existing authority to meet and confer on all other terms and conditions of employment including, but not limited to, employee health insurance, retirement benefits and miscellaneous compensation (such as special assignment pays, on-call pay, etc.).

9. The County agrees to temporarily modify existing reduction in force policies to extend return rights for employees impacted by a reduction in force to three years. This extension of return rights will apply to all permanent regular employees represented by SCEA who are terminated or demoted through a reduction in force action from the date of agreement through June 30, 2012.

10. SCEA recognizes that the implementation of the 5% salary deduction is not a form of discipline for individual employees and employees may not appeal this reduction in salary under any County appeal procedures.

11. Implementation of the 5% salary deduction will not impact an employee's existing leave time accrual benefits (sick leave, vacation, etc.), retirement service credit or health insurance benefits.

12. Vacation cash outs will not be approved for employees participating in the 5% salary deduction program in Fiscal Years 2010-2011 and 2011-2012; individual MOU provisions will remain for employees reaching the vacation accrual maximum and denied the use of vacation.

13. Employees may voluntarily request unpaid Voluntary Time Off (VTO), as per County policy, in addition to the 5% salary deduction.

Agreed to this 6 day of April, 2010

Jody Hayes
Stanislaus County

Corinne Wilson
Labor Representative
Stanislaus County's Employee Association, AFSCME Local 10

Attachment A

Stanislaus County
Retirement Incentive Program

Eligibility

20 Years of full-time service in Stanislaus County; or

Full-time employee eligible for normal service retirement from StanCERA as of July 1, 2010

- General Members – 30 yrs of total service <u>OR</u> 50 yrs old with 5 yrs of service and 10 yrs of membership in StanCERA
- Safety Members – 20 yrs of total service <u>OR</u> 50 yrs old with 5 yrs of service and 10 yrs of membership in StanCERA

Benefit

Termination pay of $1,000 per year of full-time County service, up to a maximum of $25,000

Termination pay is not retirement contributable and will not impact employee's final average salary calculation for retirement

Option available for employees to split benefit payment between July 2010 and January 2011; employee will be converted to extra help employment status for purposes of the January 2011 payment distribution but will not be eligible to earn any additional compensation. Employees will have the option of diverting payments to deferred compensation plans in accordance with IRS regulations.

Cost

Paid out of existing department appropriations in FY 2010-2011

Approval

Employee participation in Retirement Incentive Program will require Department Head and CEO approval

Request and approval process to be completed in conjunction with Proposed Budget for departments to include savings in FY 2010-2011 budget

Based on a review of the program for FY 2010-2011, County may offer the program again for employees retiring in July 2011 to assist with the FY 2011-2012 budget. This option is at the sole discretion of the County.

Staffing Impact

Department to delete the resulting vacant position by August 1, 2010

If resulting vacancy is identified as a critical position, department may substitute for an alternative position(s) of equal value (requires CEO approval)

Employees approved for Retirement Incentive Program are not eligible for future employment with Stanislaus County (including regular, part-time or personal services contract), unless approved by the Board of Supervisors

AGREEMENT

BETWEEN COUNTY OF STANISLAUS
AND
SERVICE EMPLOYEES INTERNATIONAL UNION

RE: IMPLEMENTATION OF 5% SALARY SAVINGS IN FISCAL YEARS 2010-2011 AND 2011-2012

Pursuant to this agreement between the County of Stanislaus (County), and Service Employees International Union (SEIU) the parties agree as follows:

Whereas, the County of Stanislaus has identified significant budget shortfalls throughout County departments in Fiscal Years 2010-2011 and 2011-2012; and

Whereas, the County and SEIU agree to a 5% deduction of employee salaries as a method of reducing labor costs and minimizing the number of County employees subject to reduction-in-force in Fiscal Years 2010-2011 and 2011-2012.

Now therefore, the parties agree to the following terms and conditions of implementing 5% salary cost savings in Fiscal Years 2010-2011 and 2011-2012:

1. All employees in the bargaining unit(s) represented by SEIU will receive a 5% deduction in salary starting on the July 3, 2010 workday, and ending on the June 30, 2012 workday. The 5% salary deduction will be on a pre-tax basis and will be calculated on the employee's base wage. The salary deduction will not decrease the compensation paid for extra pays (special assignment pay, etc.). Retirement contributions will not be withheld on behalf of the employee or County on the amount of salary deducted.

2. All employees receiving a 5% salary deduction will receive four hours of special accrued leave time each pay period in which the 5% salary deduction is taken, or an equivalent amount of special accrued leave time pro-rated based on the number of hours paid to the employee. The total special accrued leave time earned in each fiscal year will be 104 hours, based on 5% salary deductions for each 80 hours of paid time during 26 pay periods. Special accrued leave time will be administered in the same manner as vacation time for purposes of determining overtime eligibility.

3. Special accrued leave time will be reported as a separate accrual amount on each employee's payroll advice notice. Employees may go negative in their special accrual leave time balance up to a maximum of 104 hours, however employees may not go negative in any amount greater than the employee's current vacation accrual amount. Employees may not carry a negative balance over at the end of each fiscal year. If an employee has a negative balance at the end of the fiscal year, or upon separation of employment, the County will reduce the employee's vacation accrual amount by an equal portion to balance the employee's special accrued leave time to zero.

4. Special accrued leave time will be utilized during any period of office closure approved by the Board of Supervisors. Office closure schedules will be communicated by July 1, 2010 for the period of time from July 1, 2010 to December 31, 2010, and by October 1, 2010 for the period of time from January 1, 2011 to June 30, 2011. Office closure schedules will be communicated by July 1, 2011 for the entire Fiscal Year 2011-2012. With Department Head approval, employees may work during periods of approved office closures in limited circumstances to provide required County services.

   Any remaining special accrued leave time not utilized during an office closure will be eligible for the employee to use as requested with the approval of their Department Head or designee. Department Heads may substitute the use of vacation with special accrued leave time as necessary, unless an employee is at the maximum level of vacation accrual.

5. Employees and departments are encouraged to schedule and utilize all special accrued leave time within the fiscal year in which it is accrued. Special accrued leave time not utilized within the fiscal year may be carry forward up to June 30, 2013. All special accrued leave time will expire and not be eligible for use on or after July 1, 2013. Special accrued leave time does not have a vested cash value and may not be cashed out during employment or at the time of termination.

6. Employees retiring from County service will be exempted from 5% salary deductions for a one year period prior to their identified date of retirement. In order to receive this exemption, retiring employees will need to sign an irrevocable notice of their retirement/resignation from County service on forms provided by the County. Employees may request Department Head approval to extend their planned retirement/resignation date, however any approved extension of their planned retirement/resignation date will require an adjustment of salary deductions and special accrued leave time to ensure that the employee is not exempted from the salary deductions for a period greater than 12 months. Employees must be eligible for a regular service retirement in order to receive this exemption.

7. The parties agree to implement a Retirement Incentive Program as outlined in Attachment A.

8. In recognition of the agreed 5% salary savings for Fiscal Years 2010-2011 and 2011-2012, the County agrees to not impose through any meet and confer process an additional base salary reduction/deduction beyond the 5% contributed by employees represented by SEIU from the date of agreement through June 30, 2012. This provision does not prohibit the parties from introducing or discussing proposals for additional base salary savings during this period of time which may further assist in balancing future County budget deficits. This provision also does not limit in any way the County's existing authority to meet and confer on all other terms and conditions of employment including, but not limited to, employee health insurance, retirement benefits and miscellaneous compensation (such as special assignment pays, on-call pay, etc.).

9. The County agrees to temporarily modify existing reduction in force policies to extend return rights for employees impacted by a reduction in force to three years.

This extension of return rights will apply to all permanent regular employees represented by SEIU who are terminated or demoted through a reduction in force action from the date of agreement through June 30, 2012.

10. SEIU recognizes that the implementation of the 5% salary deduction is not a form of discipline for individual employees and employees may not appeal this reduction in salary under any County appeal procedures.

11. Implementation of the 5% salary deduction will not impact an employee's existing leave time accrual benefits (sick leave, vacation, etc.), retirement service credit or health insurance benefits.

12. Vacation cash outs will not be approved for employees participating in the 5% salary deduction program in Fiscal Years 2010-2011 and 2011-2012; individual MOU provisions will remain for employees reaching the vacation accrual maximum and denied the use of vacation.

13. Employees may voluntarily request unpaid Voluntary Time Off (VTO), as per County policy, in addition to the 5% salary deduction.

Agreed to this 6 day of April, 2010

Jody Hayes
Stanislaus County

Labor Representative
Service Employees International Union

Attachment A

Stanislaus County
Retirement Incentive Program

Eligibility

20 Years of full-time service in Stanislaus County; or

Full-time employee eligible for normal service retirement from StanCERA as of July 1, 2010

- General Members – 30 yrs of total service <u>OR</u> 50 yrs old with 5 yrs of service and 10 yrs of membership in StanCERA
- Safety Members – 20 yrs of total service <u>OR</u> 50 yrs old with 5 yrs of service and 10 yrs of membership in StanCERA

Benefit

Termination pay of $1,000 per year of full-time County service, up to a maximum of $25,000

Termination pay is not retirement contributable and will not impact employee's final average salary calculation for retirement

Option available for employees to split benefit payment between July 2010 and January 2011; employee will be converted to extra help employment status for purposes of the January 2011 payment distribution but will not be eligible to earn any additional compensation. Employees will have the option of diverting payments to deferred compensation plans in accordance with IRS regulations.

Cost

Paid out of existing department appropriations in FY 2010-2011

Approval

Employee participation in Retirement Incentive Program will require Department Head and CEO approval

Request and approval process to be completed in conjunction with Proposed Budget for departments to include savings in FY 2010-2011 budget

Based on a review of the program for FY 2010-2011, County may offer the program again for employees retiring in July 2011 to assist with the FY 2011-2012 budget. This option is at the sole discretion of the County.

Staffing Impact

Department to delete the resulting vacant position by August 1, 2010

If resulting vacancy is identified as a critical position, department may substitute for an alternative position(s) of equal value (requires CEO approval)

Employees approved for Retirement Incentive Program are not eligible for future employment with Stanislaus County (including regular, part-time or personal services contract), unless approved by the Board of Supervisors

BETWEEN COUNTY OF STANISLAUS
AND
STANISLAUS COUNTY DEPUTY PROBATION OFFICERS ASSOCIATION

RE: IMPLEMENTATION OF 5% SALARY SAVINGS IN FISCAL YEARS 2010-2011 AND 2011-2012

Pursuant to this agreement between the County of Stanislaus (County), and Stanislaus County Deputy Probation Officers Association (SCDPOA), the parties agree as follows:

Whereas, the County of Stanislaus has identified significant budget shortfalls throughout County departments in Fiscal Years 2010-2011 and 2011-2012; and

Whereas, the County and SCDPOA, agree to a 5% deduction of employee salaries as a method of reducing labor costs and minimizing the number of County employees subject to reduction-in-force in Fiscal Years 2010-2011 and 2011-2012.

Now therefore, the parties agree to the following terms and conditions of implementing 5% salary cost savings in Fiscal Years 2010-2011 and 2011-2012:

1. All employees in the bargaining unit(s) represented by SCDPOA will receive a 5% deduction in salary starting on the July 3, 2010 workday, and ending on the June 30, 2012 workday. The 5% salary deduction will be on a pre-tax basis and will be calculated on the employee's base wage. The Salary deduction will not decrease the compensation paid for extra pays (special assignment pay, etc.). Retirement contributions will not be withheld on behalf of the employee or County on the amount of salary deducted.

2. All employees receiving a 5% salary deduction will receive four hours of special accrued leave time each pay period in which the 5% salary deduction is taken, or an equivalent amount of special accrued leave time pro-rated based on the number of hours paid to the employee. The total special accrued leave time earned in each fiscal year will be 104 hours, based on 5% salary deductions for each 80 hours of paid time during 26 pay periods. Special accrued leave time will be administered in the same manner as vacation time for purposes of determining overtime eligibility.

3. Special accrued leave time will be reported as a separate accrual amount on each employee's payroll advice notice. Employees may go negative in their special accrual leave time balance up to a maximum of 104 hours, however employees may not go negative in any amount greater than the employee's current vacation accrual amount. Employees may not carry a negative balance over at the end of each fiscal year. If an employee has a negative balance at the end of the fiscal year, or upon separation of employment, the County will reduce the employee's vacation accrual amount by an equal portion to balance the employee's special accrued leave time to zero.

4. Special accrued leave time will be utilized during any period of office closure approved by the Board of Supervisors. Office closure schedules will be communicated by July 1, 2010 for the period of time from July 1, 2010 to December 31, 2010, and by October 1, 2010 for the period of time from January 1, 2011 to June 30, 2011. Office closure schedules will be communicated by July 1, 2011 for the entire Fiscal Year 2011-2012. With Department Head approval, employees may work during periods of approved office closures in limited circumstances to provide required County services.

   Any remaining special accrued leave time not utilized during an office closure will be eligible for the employee to use as requested with the approval of their Department Head or designee. Department Heads may substitute the use of vacation with special accrued leave time as necessary, unless an employee is at the maximum level of vacation accrual.

5. Employees and departments are encouraged to schedule and utilize all special accrued leave time within the fiscal year in which it is accrued. Special accrued leave time not utilized within the fiscal year may be carry forward up to June 30, 2013. All special accrued leave time will expire and not be eligible for use on or after July 1, 2013. Special accrued leave time does not have a vested cash value and may not be cashed out during employment or at the time of termination.

6. Employees retiring from County service will be exempted from 5% salary deductions for a one year period prior to their identified date of retirement. In order to receive this exemption, retiring employees will need to sign an irrevocable notice of their retirement/resignation from County service on forms provided by the County. Employees may request Department Head approval to extend their planned retirement/resignation date, however any approved extension of their planned retirement/resignation date will require an adjustment of salary deductions and special accrued leave time to ensure that the employee is not exempted from the salary deductions for a period greater than 12 months. Employees must be eligible for a regular service retirement in order to receive this exemption.

7. The parties agree to implement a Retirement Incentive Program as outlined in Attachment A.

8. In recognition of the agreed 5% salary savings for Fiscal Years 2010-2011 and 2011-2012, the County agrees to not impose through any meet and confer process an additional base salary reduction/deduction beyond the 5% contributed by employees represented by SCDPOA from the date of agreement through June 30, 2012. This provision does not prohibit the parties from introducing or discussing proposals for additional base salary savings during this period of time which may further assist in balancing future County budget deficits. This provision also does not limit in any way the County's existing authority to meet and confer on all other terms and conditions of employment including, but not limited to, employee health insurance, retirement benefits and miscellaneous compensation (such as special assignment pays, on-call pay, etc.).

9. The County agrees to temporarily modify existing reduction in force policies to extend return rights for employees impacted by a reduction in force to three years.

This extension of return rights will apply to all permanent regular employees represented by SCDPOA who are terminated or demoted through a reduction in force action from the date of agreement through June 30, 2012.

10. SCDPOA recognizes that the implementation of the 5% salary deduction is not a form of discipline for individual employees and employees may not appeal this reduction in salary under any County appeal procedures.

11. Implementation of the 5% salary deduction will not impact an employee's existing leave time accrual benefits (sick leave, vacation, etc.), retirement service credit or health insurance benefits.

12. Vacation cash outs will not be approved for employees participating in the 5% salary deduction program in Fiscal Years 2010-2011 and 2011-2012; individual MOU provisions will remain for employees reaching the vacation accrual maximum and denied the use of vacation.

13. Employees may voluntarily request unpaid Voluntary Time Off (VTO), as per County policy, in addition to the 5% salary deduction.

Agreed to this 14 day of July, 2010

Jody Hayes
Stanislaus County

Labor Representative
Stanislaus County Deputy
Probation Officers Association

Attachment A

Stanislaus County
Retirement Incentive Program

Eligibility

20 Years of full-time service in Stanislaus County; or

Full-time employee eligible for normal service retirement from StanCERA as of July 1, 2010

- General Members – 30 yrs of total service OR 50 yrs old with 5 yrs of service and 10 yrs of membership in StanCERA
- Safety Members – 20 yrs of total service OR 50 yrs old with 5 yrs of service and 10 yrs of membership in StanCERA

Benefit

Termination pay of $1,000 per year of full-time County service, up to a maximum of $25,000

Termination pay is not retirement contributable and will not impact employee's final average salary calculation for retirement

Option available for employees to split benefit payment between July 2010 and January 2011; employee will be converted to extra help employment status for purposes of the January 2011 payment distribution but will not be eligible to earn any additional compensation. Employees will have the option of diverting payments to deferred compensation plans in accordance with IRS regulations.

Cost

Paid out of existing department appropriations in FY 2010-2011

Approval

Employee participation in Retirement Incentive Program will require Department Head and CEO approval

Request and approval process to be completed in conjunction with Proposed Budget for departments to include savings in FY 2010-2011 budget

Based on a review of the program for FY 2010-2011, County may offer the program again for employees retiring in July 2011 to assist with the FY 2011-2012 budget. This option is at the sole discretion of the County.

Staffing Impact

Department to delete the resulting vacant position by August 1, 2010

If resulting vacancy is identified as a critical position, department may substitute for an alternative position(s) of equal value (requires CEO approval)

Employees approved for Retirement Incentive Program are not eligible for future employment with Stanislaus County (including regular, part-time or personal services contract), unless approved by the Board of Supervisors

AGREEMENT

**BETWEEN COUNTY OF STANISLAUS
AND
CALIFORNIA NURSES' ASSOCIATION**

RE: IMPLEMENTATION OF 5% SALARY SAVINGS IN FISCAL YEARS 2010-2011 AND 2011-2012

Pursuant to this agreement between the County of Stanislaus (County), and California Nurses' Association (CNA), the parties agree as follows:

Whereas, the County of Stanislaus has identified significant budget shortfalls throughout County departments in Fiscal Years 2010-2011 and 2011-2012; and

Whereas, the County and CNA agree to a 5% deduction of employee salaries as a method of reducing labor costs and minimizing the number of County employees subject to reduction-in-force in Fiscal Years 2010-2011 and 2011-2012.

Now therefore, the parties agree to the following terms and conditions of implementing 5% salary cost savings in Fiscal Years 2010-2011 and 2011-2012:

1. All employees in the bargaining unit(s) represented by CNA will receive a 5% deduction in salary starting on the July 3, 2010 workday, and ending on the June 30, 2012 workday. The 5% salary deduction will be on a pre-tax basis and will be calculated on the employee's base wage. The salary deduction will not decrease the compensation paid for extra pays (special assignment pay, etc.). Retirement contributions will not be withheld on behalf of the employee or County on the amount of salary deducted.

2. All employees receiving a 5% salary deduction will receive four hours of special accrued leave time each pay period in which the 5% salary deduction is taken, or an equivalent amount of special accrued leave time pro-rated based on the number of hours paid to the employee. The total special accrued leave time earned in each fiscal year will be 104 hours, based on 5% salary deductions for each 80 hours of paid time during 26 pay periods. Special accrued leave time will be administered in the same manner as vacation time for purposes of determining overtime eligibility.

3. Special accrued leave time will be reported as a separate accrual amount on each employee's payroll advice notice. Employees may go negative in their special accrual leave time balance up to a maximum of 104 hours, however employees may not go negative in any amount greater than the employee's current vacation accrual amount. Employees may not carry a negative balance over at the end of each fiscal year. If an employee has a negative balance at the end of the fiscal year, or upon separation of employment, the County will reduce the employee's vacation accrual amount by an equal portion to balance the employee's special accrued leave time to zero.

4. Special accrued leave time will be utilized during any period of office closure approved by the Board of Supervisors. Office closure schedules will be communicated by July 1, 2010 for the period of time from July 1, 2010 to December 31, 2010, and by October 1, 2010 for the period of time from January 1, 2011 to June 30, 2011. Office closure schedules will be communicated by July 1, 2011 for the entire Fiscal Year 2011-2012. With Department Head approval, employees may work during periods of approved office closures in limited circumstances to provide required County services.

   Any remaining special accrued leave time not utilized during an office closure will be eligible for the employee to use as requested with the approval of their Department Head or designee. Department Heads may substitute the use of vacation with special accrued leave time as necessary, unless an employee is at the maximum level of vacation accrual.

5. Employees and departments are encouraged to schedule and utilize all special accrued leave time within the fiscal year in which it is accrued. Special accrued leave time not utilized within the fiscal year may be carry forward up to June 30, 2013. All special accrued leave time will expire and not be eligible for use on or after July 1, 2013. Special accrued leave time does not have a vested cash value and may not be cashed out during employment or at the time of termination.

6. Employees retiring from County service will be exempted from 5% salary deductions for a one year period prior to their identified date of retirement. In order to receive this exemption, retiring employees will need to sign an irrevocable notice of their retirement/resignation from County service on forms provided by the County. Employees may request Department Head approval to extend their planned retirement/resignation date, however any approved extension of their planned retirement/resignation date will require an adjustment of salary deductions and special accrued leave time to ensure that the employee is not exempted from the salary deductions for a period greater than 12 months. Employees must be eligible for a regular service retirement in order to receive this exemption.

7. The parties agree to implement a Retirement Incentive Program as outlined in Attachment A.

8. In recognition of the agreed 5% salary savings for Fiscal Years 2010-2011 and 2011-2012, the County agrees to not impose through any meet and confer process an additional base salary reduction/deduction beyond the 5% contributed by employees represented by CNA from the date of agreement through June 30, 2012. This provision does not prohibit the parties from introducing or discussing proposals for additional base salary savings during this period of time which may further assist in balancing future County budget deficits. This provision also does not limit in any way the County's existing authority to meet and confer on all other terms and conditions of employment including, but not limited to, employee health insurance, retirement benefits and miscellaneous compensation (such as special assignment pays, on-call pay, etc.).

9. The County agrees to temporarily modify existing reduction in force policies to extend return rights for employees impacted by a reduction in force to three years.

This extension of return rights will apply to all permanent regular employees represented by CNA who are terminated or demoted through a reduction in force action from the date of agreement through June 30, 2012.

10. CNA recognizes that the implementation of the 5% salary deduction is not a form of discipline for individual employees and employees may not appeal this reduction in salary under any County appeal procedures.

11. Implementation of the 5% salary deduction will not impact an employee's existing leave time accrual benefits (sick leave, vacation, etc.), retirement service credit or health insurance benefits.

12. Vacation cash outs will not be approved for employees participating in the 5% salary deduction program in Fiscal Years 2010-2011 and 2011-2012; individual MOU provisions will remain for employees reaching the vacation accrual maximum and denied the use of vacation.

13. Employees may voluntarily request unpaid Voluntary Time Off (VTO), as per County policy, in addition to the 5% salary deduction.

Agreed to this 6 day of April, 2010

Jody Hayes
Stanislaus County

Labor Representative
California Nurses' Association

Attachment A

Stanislaus County
Retirement Incentive Program

Eligibility

20 Years of full-time service in Stanislaus County; or

Full-time employee eligible for normal service retirement from StanCERA as of July 1, 2010

- General Members – 30 yrs of total service OR 50 yrs old with 5 yrs of service and 10 yrs of membership in StanCERA
- Safety Members – 20 yrs of total service OR 50 yrs old with 5 yrs of service and 10 yrs of membership in StanCERA

Benefit

Termination pay of $1,000 per year of full-time County service, up to a maximum of $25,000

Termination pay is not retirement contributable and will not impact employee's final average salary calculation for retirement

Option available for employees to split benefit payment between July 2010 and January 2011; employee will be converted to extra help employment status for purposes of the January 2011 payment distribution but will not be eligible to earn any additional compensation. Employees will have the option of diverting payments to deferred compensation plans in accordance with IRS regulations.

Cost

Paid out of existing department appropriations in FY 2010-2011

Approval

Employee participation in Retirement Incentive Program will require Department Head and CEO approval

Request and approval process to be completed in conjunction with Proposed Budget for departments to include savings in FY 2010-2011 budget

Based on a review of the program for FY 2010-2011, County may offer the program again for employees retiring in July 2011 to assist with the FY 2011-2012 budget. This option is at the sole discretion of the County.

Staffing Impact

Department to delete the resulting vacant position by August 1, 2010

If resulting vacancy is identified as a critical position, department may substitute for an alternative position(s) of equal value (requires CEO approval)

Employees approved for Retirement Incentive Program are not eligible for future employment with Stanislaus County (including regular, part-time or personal services contract), unless approved by the Board of Supervisors

BETWEEN COUNTY OF STANISLAUS
AND
STANISLAUS COUNTY GROUP SUPERVISORS' ASSOCIATION

RE: IMPLEMENTATION OF 5% SALARY SAVINGS IN FISCAL YEARS 2010-2011 AND 2011-2012

Pursuant to this agreement between the County of Stanislaus (County), and the Stanislaus County Group Supervisors' Association (SCGSA), the parties agree as follows:

Whereas, the County of Stanislaus has identified significant budget shortfalls throughout County departments in Fiscal Years 2010-2011 and 2011-2012; and

Whereas, the County and SCGSA agree to a 5% deduction of employee salaries as a method of reducing labor costs and minimizing the number of County employees subject to reduction-in-force in Fiscal Years 2010-2011 and 2011-2012.

Now therefore, the parties agree to the following terms and conditions of implementing 5% salary cost savings in Fiscal Years 2010-2011 and 2011-2012:

1. All employees in the bargaining unit(s) represented by SCGSA will receive a 5% deduction in salary starting on the July 3, 2010 workday, and ending on the June 30, 2012 workday. The 5% salary deduction will be on a pre-tax basis and will be calculated on the employee's base wage for up to 2,080 hours paid in each year. The salary deduction will not decrease the compensation paid for extra pays (special assignment pay, etc.). Retirement contributions will not be withheld on behalf of the employee or County on the amount of salary deducted.

2. All employees receiving a 5% salary deduction will receive four hours of special accrued leave time each pay period in which the 5% salary deduction is taken, or an equivalent amount of special accrued leave time pro-rated based on the number of hours paid to the employee. The total special accrued leave time earned in each fiscal year will be 104 hours, based on 5% salary deductions for each 80 hours of paid time during 26 pay periods. Special accrued leave time will be administered in the same manner as vacation time for purposes of determining overtime eligibility.

3. Special accrued leave time will be reported as a separate accrual amount on each employee's payroll advice notice. Employees may go negative in their special accrual leave time balance up to a maximum of 104 hours, however employees may not go negative in any amount greater than the employee's current vacation accrual amount. Employees may not carry a negative balance over at the end of each fiscal year. If an employee has a negative balance at the end of the fiscal year, or upon separation of employment, the County will reduce the employee's vacation accrual amount by an equal portion to balance the employee's special accrued leave time to zero.

4. Special accrued leave time will be utilized during any period of office closure approved by the Board of Supervisors. Office closure schedules will be communicated by July 1, 2010 for the period of time from July 1, 2010 to December 31, 2010, and by October 1, 2010 for the period of time from January 1, 2011 to June 30, 2011. Office closure schedules will be communicated by July 1, 2011 for the entire Fiscal Year 2011-2012. With Department Head approval, employees may work during periods of approved office closures in limited circumstances to provide required County services.

   Any remaining special accrued leave time not utilized during an office closure will be eligible for the employee to use as requested with the approval of their Department Head or designee. Department Heads may substitute the use of vacation with special accrued leave time as necessary, unless an employee is at the maximum level of vacation accrual. Consistent with current standards for using vacation on the 6-3 work schedule, employees may also use the special accrued leave time to substitute for hours short to reach 80 hours paid per pay period when scheduled for less than 80 hours.

5. Employees and departments are encouraged to schedule and utilize all special accrued leave time within the fiscal year in which it is accrued. Special accrued leave time not utilized within the fiscal year may be carry forward up to June 30, 2013. All special accrued leave time will expire and not be eligible for use on or after July 1, 2013. Special accrued leave time does not have a vested cash value and may not be cashed out during employment or at the time of termination.

6. Employees retiring from County service will be exempted from 5% salary deductions for a one year period prior to their identified date of retirement. In order to receive this exemption, retiring employees will need to sign an irrevocable notice of their retirement/resignation from County service on forms provided by the County. Employees may request Department Head approval to extend their planned retirement/resignation date, however any approved extension of their planned retirement/resignation date will require an adjustment of salary deductions and special accrued leave time to ensure that the employee is not exempted from the salary deductions for a period greater than 12 months. Employees must be eligible for a regular service retirement in order to receive this exemption.

7. The parties agree to implement a Retirement Incentive Program as outlined in Attachment A.

8. In recognition of the agreed 5% salary savings for Fiscal Years 2010-2011 and 2011-2012, the County agrees to not impose through any meet and confer process an additional base salary reduction/deduction beyond the 5% contributed by employees represented by SCGSA from the date of agreement through June 30, 2012. This provision does not prohibit the parties from introducing or discussing proposals for additional base salary savings during this period of time which may further assist in balancing future County budget deficits. This provision also does not limit in any way the County's existing authority to meet and confer on all other terms and conditions of employment including, but not limited to, employee health insurance, retirement benefits and miscellaneous compensation (such as special assignment pays, on-call pay, etc.).

9. The County agrees to temporarily modify existing reduction in force policies to extend return rights for employees impacted by a reduction in force to three years. This extension of return rights will apply to all permanent regular employees represented by SCGSA who are terminated or demoted through a reduction in force action from the date of agreement through June 30, 2012.

10. SCGSA recognizes that the implementation of the 5% salary deduction is not a form of discipline for individual employees and employees may not appeal this reduction in salary under any County appeal procedures.

11. Implementation of the 5% salary deduction will not impact an employee's existing leave time accrual benefits (sick leave, vacation, etc.), retirement service credit or health insurance benefits.

12. Vacation cash outs will not be approved for employees participating in the 5% salary deduction program in Fiscal Years 2010-2011 and 2011-2012; individual MOU provisions will remain for employees reaching the vacation accrual maximum and denied the use of vacation.

13. Employees may voluntarily request unpaid Voluntary Time Off (VTO), as per County policy, in addition to the 5% salary deduction.

Agreed to this 6 day of April, 2010

Jody Hayes
Stanislaus County

Labor Representative
Stanislaus County Group
Supervisors' Association

Attachment A

Stanislaus County
Retirement Incentive Program

Eligibility

20 Years of full-time service in Stanislaus County; or

Full-time employee eligible for normal service retirement from StanCERA as of July 1, 2010

- General Members – 30 yrs of total service OR 50 yrs old with 5 yrs of service and 10 yrs of membership in StanCERA
- Safety Members – 20 yrs of total service OR 50 yrs old with 5 yrs of service and 10 yrs of membership in StanCERA

Benefit

Termination pay of $1,000 per year of full-time County service, up to a maximum of $25,000

Termination pay is not retirement contributable and will not impact employee's final average salary calculation for retirement

Option available for employees to split benefit payment between July 2010 and January 2011; employee will be converted to extra help employment status for purposes of the January 2011 payment distribution but will not be eligible to earn any additional compensation. Employees will have the option of diverting payments to deferred compensation plans in accordance with IRS regulations.

Cost

Paid out of existing department appropriations in FY 2010-2011

Approval

Employee participation in Retirement Incentive Program will require Department Head and CEO approval

Request and approval process to be completed in conjunction with Proposed Budget for departments to include savings in FY 2010-2011 budget

Based on a review of the program for FY 2010-2011, County may offer the program again for employees retiring in July 2011 to assist with the FY 2011-2012 budget. This option is at the sole discretion of the County.

Staffing Impact

Department to delete the resulting vacant position by August 1, 2010

If resulting vacancy is identified as a critical position, department may substitute for an alternative position(s) of equal value (requires CEO approval)

Employees approved for Retirement Incentive Program are not eligible for future employment with Stanislaus County (including regular, part-time or personal services contract), unless approved by the Board of Supervisors

Stanislaus County

5% Labor Cost Reduction Proposal
County Attorneys' Association (CAA)
March 31, 2010

County and CAA agree to all terms and conditions included in the Draft Tentative Agreement distributed to labor groups on March 11, 2011, titled "IMPLEMENTATION OF 5% SALARY SAVINGS IN FISCAL YEARS 2010-2011 AND 2011-2012." The Tentative Agreement is included as Attachment I.

County agrees to add language to MOU providing a "me-too" for any salary increases granted to any bargaining unit in the District Attorney, Public Defender and Child Support Services Departments during the term of this agreement.

County agrees there will be no changes to deferred compensation benefits during the term of the agreement.

CAA agrees to modify professional development provisions in the MOU during the term of this agreement as follows:

> *"CAA Attorney staff will be entitled to a yearly professional development allowance of $700.00 per year. It may not be cashed out. This reimbursement may only be applied to the following categories of allowable expenses: (1) legal books; (2) legal software; (3) productivity software; (4) Conference fees and costs (including travel, lodging, meal and tuition); (5) Legal association fees and dues. The above items must be within the reasonable scope of the members work for the County."*

County agrees to maintain a hiring freeze policy during the period of this agreement as provided in Attachment II.

County

4/2/10
Date

CAA President

4-1-10
Date

Attachment I

TENTATIVE AGREEMENT

BETWEEN COUNTY OF STANISLAUS
AND
COUNTY ATTORNEYS' ASSOCIATION

RE: IMPLEMENTATION OF 5% SALARY SAVINGS IN FISCAL YEARS 2010-2011 AND 2011-2012

Pursuant to this agreement between the County of Stanislaus (County), and County Attorneys' Association (CAA), the parties agree as follows:

Whereas, the County of Stanislaus has identified significant budget shortfalls throughout County departments in Fiscal Years 2010-2011 and 2011-2012; and

Whereas, the County and CAA agree to a 5% deduction of employee salaries as a method of reducing labor costs and minimizing the number of County employees subject to reduction-in-force in Fiscal Years 2010-2011 and 2011-2012.

Now therefore, the parties agree to the following terms and conditions of implementing 5% salary cost savings in Fiscal Years 2010-2011 and 2011-2012:

1. All employees in the bargaining unit(s) represented by CAA will receive a 5% deduction in salary starting on the July 3, 2010 workday, and ending on the June 30, 2012 workday. The 5% salary deduction will be on a pre-tax basis and will be calculated on the employee's base wage. The Salary deduction will not decrease the compensation paid for extra pays (special assignment pay, etc.). Retirement contributions will not be withheld on behalf of the employee or County on the amount of salary deducted.

2. All employees receiving a 5% salary deduction will receive four hours of special accrued leave time each pay period in which the 5% salary deduction is taken, or an equivalent amount of special accrued leave time pro-rated based on the number of hours paid to the employee. The total special accrued leave time earned in each fiscal year will be 104 hours, based on 5% salary deductions for each 80 hours of paid time during 26 pay periods. Special accrued leave time will be administered in the same manner as vacation time for purposes of determining overtime eligibility.

3. Special accrued leave time will be reported as a separate accrual amount on each employee's payroll advice notice. Employees may go negative in their special accrual leave time balance up to a maximum of 104 hours, however employees may not go negative in any amount greater than the employee's current vacation accrual amount. Employees may not carry a negative balance over at the end of each fiscal year. If an employee has a negative balance at the end of the fiscal year, or upon separation of employment, the County will reduce the employee's vacation accrual amount by an equal portion to balance the employee's special accrued leave time to zero.

4. Special accrued leave time will be utilized during any period of office closure approved by the Board of Supervisors. Office closure schedules will be communicated by July 1, 2010 for the period of time from July 1, 2010 to December 31, 2010, and by October 1, 2010 for the period of time from January 1, 2011 to June 30, 2011. Office closure schedules will be communicated by July 1, 2011 for the entire Fiscal Year 2011-2012. With Department Head approval, employees may work during periods of approved office closures in limited circumstances to provide required County services.

   Any remaining special accrued leave time not utilized during an office closure will be eligible for the employee to use as requested with the approval of their Department Head or designee. Department Heads may substitute the use of vacation with special accrued leave time as necessary, unless an employee is at the maximum level of vacation accrual.

5. Employees and departments are encouraged to schedule and utilize all special accrued leave time within the fiscal year in which it is accrued. Special accrued leave time not utilized within the fiscal year may be carry forward up to June 30, 2013. All special accrued leave time will expire and not be eligible for use on or after July 1, 2013. Special accrued leave time does not have a vested cash value and may not be cashed out during employment or at the time of termination.

6. Employees retiring from County service will be exempted from 5% salary deductions for a one year period prior to their identified date of retirement. In order to receive this exemption, retiring employees will need to sign an irrevocable notice of their retirement/resignation from County service on forms provided by the County. Employees may request Department Head approval to extend their planned retirement/resignation date, however any approved extension of their planned retirement/resignation date will require an adjustment of salary deductions and special accrued leave time to ensure that the employee is not exempted from the salary deductions for a period greater than 12 months. Employees must be eligible for a regular service retirement in order to receive this exemption.

7. The parties agree to implement a Retirement Incentive Program as outlined in Attachment A.

8. In recognition of the agreed 5% salary savings for Fiscal Years 2010-2011 and 2011-2012, the County agrees to not impose through any meet and confer process an additional base salary reduction/deduction beyond the 5% contributed by employees represented by CAA from the date of agreement through June 30, 2012. This provision does not prohibit the parties from introducing or discussing proposals for additional base salary savings during this period of time which may further assist in balancing future County budget deficits. This provision also does not limit in any way the County's existing authority to meet and confer on all other terms and conditions of employment including, but not limited to, employee health insurance, retirement benefits and miscellaneous compensation (such as special assignment pays, on-call pay, etc.).

9. The County agrees to temporarily modify existing reduction in force policies to extend return rights for employees impacted by a reduction in force to three years.

This extension of return rights will apply to all permanent regular employees represented by CAA who are terminated or demoted through a reduction in force action from the date of agreement through June 30, 2012.

10. CAA recognizes that the implementation of the 5% salary deduction is not a form of discipline for individual employees and employees may not appeal this reduction in salary under any County appeal procedures.

11. Implementation of the 5% salary deduction will not impact an employee's existing leave time accrual benefits (sick leave, vacation, etc.), retirement service credit or health insurance benefits.

12. Vacation cash outs will not be approved for employees participating in the 5% salary deduction program in Fiscal Years 2010-2011 and 2011-2012; individual MOU provisions will remain for employees reaching the vacation accrual maximum and denied the use of vacation.

13. Employees may voluntarily request unpaid Voluntary Time Off (VTO), as per County policy, in addition to the 5% salary deduction.

This Tentative Agreement is entered into between the County and CAA and is subject to any applicable ratification/approval procedures of the bargaining unit as determined by CAA. Approval of this Tentative Agreement confirms support of the agreement by the designated Labor Representative and a commitment to forward the agreement through any applicable ratification/approval procedures required for the bargaining unit. Final approval and implementation of this agreement is subject to confirmation that all labor ratification/approval procedures are completed and formal adoption of the agreement by the Board of Supervisors.

Agreed to this _______ day of __________, 2010

____________________________	____________________________
Jody Hayes Stanislaus County	Labor Representative County Attorneys' Association

Attachment I

Attachment A

Stanislaus County
Retirement Incentive Program

Eligibility

20 Years of full-time service in Stanislaus County; or

Full-time employee eligible for normal service retirement from StanCERA as of July 1, 2010

- General Members – 30 yrs of total service <u>OR</u> 50 yrs old with 5 yrs of service and 10 yrs of membership in StanCERA
- Safety Members – 20 yrs of total service <u>OR</u> 50 yrs old with 5 yrs of service and 10 yrs of membership in StanCERA

Benefit

Termination pay of $1,000 per year of full-time County service, up to a maximum of $25,000

Termination pay is not retirement contributable and will not impact employee's final average salary calculation for retirement

Option available for employees to split benefit payment between July 2010 and January 2011; employee will be converted to extra help employment status for purposes of the January 2011 payment distribution but will not be eligible to earn any additional compensation. Employees will have the option of diverting payments to deferred compensation plans in accordance with IRS regulations.

Cost

Paid out of existing department appropriations in FY 2010-2011

Approval

Employee participation in Retirement Incentive Program will require Department Head and CEO approval

Request and approval process to be completed in conjunction with Proposed Budget for departments to include savings in FY 2010-2011 budget

Based on a review of the program for FY 2010-2011, County may offer the program again for employees retiring in July 2011 to assist with the FY 2011-2012 budget. This option is at the sole discretion of the County.

Staffing Impact

Department to delete the resulting vacant position by August 1, 2010

If resulting vacancy is identified as a critical position, department may substitute for an alternative position(s) of equal value (requires CEO approval)

Employees approved for Retirement Incentive Program are not eligible for future employment with Stanislaus County (including regular, part-time or personal services contract), unless approved by the Board of Supervisors

Attachment II

Stanislaus County
Striving to be the Best

CHIEF EXECUTIVE OFFICE

Richard W. Robinson
Chief Executive Officer

Patricia Hill Thomas
Chief Operations Officer/
Assistant Executive Officer

Monica Nino-Reid
Assistant Executive Officer

Stan Risen
Assistant Executive Officer

1010 10th Street, Suite 6800, Modesto, CA 95354
P.O. Box 3404, Modesto, CA 95353-3404
Phone: 209.525.6333 Fax: 209.544.6226

TO: COUNTY DEPARTMENT HEADS

FROM: RICHARD ROBINSON, CHIEF EXECUTIVE OFFICER

DATE: MARCH 30, 2010

SUBJECT: COUNTY HIRING FREEZE POLICY UPDATE

On July 8, 2009, the guidelines for filling vacant County positions for Fiscal Years 2009-2010 and 2010-2011 were distributed to all County Department Heads and Human Resources Managers. At that time, the County's hiring freeze was limited to requests to fill full-time allocated positions that provide a direct service to the health and safety of the community. Department Heads were also requested to evaluate their current staffing procedures in an effort to minimizing filling any positions unless the vacant position was critical to departmental operations.

As you are aware, the County continues to face many fiscal challenges and exposures to programs in the General Fund and Non-General Fund Departments in Fiscal Years 2010-2011 and 2011-2012. It is now necessary to update the County-wide hiring freeze in an effort to prepare for additional budget reductions throughout the County. The updated County hiring freeze is effective immediately and will include all full-time allocated positions, extra-help/part-time positions, Personal Services Contractors (PSCs), and any temporary staffing personnel.

Departments may continue to request an exception to this policy for positions which are required to deliver mandated programs and services and which are fully funded in Fiscal Years 2010-2011 and 2011-2012. Requests for exceptions may be made through our applicant tracking system and will be routed through CEO Human Resources Division for processing. Final approval will continue to be the responsibility of the Assistant Executive Officer assigned to your individual department. Positions approved for hire will be evaluated as potential employment opportunities for County employees impacted by reduction-in-force actions. If your department faces an emergency need to utilize temporary staffing personnel, please contact your CEO Human Resources Consultant for assistance. Thank you.

Cc: County HR Managers

BETWEEN COUNTY OF STANISLAUS
AND
STANISLAUS REGIONAL EMERGENCY DISPATCHERS' ASSOCIATION

RE: IMPLEMENTATION OF 5% SALARY SAVINGS IN FISCAL YEARS 2010-2011 AND 2011-2012

Pursuant to this agreement between the County of Stanislaus (County), and the Stanislaus Regional Emergency Dispatchers' Association (SREDA), the parties agree as follows:

Whereas, the County of Stanislaus has identified significant budget shortfalls throughout County departments in Fiscal Years 2010-2011 and 2011-2012; and

Whereas, the County and SREDA agree to a 5% deduction of employee salaries as a method of reducing labor costs and minimizing the number of County employees subject to reduction-in-force in Fiscal Years 2010-2011 and 2011-2012.

Now therefore, the parties agree to the following terms and conditions of implementing 5% salary cost savings in Fiscal Years 2010-2011 and 2011-2012:

1. All employees in the bargaining unit(s) represented by SREDA will receive a 5% deduction in salary starting on the July 3, 2010 workday, and ending on the June 30, 2012 workday. The 5% salary deduction will be on a pre-tax basis and will be calculated on the employee's base wage for up to 2,080 hours paid in each year. The salary deduction will not decrease the compensation paid for extra pays (special assignment pay, etc.). Retirement contributions will not be withheld on behalf of the employee or County on the amount of salary deducted.

2. All employees receiving a 5% salary deduction will receive four hours of special accrued leave time each pay period in which the 5% salary deduction is taken, or an equivalent amount of special accrued leave time pro-rated based on the number of hours paid to the employee. The total special accrued leave time earned in each fiscal year will be 104 hours, based on 5% salary deductions for each 80 hours of paid time during 26 pay periods. Special accrued leave time will be administered in the same manner as vacation time for purposes of determining overtime eligibility.

3. Special accrued leave time will be reported as a separate accrual amount on each employee's payroll advice notice. Employees may go negative in their special accrual leave time balance up to a maximum of 104 hours, however employees may not go negative in any amount greater than the employee's current vacation accrual and compensatory time accrual amounts. Employees may not carry a negative balance over at the end of each fiscal year. If an employee has a negative balance at the end of the fiscal year, or upon separation of employment, the County will reduce the employee's vacation accrual amount by an equal portion to balance the employee's special accrued leave time to zero.

4. Special accrued leave time will be utilized during any period of office closure approved by the Board of Supervisors. Office closure schedules will be communicated by July 1, 2010 for the period of time from July 1, 2010 to December 31, 2010, and by October 1, 2010 for the period of time from January 1, 2011 to June 30, 2011. Office closure schedules will be communicated by July 1, 2011 for the entire Fiscal Year 2011-2012. With Department Head approval, employees may work during periods of approved office closures in limited circumstances to provide required County services.

   Any remaining special accrued leave time not utilized during an office closure will be eligible for the employee to use as requested with the approval of their Department Head or designee. Department Heads may substitute the use of vacation with special accrued leave time as necessary, unless an employee is at the maximum level of vacation accrual.

5. Employees and departments are encouraged to schedule and utilize all special accrued leave time within the fiscal year in which it is accrued. Special accrued leave time not utilized within the fiscal year may be carry forward up to June 30, 2013. All special accrued leave time will expire and not be eligible for use on or after July 1, 2013. Special accrued leave time does not have a vested cash value and may not be cashed out during employment or at the time of termination.

6. Employees retiring from County service will be exempted from 5% salary deductions for a one year period prior to their identified date of retirement. In order to receive this exemption, retiring employees will need to sign an irrevocable notice of their retirement/resignation from County service on forms provided by the County. Employees may request Department Head approval to extend their planned retirement/resignation date, however any approved extension of their planned retirement/resignation date will require an adjustment of salary deductions and special accrued leave time to ensure that the employee is not exempted from the salary deductions for a period greater than 12 months. Employees must be eligible for a regular service retirement in order to receive this exemption.

7. The parties agree to implement a Retirement Incentive Program as outlined in Attachment A.

8. In recognition of the agreed 5% salary savings for Fiscal Years 2010-2011 and 2011-2012, the County agrees to not impose through any meet and confer process an additional base salary reduction/deduction beyond the 5% contributed by employees represented by SREDA from the date of agreement through June 30, 2012. This provision does not prohibit the parties from introducing or discussing proposals for additional base salary savings during this period of time which may further assist in balancing future County budget deficits. This provision also does not limit in any way the County's existing authority to meet and confer on all other terms and conditions of employment including, but not limited to, employee health insurance, retirement benefits and miscellaneous compensation (such as special assignment pays, on-call pay, etc.).

9. The County agrees to temporarily modify existing reduction in force policies to extend return rights for employees impacted by a reduction in force to three years.

This extension of return rights will apply to all permanent regular employees represented by SREDA who are terminated or demoted through a reduction in force action from the date of agreement through June 30, 2012.

10. SREDA recognizes that the implementation of the 5% salary deduction is not a form of discipline for individual employees and employees may not appeal this reduction in salary under any County appeal procedures.

11. Implementation of the 5% salary deduction will not impact an employee's existing leave time accrual benefits (sick leave, vacation, etc.), retirement service credit or health insurance benefits.

12. Vacation cash outs will not be approved for employees participating in the 5% salary deduction program in Fiscal Years 2010-2011 and 2011-2012; individual MOU provisions will remain for employees reaching the vacation accrual maximum and denied the use of vacation.

13. Employees may voluntarily request unpaid Voluntary Time Off (VTO), as per County policy, in addition to the 5% salary deduction.

Agreed to this 14th day of July, 2010

Jody Hayes
Stanislaus County

Labor Representative
Stanislaus Regional Emergency Dispatchers' Association

Attachment A

Stanislaus County
Retirement Incentive Program

Eligibility

20 Years of full-time service in Stanislaus County; or

Full-time employee eligible for normal service retirement from StanCERA as of July 1, 2010

- General Members – 30 yrs of total service <u>OR</u> 50 yrs old with 5 yrs of service and 10 yrs of membership in StanCERA
- Safety Members – 20 yrs of total service <u>OR</u> 50 yrs old with 5 yrs of service and 10 yrs of membership in StanCERA

Benefit

Termination pay of $1,000 per year of full-time County service, up to a maximum of $25,000

Termination pay is not retirement contributable and will not impact employee's final average salary calculation for retirement

Option available for employees to split benefit payment between July 2010 and January 2011; employee will be converted to extra help employment status for purposes of the January 2011 payment distribution but will not be eligible to earn any additional compensation. Employees will have the option of diverting payments to deferred compensation plans in accordance with IRS regulations.

Cost

Paid out of existing department appropriations in FY 2010-2011

Approval

Employee participation in Retirement Incentive Program will require Department Head and CEO approval

Request and approval process to be completed in conjunction with Proposed Budget for departments to include savings in FY 2010-2011 budget

Based on a review of the program for FY 2010-2011, County may offer the program again for employees retiring in July 2011 to assist with the FY 2011-2012 budget. This option is at the sole discretion of the County.

Staffing Impact

Department to delete the resulting vacant position by August 1, 2010

If resulting vacancy is identified as a critical position, department may substitute for an alternative position(s) of equal value (requires CEO approval)

Employees approved for Retirement Incentive Program are not eligible for future employment with Stanislaus County (including regular, part-time or personal services contract), unless approved by the Board of Supervisors

BETWEEN COUNTY OF STANISLAUS
AND
STANISLAUS COUNTY SHERIFFS' SUPERVISOR ASSOCIATION

RE: IMPLEMENTATION OF 5% SALARY SAVINGS IN FISCAL YEARS 2010-2011 AND 2011-2012

Pursuant to this agreement between the County of Stanislaus (County), and Stanislaus County Sheriffs' Supervisor Association (SCSSA), the parties agree as follows:

Whereas, the County of Stanislaus has identified significant budget shortfalls throughout County departments in Fiscal Years 2010-2011 and 2011-2012; and

Whereas, the County and SCSSA agree to a 5% deduction of employee salaries as a method of reducing labor costs and minimizing the number of County employees subject to reduction-in-force in Fiscal Years 2010-2011 and 2011-2012.

Now therefore, the parties agree to the following terms and conditions of implementing 5% salary cost savings in Fiscal Years 2010-2011 and 2011-2012:

1. All employees in the bargaining unit(s) represented by SCSSA will receive a 5% deduction in salary starting on the July 3, 2010 workday, and ending on the June 30, 2012 workday. The 5% salary deduction will be on a pre-tax basis and will be calculated on the employee's base wage. The Salary deduction will not decrease the compensation paid for extra pays (special assignment pay, etc.). Retirement contributions will not be withheld on behalf of the employee or County on the amount of salary deducted.

2. All employees receiving a 5% salary deduction will receive four hours of special accrued leave time each pay period in which the 5% salary deduction is taken, or an equivalent amount of special accrued leave time pro-rated based on the number of hours paid to the employee. The total special accrued leave time earned in each fiscal year will be 104 hours, based on 5% salary deductions for each 80 hours of paid time during 26 pay periods. Special accrued leave time will be administered in the same manner as vacation time for purposes of determining overtime eligibility.

3. Special accrued leave time will be reported as a separate accrual amount on each employee's payroll advice notice. Employees may go negative in their special accrual leave time balance up to a maximum of 104 hours, however employees may not go negative in any amount greater than the employee's current vacation accrual amount. Employees may not carry a negative balance over at the end of each fiscal year. If an employee has a negative balance at the end of the fiscal year, or upon separation of employment, the County will reduce the employee's vacation accrual amount by an equal portion to balance the employee's special accrued leave time to zero.

4. Special accrued leave time will be utilized during any period of office closure approved by the Board of Supervisors. Office closure schedules will be

communicated by July 1, 2010 for the period of time from July 1, 2010 to December 31, 2010, and by October 1, 2010 for the period of time from January 1, 2011 to June 30, 2011. Office closure schedules will be communicated by July 1, 2011 for the entire Fiscal Year 2011-2012. With Department Head approval, employees may work during periods of approved office closures in limited circumstances to provide required County services.

Any remaining special accrued leave time not utilized during an office closure will be eligible for the employee to use as requested with the approval of their Department Head or designee. Department Heads may substitute the use of vacation with special accrued leave time as necessary, unless an employee is at the maximum level of vacation accrual.

5. Employees and departments are encouraged to schedule and utilize all special accrued leave time within the fiscal year in which it is accrued. Special accrued leave time not utilized within the fiscal year may be carry forward up to June 30, 2013. All special accrued leave time will expire and not be eligible for use on or after July 1, 2013. Special accrued leave time does not have a vested cash value and may not be cashed out during employment or at the time of termination.

6. Employees retiring from County service will be exempted from 5% salary deductions for a one year period prior to their identified date of retirement. In order to receive this exemption, retiring employees will need to sign an irrevocable notice of their retirement/resignation from County service on forms provided by the County. Employees may request Department Head approval to extend their planned retirement/resignation date, however any approved extension of their planned retirement/resignation date will require an adjustment of salary deductions and special accrued leave time to ensure that the employee is not exempted from the salary deductions for a period greater than 12 months. Employees must be eligible for a regular service retirement in order to receive this exemption.

7. The parties agree to implement a Retirement Incentive Program as outlined in Attachment A.

8. In recognition of the agreed 5% salary savings for Fiscal Years 2010-2011 and 2011-2012, the County agrees to not impose through any meet and confer process an additional base salary reduction/deduction beyond the 5% contributed by employees represented by SCSSA from the date of agreement through June 30, 2012. This provision does not prohibit the parties from introducing or discussing proposals for additional base salary savings during this period of time which may further assist in balancing future County budget deficits. This provision also does not limit in any way the County's existing authority to meet and confer on all other terms and conditions of employment including, but not limited to, employee health insurance, retirement benefits and miscellaneous compensation (such as special assignment pays, on-call pay, etc.).

9. The County agrees to temporarily modify existing reduction in force policies to extend return rights for employees impacted by a reduction in force to three years. This extension of return rights will apply to all permanent regular employees

represented by SCSSA who are terminated or demoted through a reduction in force action from the date of agreement through June 30, 2012.

10. SCSSA recognizes that the implementation of the 5% salary deduction is not a form of discipline for individual employees and employees may not appeal this reduction in salary under any County appeal procedures.

11. Implementation of the 5% salary deduction will not impact an employee's existing leave time accrual benefits (sick leave, vacation, etc.), retirement service credit or health insurance benefits.

12. Vacation cash outs will not be approved for employees participating in the 5% salary deduction program in Fiscal Years 2010-2011 and 2011-2012; individual MOU provisions will remain for employees reaching the vacation accrual maximum and denied the use of vacation.

13. Employees may voluntarily request unpaid Voluntary Time Off (VTO), as per County policy, in addition to the 5% salary deduction.

Agreed to this 6 day of April, 2010

Jody Hayes
Stanislaus County

Labor Representative
Stanislaus County Sheriffs' Supervisor Association

Attachment A

Stanislaus County
Retirement Incentive Program

Eligibility

20 Years of full-time service in Stanislaus County; or

Full-time employee eligible for normal service retirement from StanCERA as of July 1, 2010

- General Members – 30 yrs of total service OR 50 yrs old with 5 yrs of service and 10 yrs of membership in StanCERA
- Safety Members – 20 yrs of total service OR 50 yrs old with 5 yrs of service and 10 yrs of membership in StanCERA

Benefit

Termination pay of $1,000 per year of full-time County service, up to a maximum of $25,000

Termination pay is not retirement contributable and will not impact employee's final average salary calculation for retirement

Option available for employees to split benefit payment between July 2010 and January 2011; employee will be converted to extra help employment status for purposes of the January 2011 payment distribution but will not be eligible to earn any additional compensation. Employees will have the option of diverting payments to deferred compensation plans in accordance with IRS regulations.

Cost

Paid out of existing department appropriations in FY 2010-2011

Approval

Employee participation in Retirement Incentive Program will require Department Head and CEO approval

Request and approval process to be completed in conjunction with Proposed Budget for departments to include savings in FY 2010-2011 budget

Based on a review of the program for FY 2010-2011, County may offer the program again for employees retiring in July 2011 to assist with the FY 2011-2012 budget. This option is at the sole discretion of the County.

Staffing Impact

Department to delete the resulting vacant position by August 1, 2010

If resulting vacancy is identified as a critical position, department may substitute for an alternative position(s) of equal value (requires CEO approval)

Employees approved for Retirement Incentive Program are not eligible for future employment with Stanislaus County (including regular, part-time or personal services contract), unless approved by the Board of Supervisors

AGREEMENT

BETWEEN COUNTY OF STANISLAUS
AND
STANISLAUS COUNTY DISTRICT ATTORNEY INVESTIGATORS ASSOCIATION

RE: IMPLEMENTATION OF 5% SALARY SAVINGS IN FISCAL YEARS 2010-2011 AND 2011-2012

Pursuant to this agreement between the County of Stanislaus (County), and Stanislaus County District Attorney Investigators Association (SCDAIA), the parties agree as follows:

Whereas, the County of Stanislaus has identified significant budget shortfalls throughout County departments in Fiscal Years 2010-2011 and 2011-2012; and

Whereas, the County and SCDAIA agree to a 5% deduction of employee salaries as a method of reducing labor costs and minimizing the number of County employees subject to reduction-in-force in Fiscal Years 2010-2011 and 2011-2012.

Now therefore, the parties agree to the following terms and conditions of implementing 5% salary cost savings in Fiscal Years 2010-2011 and 2011-2012:

1. All employees in the bargaining unit(s) represented by SCDAIA will receive a 5% deduction in salary starting on the July 3, 2010 workday, and ending on the June 30, 2012 workday. The 5% salary deduction will be on a pre-tax basis and will be calculated on the employee's base wage. The Salary deduction will not decrease the compensation paid for extra pays (special assignment pay, etc.). Retirement contributions will not be withheld on behalf of the employee or County on the amount of salary deducted.

2. All employees receiving a 5% salary deduction will receive four hours of special accrued leave time each pay period in which the 5% salary deduction is taken, or an equivalent amount of special accrued leave time pro-rated based on the number of hours paid to the employee. The total special accrued leave time earned in each fiscal year will be 104 hours, based on 5% salary deductions for each 80 hours of paid time during 26 pay periods. Special accrued leave time will be administered in the same manner as vacation time for purposes of determining overtime eligibility.

3. Special accrued leave time will be reported as a separate accrual amount on each employee's payroll advice notice. Employees may go negative in their special accrual leave time balance up to a maximum of 104 hours, however employees may not go negative in any amount greater than the employee's current vacation accrual amount. Employees may not carry a negative balance over at the end of each fiscal year. If an employee has a negative balance at the end of the fiscal year, or upon separation of employment, the County will reduce the employee's vacation accrual amount by an equal portion to balance the employee's special accrued leave time to zero.

4. Special accrued leave time will be utilized during any period of office closure approved by the Board of Supervisors. Office closure schedules will be communicated by July 1, 2010 for the period of time from July 1, 2010 to December 31, 2010, and by October 1, 2010 for the period of time from January 1, 2011 to June 30, 2011. Office closure schedules will be communicated by July 1, 2011 for the entire Fiscal Year 2011-2012. With Department Head approval, employees may work during periods of approved office closures in limited circumstances to provide required County services.

   Any remaining special accrued leave time not utilized during an office closure will be eligible for the employee to use as requested with the approval of their Department Head or designee. Department Heads may substitute the use of vacation with special accrued leave time as necessary, unless an employee is at the maximum level of vacation accrual.

5. Employees and departments are encouraged to schedule and utilize all special accrued leave time within the fiscal year in which it is accrued. Special accrued leave time not utilized within the fiscal year may be carry forward up to June 30, 2013. All special accrued leave time will expire and not be eligible for use on or after July 1, 2013. Special accrued leave time does not have a vested cash value and may not be cashed out during employment or at the time of termination.

6. Employees retiring from County service will be exempted from 5% salary deductions for a one year period prior to their identified date of retirement. In order to receive this exemption, retiring employees will need to sign an irrevocable notice of their retirement/resignation from County service on forms provided by the County. Employees may request Department Head approval to extend their planned retirement/resignation date, however any approved extension of their planned retirement/resignation date will require an adjustment of salary deductions and special accrued leave time to ensure that the employee is not exempted from the salary deductions for a period greater than 12 months. Employees must be eligible for a regular service retirement in order to receive this exemption.

7. The parties agree to implement a Retirement Incentive Program as outlined in Attachment A.

8. In recognition of the agreed 5% salary savings for Fiscal Years 2010-2011 and 2011-2012, the County agrees to not impose through any meet and confer process an additional base salary reduction/deduction beyond the 5% contributed by employees represented by SCDAIA from the date of agreement through June 30, 2012. This provision does not prohibit the parties from introducing or discussing proposals for additional base salary savings during this period of time which may further assist in balancing future County budget deficits. This provision also does not limit in any way the County's existing authority to meet and confer on all other terms and conditions of employment including, but not limited to, employee health insurance, retirement benefits and miscellaneous compensation (such as special assignment pays, on-call pay, etc.).

9. The County agrees to temporarily modify existing reduction in force policies to extend return rights for employees impacted by a reduction in force to three years. This extension of return rights will apply to all permanent regular employees represented by SCDAIA who are terminated or demoted through a reduction in force action from the date of agreement through June 30, 2012.

10. SCDAIA recognizes that the implementation of the 5% salary deduction is not a form of discipline for individual employees and employees may not appeal this reduction in salary under any County appeal procedures.

11. Implementation of the 5% salary deduction will not impact an employee's existing leave time accrual benefits (sick leave, vacation, etc.), retirement service credit or health insurance benefits.

12. Vacation cash outs will not be approved for employees participating in the 5% salary deduction program in Fiscal Years 2010-2011 and 2011-2012; individual MOU provisions will remain for employees reaching the vacation accrual maximum and denied the use of vacation.

13. Employees may voluntarily request unpaid Voluntary Time Off (VTO), as per County policy, in addition to the 5% salary deduction.

Agreed to this 6 day of April, 2010

Jody Hayes Stanislaus County	Labor Representative Stanislaus County District Attorney Investigators Assn.

Attachment A

Stanislaus County
Retirement Incentive Program

Eligibility

20 Years of full-time service in Stanislaus County; or

Full-time employee eligible for normal service retirement from StanCERA as of July 1, 2010

- General Members – 30 yrs of total service <u>OR</u> 50 yrs old with 5 yrs of service and 10 yrs of membership in StanCERA
- Safety Members – 20 yrs of total service <u>OR</u> 50 yrs old with 5 yrs of service and 10 yrs of membership in StanCERA

Benefit

Termination pay of $1,000 per year of full-time County service, up to a maximum of $25,000

Termination pay is not retirement contributable and will not impact employee's final average salary calculation for retirement

Option available for employees to split benefit payment between July 2010 and January 2011; employee will be converted to extra help employment status for purposes of the January 2011 payment distribution but will not be eligible to earn any additional compensation. Employees will have the option of diverting payments to deferred compensation plans in accordance with IRS regulations.

Cost

Paid out of existing department appropriations in FY 2010-2011

Approval

Employee participation in Retirement Incentive Program will require Department Head and CEO approval

Request and approval process to be completed in conjunction with Proposed Budget for departments to include savings in FY 2010-2011 budget

Based on a review of the program for FY 2010-2011, County may offer the program again for employees retiring in July 2011 to assist with the FY 2011-2012 budget. This option is at the sole discretion of the County.

Staffing Impact

Department to delete the resulting vacant position by August 1, 2010

If resulting vacancy is identified as a critical position, department may substitute for an alternative position(s) of equal value (requires CEO approval)

Employees approved for Retirement Incentive Program are not eligible for future employment with Stanislaus County (including regular, part-time or personal services contract), unless approved by the Board of Supervisors

AGREEMENT
BETWEEN COUNTY OF STANISLAUS
AND
STANISLAUS SWORN DEPUTIES ASSOCIATION

RE: EXTENSION OF CURRENT MEMORANDUM OF UNDERSTANDING

Pursuant to this agreement between the County of Stanislaus (County), and the Stanislaus Sworn Deputies Association (SSDA), the parties agree as follows:

Whereas, the County has requested all labor organizations to consider proposals for salary cost reductions in Fiscal Years 2010-2011 and 2011-2012; and

Whereas, SSDA has requested an extension of the current Memorandum of Understanding between the County and SSDA which is due to expire on December 31, 2010.

Now therefore, the parties agree to the following terms and conditions, subject to ratification of SSDA membership and the County Board of Supervisors:

1. The parties agree to extend the expiration of the current Memorandum of Understanding between the County and SSDA from December 31, 2010, to June 30, 2012.

2. The parties agree Section 7-A of the agreement will be amended to apply only to represented or unrepresented bargaining units in the Stanislaus County Sheriff's Department.

3. The parties agree to meet and confer during the term of this agreement upon the County's request to negotiate retirement benefits for employees hired into the bargaining unit after January 1, 2011. The meet and confer shall not be any earlier than November 1, 2010.

4. All employees in the SSDA will receive a 5% deduction in salary starting on the July 3, 2010 workday, and ending on the June 30, 2012 workday. The 5% salary deduction will be on a pre-tax basis and will be calculated on the employee's base wage. The Salary deduction will not decrease the compensation paid for extra pays (special assignment pay, etc.). Retirement contributions will not be withheld on behalf of the employee or County on the amount of salary deducted.

5. All employees receiving a 5% salary deduction will receive four hours of special accrued leave time each pay period in which the 5% salary deduction is taken, or an equivalent amount of special accrued leave time pro-rated based on the number of hours paid to the employee. The total special accrued leave time earned in each fiscal year will be 104 hours, based on 5% salary deductions for each 80 hours of paid time during 26 pay periods. Special accrued leave time will be administered in the same manner as vacation time for purposes of determining overtime eligibility.

6. Special accrued leave time will be reported as a separate accrual amount on each employee's payroll advice notice. Employees may go negative in their special accrual leave time balance up to a maximum of 104 hours, however employees may not go negative in any amount greater than the employee's current vacation accrual amount. Employees may not carry a negative balance over at the end of each fiscal year. If an employee has a negative balance at the end of the fiscal year, or upon separation of employment, the County will reduce the employee's vacation accrual amount by an equal portion to balance the employee's special accrued leave time to zero.

7. Special accrued leave time will be utilized during any period of office closure approved by the Board of Supervisors. Office closure schedules will be communicated by July 1, 2010 for the period of time from July 1, 2010 to December 31, 2010, and by October 1, 2010 for the period of time from January 1, 2011 to June 30, 2011. Office closure schedules will be communicated by July 1, 2011 for the entire Fiscal Year 2011-2012. With Department Head approval, employees may work during periods of approved office closures in limited circumstances to provide required County services.

   Any remaining special accrued leave time not utilized during an office closure will be eligible for the employee to use as requested with the approval of their Department Head or designee. Department Heads may substitute the use of vacation with special accrued leave time as necessary, unless an employee is at the maximum level of vacation accrual.

8. Employees and departments are encouraged to schedule and utilize all special accrued leave time within the fiscal year in which it is accrued. Special accrued leave time not utilized within the fiscal year may be carry forward up to June 30, 2013. All special accrued leave time will expire and not be eligible for use on or after July 1, 2013. Special accrued leave time does not have a vested cash value and may not be cashed out during employment or at the time of termination.

9. Employees retiring from County service will be exempted from 5% salary deductions for a one year period prior to their identified date of retirement. In order to receive this exemption, retiring employees will need to sign an irrevocable notice of their retirement/resignation from County service on forms provided by the County. Employees may request Department Head approval to extend their planned retirement/resignation date, however any approved extension of their planned retirement/resignation date will require an adjustment of salary deductions and special accrued leave time to ensure that the employee is not exempted from the salary deductions for a period greater than 12 months. Employees must be eligible for a regular service retirement in order to receive this exemption.

10. The parties agree to implement a Retirement Incentive Program as outlined in Attachment A.

11. The County agrees to temporarily modify existing reduction in force policies to extend return rights for employees impacted by a reduction in force to three years. This extension of return rights will apply to all permanent regular employees

represented by the SSDA who are terminated or demoted through a reduction in force action from the date of agreement through June 30, 2012.

12. The SSDA recognizes that the implementation of the 5% salary deduction is not a form of discipline for individual employees and employees may not appeal this reduction in salary under any County appeal procedures.

13. Implementation of the 5% salary deduction will not impact an employee's existing leave time accrual benefits (sick leave, vacation, etc.), retirement service credit or health insurance benefits.

14. Vacation cash outs will not be approved for employees participating in the 5% salary deduction program in Fiscal Years 2010-2011 and 2011-2012; individual MOU provisions will remain for employees reaching the vacation accrual maximum and denied the use of vacation.

15. Employees may voluntarily request unpaid Voluntary Time Off (VTO), as per County policy, in addition to the 5% salary deduction.

Agreed to this _______ day of __________, 2010

Richard W. Robinson
Chief Executive Officer

Ryan Kelley
SSDA President
Stanislaus Sworn Deputies Association

Approved as to Form:

for Edward Burroughs
Deputy County Counsel

Attachment A

Stanislaus County
Retirement Incentive Program

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Benefit

Termination pay of $1,000 per year of full-time County service, up to a maximum of $25,000

Termination pay is not retirement contributable and will not impact employee's final average salary calculation for retirement

Option available for employees to split benefit payment between July 2010 and January 2011; employee will be converted to extra help employment status for purposes of the January 2011 payment distribution but will not be eligible to earn any additional compensation. Employees will have the option of diverting payments to deferred compensation plans in accordance with IRS regulations.

Cost

Paid out of existing department appropriations in FY 2010-2011

Approval

Employee participation in Retirement Incentive Program will require Department Head and CEO approval

Request and approval process to be completed in conjunction with Proposed Budget for departments to include savings in FY 2010-2011 budget

Based on a review of the program for FY 2010-2011, County may offer the program again for employees retiring in July 2011 to assist with the FY 2011-2012 budget. This option is at the sole discretion of the County.

Staffing Impact

Department to delete the resulting vacant position by August 1, 2010

If resulting vacancy is identified as a critical position, department may substitute for an alternative position(s) of equal value (requires CEO approval)

Employees approved for Retirement Incentive Program are not eligible for future employment with Stanislaus County (including regular, part-time or personal services contract), unless approved by the Board of Supervisors

PowerPoint

Stanislaus County

Striving to be the Best

Approval of 5% Cost Reduction Agreements for FY 2009-2010 and FY 2010-2011

April 6, 2010

Negotiations with Labor Groups

- Invited labor groups to participate in collective negotiations
- Goal of achieving across the board 5% reduction in labor costs for the next two fiscal years
- Negotiations conducted January through March
- Meetings conducted with unrepresented Management and Confidential employees

Ongoing Cost Reduction Strategies

- Maintain position vacancies and hiring freeze policy
- Reduce extra help or temporary staffing
- Reduce or eliminate out-of-County travel
- Modifications to compensation and benefit plans for unrepresented management and confidential employees

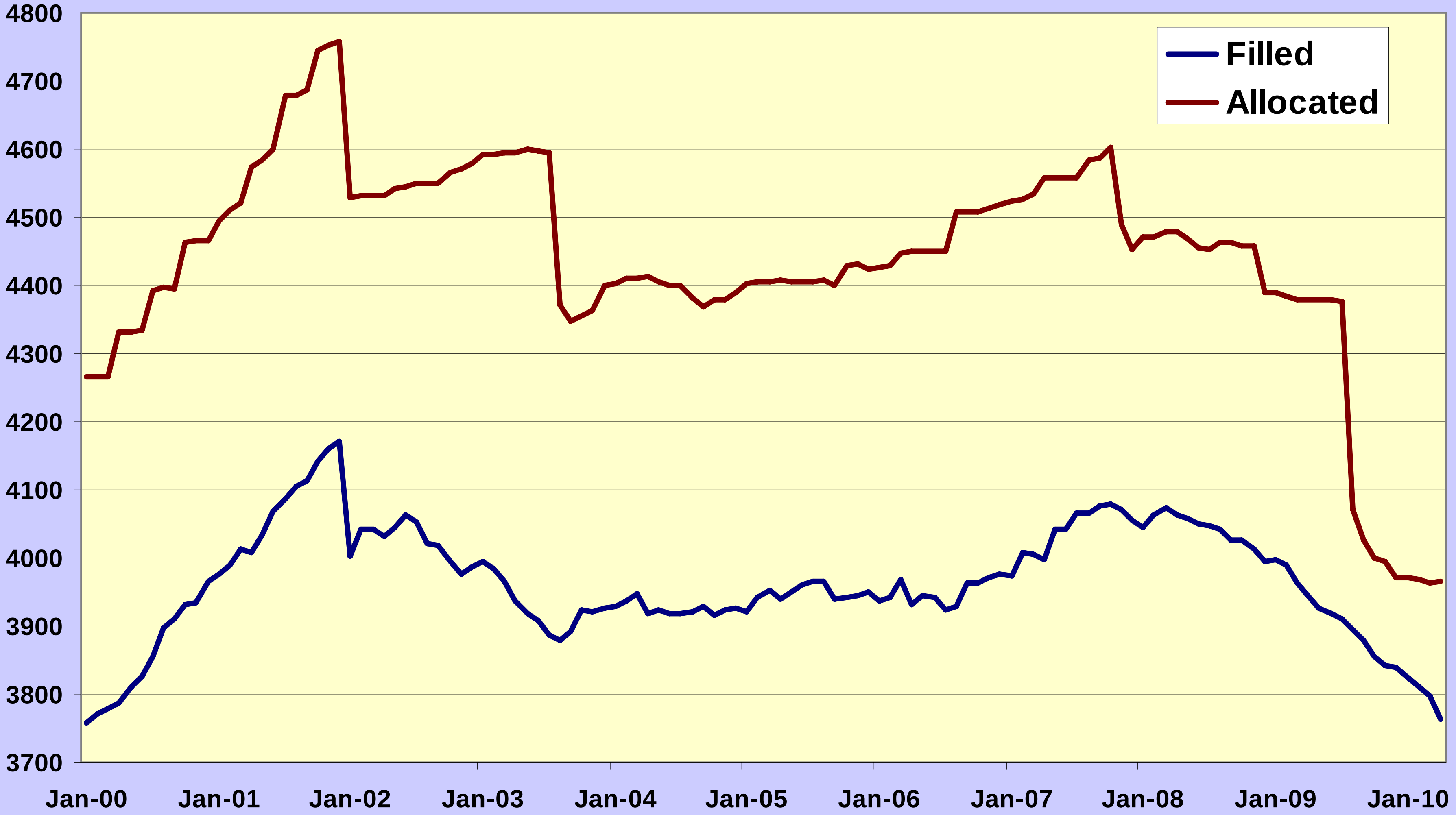
Ongoing Cost Reduction Strategies

- Negotiated agreements with labor groups to address benefit cost increases
- Limits on vacation cash outs
- Voluntary Time Off (VTO) policy
- Department specific furloughs in 2009-2010
- Reductions-in-force where necessary

Current Year Furloughs

- Reached agreement with most County labor groups to implement department specific furloughs in Fiscal Year 2009-2010
- 11 Departments participating in furloughs
  - 34% of County workforce
  - up to 5% in pay (13 work days)

Total Allocated and Filled Full-Time Positions
January 2000 to February 2010



Results of Negotiations

- All County labor groups ratified agreements to reduce labor costs by 5% in next two fiscal years
- Includes implementation of a new Voluntary Separation/Retirement Incentive Program
- Some labor groups have combined the 5% agreement with a new or extended labor agreement

Summary of 5% Agreements

- Employees will contribute 5% of their base wages each pay check through a salary deduction
- Deduction will lower County costs for base salary, payroll taxes and retirement
- Retiring employees may be exempted up to 12-months

Summary of 5% Agreements

- Employees will be granted special accrued leave time of four hours per pay period (up to 104 hours per year)
  - Used during any planned office closure dates, or by request of the employee
  - May not be cashed out
  - Expires June 30, 2013

Voluntary Separation/Retirement Incentive Program

- Eligibility – 20 years of full-time service, or eligible for retirement from StanCERA
- Benefit - $1,000 for each year of full-time County service, up to $25,000 (not retirement contributable)
- Requires approval of Department Head and CEO
- Employee will retire between July 1 to July 31, 2010
- Resulting vacancy will be deleted August 1, 2010

Voluntary Separation/Retirement Incentive Program

- Paid out of existing department appropriations in 2010-2011
- Cost of incentive lower than increasing cost for unemployment granted to employees in reduction-in-force
- Requested approval for program in Fiscal Year 2010-2011, will evaluate the outcome to consider offering the program in future

Labor Agreements and Extensions

- New labor agreements to be finalized this month
  - Deputy Sheriff Association
  - Sheriff Supervisors' Association
  - District Attorney Investigators' Association
- Contract extensions to be finalized this month
  - Stanislaus Sworn Deputies Association
  - Sheriff Management Association

Unrepresented Employees

- 5% salary cost reduction applies to all unrepresented employees (Management, Confidential, Department Heads and Elected Officials)
  - May also be exempted up to 12-months prior to retirement
- Elected officials will not participate in special accrued leave time
- Elected officials and Department Heads are not eligible for Voluntary Separation/Retirement Incentive Program

Fiscal Impact

- Value of 5% reductions estimated at $13.8 million for all funds, or $5.5 million for General Fund
- Actual savings may be lower based on potential reductions in departmental revenue
- Savings are projected to save up to 70 positions from reduction-in-force

Retirement Tier Changes

- Recommend future retirement benefits at Tier Two level in place prior to March 2002
- Changes to be effective with new employees hired into unrepresented bargaining units after December 31, 2010
- Changes to be negotiated with represented employees
- Additional recommendations and analysis to return to the Board for future action

Retirement Tier Changes

	Current Benefit (Tier Five*)	Recommended Benefit (Tier Two*)
General Members	Years of Service at 2% at age 55	Years of Service at 2% at age 61
Safety Members	Years of Service at 3% at age 50	Years of Service at 2% at age 50

**Benefit formulas are rounded based on age and years of service*

Recommendations

- Approval of 5% cost savings agreements with 12 bargaining units
- Authorize the implementation of the 5% cost savings for all unrepresented employees
- Authorize the implementation of the Voluntary Separation/Retirement Incentive Program

Recommendations

- Direct CEO to prepare necessary actions to modify the retirement benefits for unrepresented employees hired after December 31, 2010 to the former Tier Two benefit structure in place prior to March 2002

Recommendations

- Authorize CEO or designee to sign agreements
- Authorize Auditor-Controller and CEO to implement all terms and conditions of the approved agreements in compliance with State and Federal Laws
- Direct CEO to return to Board in April 2010 to finalize new agreements and contract extensions

Approval of 5% Cost Reduction Agreements for FY 2009-2010 and FY 2010-2011

April 6, 2010