

3/1/2012

## Negotiations Update

The negotiating team met with the County on 3/1/12, and received the County's last best and final offer. This does not mean we are at impasse. Look at it like this, they are trying to speed things up to reach a conclusion. The "low-lights" of the final offer include a 2.56% pay reduction, employees continue to be responsible for 100% of medical increases, County will no longer subvent 25% of the cost of pension (an approx. 4.4% increase to our pension cost), two-year contract term, our subvention of County's cost of pension reduced from 9% to 4.5% (this is basically offsetting the shift of 4.4% mentioned above), new retirement tier for employees hired after January 1, 2013 (3% @55) and a few minor items regarding MOU language, electronic time keeping and federal law language regarding "eligible dependants." **There are no highlights.**

The subventions will offset and our out of pocket losses are in the pay reduction and the absorbing of 100% of medical premium increases. The bottom line is, this amounts to a 3.6% total loss in pay.

Most units that have come to terms with the County are looking at a 7-8% reduction so we are ahead of the curve. The issue we are having with the above offer is we will once again take a financial hit for insurance premiums increases in Jan 2013 and not have an opportunity for any increases until end of term of contract July 2013.

What we would like to see is for the county to agree to a plan that eliminates the remaining 4.5 % subvention we pay on their behalf. This is what we are working with the Board of Supervisors on and without this plan we would not be able to recommend a "yes" vote.

**Please read all emails coming from the Association, a vote may be coming in regard to your contract very soon and we would like everyone to attend.**

**John Ebrahimi  
President PPOACCC**