

# The Sacrifice Will Be Shared

## Board of Supervisors Adopts a 3% Pension Cost Shift for Managers and Non-Represented Employees

The Ventura County Board of Supervisors **adopted a resolution which implements a 3% of pay shift in pension costs onto Management and other Non-Represented employees.** In a letter to the Board of Supervisors Assistant Chief Executive Officer John Nicoll wrote:

*“In response to the financial hardship facing the County and the increased costs related to loss in the value of the Retirement deposits we are requiring current Management Employees to assist in paying a portion of the retirement costs associated with the employee share of the payment...This shift to a system in which the employees share in the retirement cost is the first step in our approach to pension reform.”*

## SEIU Local 721 Bargaining Committee Receives *Last, Best, and Final* Offer from Ventura County

On December 10 Management representatives presented the SEIU bargaining committee with a “last, best and final” offer. **Gone from the County’s latest offer is their proposal to eliminate the 1.5% 401K match.** This “last, best and final” proposal does not include any mention of furloughs/unpaid days or suspension of the merit increases, however the County is NOT legally required to negotiate these items and could implement them next year if the economy worsens.

**What remains is the County’s insistence on “pension reform”, by which they mean a shifting of costs (3%) from the County to employees.**

## SEIU has a plan – short term and long term - to protect public services and family incomes.

*Hear all about it and make your voice heard at upcoming meetings.*

The SEIU bargaining committee has been developing plans to address the County’s financial problems and solutions for real “pension reform.” **We are concerned about protecting services and family incomes in 2010. But we are equally concerned about taking steps to improve the financial condition so that we are not faced with these kinds of demands in the future.**

Please RSVP to 805-644-8291 to attend one of these important meetings:

- **Jan. 6, 2010 at 6:00 pm at the Sheriff Station (2101 E Olson Rd in Thousand Oaks)**
- **Jan. 7, 2010 at 6:00 pm at Poinsettia Pavilion (3451 Foothill Rd in Ventura)**