



A Message from Your SEIU 721 Bargaining Team:

Summary of Tentative Settlement Agreement

The following is a brief summary of the tentative settlement agreement reached with Riverside County.

To provide future stability and financial security during the on-going economic turmoil, this contract has a 5-year term expiring in December 2016.

Step/merit increases will resume in one-step (2.71%) increments in July 2012, but then return to two-step (5.5%) increments in July 2014. Step/merit increases will be granted based upon anniversary dates.

All employees will receive 8% in COLA's over the term of the contract. They will receive 2% each year in July 2013-2015 followed 6 months later by an additional 2% in January 2016.

FLEX medical benefits will increase in November of each year at the same percentage rate as increases in the Kaiser family medical plan rates. Health care costs typically increase by 10-12% each year, so members should expect to see a monthly FLEX benefit increase of \$50 or more each year until the \$823 cap is reached probably by 2015. This will equate to almost \$200 more a month in FLEX benefits.

In January 2013, Short-Term Disability will increase to the Class 2 benefit level which will provide 60% of the employee's salary. This will increase the weekly maximum benefit allowed from \$249.70 to \$461.54.

Sick leave usage is extended to include the care of in-laws.

The pension reform provisions, including EPMC pick-up and alternate retirement formula/calculations for new hires, will remain the same as in the existing Terms and Conditions of Employment issued by the County on Nov. 22.

In return for the 8% pick-up of the pension contributions, two additional salary steps (5.5%) will be added to all salary ranges and employees at the top of their salary ranges with at least five years of continuous service will receive two single Advanced Grade Recognition payments of \$1,000 each. The total amount of these payments is equal to about 4.5% of the average member's annual salary.

In July 2014, the County will meet with SEIU to discuss improvements in retiree medical benefits and to address parity issues. Parity issues may also be discussed in Labor-Management Committee meetings.

Upon reinstatement/re-employment following layoff, members shall retain previous retirement benefits.

We were able to maintain a Fairness Agreement, but it is only linked to LIUNA represented employees.

Employees in the Supervisory Unit will continue to avoid salary compaction, including from LIUNA represented subordinates, by maintaining a minimum 5.5% separation from top steps on the salary ranges.