

BCFPE SAMPLE BALLOT

Article 19 Pension Changes

Contributions by employees beginning July 1, 2010 shall be increased by .5% and July 1, 2011 by an additional .5%

Delay COLA's for Future Retirees an additional four years

Change the PRIF Cap from 8% to 6% and annual COLA limits from 4% to 3%

Eliminate COLA's for employees who retire with less than 20 hired prior to July 1, 2007 and 25 years for those hired after July 1, 2007.

Change Ordinary Disability (OD) to Normal Service Retirement (NSR) if eligible for NSR

Tier Accidental Disabilities for employees. (Like Police and Fire)

Change Ordinary Disability from 5 to 10 years for Employees hired prior to 7-1-07

Change Ordinary Death Benefit Eligibility to 5 years

Purchase Waived time by 6-30-12

Eliminate buyback for New General

Lower option not to join from age 59 to 55

In consideration of the BCFPE acceptance of the above pension changes, the County agrees:

For Fiscal Years 2011 and 2012 guarantee scheduled steps and longevities for pay schedule I employees.

Not to furlough or layoff employees in pay schedule I in fiscal year 2011 and fiscal year 2012.

Effective July 1, 2010 neither the County nor the BCFPE shall seek to negotiate on pension matters, or otherwise seek to modify Article 19 Pension for a period of two years. (Until fiscal year 2013)

The classification of storekeeper II will be added to Regulation 10.01 I stand-by pay and 10.01. J call-back pay.

Change in Rule 10 Regulation s 10.02 A.1 Notwithstanding the above provision, effective July 1, 2010, pay Schedule I employees shall also receive payment for substituting in at a higher classification when the position is vacant because of County mandated training, bereavement leave and jury duty.

Section 2.3 Contractual Rights. Add new section. Supervisors and bargaining unit members shall not waive or allow to be waived a contractual right.

Section 8.7 Travel Policy

Delete wording in last sentence "first of July following any adjustment by the Internal Revenue Service.

Insert wording after take place on: date of adjustment by the Internal Revenue Service.

Section 8.11 Delete language: **hired on or after July 1, 1997**

Addition: Adding the wording "or agency warning" to section 11.1

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Section 11.1- Types of Discipline: Disciplinary action, as a matter of general policy, shall be taken in private and to be for just cause and include only the following: oral reprimand, written reprimand, suspension without pay (**or agency warning**), discharge and/or demotion. Except in situations involving serious offenses, discipline shall be administered progressively.

~~Section 13.6 (e) Earning and Personal Leave For Correctional Officers: For the purpose of this section, Correctional Officers will accrue one personal leave day on January 1 and the remaining personal leave days will begin accrual at the rate of 1/2 day per month beginning January 1, up to a maximum of six (6) annually.~~

~~Personal leave shall normally be scheduled in accordance with the section's and/or department's policy for scheduling vacation leave; provided, however once accrued this personal leave shall not be subject to approval or documentation when requested in an emergency situation.~~

Section 16.6 Federation leave: Delete 690 hours and insert 725 hours.
(This is 25 hours above the base presently in place.)

Section 22.3- Term of Memorandum of Understanding

This Memorandum of Understanding shall become effective **July 1, 2010** and shall continue in full force and effect until **June 30, 2012**. This Memorandum of Understanding shall automatically renew itself as of **July 1, 2012** and for yearly periods thereafter unless either party shall give the other written notice of a desire to terminate, modify or amend this Memorandum of Understanding prior to **October 15, 2011** or October 15 of any subsequent year. If legislation necessary to effectuate the terms of this agreement is not adopted by the County Council, the parties shall recommence negotiations if either party so requests.

Health Care Review Committee

The County and the BCFPE agree that their representatives on the Health care review committee may enter negotiations in Fiscal Year 2011 and/or Fiscal Year 2012 for the purpose of replacement of the Triple Option Plan with a Preferred Provider Option and renewal or replacement of the existing HMO's.

Said negotiations shall not alter the existing contractual provisions regarding the subsidy/premium splits for the existing Triple Option Plan and HMO's or their replacement.

Said negotiations shall also include dental, life and vision plans. The negotiations shall not alter the existing contractual provisions regarding the subsidy/premium splits for the dental, life and vision plans or the amount of life insurance.

The parties understand that such negotiations shall not affect the other provisions of the Memorandum of Understanding, which shall remain in effect in accordance with article 22.3 Duration.

CHECK ONLY ONE BOX BELOW:

ACCEPT

REJECT