

**AGENDA
PERSONNEL COMMITTEE
DECEMBER 19, 2012**

- I.** Committee meeting called to order by Chairman
- II.** Motion to approve minutes of prior Committee Meeting.
- III.** Review Proposed CSEA CBA Highlights
- IV.** Review Non-Union New Employee Insurance Contributions
- V.** Review Hiring Freeze
- VI.** Authorize Appropriation for 2012 CSEA Agreement Payment, if Agreement Approved
- VII.** Review Status of 2 DPW Positions and 1 Tourism Position
- VIII.** Review Request from IT for Non-Used Vacation Pay (3 days)
- IX.** Any Other Business that may come Before the Committee

PROPOSED CSEA COLLECTIVE BARGAINING AGREEMENT HIGHLIGHTS

Term - 5 years

Wage Schedule

- 2012 - no wage schedule adjustment - \$300 sign on for CSEA membership (prorated for part-timers)
- 2013 - \$500 flat wage schedule adjustment
- 2014 - 2% increase to wage schedule
- 2015 - 2% increase to wage schedule
- 2016 - 2.5% increase to wage schedule
- Steps and longevities moved to employment anniversary dates and upon achievement of years needs for the increment

Health Insurance

- Current employee contributions increased to 10% in January, 2013, 11% in December, 2013, 12% in December, 2014, and 13% in December 2015
- New employee contributions increased to 20% and new employee health insurance in retirement to not commence until age 65 and require 20 years of service
- County contribution to copays to end December 31, 2013
- County may offer lower cost/higher deductible/fewer benefit insurance plans to employees as an option
- County may change insurance carriers or self insure as long as benefits are substantially similar

Benefit Changes

- Total number of sick day benefits granted each year reduced by two
- Sick leave cash incentive program ended
- Sick leave payout ended for new employees

Work Day/Work Week Rules

- 8 to 10 hour day adjustments with no overtime (time returned during week) - Trial to December 31, 2013
- Compensatory time programs (to eliminate actual pay for overtime) - trial to December 31, 2014
- New employee vacation accruals restructured to accrual each pay period and not earned until completion of 6 months of employment
- Vacation carryover policy clarified and made consistent with non-union policy provisions adopted by the Board
- Family sick leave reinstated as employee benefit

Other Misc.

- Reallocation Committee concerning grades, etc. to provide recommendations to Board of Supervisors
- Flexible spending account to be instituted if can be done at no cost to County
- Glasses/hearing aide replacement if damages in course of work
- Drug and alcohol testing provided for in cases of accidents
- Reimbursement of nurses re-licensing cost while employed by County