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AFSCME, BU 19  
Response to Conceptual Proposal of May 4, 2010  
May 19, 2010

AFSCME, due to the severe compensation loss of its members by imposed furlough days, offers the following conceptual proposals:

**Compensation**

**Salary:** Effective July 1, 2010 all classes shall be adjusted upward, by a formula to be determined by AFSCME. The total increases will equal 5%.

Employees who have been at the old maximum salary rate for a minimum of twelve (12) qualifying pay periods shall receive a salary increase. Employees at the old maximum salary rate for less than twelve (12) qualifying pay periods shall receive a new salary anniversary date based on qualifying service. Qualifying service toward the twelve (12) qualifying pay periods shall be in accordance with DPA Rules 599.682 (b) and 599.687.

All other employees shall retain their salary and merit salary anniversary date (MSA)

**Retirement**

Beginning with fiscal year 2010-11, should the employer rate for retirement contributions rise above 17%, the increase shall be shared with the employees according to the following calculations:

- 18% employee will pay an additional 1% in retirement contributions
- 19% employee will pay an additional 2% in retirement contributions
- 20% employee will pay an additional 3% in retirement contributions
- 21% employee will pay an additional 4% in retirement contributions
- 22% employee will pay an additional 5% in retirement contributions

There will be a 5% cap on additional employee contributions. The employer contribution rate is established on a yearly basis upon completion of the Calpers actuarial study. The union shall meet with DPA prior to the beginning of each fiscal year to review the study and inform SCO of any decrease or increase of employee contributions.