

# Sonoma Co. Tentative Agreement at a Glance

## Door Open for Global Resolution to Retiree Health Issue

Agreement to hold final decision in PERB Case in abeyance while pursuing other retiree health options. (Summary, page 4)

## Temporary Relief for Families Paying Most for Health Care Coverage

Through end of Plan Year, there will be an extra County contribution to families remaining enrolled in PacifiCare or the County Health Plan — we have assumed for medical reasons. The Joint Labor Management Benefits Committee is already hard at work on more and more affordable plans for the next open enrollment. (Summary, page 3)

## One-Year Term (duration):

Allows the County and the Union to complete work on health plans and retiree health coverage. Locks in wages while, we hope, the economy begins to improve. (Summary, page 1)

## No COLA

Our willingness to accept no base wage increase averts additional layoffs and holds the line against possible wage roll-backs for a year. \$600 dollar cash payment remains in place unless members decided to do something else.. (Summary, page 1)

## Wage Equity Increases

Based on salary research, “down payment” on full equity adjustments for 23 classifications. Most of these adjustments are 2.21%. (Summary, page 2, attached spreadsheet)

## Other Tentative Agreements

Of other Tentative Agreements, 11 are in varying degrees to the benefit of members. Agreements that meet County interests either make sense or are, in the opinion of the bargaining team, such as we can “live with.” Disciplines resolved.

## Takeaways Averted

Several County takeaway proposals were fended of by the bargaining team; e.g. an end of daily overtime; overtime only after 40 hours of work (as opposed to paid time)

