

MOU Negotiations

Organization and Personnel Committee

Item 8-12

May 10, 2010

Status of Negotiations

- March 9, 2010, Board authorized negotiating parameters:
 - 18-month terms (7/1/09 – 12/31/10)
 - 2% COLA, January 1, 2010, to be cost neutral
 - All other terms and conditions to remain same
- May 5, 2010, tentative agreements reached with AFSCME, MAPA and ACE consistent with Board parameters.

The COLA is Cost Neutral

- Cost of 2% COLA for AFSCME, MAPA & ACE = \$4.5 million (including benefits)
- Completely paid for by immediate elimination of 32 vacant, funded positions.
- 32 positions is **in addition to** 63 vacant funded positions recommended for elimination in FY 2010-11 Budget.
- Would bring total # of eliminated vacant funded positions to **95** for FY 2010-11.

Next Steps

- Upon Board approval of MOUs, AFSCME, MAPA and ACE will complete ratification process.
- Once MOUs in place, parties immediately begin **Interest-Based** negotiations on long-term agreements, including cost containment.
- Negotiations also continue with Supervisors Association (SA).
 - SA MOU expired 12/31/09.
 - SA already received 2% COLA, 7/1/09, as part of previous MOU.