

## TENTATIVE AGREEMENT

### § 24.14 Safety PERS Benefit

§ 24.14.1 The District and SEIU agree in principle to offer the District Police Officers the 3% at 55 Safety PERS plan from the California Public Employees Retirement System (CalPERS), but there remain a number of unanswered questions at this time (June 2007). With this in mind, both parties agree to acquire the necessary answers and required documentation in a timely fashion, and if there is no impediment final decision is to proceed with the enhanced benefit, the contract effective date with CalPERS will would be no later than July 1, 2008 or as soon thereafter as possible. This means that the answers to the questions and the documentation need to be in place and agreed to no later than the end of the Fall 2007 semester, preferably sooner.

§ 24.14.2 The District and SEIU agree that if there is no impediment to offering final decision is to offer the 3% at 55 Safety PERS plan to the District Police Officers, sometime after the conclusion of negotiations for 06/07 this process will proceed regardless of the parties will reopen negotiations on the sole subject of implementing this plan regardless of where the District and SEIU are in future negotiation.

§ 24.14.3 Based on negotiations the discussions up to June 2007, the District and SEIU agree that the general parameters of implementation are as follows:

- In accordance with CalPERS requirements, eligible sworn District Police employees will be given the opportunity to vote whether to participate in the 3% at 55 plan and withdraw from Social Security or not. A simple majority of those eligible to vote shall determine the outcome of the employee election order for this 3% at 55 Safety PERS Plan to go into effect, all sworn District Police employees must vote to participate in the plan and must vote to withdraw from Social Security. A simple majority will be used to determine the outcome of the vote.
- In exchange for going to the 3% at 55 Safety PERS plan these District Police Officers within the classified unit will drop out of Social Security, and The District's and the employees' contributions share of toward Social Security will then be used to help subsidize the costs of this new program. If re-directing these contributions from toward Social Security would still result in a shortfall, it is understood that both the employees and the District would will share the costs in addressing this shortfall. The terms of this cost-sharing model will be subject to negotiations based on an updated actuarial study. The cost of this study will be shared equally by the District and SEIU. In order for this 3% at 55 Safety PERS Plan to go into effect, all sworn District Police employees must vote to participate in the plan and must vote to withdraw from Social Security. A simple majority will be used to determine the outcome of the vote.

- The **current** Santa Rosa Junior College Chief of Police must not be adversely affected by this enhanced benefit ~~and may elect to remain in Miscellaneous PERS or another alternative retirement system, if applicable.~~
- If, at some future date, there are significant changes in contribution rates or other factors such that either party is materially affected, the parties agree to reopen negotiations on **the terms of the cost sharing provision** this topic.

**§ 24.15 Holiday Pay**

§ 24.15.1 In lieu of time off for holidays, Police Officers and Community Service Officers/Dispatch will be paid an additional 8 hours of straight time for each District recognized, negotiated holiday (see Article 10.1.1 for a list of holidays). **The holiday(s)** ~~This pay~~ will be paid in the month following the actual holiday(s) and will be reported to PERS as special compensation. If an employee is less than full-time, the pay will be pro-rated to the employee's FTE (full-time equivalent) **on the day of the holiday.**

Agreed to: \_\_\_\_\_, 2007

FOR THE DISTRICT'S TEAM:

FOR THE SEIU, LOCAL 1021 TEAM:

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Karen Furukawa  
Director, Human Resources

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Tom Drumm  
Field Representative