

FOR IMMEDIATE RELEASE:
March 29, 2011

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RIVERSIDE SHERIFFS' ASSOCIATION OFFERS COUNTY OVER \$27 MILLION IN SAVINGS

Riverside, CA --- The Riverside Sheriffs' Association (RSA) has proposed a plan to the County of Riverside which will save taxpayers over \$27 million and protect the public from drastic cuts which could permanently jeopardize public safety services throughout Riverside County.

The \$27 million-plus savings plan was offered last week during contract negotiations between the Riverside Sheriffs' Association and representatives of the Riverside County Board of Supervisors. At the start of negotiations, on January 5, 2011 the County insisted it needed compensation reductions of \$27 million to help the County balance its budget.

The County has been pushing for more than 20% in cuts to pay and benefits for Riverside County's deputies and other law enforcement officers. Under the County's plan, Riverside County Deputy Sheriffs would become the lowest compensated deputy sheriffs in all of Southern California. This would likely lead to a mass exodus of highly experienced law enforcement officers from the Riverside County Sheriff's Department and the District Attorney's Bureau of Investigations.

Recognizing the financial difficulties facing the County of Riverside, the Riverside Sheriffs' Association has now on four different occasions since 2009 proposed cost savings plans that would reduce compensation and help the County balance its budget without requiring drastic cuts that would jeopardize public safety services.

- In August 2009 the Riverside Sheriffs' Association made an offer, outside the normal negotiations cycle, to defer 4% in pending wage increases for up to two years, worth \$10,800,000 per year. Riverside County rejected this offer, which would have saved the County approximately \$14.5 million to date.
- In May 2010 the Riverside Sheriffs' Association made the County another offer outside the normal negotiations cycle, to give up a 2% wage increase that was scheduled to take affect that July. This proposal would have saved taxpayers \$5,400,000 annually. It was also rejected by the County.
- On March 2, 2011 the Riverside Sheriffs' Association made an offer to give up the employer paid employee retirement contribution for all current and future law enforcement members. This proposal would have saved taxpayers more than \$28,000,000 over three years. The County rejected this offer on March 23, 2011.

The latest proposal being offered by the Riverside Sheriffs' Association will meet the County's cost saving goals without destroying the quality of life of Riverside County's law enforcement officers or permanently deteriorating public safety services throughout the communities of Riverside County.

The Riverside Sheriffs' Association's plan will also save Riverside County taxpayers over \$27 million by implementing an across-the-board salary freeze and requiring deputy sheriffs and other RSA members to take up to 208 furlough hours over approximately the next twenty seven months.

The Riverside Sheriffs' Association's plan will protect the public by preventing layoffs of Riverside County's law enforcement officers working the County's streets and jails. This plan will also keep the Riverside County Sheriff's Department competitive with other counties so the Sheriff can continue to recruit and retain the best officers available.

"The Riverside County Board of Supervisors has asked the men and women of the Riverside Sheriffs' Association to propose a fair plan that will reduce compensation without harming public safety in the communities they represent. For the fourth time in two years we are offering them a plan that meets those goals in a fair and equitable manner. I am hopeful that the Board of Supervisors will consider and accept this plan in good faith," said Riverside Sheriffs' Association President Pat McNamara.

The Riverside Sheriffs' Association represents Riverside County's Deputy Sheriffs, Sheriffs Investigators, Deputy Coroners, Correctional Deputies, and District Attorneys Investigators in the current contract negotiations with the County of Riverside.

Submitted by RSA

3/24/11

RSA COMPREHENSIVE PROPOSAL

Date: March 23, 2011

SUBJECT TO RATIFICATION BY THE BARGAINING UNIT MEMBERSHIP, AND APPROVAL BY THE COUNTY BOARD OF SUPERVISORS, THE PARTIES HERETO AGREE TO INCLUDE IN THEIR SUCCESSOR MEMORANDUM OF UNDERSTANDING, THE FOLLOW MODIFICATIONS:

1. **TERM:**
The proposed LEU MOU will expire on June 30, 2013.

2. **SALARY:**
There will be no across the board wage increases or benefit increases during the period of the LEU MOU.

3. **FURLOUGHS:**
During the term of this MOU only, LEU members may be required to take up to a maximum of 208 furlough hours by the expiration of the MOU on June 30, 2013. The Department will circulate a list of available furlough days; and from this list, employees will be able to select their furlough days. The granting of the choice of furlough time off shall be based on seniority within worksite and classification. Unpaid furlough days may be consecutive and may coincide with regular days off and vacation time.

The decision on whether to utilize unpaid furlough days to balance the budget of the Sheriff's Department will be within the exclusive authority of the Sheriff. In the event that the Sheriff makes the determination to cancel one or more furlough days because the furloughs are not necessary to balance the Department's budget, the affected employee(s) and RSA will be notified as soon as possible. No employee will be furloughed for a greater number of days than any other employee, and there shall be no partial day furloughs.

3. **EXISTING LANGUAGE:**
All language currently in the LEU MOU will be carried over to the successor agreement.

Tentative Agreement entered into on:

_____ [Date]

On Behalf of the County of Riverside:

On Behalf of RSA:

By: _____
Brian McArthur
Director of Labor Relations

By: _____
Pat McNamara
President

Attachment A

SUMMARY OF CONCESSIONS BY UNIT

	<u>SEIU</u>		<u>RCDDAA</u>		<u>Mgmt./Unrep.</u>	<u>LIUNA</u>	<u>PSU</u>	
Term	11 months	12 months	11 months	12 months	No Term	23 months	5 months	20 months
Imposition/ Agreement	Imposed then Agreement	Agreement	Imposed	Agreement	Not Negotiated	Agreement	Imposed	Agreement
Furlough/ Unpaid Personal Hours	208		144		160	208	40	
Flex Benefit Reduction			\$100/mo.		\$100/mo.		\$227.82/ mo	\$227.82/ mo
401(a) Contribution			Reduced to \$25/bi-week		Reduced to \$25/bi-week			
Annual Leave Buydown			Cap @ 40 hours/year		Cap @ 40 hours/year			
Merit Increases	Frozen	Frozen	Frozen	Frozen	Frozen	Frozen	Frozen	Frozen
<i>Subtotal of Cost Savings:</i>	10%		10%		10.6%	10.6%	2.83%	6.45%
<i>Subtotal of Savings to Stop Payroll Growth:</i>	1.7%		2.8%		2.0%	2.0%	0.19%	1.59%
Total % Savings:	11.7%		12.8%		12.6%	12.6%	3.02%	8.04%
Total Savings* (Dollar):	\$59,447,410		\$4,557,180		\$23,313,440	\$51,745,825	\$4,835,303	

TOTAL: \$143,899,158

*Net County Cost for the above number's approximately 30%

COMPENSATION PACKAGE COMPARISON
Comparable Counties

CURRENT REDUCTIONS								
Jurisdiction	Term	Years	Salary Reductions	Merit Increases	Pension Formula	Additional Retirement	EPMC Retirement Reductions	Second Tier
Los Angeles County	1 year	2011 - 1/31/12	None	Merits Continue	2% @ 50	4% matched Deferred Compensation Plan	County's match reduced to 2% for 2010/2011; restored to 4% in 2012	None
Orange County	3 years	2009-2012	None	Merits Continue	3% @ 50	None	2009 - EE's pick up 1% of EPMC; 10/8/10 - EE's pick up 3% of EPMC; 10/7/11 - EE's pick up 5% of EPMC	3% @ 55
San Bernardino County	3 years	2009-2012	None but Salary Increases Delayed**	Merits Continue	3% @ 50	None	None	None
San Diego County	2 yrs	2009-2011	None; 2% increase effective 6/18/10	Merits Continue	3% @ 50	None	None	3% @ 55
Ventura County	2.5 yr ext.	3/31/11 - 11/30/13	None	Merits Continue	2% @ 50	Matched Deferred Compensation Plan	Effective 5/2/10 - EE's contribute 1% EPMC (previously 100% ER paid); Eff. 4/3/11 - EE's contribute add. 1.5% - total 2.5%)	None
**2% scheduled for 09 - delayed to 10; 2% scheduled for 2/10 reduced to 0.75; remaining 1.75% ATB goes into effect 2010								
PROPOSED REDUCTIONS								
Jurisdiction	Term	Years	Salary Reductions	Merit Increases	Pension Formula	Additional Retirement	EPMC Retirement Reductions	Second Tier
Riverside County	3 years	2011-2014	10% - 1st year	Merits Frozen	3% @ 50	None	Effective 2012 - EE's pickup 9% (previously 100% ER paid)	2% @ 55