



THE DEPUTY ONLINE

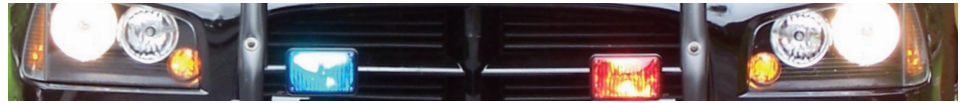
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GENERAL MEMBERSHIP MEETINGS RESUME ON SEPT. 29th!

Issue 2009-09

312 AWARD SUMMARY

Ken Hiller, OCDSA President



Wages

The Arbitrator accepted all of the OCDSA's wages proposals. Wage increases will be:

- FY 2004 – 2% (previously agreed to between the OCDSA and the County)
- FY 2005 – 3% (previously agreed to between the OCDSA and the County)
- FY 2006 – 3% awarded by the Arbitrator
- FY 2007 – 2% (previously agreed to between the OCDSA and the County)
- FY 2008 – 2% awarded by the Arbitrator
- FY 2009 – 2% awarded by the Arbitrator

The Arbitrator awarded the County's proposal for no additional wages increases for dispatchers.

Wage Retroactivity

The OCDSA and the County previously agreed that wages would be retroactive for all active and retired employees. The Arbitrator awarded that employees who voluntarily left employment with the OCSO will also receive retroactive pay.

MERS

The Arbitrator chose the County's LBO. Among the reasons he gave, he stated that the switch from a DB (pension) plan to a DC (401k) plan was the result of negotiations, and OCDSA members received a higher contribution rate than general employees. The Arbitrator also said that the OCDSA switched its MERS proposal three times, which resulted in an inability to obtain an accurate actuarial study. The Arbitrator also felt that a DB plan should be achieved through negotiations.

County contribution rate to the DC plan for employees hired after 5-27-95.

When the LBOs were submitted, the

OCDSA and the County agreed that those employees will now receive a 10% employer contribution.

Employee contribution rate to the DC plan for employees hired after 5-27-95.

The County proposed to increase those employee's contribution rate from 3% to 4%. The OCDSA opposed it. The Arbitrator chose the OCDSA's LBO to not increase those employee's contributions from 3% to 4%.

Prescription Drug Co-Pays.

When the LBOs were submitted, the OCDSA and the County agreed to a \$5/\$10/\$25 co-pay schedule. The OCDSA proposed a 40 prescription cap be added to the agreement. The Arbitrator chose the County's LBO against a 40 prescription cap.

Eliminate HAP as a choice for new hires.

The County proposed to eliminate HAP as a choice for new hires. The OCDSA objected to this. The Arbitrator chose the OCDSA's position.

Employee Health Care Contribution.

The County and the OCDSA agreed that employees would pay toward their health insurance on a biweekly basis. The dispute was the amount that would be paid. The Arbitrator chose the County's proposal. (Costs are annual coverage for Single / Couple / Family)

BCBS PPO 520/1,092/1,300 BCBS Traditional and HAP 858/1,482/1,638

Employee Health Care Contribution for

new members.

The County wanted new hires to pay a higher rate for their health insurance than current members. The OCDSA wanted new hires to pay the same rate as current employees. The Arbitrator chose the OCDSA's proposal.

Office visit co-pays.

Prior to the LBOs being submitted, the OCDSA and the County agreed that office visit co-pays would increase from \$10 to \$20.

Annual deductible increase.

Prior to the LBOs being submitted, the OCDSA and the County agreed that the annual deductible amount would increase from \$100/\$200 to \$200/\$400.

Termination of rebates for selecting CMM, PPO, and POS health care plans.

Prior to the LBOs being submitted, the OCDSA and the County agreed that members would no longer receive rebates for selecting those plans.

Retiree Health Care Benefits for current members.

The OCDSA proposed that when a member retires, his/her health insurance level of coverage and provisions must remain the same and cannot be diminished. The County proposed that future retirees are treated the same as all other county retirees, and that levels and provisions of coverage can be changed. The Arbitrator chose the County's LBO. The arbitrator felt that the OCDSA would not have been able to achieve its proposal through negotiations, so he could not award it here.



312 AWARD SUMMARY (Continued...)

Retiree Health Care Benefits for new hires.

The County proposed that all new hires would receive \$2,000 per year, that would be placed into an account, for them to purchase health insurance when they retire. The OCDSA proposed that new hires receive the same County funded health care insurance when they retire as current members will receive. The Arbitrator chose the OCDSA's proposal.

Release time for Union President and Grievance Committee Members.

1. The OCDSA proposed that the OCDSA President be released for two days per week, paid for by the County, to attend to union business. The County opposed it and requested that leave time remain as it currently exists. The Arbitrator chose the County's proposal.

2. The OCDSA requested that a leave bank of 32 hours per month be established for members of the Grievance Committee. The County opposed it and requested that the current practice continue. The Arbitrator chose the County's proposal.

Christmas Eve and New Years Eve Days.

The OCDSA proposed that Christmas Eve and New Years Eve be paid holidays no matter what day of the week they fall on. The County opposed it and requested that the current practice continue. The Arbitrator chose the OCDSA proposal.

Location Preference.

The OCDSA proposed that it administer the annual location bump. The County opposed it. The Arbitrator chose the OCDSA's proposal.

Special Assignments.

The OCDSA proposed that specific Special

Assignment positions be filled by seniority and that time limits be placed on them. The County opposed and asked that the current process remain in place. The Arbitrator chose the County's proposal, but added that the "Sheriff must establish a comprehensive set of qualifications for each Special Assignment. Any subjective component is to be given appropriate, limited weight."

Compensatory time.

The OCDSA proposed that members be able to accumulate up to 60 hours of comp time, and that any time not used would be paid off annually. The County opposed. The Arbitrator chose the County's proposal.

Adoption by Reference.

The OCDSA proposed to eliminate this section of its contract. The County opposed. The Arbitrator ruled that it will remain, but changed it to state "All Resolutions which have been passed by the Oakland County Board of Commissioners on or before September 11, 2009,....."

Forensic Lab Positions.

The OCDSA proposed that members of the Law Enforcement Bargaining unit be eligible to apply for these positions. The Arbitrator chose the OCDSA's proposal.

Use of Reserves.

The OCDSA proposed that the Letter of Understanding regarding the use of Reserves be incorporated into the contract. The County opposed. The Arbitrator ruled that it will be an Appendix to the contract.

Investigatory / Disciplinary proceedings.

The OCDSA proposed a protocol. The County proposed that the Sheriff's Office Policy and Procedure – Interview Guidelines be continued. The Arbitrator blended the two

documents together.

FOR MORE INFORMATION ON ANY OF THESE ISSUES, PLEASE READ THE:

"LAST BEST OFFERS"

"FINAL BRIEFS IN SUPPORT OF THE LBOs"

"312 DECISION."

ALL OF THESE DOCUMENTS ARE AVAILABLE ON THE OCDSA.COM WEBSITE.

FACT FINDING UPDATE

9/12/09

The fact-finder has received a copy of the 312 arbitration award and a conference call between the fact-finder, the County, and the OCDSA has been scheduled for September 22. A date will be set at that time for a hearing.



OCDSA.com NEWS ARTICLE REVIEW

Articles in this section originally published by EB Members on the Official Union Website

SPECIAL CATCH-UP

OCDSA President Ken Hiller

Additional Information from President Hiller

1. Retirement and Retro Pay

Employees must remain a full-time employee of the County to have their retro counted in their FAC or have the County contribute to their 401 plan.

2. Special Catch-Up Provision in Deferred Compensation

Employee must be within 3 years of normal retirement (i.e. a deputy with 22 years of service or age 57 with 5 years of service) to contribute up to \$33,000 per year for a maximum of 3 years if they qualify. To qualify, Kathy Sanders in the Retirement Unit will review all previous contributions to the plan and compare it to what the employee was eligible to contribute. The difference is then added up to see how much is eligible for the special catch-up.

How do I sign-up for the special catch-up?

a) Send an e-mail request to Kathy Sanders at sandersk@oakgov.com or call her at (248) 858-2191 to request a calculation.

b) Kathy will contact you with the amount you are eligible to contribute and provide you with a form to complete that starts the "special catch-up period of time".

d) Go online or call Fidelity to change your deduction. (See instructions below)

e) Change your deductions back to a lower amount for regular pay periods if you do not want to contribute the larger amount

3. Age 50 Catch-Up Provision in Deferred Compensation

Employees reaching age 50 in 2009 or older are automatically eligible to contribute up to the

maximum of \$22,000 with the age 50 catch-up as long as they are not using the special catch-up. The maximum allowed for this and the special catch-up includes all contributions to the deferred compensation plan in 2009.

4. HOW DO I INCREASE OR DECREASE MY DEFERRED COMP DEDUCTION?

Employees must change their deductions online or by phone with Fidelity if they are having a flat amount deducted.

www.mysavingsatwork.com

1-800-343-0860

If the employee wants a percentage deducted they must complete a form with the Retirement Unit.

The dates to change contributions for the 10/2/09 pay are Sept 10 through Sept 18.

The dates to change contributions for the 10/16/09 pay are Sept 24 through Oct 2.

The dates to change contributions for the 10/30/09 pay are Oct 8 through Oct 16.

The dates to change contributions back to a normal deduction for the 11/13/09 pay are Oct 22 through Oct 30.

DON'T FORGET TO CHANGE THE DEDUCTIONS BACK TO A LOWER AMOUNT OR ZERO AFTER THE RETROACTIVE PAY IF THE EMPLOYEE WANTS TO GO BACK TO A LESSER DEDUCTION.

TALENT NEEDED!

Submit your article today!

The OCDSA's newsletter, The Deputy Online, is in need of some of the talents of our members. We need your ideas for new content to fill the pages, and new things to read/see. Send your ideas to tuckerj@ocdsa.com or boomerj@ocdsa.com, and let us know what you think we should do to take The Deputy Online to the next level.

Of course, if you don't have any new ideas about additions to the newsletter content, but have penned an article of your own and would like to see it published, send it to us right away! Any member of the OCDSA, the Sheriff's Office or the County of Oakland is welcome and encouraged to submit to the newsletter, so don't hesitate to drop us a line. I know you kids don't want to just read stuff written by me every month.

In particular, we're looking for editorialists that are willing to pen an article each month (or even a single article as a one-time shot). The article should be of interest to our members as a whole, and should be informative or interesting. There is no limit to how long or short they have to be, I only ask that you provide it to me in plain text form (copy the text you wrote and paste it into Notepad, save it, then email me that Notepad file).

We're also looking for cartoonists and humorists. I know some of you people out there have a bit of a funny bone, and The Deputy Online would like to offer you the chance to share your unique observations or stories. If you can draw, if you can write, or if you have any ideas about how to make this rag better, we want you. We want you so bad it's driving us mad, it's driving us mad.

So send your ideas in today. Political cartoons, silly stories, scathing editorials, witty essays, comics, drawings, ideas, donuts... send us whatever you got.

...Especially donuts. :)