

**LEMU Compensation Package
County/LEMU Tentative Agreement
July 9, 2008**

- Term: 4.0 Years – July 1, 2008 to June 30, 2012
- Wages:

July 3, 2008	Feb. 12, 2009	July 2, 2009	Jan. 14, 2010	July 1, 2010	Jan. 13, 2011	July 14, 2011	Jan. 12, 2012	Total
3.0% ATB	1.5% ATB	1.5% ATB	2.0% ATB	2.0% ATB	2.0% ATB	2.0% ATB	2.0% ATB	16%
Additional 4.50% for Captains (total of 7.5%)								20.5%

- Education Incentive:
 - Effective July 3, 2008 - 2.5% of base salary for a bachelor's degree
 - Effective July 3, 2008 - An additional 2.5% of base salary (for a total of 5%) for a master's degree
- Educational Reimbursement: (.5%)
 - A pool of \$300,000 (one time contribution) to be used for educational reimbursement for Sergeants and Lieutenants
- POST Certificates: (.17%)
 - Effective June 3, 2010 - Increase premium pay for Intermediate Certificate from 6% to 7% and increase premium for Advanced Certificate from 11% to 12%
- Flexible Benefit Contributions: (1.5%)
 - Effective January 2, 2009 - increase monthly contribution by \$72 to \$751.28
 - Effective January 14, 2010 – increase monthly contribution by \$36 to \$787.28
 - Effective January 13, 2011 – increase monthly contribution by \$36 to \$823.28
 - Effective January 12, 2012 – increase monthly contribution by \$36 to \$859.28
- VEBA: (2.12%)
 - Effective July 3, 2008 - \$30/pay period/member into the VEBA
 - Effective July 2, 2009 – Additional \$30/pay period/member (\$60 total/pay period)
 - Effective July 1, 2010 – Additional \$30/pay period/member (\$90 total/pay period)
 - Effective July 14, 2011 – Additional \$30/pay period/member (\$120 total/pay period)
- Bilingual Pay:
 - Effective July 3, 2008 - Implement County's bilingual program.
Level 1: \$40 per pay period (50¢ per hour) (max 80 hrs/bi-week)
Level 2: \$60 per pay period (75¢ per hour) (max 80 hrs/bi-week)
Level 3: \$80 per pay period (\$1.00 per hour) (max 80 hrs/bi-week)
- Wellness:
 - Effective July 3, 2009 – (.46%)
 - Fitness Assessment max \$300/year
 - Meets Standards max \$300/year
 - Remedial training max \$300/year
 - No more than \$600 per year per employee
- Non-Economic Issues
 - And all other agreements contained in the attached MOU