

TENTATIVE CONTRACT AGREEMENT

Your AOCDS Negotiations Team reached a tentative agreement on September 25, 2019 with the County on our contract. Your AOCDS Board of Directors, Negotiations Team and Area Representatives support this tentative agreement and request you vote "Yes" to ratify it.

Term of Agreement: Four years ending June 29, 2023

14% Base Salary Increase	Increase County Contribution to Medical Trust
14.75% Base Salary Movement	POST Pay Submission Dates Enhanced
NO TAKEAWAYS	Classifications & Expanded Areas for Toxic Pay
Mounted Unit Premium Pay Increase	HDS-Dive Assignment Pay Update
Tuition Reimbursement Increase	Helicopter Special Ops. Assignment Pay Update
Bilingual hourly Pay Increase	AL/Vacation Use modification
Bilingual Pay Increase, Working Group Study	

CONTRACT SPECIFICS:

Upon Board of Supervisors Approval (October 2019)

- ✓ 3.5% Base Salary Increase (Corresponding POST Pay and HRA Contribution increases)
- ✓ Tuition Reimbursement Increase from \$3,000 to \$10,000
- ✓ Bilingual pay increase- Regular Bilingual Pay from \$0.30 to \$0.40.
- ✓ Bilingual pay increase- Exceptional Bilingual Pay from \$0.60 to \$0.70
- ✓ Mounted Unit Premium pay monthly increase of \$200 to \$430
- ✓ Annual/Vacation Leave change- Members with Annual Leave balance and 10 years or more can use up to 40 hours vacation per fiscal year.

July 2020

- ✓ 3.5% Base Salary Increase – (Corresponding POST pay and HRA Contribution increases)

July 2021

- ✓ 3.5% Base Salary Increase – (Corresponding POST pay and HRA Contribution increases)
- ✓ \$ 98 County Contribution Increase into the Medical Trust

July 2022

- ✓ 3.5% Base Salary Increase – (Corresponding POST pay and HRA Contribution increases)
- ✓ \$ 98 County Contribution Increase into the Medical Trust

RATIFICATION VOTE:

Beginning 8 a.m. Monday, September 30, 2019 and concluding at 4:00 PM you may phone your vote in by calling the AOCDS office at 714-285-2800 or by voting in person at the AOCDS office which is located at 1600 N. Main Street, Santa Ana, 92701.

Negotiations team members will be available to answer questions throughout the day.

Voting will close at 4 p.m. on Monday, September 30, 2019 and the votes counted.

NO VOTES WILL BE ACCEPTED ONCE VOTING HAS CONCLUDED.

The AOCDS Board of Directors, Negotiations Team and Area Representatives would like to thank the membership for remaining united during these negotiations. The support of the membership was critical in reaching a deal.

