

## **Quick Notes: SCEA Local #1 Site Representative Meeting Thursday, February 4, 2010**

**Sutter County Budget:** The decline in local tax revenue is less than predicted and expenses remain under budget. The possibility of State raids on county budgets could affect the year's ending balance, currently projected at \$3.6 million. The higher than projected tax revenue and employees agreement to defer salary increases make up this balance.

To maintain staffing levels and services for the next two years the County is using \$5.5 million of their reserves for fiscal year 2009-2010, \$1.2 million in the 2010- 2011 fiscal year and an additional \$7.9 million in 2011-2012 fiscal year. This projected use of reserves is based upon sales and property taxes continuing to decline over this period. The State is projecting a cash flow problem in April but the State is indicating plans to seek short-term loans from outside sources. Should the State decide to tap local revenue to address the problem these amounts could change.

**Safety Option 2 Death Benefit:** The actuarial report to determine the cost for modifying the safety retirement contract under CalPERS has come back and has set the cost below the maximum committed to by the County. The Board of Supervisors are expected to approve the needed resolution on February 16 and the process for implementation should be completed by March 1.

**Catastrophic Leave Improvement:** The County offered to reopen negotiations to modify the Catastrophic Leave Policy. After review, the SCEA Board of Directors have approved an amendment to our contract which will provide that employees may contribute up to 40 hours per year, per employee of their sick leave accruals. The addendum agreement should be approved by the BOS on February 16.

**Political Action:** SCEA and YCEA will be conducting joint interviews of candidates running for the Board of Supervisors in each County. Being involved in the political process is critical to ensuring that our voice is heard and that we are treated fairly. If you are interested in serving on the interview panel, contact the Association Office.

**Employer Tracking with GPS:** The Courts have essentially ruled that there is no legitimate expectation of privacy when an employee drives an employer owned vehicle. However, there is a legitimate expectation of privacy attached to the employee's use of an assigned employer owned cell phone that has GPS capabilities. The employer issuing policies controlling the use of the cell phone, the employer's consistent application of such policies, and advance notification that the employer is using the GPS capabilities to monitor the employee's location can overcome this legitimate expectation of privacy. The expectation of privacy can also be overcome by the employer's "reasonable suspicion" that the employee is engaged in "off the clock" misconduct.

**Local #1 Crab Feed:** The annual Local #1 Crab Feed is this weekend on Saturday, February 6, and will be held at the Local #1 office in Martinez. The Association has purchased tickets for this event and there are still tickets available if our leadership or members wish to attend. A group will be leaving from the S/YCEA Office at about 4:00 p.m.