

HUMAN RESOURCES MEMORANDUM: 10:023

Expiration Date: Until Superseded

Issue Date: October 18, 2010

To: Managers and Supervisors, Personnel Liaisons and Attendance Clerks

Subject: Retirement Formula and Employee Contribution Changes - Bargaining Units 12 and 19

PLEASE ENSURE THAT THIS INFORMATION IS SHARED WITH YOUR EMPLOYEES

Purpose The purpose of this memorandum is to inform employees of the changes in the retirement for new employees in Bargaining Unit (BU) 12 and 19 and increases in the employee pension contribution for all BU 12 and 19 employees.

Effective September 1, 2010

Whose Affected Represented employees in BU 12 and 19 with the collective bargaining identifier (CBID) R12 and R19. This program does not include excluded employees associated with these bargaining units.

International Union of Operating Engineers (BU 12)

Retirement Information	Effective Date	New Formula and Contribution
New Employees:	First hired on or after September 1, 2010	2% at age 60 formula based on 3 year final compensation (Misc/Ind) 2% at age 55 based on 3 year Final Compensation (Safety)
Current and new members Retirement Contribution	Effective September 1, 2010	10% in excess of \$513 in Social Security (Misc/Ind) 11% in excess of \$317 not in Social Security (Miscellaneous/Industrial) 11% in excess of \$317 (Safety)

**American Federation of State, County and Municipal Employees
(BU 19)**

Retirement information	Effective Date	New Formula and Contribution
New Employees: Miscellaneous/Industrial/ARP State Safety	First hired on or after September 1, 2010	2% at age 60 formula based on 3 year Final Compensation (Miscellaneous/Industrial) 2%at age 55 based on 3 year Final Compensation (Safety)
Current and New Members Retirement Contribution	Effective September 1, 2010	10% in excess of \$513 in Social Security (Miscellaneous/Industrial) 11% in excess of \$317 not in Social Security (Miscellaneous/Industrial) 11% in excess of \$317 (Safety)

Questions Direct questions to your assigned Personnel Analyst or Personnel Specialist.

/s/
Jill Ellwood, Manager
Labor Relations and Program Improvement

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