

## RETIREE HEALTH

What you need to know about our retiree health benefits:

- When you retire, you can convert your unused sick leave into one-month of premium cost for your county health and dental coverage. This means, for each 8 hours of unused sick leave, the county shall contribute one-month premium cost towards the employee enrolled plan.
- Based on years of employment and hire date, the contribution rate starts at \$400.00 a month. The county's contribution shall not exceed 90% of the Kaiser employee only premium cost. The number of hours to be converted shall be set upon retirement and can be changed annually during open enrollment.
- If an employee receives a disability retirement, the employee will receive up to 3 years of retiree health.

For more detailed information about your health benefits when you retire, check out Section 22 - Hospitalization and Medical Care on pages 31-34 of your Memorandum of Understanding (MOU).



## A MORE FRAGILE ORGANIZATION

Four score and 300 days ago, County Manager John Maltbie began pushing a so called "New Idea." Mr. Maltbie wanted to try and re-envision county service and the workforce that delivers that service. Mr. Maltbie searched frantically for anything resembling a new or good idea. But how do you change something that for the most part works? How do you overhaul a system that provides top notch service? Well, you start by saying it doesn't. You start by framing the issue as fixing something that is broken; instead of improving on something that already works well. Only by framing the debate as fixing something that is broken, could you ever get away with proposing an idea as ludicrous as the Agile Service delivery plan. The concept that the next generation of workers want short-term jobs, with no training, low wages, bad benefits, and no chance of career advancement or mobility, shows how out of touch Mr. Maltbie is with the next generation of workers. It shows that there is a real disconnect between upper county management and what makes service delivery models effective and efficient. This so called Agile organization makes us slow and cumbersome. Turnover, futility, and

inexperience are the enemies of innovation, expediency and quality!

The Agile organization plan puts a premium on outside contractors and consultants, which is a model that has already failed in recent years in San Mateo County and others. We have shown San Mateo has no ability to hold consultants and contractors accountable, keep them on schedule or under budget. Mr. Maltbie's idea is to take the things we do poorly and do them more often.



Albert Einstein said "If you can't explain it simply, then you don't understand it". Seeing as no one in the county can coherently explain what an Agile Workforce really is, it's easy to see why our unions, our members, the Board of

Supervisors, and the County Manager don't understand it.

What the county manager wants is a cheap workforce, not an agile one. Let's remember that cheap is defined as something having little value, and that's not the kind of service we want to provide to the residents of our county. It's time the Board stop this travesty before it goes any further.

Please call 650-801-3500 to RSVP.

*Steward Council Meeting*

**Tuesday, July 2  
5:45PM**

San Carlos Union Hall  
981 Industrial Road, Suite A  
San Carlos

Dinner will be provided.

**VOTE FOR  
NATALIE KWAN  
FOR SAMCERA  
RETIREMENT  
BOARD**

*Steward Training*

Steward As Voice of the Union  
**Thursday, June 20  
5:30PM**

San Carlos Union Hall  
981 Industrial Road, Suite A  
San Carlos

Dinner will be provided.

stay  
informed

- ◆ Visit your chapter web page frequently:  
[www.seiu521.org](http://www.seiu521.org)
- ◆ Like us on Facebook: [www.facebook.com/SEIU521](http://www.facebook.com/SEIU521)
- ◆ Or, simply text 521 to 787753 to subscribe to text alerts.  
(Standard text messages rates may apply.)

# PERFORMANCE EVALUATIONS

Many members ask what, if any recourse can they take when receiving a “below standard” performance evaluation. Below, we’ve compiled the rights you have afforded to you by your contract and Civil Service rules (summarized):

1. **Formal Appeal:** Performance evaluations can be appealed to the Civil Service Commission. Appeals must be filed with the Commission within 10 calendar days after the evaluation has been finalized. An evaluation is considered finalized once the worker has been given 10 working days for review and comment.
2. **Informal Appeal:** Permanent workers may also request an informal appeal of below standard evaluations. Workers can make the request to Employee Relations through the Union. Informal appeals may be granted at any time prior to Civil Service Commission’s review.
3. **Clarification of Probationary Evaluations:** Probationary workers are entitled to clarification of below standard evaluations and may request that a Union representative be present. Requests must be made to the Human Resources Director.

*Please contact the Union office at (650) 801-3500 or a steward in your area if you wish to take one of these steps.*

## YOU’VE GOT TO BE KIDDING???

If cats have nine lives, how many does Chris Flatmoe have? For a fourth time, it appears Chris Flatmoe has been hired by the county. You might be asking some interesting questions to yourself at this point. How does someone who ran an entire department (ISD) into the ground get hired again. What interview panel or board would possibly think he was qualified for running yet another county It dept.? Are the people making these decisions crazy or just severely bias?

The answers to all those questions in a nut shell is if you are the one running the entire interview

process, it is easy to hire yourself. That’s right ladies and gentlemen; Chris Flatmoe was hired as an outside consultant to run the recruitment process for the Sheriff’s IT manager position. After a round of interviews that included both outside and internal qualified and capable applicants, Chris in his infinite wisdom said “nope” none of them are qualified. Then without ever interviewing, applying, or going through the same process as anyone else who gets a job at the county, Chris decided that he would just do the job. Is it any wonder some people in our county claim

that our government is not transparent run as a good old boys club: male, pale and old and stale. How this doesn’t merit an immediate investigation of our hiring and recruitment practices just continues to baffle anyone with an IQ. If you agree that this is wrong, that hiring should be a fair and a balanced process, please let your Board of Supervisors know how you feel. Our union will be letting them know but they need to hear from everyone through emails, phone calls, or letters. However you want to be heard, as long as your voice is getting out there.

## SAMCERA

### Everything the Grand Jury report missed, so basically everything!

Earlier this year, the San Mateo County Grand Jury produced a report on SamCERA, the San Mateo County Employees Retirement Association. SamCERA are the guardians of all of San Mateo County’s employee pension funds, they invest, manage, and payout beneficiaries. In the Grand Jury’s report, they attack both SamCERA and the Board of Supervisors over the issue of “Unfunded Liability”.

The whole this is misleading. First thing you might ask yourself is who exactly is on the Grand Jury? Are they finance and investment experts who are put together specifically to tackle this complex and confusing issue? No, the Grand Jury is made up of any resident of San Mateo who applies to be a part of the Grand Jury with the express purpose of critiquing and criticizing public government. Ok so now we have an understanding of who is

writing the report, lets talk about what the report says.

The report speaks about one point and truly one point only, that SamCERA has a 1 billion dollar “Unfunded Liability” and that over very specifically chosen periods of time, SamCERA did not meet their goal investment return rate of 7.5%. While these two points are not disputed, the way in which the evidence is presented is extremely biased. While the report focuses on the 1 billion dollar figure for unfunded liability, it never speaks to the total value of the fund which is 2.7 billion dollars, and while it is quick to point out that in 2012, SamCERA only made 1.83%, they overlook that SamCERA made a 28% return on investment in 2011 and is looking to have another stellar year in 2013 thus far. The report fails to mention that SamCERA formulas for developing pension payments to its members have for the past two decades been among the lowest in the state and was already at levels close to or the

same as pension reform that came down from the state level last year.

On top of all these factors, SamCERA has kept close to or above 70% funded even with one of the largest fiscal cliffs in a century, much better than our competing counties. Over the next five years, the County is proposing a plan to pay lump sum payments between 30 -50 million a year to reach 90% funded. The argument that there are drastic changes that need to be made, or that this plan has not been properly run is just preposterous when you shift through the real facts of the matter. But what do we expect when a group of people with little to no experience with pensions try to understand and critique such a complicated issue, we end up with confusion and more fear that pensions are a problem and not a solution.

If you have more questions about your pension, please feel free to contact your union rep. or SamCERA directly.

## WHAT IS AN AGILE WORKFORCE?

What the county should really call this is a cheaper, more expendable and interchangeable workforce. To them, more agile means more turn-over. The county would like to move away from long-term, skilled, and invested employees, to more short-term, less skilled, single serving employees.

### How does an Agile Workforce affect me?

The county is attempting to spin the idea that this will not affect any current employees, however that is impossible. If all opportunities for growth, development, or cross-training are only offered under these limited term employment options, than our current staff and members will suffer because of it. If all new employees are on defined contribution plans and are not members of SamCERA then this will create an ever shrinking pool of members by which to keep pension costs low and controllable.

### What kind of new employees would be interested in these Term/Agile positions?

Very few, because the benefits and salary, when compared to competing public entities and private entities will be so much lower, we will end up getting the bottom of the barrel when recruiting. Not to mention, any employees we do manage to recruit, will be gone or run out of their term by the time we train them or develop them to operate at a high level.

### What can I do to help get the truth out about the Agile Workforce plan?

Our unions will be meeting with the county on May 21<sup>st</sup> to get questions answered and our concerns heard. But following that meeting, we will be passing on what we learn to all our members. Ultimately this will be a decision made at the Board of Supervisor’s level. We will need to attend meetings, sign petitions, and even call the Board members to let them know how this plan will effect the services we provide here in the county. Some of the Board members are being led astray by the propaganda being presented as facts. We need to continually remind them of the truth of the matter. Stay on the lookout for more information and flyers!

