

7\18\94

MOSQUITO ABATEMENT DISTRICT - SUPERVISORY UNIT
LATEST NEGOTIATION PROPOSALS FROM THE DISTRICT

1. Term of Agreement - January 1, 1994 to June 30, 1995 (18 months).
2. Salary Increases - 1/1/94 - 2.5% (retroactive)
- 1/1/95 - 1.5% (for the first six months of 1995)
3. All current health care benefits will be fully paid by the District, including any premium increases. The District may be making a change in vision care carriers so would like language that states: "The District will provide at its cost a vision care plan for employees that is consistent with the current plan. The District will make every attempt to ensure that any new plan utilizes the same doctor's as employees are using under the current plan."
4. Employees will have the option of increasing the benefit of the life insurance policy provided by the District. Each employee will have the option of purchasing, at the employees cost and a the employers rate, additional coverage in \$10,000 increments, up to \$100,000. (Will know if they can do this and costs, etc., by the time of ratification).
5. The District will pay for the invertebrate certificate for the employees, including the costs of the tests. However, employees will be limited to two attempts per test at the cost of the District for the life of this contract.
6. Language in regards to Good Friday as a holiday will be changed to reflect "The District shall recognize four hours of paid holiday time for all its employees covered by this MOU for the observance of Good Friday."
7. Summer vacation time will now be changed from May 1 to November 1.
8. The Entomologist will no longer be required to wear a uniform and will not receive a uniform allowance. However, he will be restricted to the current dress code negotiated for the Supervisors.
9. Proposed Equity Adjustments:
Supervisors - 1/1/95 - 1/2%
Assistant Supervisors - 1/1/94 - 1/2%
Entomologist - Not interested in giving a equity adjustment, however, will agree to updating the job description during the life of the MOU and then compare the new duties with other areas. We should only agree to if commit to no decrease in salary.