



May 8, 2020

Greetings AFSCME 127 Members:

Your Negotiating Team has arrived at the City of San Diego's "*Last Best and Final Offer*"

What does this mean to our members?

We want you all to understand, the City has used COVID-19 and the significant loss of Tax Revenues as a reason to eliminate a pensionable pay increase, which before the "Pandemic" was at 3.05 percent.

What will change for members of AFSCME Local 127?

Once again, like under "Prop B" restrictions, there are no pensionable pay increases.

This Tentative Agreement is for one (1) year. Effective July 1, 2020 thru June 30, 2021.

We have negotiated an increase to the Flex Benefit allotment for the following three (3) tiers:

- **Employee with Children - Current benefit \$11,506 increased to \$13,250 (\$1,744 annual increase)**
- **Employee and Spouse/Domestic Partner – Current benefit \$12,166 is increased to \$14,750 (\$2,584 annual increase)**
- **Employee and Spouse/Domestic Partner with Children - Current benefit \$13,206 increased to \$18,750 (\$5,544 annual increase)**
- **Waiver for all current employees will remain \$9,956 (no change)**
- **Employee only will remain \$10,956 (no change for employees hired prior to July 1, 2020)**
- **Employee only, hired July 1, 2020 or later - will decrease to \$7,600 and waiver will decrease to \$1,000.**

Please review the language for your Flex Benefits, if necessary.

For those who cover a spouse/domestic partner, children or the entire family, these increases will translate into take-home pay increases, by reducing the employee's payroll deductions to cover insurance premiums. These increases come with the condition that any unused portion cannot be taken in cash or allocated to a 401(k) account. The full dollar value of these Employee-Plus Tiers can be used for medical, dental, vision and life insurance, or allocated to a flexible spending account for dental/medical/vision reimbursements or for child/dependent care costs.

This Tentative Agreement must be ratified by 11:59 PM May 18, 2020

Your Negotiating Team strongly encourages a YES vote for this one-year Agreement