



A lone voice in the wilderness struggles to be heard while 30,000 voices raised as one is deafening.

October 21, 2010

To: CCPOA Board of Directors

From: CCPOA Supervisory Vice President
Kevin Raymond

Subject: DPA Conference Call re: Governor's Executive Order

Today at 3:30 p.m., Julie Chapman, DPA held a conference call with several bargaining units to clarify the Governor's Executive Order S-15-10. The main points remain consistent with the information we have already released for SO6 and MO6. Effective November 1, 2010, employee retirement contribution will increase from 8% to 11% minus \$863 dollars. For current employees or those with prior state service returning to service, the retirement formula 3.0% @ 50 will remain the same. For "brand new employees to state service," the retirement formula will be the three-year highest average and the formula will revert to 2.5% @ 55. DPA is currently working with the state controller's office to establish new retirement codes.

Also effective November 1, furloughs end for SO6 & MO6. Employees will earn one PLP day per month which will be added at the beginning of the month to afford the employee the opportunity to use the PLP day the month it is actually earned. PLP days will have no cash value and must be used before termination of state service.

Lincoln's Birthday & Columbus Day are still NOT considered paid holidays. In place of these two holidays, SO6 & MO6 employees will earn two "Professional Development Days" (PDD) between November 2, 2010 and June 30, 2011. These days must be used prior to June 30, 2011 or they will be lost. You cannot carry them over. PDD days are to be requested and granted similar to the process of requesting annual leave or vacation.

The employee is not to be asked where they are going, what they are doing, or why they are taking the days off. The intent of these days is to be used for attending classes, seminars, etc. that enhance the individual's professional and personal development. For those of you that belong to associations, you may use these days to attend sponsored association functions/events. For example, in the case of our CCPOA members, these days could be used to attend the annual CCPOA Training Conference in December. Prior to this conference call there was little information on how these days were to be used.

Effective July 1, 2013, SO6 & MO6 employees will receive a 3% general salary increase to the top step of the respective pay scale.

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