



Category*/Status/Date	Goal Description	Notes
B/Active/2002	Reinstatement of the COLA	Survey results in 2007 show this as a top priority of the classified employees
B/Active/2002	Increase available merit percentages	0-5% merit range fails to support equitable merit system
B/Active/2007	Accelerate employees to salary mid point	Minimize effect of public sector entry level lagging private sector
B/Active/2007	Contribution made to Retiree Health Fund	Help offset the loss of retiree's health benefits
B/Active/2000	Contribution to employees Deferred Compensation Plan	Help offset effects of pay plan deficiencies
B/Active/2007	Hazard pay for Special classified employees	911 Operator, Jail Workers, Animal Control Officers, Helicopter Pilots
B/New/2008	Provide Severance package to laid off employees	Several components to package, minimum four weeks pay
B/New/2008	Increase Shoe allowance to \$175.00	To be reimbursable with expedited method of repayment
S/Active/2000	25 year full retirement	State legislative initiative also local option available. EAC lobbying local legislators
S/Active/2000	Reduce highest 5 years to highest 3 years	State legislative initiative EAC lobbying

*** Category Guide**

UPS = Internal issue requiring littler to no funding

B = Budgetary issue requiring additional funding

S = State legislation required. Supported by the EAC, via lobbying



Category*/Status/Date	Goal Description	Notes
S/Active/2000	Increase retirement contribution to 2%	State legislative initiative EAC lobbying
S/Active/2001	Increase retirement health subsidy from \$5 to \$7 per month	State legislative initiative EAC lobbying
S/Active/2007	Eliminate Legislated Salary Cap on Constitutional offices	State legislative initiative EAC lobbying
UPS/Active/2007	Support Personnel Department in 56 hour attendance guideline	Offset impact of inconsistent implementation. Reduce impact on evaluations
UPS/Active/2007	Leave exchange date at employee option	Allow employees to cash annual leave at their request twice a year
UPS/Active/2004	Reestablish Advocacy Program	New program procedures and guidelines have been approved , marketing candidates March,08
UPS/New/2008	Ability to split Personal day to 4 hr. segments	Approved March,08
UPS/New/2008	Christmas Eve holiday	Christmas Eve becomes standard holiday
UPS/New/2008	New employees start with 40 hr. leave bank	Annual leave accrual adjusted to repay leave bank

*** Category Guide**

UPS = Internal issue requiring littler to no funding

B = Budgetary issue requiring additional funding

S = State legislation required. Supported by the EAC, via lobbying