

PROBATION E-GRAM



Official publication, L.A. County Probation Officers Union, Local 685, AFSCME/AFL-CIO.

August 10, 2017 (revised)

Correction

The August 10, 2017, edition of the Probation E-Gram included an inadvertent error regarding the negotiated pay raise schedule for Local 685 members. We apologize for any confusion this may have caused. The following (and below) is the correct schedule:

10% cost of living adjustment:

- 3% effective 7/1/2015 (retroactive);
- 3% on 7/1/2016;
- 2% on 7/1/2017; and
- 2% on 1/1/2018.

DPO Teresa Miller Is Rewarded For Finding Her Dream Career

If you ever wondered what it's like to find your "Dream Job" in the Probation Department, listen to DPO Miller as she describes what she does.



"The Camp Community Transition Placement Program (CCTP) is the perfect job for me. It allows me to step out of the office and network with community based organizations, schools, and families. I have been afforded the opportunity to meet with families in their homes, which gives me an opportunity to determine their needs. I believe it's my responsibility to ensure proper services are being provided. I am very much an advocate.

"The unit I work in is very community-focused, and we strive to help the community we supervise. We provide our clients with food, including food baskets on Thanksgiving and Christmas, and we have an annual holiday toy drive. We also prepare our clients for career opportunities by having mock interviews, and providing them with clothing for job interviews. We mentor each other's clients, ensuring our clients and their families are treated with respect."

DPO Miller focuses on how she and her co-workers can work together to create a better community for their clients. Her co-workers say that since Teresa created the toy drive, her cubicle looks like Toyland every holiday season. They're all having a good time doing meaningful work, and who's benefiting the most? Their Clients!

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Calendar of Events

AUGUST

General Membership Meeting:
Aug. 10; 7:30 PM

Stewards Meeting: Aug. 31,
7:30 PM

SEPTEMBER

General Membership Meeting:
Sept. 14; 7:30 PM

Stewards Meeting: Sept. 28,
7:30 PM

Send Us Your Stories!

We welcome any story ideas - anything from success with a probationer, to the birth of a child or retirement of a co-worker, to the effect of staffing shortages or workload requirements on your ability to do your job.

MOU Highlights From Our Last Contract Negotiations

The term for our last contract will be over at the end of this year. It's time to review what we have gained. Here are the highlights:

10 percent cost of living adjustment:

- 3 percent effective 7/1/2015 (retroactive);
- 3 percent increase on 7/1/2016;
- 2 percent increase on 7/1/2017; and,
- 2 percent increase, effective on 1/1/2018.



2 percent special Advanced Educational Degree bonus for Probation employees that have a Master's Degree from an accredited college in the field of Criminal Justice, Psychology, Counseling, or a closely related field.

Increased the number of sick days employees can accrue annually from 8 to 12 days over the three-year term. Bargaining unit members will be able to buy back a maximum 6 sick days annually, if they do not use any sick days.

Increased the Uniform Allowance from \$500 to \$850 over the MOU term.

New MOU provision for "Arm on Request" - employees make a written request to be armed due to the nature of their assignment, such as the gang units and other high-risk assignments.



New class item of DPO III to be established by the end of 2017.

Additional week of vacation after 24 years of service (one-day addition each year after 20 years).

Plus other considerations, gained through efforts of the Coalition of County Unions (CCU), including the addition of Cesar Chavez holiday.

LA Is Not The Only County Grappling With Assaults On Staff By Juveniles

Assaults on staff are all too familiar to POs working in juvenile detention facilities throughout California, and across the country, with facilities in New York, Colorado, Indianapolis, Pennsylvania, New Orleans, Rhode Island, Hawaii, and other states report attacks on staff. Staff at New York City juvenile detention facilities told a local television reporter that they have been regularly attacked or threatened by adolescent residents, and then second-guessed if they protect themselves.

Please email your story ideas to Cookie Lommel at clommel@afscme685.com.

[Email story ideas!](#)

Member Benefits

AFSCME Advantage

Discounts and benefits for AFSCME members that can help stretch your dollars and make life a little easier.

- * AT&T Wireless Discounts
- * Energy Efficient Rebates
- * Health Club Discounts
- * Vacation Tours
- * AFSCME Credit Card

[Click here for details](#)

Scholarships

Several scholarship programs are available for AFSCME members and their children. Select an individual scholarship for information on requirements and deadlines.

[Click here for details](#)

Education & Trainings

Our union is only as strong as our activist core. That's why AFSCME is dedicated to working with our affiliates to provide high-quality training for AFSCME leaders.

Online Learning

- See upcoming live online workshops
- See available self-paced courses
- Investor education for working families

Classroom Learning

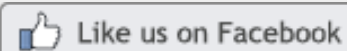
- See AFSCME programs for info

Women's Leadership & Training

Additional Resources

[Click here for details](#)

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"The kids, they have all the power. The kids are literally running the asylum," said a former staff member who resigned after he was accused of child abuse. He says he was unfairly disciplined.



Many officers feel strongly that the cards are stacked against them when it comes to disciplinary measures, and that violent offenders have more rights than the staff working with them. At the Marion County Juvenile Detention Facility in Indianapolis, a 15-year-old male resident of the facility used a shirt to choke a female detention officer. He then knocked her to the floor, causing her to hit her head. She suffered a concussion during the attack. The juvenile then reportedly attempted to attack a second guard, who was luckily able to subdue him.

Here in Los Angeles County, there have been numerous recent reports of juveniles attacking staff in our juvenile halls and camps. For any of our staff attacked, make sure that the assault is documented and that all supervisory personnel are notified. So long as assaults are properly documented, Local 685 can make certain all safety measures are in place or corrections are immediately implemented. We also advise our staff to make a written request to have charges filed for any assaults (and fax or email a copy to Local 685). While the Department essentially has forbidden staff from filing charges on assaults, they can't stop us from making written requests, with which we can fight for safety improvements.

LACERA Rates Increase Effective July 1, 2017

Effective July 1, 2017, both the employer's and employees' contributions to LACERA for your pension have increased, resulting in a small decrease in your take home paycheck. LACERA has advised the unions that this increase is necessary to assure the soundness of your LACERA pension benefit upon retirement.

My LACERA

Los Angeles County Employees Retirement Association

We took the precautionary step of having LACERA's data analyzed by an outside expert, who confirmed that the rate increase - though unfortunate - is necessary and in your best interest:

"We have reviewed the proposed new member contribution rates for the Los Angeles County Employees Retirement Association (LACERA). We find the new rates reasonable and developed in accordance with Actuarial Standards of Practice." - William B. Fornia, FSA, President, Pension Trustee Advisors, Inc.

LACERA Retirement Rates
Effective July 1, 2017
For Entry Age of 25

Plan	<u>7/1/14 Rate</u>	<u>7/1/17 Rate</u>
Safety		
Plan B	7.71%	8.00%
Plan C	13.44%	14.00%
General		
Plan A	4.59%	4.62%
Plan B	7.08%	7.35%
Plan C	6.03%	6.32%
Plan D	4.90%	6.27%
Plan G	7.58%	8.31%

Why now? LACERA deemed the rate increase necessary because:

- The "assumed rate of investment return" - the amount the plan expects to earn each year investing your money - has been decreased from 7.5 percent per year to 7.25 percent per year to be more in line with the investment return expectations of other plans. Simply put, when the expected return is lowered, more money needs to be infused into the system by increasing contributions into the plan.
- Life expectancies are increasing, and are expected to continue to increase. This means that pension benefits must be paid for more years as people live longer!

The recession, and the overall slow down of growth in America, has put tremendous pressure on public sector pension plans. Many plans across America are severely underfunded (i.e., there may not be enough money in the plan to pay benefits to retirees in the future) both because of poor investment returns, and unwise decisions by some employers to stop making their contributions during the boom years.

However, your union - working together with other employee groups through the Coalition of County Unions - held the line to assure that the County did NOT reduce or eliminate their contribution to LACERA. (Note that under the California Public Employees' Pension Reform Act of 2013 (PEPRA), the practice of employers taking a "pension holiday" is now illegal, an element of the law that we entirely support.) Also, we have been actively involved with the LACERA Board of Investments to assure a sound, safe investment strategy. Our attention has paid off - LACERA is one of the soundest pension plans in America.

If you have any questions or feel that there may be an error in the new calculation of your pension contribution, please contact LACERA at 800-786-6464 M-F from 7:00 AM - 5:30 PM.

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