



NEWS BRIEFS

Published Quarterly by
SACRAMENTO COUNTY RETIRED EMPLOYEES ASSOCIATION
Post Office Box 161414 Sacramento, CA 95816

March 2011 Number 1

Susan Cucchi, Editor



PRESIDENT'S CORNER

By Kiyoshi Adachi



At our regular meeting on January 10, 2011 the SCREA Board welcomed Pam Thomas as a new Director. Some years ago, former SCREA Director Jerry Saulter wanted to recruit her, however, she was busy with other things. She is now ready to go. She fills Mike DeBord's position. Mike was voted Alternate Retiree Representative to the Retirement Board, SCERS, beginning January 1, 2011. As SCERS Board members Mike and Nancy Wolford-Landers are also SCREA Board members.

Mike DeBord really has a full plate. He is SCREA's lead person in our up-coming suit against Sacramento County. He made the announcement about our suit at our Holiday Luncheon. He has been meeting with the attorneys, talking to witnesses, as well as any other duties that occur. Now he has the Retirement Board duties as well. He also has a day job as a realtor in his family business, The DeBord Group. Retirees appreciate your work, Mike. The SCREA Board is aware that law suits are costly, time consuming and the results are unpredictable. But, after much discussion, the SCREA Board decided this action was needed.

After the suit is filed against the County, SCREA intends to inform various County employee organizations. There have been many who have retired since May 31, 2007 and are enrolled in County-sponsored health plans. They all are either PERB-covered or non-PERB covered. The REO's who represented these retirees while they were active employees must consider that these retirees need to keep their rights to insurance subsidies when they negotiate new labor contracts to replace expiring ones.

I told Sandy Carli, our hardworking Program Chair, that the meal at our Holiday Luncheon was just great. I am confident that the Hilton Hotel will continue to providing the same wonderful food next year.

Hope to see you at our March luncheon.



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IN MEMORIAM

Jack Ackerman
Harry V. Bertacchi
Emily Blake
Ronald J. Bohnisch
William Brown, Jr.
Ingrid R. Chow
Margaret Church
Glen Clarkson
Stephen Dahlen
Herbert Dean
Edwin Doing
Betty Dodd
Myrla Espinelli
Grace H. Fisher
Barbara L. Grady
Patricia A. Griffin

Craig E. Heuer
Phyllis Hodgkin
Herb Jackson
Jennie B. Jarvis
Ronald C. Johnson
William M. Kierys
Elizabeth Konvalin
George Korte
Roy G. Leyrer
Laurence Littleton
Kenneth F. Lusk
John Macias, Jr.
Carol R. McAlister
Samuel Molina
Boyd T. Nunnally, Jr.
Marjorie E. Pierce
Richard M. Pierce

Jacqueline Presho
Michael Radan
Thelma H. Rhodes
Stephen George Sardon, Jr.
Roger G. Schjoth
Henry G. Shiota
Marguerite Sllva
Kenneth Sloan
Betty Spearman
Kinh Truong
Mary K. Vermaas
Gladys Vieiter
Dell H. Walters
Warren Weikel
Jerrie Wisdom
Leonard Wood

2011 SCREA LUNCHEON DATES
By Sandy Carli

**MARK YOUR CALENDAR. ALL EVENTS START AT 11:00
AND LUNCH IS SERVED AT NOON.**

MARCH 14, (Monday) 2011

General Meeting in the Grand Ballroom at McClellan Park
Deadline March 8

JUNE 13, (Monday) 2011

General Meeting at the Dante Club
Deadline June 7

SEPTEMBER 16, (Friday) 2011

Annual Founder's Day Picnic at William Land Park
Deadline Sept.12

DECEMBER 12, (Monday) 2011

Holiday Luncheon at the Hilton Hotel off Arden Way
Deadline Dec.7



BENEFITS COMMITTEE REPORT

By Kiyoshi Adachi



SCREA Director Mike DeBord made the announcement at our annual Holiday Luncheon, December 10, 2010, that the SCREA Board had authorized a legal action against Sacramento County to stop unequal treatment of retirees enrolled in County-sponsored health plans. The News Briefs has been reporting to you for the past year what the issues are. SCREA Directors have spoken to many of you but, have not been able to respond to your concerns. We regret that the legal action may be the only way to provide answers.

The back-story and chronology to the insurance subsidy which helps pay the insurance premiums for medical and dental coverage is as follows:

- Beginning around 1980 and to around 2002, your Retirement System, SCERS, funded the retiree health insurance subsidy payments from Retirement System “excess earnings”. These earnings were not “excess” but were system earnings which exceeded the earnings assumption rate established by the Retirement System.
- After 2002, the Retirement System told the County there would no longer be any “excess earnings” available to fund retiree insurance subsidies.
- Around 2003, Sacramento County took over funding the insurance subsidy. The monthly subsidy was frozen at the 2002 level and was as follows:

	Under 10 Yrs.	10-15 Yrs	15-20 Yrs	20-25 Yrs	Over 25 Yrs
2002-2009	\$122.00	\$152.00	\$182.00	\$202.00	\$244.00

A \$25.00 per month dental subsidy was added later. The above subsidies were continued through 2009.

- Around mid May 2007, a Board of Supervisors action eliminated all subsidies for employees retiring after May 31, 2007. Some employees retired in the window between mid May and May 31, 2007 to qualify for the subsidy. This Board of Supervisors action resulted in an unfair labor practices complaint filed by nine recognized employee organizations (REOs). It charged that the matter of insurance subsidy payments to employees after retirement was a negotiable issue. The action was filed with the PERB (Public Employees Relations Board) which ruled twice in favor of the nine REOs. The County’s appeal to the Appeals Court was unsuccessful. The County did not appeal further.
- For calendar year 2010, the County reduced the total subsidy payments by approximately 50% by eliminating the \$25.00 per month dental subsidy and reduced the monthly medical subsidy as follows:

	Under 10 Yrs.	10-15 Yrs	10-20 Yrs	20-25 Yrs	Over 25 Yrs
2010	\$72.00	\$90.00	\$108.00	\$126.00	\$144.00

- In the spring of 2010, Interim County Executive, Steve Szalay and staff told SCREA Directors that the County’s offer for continuing the retirees insurance subsidy for calendar year 2011, 2012 and 2013 was as follows:

County’s Offer	Under 10 Yrs.	10-15 Yrs.	15-20 Yrs.	20-25 Yrs.	Over 25 Yrs.
2011	\$36.00	\$45.00	\$54.00	\$63.00	\$72.00
2012	\$18.00	\$22.50	\$27.00	\$31.50	\$36.00
2013	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Continued on page 4



BENEFITS COMMITTEE REPORT

By Kiyoshi Adachi



- The County's offer for 2011 would be 50% less than the subsidy amounts in force for 2010. For 2012 the subsidy would be 50% of the 2011 offer and for 2013 the subsidy for all would be ZERO the interim County Executive said. Further, those eligible for the above offer must not have a SCERS retirement income exceeding \$30,000 per year. SCREA Directors responded that retirees could not accept means-testing; that the subsidy payments must include all enrollees in the County-sponsored health plans. SCREA Directors asked the Interim County Executive to drop his means-testing proposal and work with the Retirement System (SCERS) to utilize a one-time Retirement System "Retiree Health Care Reserve" of approximately \$1.56 Million to augment the County's contribution to make the 2011 retiree subsidy program a little better. The result was that the County matched the Retirement System reserve. All plan enrollees were included in the improved 2011 program. The effect for the 2011 calendar year is as follows:

	Under 10 Yrs.	10-15 Yrs.	15-20 Yrs.	20-25 Yrs.	Over 25 Yrs.
2011	\$40.32	\$50.40	\$60.48	\$70.56	\$80.64

- At the same meeting, the County announced their plans for implementing the PERB decision. For eligible PERB covered retirees enrolled in the County-sponsored health plans, the County would reimburse PERB covered enrollees at the following monthly schedule:

	Under 10 Yrs.	10-15 Yrs.	15-20 Yrs.	20-25 Yrs.	Over 25 Yrs.
2007 to Current	\$72.00	\$90.00	\$108.00	\$126.00	\$144.00

The payments were retroactive to the earliest eligible date of May 31, 2007 and included 7% interest. These early payments were completed by the County during June 2010.

- In September 2010 the Board of Supervisors approved an adjustment to the reimbursement (additional money) for the PERB covered retirees. The following shows the total amount that PERB covered retirees received. The retroactive reimbursement was adjusted and they receive this amount of subsidy monthly.

	Under 10 Yrs.	10-15 Yrs.	15-20 Yrs.	20-25 Yrs.	Over 25 Yrs.
5-31-07 to Current	\$122.00	\$152.00	\$182.00	\$202.00	\$244.00

Also included with the above amounts was \$25.00 per month dental subsidy. These payment amounts corresponded to the calendar year 2009 subsidy payment to the PRE May 31, 2007 retiree group. These additional retroactive payments have been made by the County.

There are in excess of two dozen REO's in Sacramento County. Most of the REOs have labor contracts which expire the end of June 2011. The issue of employee rights to a health insurance subsidy after retirement may be a subject for negotiations. The retired members of the nine REOs who presently have won subsidy rights and retroactive payments after having had those eliminated by the 2007 Board of Supervisors action, may be affected by the outcome of these negotiations. Other REOs may also be negotiating this issue. Some REOs have negotiated contract extensions beyond June 30, 2011. How will subsidy rights of future retirees be affected? Many REOs did not file an unfair Labor Complaint with PERB. What about the confidential and Management class employees who, by law, are not permitted bargaining rights? They cannot file a complaint?

We have questions for the County on these issues. We have disagreement. We should be able to debate them. Retirees are anxious and concerned. SCREA Directors need to respond to question coming from the various sub-groups of retirees. More information will be forthcoming.

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- And for "after-hours" service, you can call us at (800) 234-6999



SACRAMENTO CREDIT UNION **AUTOLAND**
CREDIT UNION AUTO-BUYING SERVICE

All new cars arranged for sale are subject to price and availability from the selling franchised new car dealer. Sacramento Credit Union requires a minimum deposit of \$25 in a savings account and a \$5 one-time membership fee to become a member and sustain membership for access to any products or services offered.

NEW SCREA MEMBERS

Frank J. Azevedo
 Kerry Bamber
 Trudye Beckwith
 Frances Bertacchi
 Patrick L. Brooks
 Ann and John Burke
 Vincente and Priscilla Carbonell
 John Compoginis
 Joseph and Sondra Davis
 Lynn and Jeffrey Davis
 Betty Flores
 Jacqueline Foster
 Gregory Fox
 Kenneth and Jill Georges
 Rodrigo Herrera
 Christine Hess
 Marleen Horton
 Melinda Lake
 Veronica Lake
 Richard and Susan Leibold
 Kay Lochridge

Deborah and Richard Madden
 Richard Maddox
 Rosemary Naves
 Kathleen A. O'Connor
 James R. Pardun
 Gregg Procter
 Natalie Remson
 Anoop and Tirath Pal Sandhu
 Edgar A. Sescon
 Gwen and Albert Silo
 Anita D. Silvan
 Marjorie J. Smith
 Reynaldo S. Soriano
 Sergio and Julia Solis
 Patricia Teeters
 Cheryl Teruya
 William Toft
 Carolyn Venditti
 Diane Waite
 Teresa Anne West
 Jeanette Wiggins

The surviving spouse of a member is eligible to SCREA membership. For enrollment assistance please contact our Membership Chair, Sue Murray, at 916-359-6394.

SCREA BOARD CONSIDERS LAWSUIT AGAINST COUNTY

By Mike DeBord

Your SCREA Board of Directors is very concerned about the loss of medical and dental subsidies for County retirees and has been working with our attorney to file a lawsuit against the County of Sacramento and the Board of Supervisors.

Three years ago, the Board of Supervisors voted to cut off all medical and dental subsidies for County employees who retired after May 31, 2007. Several unions filed actions against the County charging unfair labor practices related to this action and the State Public Employment Relations Board (PERB) ruled in favor of the unions. The County appealed this ruling and lost again in the appellate court in 2010. SCREA, through our attorney, expressed our support for the County to apply the appellate court decision to all post-May 31, 2007 retirees and requested a meeting with the County to discuss the court decision and retiree subsidies. The County did not ever respond to this request.

Subsequent discussions did occur during 2010 between SCREA Board Members and the Interim County Executive related to the 2011 calendar year retiree's medical and dental subsidies. During these discussions, we made recommendations for both pre-May 31, 2007 retirees and post-May 31, 2007 retirees and were told by the Interim County Executive that no discussion would occur related to post-May 31, 2007 retirees. As a result, the Board of Supervisors again slashed the subsidies for pre-May 31, 2007 retirees and they reinstated the previous subsidies for only some of the post-May 31, 2007 retirees. The County's retirees are now grouped in three basic categories for subsidies for 2011:

Pre-May 31, 2007 retirees are receiving a maximum medical subsidy of \$80/month (\$40/month from the County and \$40/month from the Retirement System) and no dental subsidy;

Some post-May 31, 2007 retirees (who were represented by a union that filed unfair labor practices charges against the County and met certain qualifications by the County) are receiving a maximum medical subsidy of \$244/month and a dental subsidy of \$25/month; and

The remainder of the post-May 31, 2007 retirees are receiving no medical or dental subsidies.

County actions over the last couple of years have resulted in unequal treatment of retirees and they broke a 30-year past practice of providing County retirees medical and dental health subsidies. The financial impact due to the loss of these subsidies compounded with significant increases in monthly medical premiums has become financially devastating to many County retired employees. Your SCREA Board has determined that legal action is warranted and will keep you informed of the actions it pursues on behalf of all our members.

**For your information here are some important phone numbers:
SCERS 916-874-9119 Benefit Office 916-874-2020**

MARCH 14th, 2011 SCREA LUNCHEON

By Sandy Carli



LIONSGATE HOTEL
3410 Westover Street
At McClellan Park in Clubhouse B
Sacramento, CA 95652



NO HOST BAR STARTS AT 11:00 AM
LUNCH SERVED AT NOON

GUEST SPEAKER: Mike DeBord and Nancy Wolford-Landers
Update on Medical Benefits Lawsuit

GREAT DOOR PRIZES

LIONSGATE Hotel at McClellan Park will once again be the location for our March SCREA luncheon. They have a new cook. Check her out on her web site, www.mamakimcook.com. The site states that Mama Kim is well known in Sacramento, the Bay Area and Lake Tahoe. The reviews were great.

This year you may choice:

Rosemary Seared Chicken Breast with Seasoned Vegetables
and Roasted Garlic Mashed Potatoes or
Bistro Fillet with Bourbon Demi Sauce with Seasoned Vegetables
and Roasted Garlic Mashed Potatoes or
Pasta Primavera

Entrees are served with a mixed green salad, rolls, iced tea and coffee.
The Dessert will be Carrot Cake

I can't stress enough the importance of signing up as early as possible. I have a very short turn around time once the deadline is reached to get the correct count to the catering staff so that they can prepare for the right amount of food. Should you send in your reservation on the day of the deadline or miss the actual deadline you MUST contact me at 457-0304 or email me at scarli@surewest.net so that I can let you know if space is available. Mailing the reservation on the day it is due does not assure that I will get it before the event.

The no-host bar is open at 11:00. Coming early will assure you of better parking and give you time to connect with friends you may not have seen for awhile. Looking forward to seeing all of you on March 14th.

Directions:
3410 Westover Street
East on Hwy 80, North on Watt Ave., West on Palm Ave.,
Left on Arnold, Left on Westover into the parking lot.
Phone # of the Hotel: 916-643-6222

SCREA CALENDAR OF EVENTS

JANUARY	FEBRUARY	MARCH	APRIL
<p>Jan 10 – Board of Directors’ Meeting @ Credit Union Board Room 9:00 a.m.</p> <p>Jan 20 – News Briefs items to Editor (Nominating Chair Article)</p>	<p>Feb 7 -- Board of Directors’ Meeting @ Credit Union Board Room 9:00 a.m.</p>	<p>Mar 1 – Deadline for submission of letters-of-interest to SCREA Nominating Committee.</p> <p>Mar 7 – Board of Directors’ Meeting @ Credit Union Board Room 9:00 a.m.</p> <p>Mar 8 - Last day for luncheon reservations/ cancellations</p> <p>Mar 14 -- General Membership Luncheon/ Meeting @ 11:00 a.m. Lionsgate McClellan Park</p>	<p>Apr 4 -- Board of Directors’ Meeting @ Credit Union Board Room 9:00 a.m.</p> <p>Apr 5 -- Nominating Committee Notice to Treasurer listing all candidates for SCREA Board positions.</p> <p>Apr 17-20 - CRCEA Spring Conference @ San Diego County</p> <p>Apr 20 --News Briefs items to Editor (Nominating Chair Article)</p>
MAY	JUNE	JULY	AUGUST
<p>May 2 -- Board of Directors Meeting @ Credit Union Board Room 9:00 a.m.</p>	<p>Jun 7 - Last day for luncheon Reservations/ cancellations</p> <p>Jun 13 – General Membership Luncheon/ Meeting & Board Election at the Dante Club. (Election of officers and Board of Directors Meeting follows)</p>	<p>Jul 11 -- Board of Directors Meeting @ Credit Union Board Room 9:00 a.m.</p> <p>Jul 27 -- News Briefs items to Editor</p>	<p>Aug 1 -- Board of Directors Meeting @ Credit Union Board Room 9:00 a.m.</p>
SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
<p>Sep 12 -- Board of Directors Meeting @ Credit Union Board Room 9:00 a.m.</p> <p>Sep 12 – Last day for Picnic Reservations/ cancellations</p> <p>Sep 16 – Annual Picnic Wm. Land Park 11:00 a.m.</p>	<p>Oct 3 -- Board of Directors Meeting @ Credit Union Board Room 9:00 a.m.</p> <p>Oct 17- 19 - CRCEA Fall Conference @ Sonoma-Mendicino</p> <p>Oct ?? – Benefits Enrollment Health Fair @ Football Community Center, 5510 Diablo Dr. (Date TBA*)</p> <p>Oct 19 - News Briefs items to Editor</p>	<p>Nov 7 --Board of Directors Meeting @ Credit Union Board Room 9:00 a.m.</p>	<p>Dec 5-- Board of Directors Meeting @ Credit Union Board Room 9:00 a.m.</p> <p>Dec 7 -- Last day for Holiday Luncheon reservations & Cancellations</p> <p>Dec 12 – Annual Holiday Luncheon @ 11:00 a.m. Sacramento Hilton</p>

NOMINATING COMMITTEE REPORT

By Fran Alberghini and Lyn Scotti

The SCREA Nominating Committee announces that positions occupied by five members of the SCREA Board of Directors will expire at the end of June 2011. The regular election to fill the expiring positions will be held at the June 2011 general membership luncheon meeting and candidates elected at that time will take office effective July 2011.

Consistent with Article VII of the SCREA Bylaws, the Nominating Committee will be accepting **letters of interest** from “**Regular Members**” in good standing (including incumbents) who wish to serve on the SCREA Board. **Letters of interest must be written, mailed and received by the SCREA Treasurer at P.O. Box 161414, Sacramento, CA 95816, no later than March 1, 2011.** Letters of interest must indicate the candidate consents to run and will serve if elected, and may include any other background information that the candidate wishes to provide the Committee.

In assessing their candidacy, members should consider that there is at least one regular SCREA Board meeting per month (typically on the first Monday of the month) and four general membership luncheon meetings per year, which may or may not fall on a regular meeting day. Also, Directors are expected to serve on one or more special committees, which are listed at the end of this article. The committees may meet on a regular or intermittent basis, and time commitments for committee service may run from a few hours to 20 or more hours per month.

The Nominating Committee will review all letters of interest and shall conduct interviews of all candidates between March 1 and April 5, 2011. The Nominating Committee will prepare an article for the May 2011 **News Briefs** which contains an alphabetical list of all candidates running for Board positions. The article will also indicate the Committee’s endorsement of five candidates for the upcoming election.

Member questions may be directed to the Nominating Committee: Fran Alberghini (Chair), Ron Hines, Linda Kimura, and Lyn Scotti. Their contact information appears on the last page of this *News Briefs*.

SCREA Committees and a brief description of each is listed below:

Executive:	Acts on emergency matters and matters referred by the full SCREA Board; reviews and responds to member inquiries or complaints, etc.
Budget & Bylaws:	Prepares annual budget; periodically reviews Bylaws and recommends necessary amendments.
Retirement Board:	Reports on SCERS meetings and issues facing the retirement system.
Legislation:	Tracks and reports legislation that may affect retirees.
State Association:	Tracks and reports issues affecting other California County retirement associations and systems.
Benefits:	Meets with County representatives and other involved parties regarding retiree benefit issues.
Membership:	Recruits new members through presentations and maintains related records.
Program:	Sets up general membership luncheons and maintains related records.
Blood Bank:	Maintains contact with Blood Bank and reports member donations.
Sunshine:	Obtains retiree death lists from SCERS, reports member deaths to the Board; mails condolences, etc.
Information:	Coordinates preparation and mailing of quarterly newsletter: edits newsletter: maintains membership data base, etc.
Nominating Committee:	Coordinates elections; interviews candidates, etc,



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Post Office Box 161414 Sacramento, CA 95816

OFFICERS

President	Kiyoshi Adachi	916-966-0904
Vice President	Barbara Smith	916-684-5344
Immediate Past Pres.	Gil Magness	530-626-3983
Treasurer	Vic Scotti	916-638-5297
Sunshine Chair	Fran Alberghini	916-451-1690
Membership	Sue Murray	916-359-6394
Secretary	Lyn Scotti	916-638-5297

DIRECTORS

Sandy Carli	916-457-0304
Bill Cox	916-451-6386
Susan Cucchi	916-983-1070
Mike DeBord	530-642-1234
Phil Fischback	916-933-2910
Warren Harada	916-391-0755
Ron Hines	916-728-2914
Martha Hoover	916-362-4009
Linda Kimura	916-485-8442
Pam Thomas	916-685-0329
Nancy Wolford-Landers	916-457-3002

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SCREA GENERAL MEMBERSHIP LUNCHEON RESERVATION MONDAY, MARCH 14th 2011

Member(s) Name: _____ Phone: _____

Member(s) Name: _____ Phone: _____

Non-members Name: _____ Phone: _____

Non-members Name: _____ Phone: _____

_____ Members: Rosemary Seared Chicken Breast \$16.00= _____

_____ Members: Bistro Fillet \$16.00= _____

_____ Members: Vegetarian Pasta Primavera \$16.00= _____

_____ Non-Members: Rosemary Seared Chicken Breast \$23.00= _____

_____ Non-Members: Bistro Fillet \$23.00= _____

_____ Non-Members: Vegetarian Pasta Primavera \$23.00= _____

Total Check enclosed _____

**RESERVATION DEADLINE NO LATER THAN MARCH 9th, 2011.
DO NOT SEND CASH. SEND A CHECK MADE PAYABLE TO:
SCREA, P.O. BOX 161414, SACRAMENTO, CA 95816
Directions to the Lionsgate Hotel are located on page 7.**