



**SARASOTA COUNTY**

*"Dedicated to Quality Service"*

February 19, 2010

Anthony Gonzalez  
ATU Local 1701  
PO Box 18635  
Sarasota, FL 34276-1635

**Re:** Tentative Agreement

Dear Tony:

I am enclosing a copy of the Tentative Agreement the County and the ATU agreed upon at the mediation on Friday, February 12, 2010.

Also enclosed is a brief summary of those substantive changes that we agreed to. You can use this summary to review these changes with your team, if you wish. Please feel free to also share the attached with other members/employees as you deem appropriate.

I look forward to hearing the outcome of the election by March 10, 2010. If you or any members/employees have any questions, I can be contacted at 941-650-0750.

Sincerely,

Michele Green  
Manager, Employee and Labor Relations

Cc: Rob Lewis, Executive Director, Planning and Development Services  
Anthony Beckford, General Manager, Transit  
Richard Siwica, Attorney  
Gary Rauen, ATU International VOP  
Maria Korn, Assistant County Attorney

**Collective Bargaining Tentative Agreement Summary of Changes  
ATU and Sarasota County Government**

- Covers three years – October 1, 2008 through September 30, 2011
- Wages
  - Step increases will continue through September 30, 2010.
  - Bus Attendant classification will receive a \$.50/hour increase.
  - The exceptional incentive award will continue through September 30, 2010.
  - Employees who were at the top step prior to October 1, 2008 will receive a one time 2% lump sum payment.
  - Employees who went to the top step between October 1, 2008 and September 30, 2009 will receive a one time 2% lump sum payment.
  - There will be no further wage increases effective October 1, 2010.
- The HMO will continue through December 31, 2010.
- Employees will be eligible for short term disability benefits.
  - This is an employer paid benefit.
  - Employees will have a seven day elimination period in which they can use accrued leave.
  - After the seven day elimination period, employees receive 70% of their salary.
  - The remaining 30% can be paid (using accrued leave) or unpaid.
  - Maximum benefit period is 13 weeks, minus the seven day elimination period.
- The vacation leave slots will be increased from eight (8) per day to twelve (12) per day.
- Employees will receive \$50 per year for a shoe allowance.
- Employees will be covered by the most recent Sarasota County Government HR Policies, Procedures and Guidelines and Safety and Risk Manual.
- Leave for union business has been increased from 180 hours to 280 hours.