

Good morning, my name is Lois Pitman – Next month I will be an employee of Mendocino County for 15 years.

Thank you Board, CEO and County Council for letting me speak.

I am here to oppose the HR request for an extension to their Salary & Comp survey implementation. We have been patiently waiting for our salaries to be adjusted since last year when the HR director began to implement her plan, which was supposed to be completed by the end of June this year. Many classifications have already been increased; it is time for the rest of us to get ours. If you feel you must give them more time, the least you could do is give an immediate across the board increase of 10 percent to all of the classifications that have not been evaluated yet. It didn't take anywhere near this long for you to vote yourself a 40% increase again, just like you did in 2007 when you gave yourself a 43 % increase.

Since I began working for the County in 2003 my salary has gone up a total of about 20%, averaging about 1% a year, while you have had your salary increased by more than 80%. Unfortunately for me the cost living over these last 15 years has gone up more than 1% a year. When I began to work for the county, I was under the impression that the salary was set....that it would only change with cost of living adjustments. That it technically would never go up or down. I remember thinking that it wasn't a lot of money, but I could get by on it. I'm sorry to say that it didn't work out that way. And now the ultimate humiliation, I'm here, having to beg for money in front of you and the public hoping just to receive what I thought I originally signed up for. I did my part, I came to work and I expect to be paid.

My salary is, with this last COLA in July of this year just back to what I earned in 2009. Which equates to no cost of living for the last almost 10 years. I have been living with a decrease in Salary for 7 years, totaling about \$23,430.40 since Nov. 13th of 2011 when my salary was cut by 12 ½ percent, which was changed to a 10% cut in February of 2012. It wasn't until August of 2015 when we were so graciously given a 3% increase, then again in July of 2016 a 2% increase and again in July of 2017 a 3% increase and lastly just this last July of 2018 an additional 3%, which brings me back to where I was in 2009.

I have copies here of my pay stubs which I will gladly share with you. I also have a comparison of Social Security's COLA's and Mendocino County Retirees COLA's over this same time frame. Without any of them having to take a 10% cut, they still received COLA's ranging from 11% to 20% during the time I was just getting my pay back to what it was. My thought is that I am still behind anywhere from 20 to 30 percent. This is reasonably comparable to other counties.

Thank you.

Gross pay lost since 11/13/2011 to 7/1/18

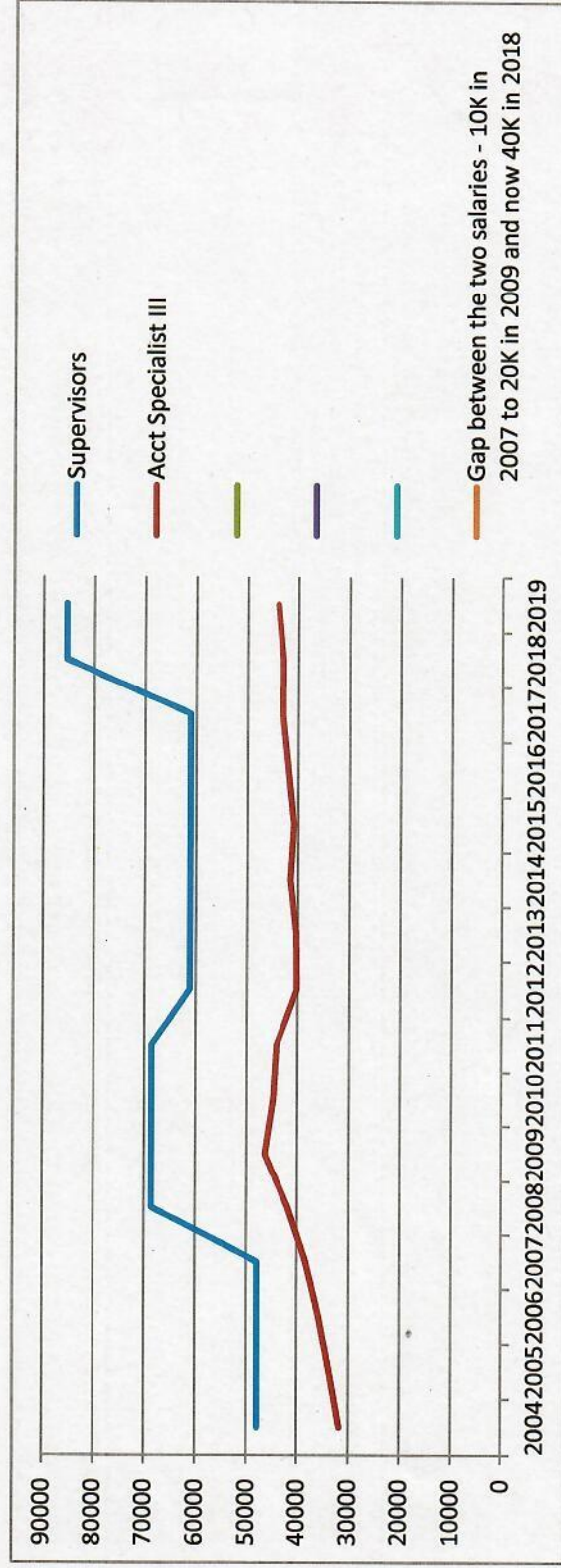
Year	
2011	\$648.00
2012	\$4,622.40
2013	\$4,492.80
2014	\$4,665.60
2015	\$4,028.80
2016	\$2,902.40
2017	\$1,667.20
2018	\$403.20

Total \$23,430.40

Not counting any COLA's that should have been added

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Supervisors	48000	48000	48000	48000	68640	68640	68640	68640	61200	61200	61200	61200	61200	61200	85500	85500
Acct Specialist III	31782.4	33716.8	35755.2	38321.65	41920	46450	44845	44197	40222	40352	41552	40816	41942	43093.66	43000	44000

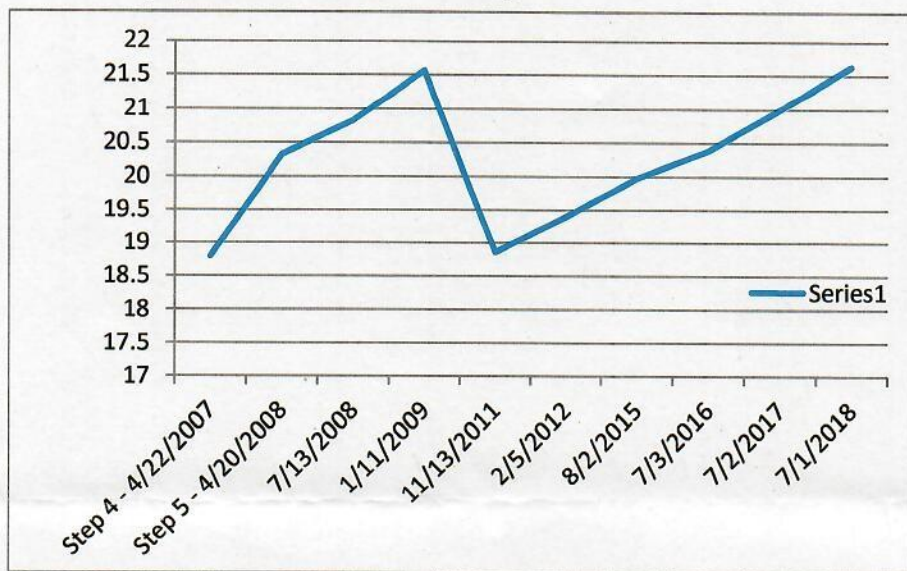
Gap between the two salaries - 10K in 2007 to 20K in 2009 and now 40K in 2018



Acct Specialist III

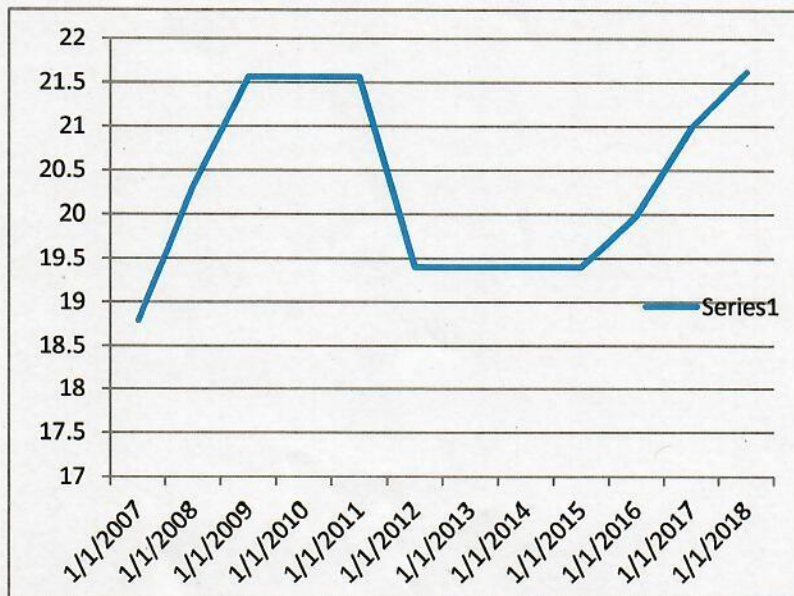
Actual dates of changes

Step 4 - 4/22/2007	18.79	
Step 5 - 4/20/2008	20.32	
7/13/2008	20.82	2.50%
1/11/2009	21.56	3.50%
11/13/2011	18.86	-12.5%
2/5/2012	19.4	-10%
8/2/2015	19.98	3%
7/3/2016	20.38	2%
7/2/2017	20.99	3%
7/1/2018	21.62	3%



Salary as of July 1 each year

7/1/2007	18.79
7/1/2008	20.32
7/1/2009	21.56
7/1/2010	21.56
7/1/2011	21.56
7/1/2012	19.4
7/1/2013	19.4
7/1/2014	19.4
7/1/2015	19.4
7/1/2016	19.98
7/1/2017	20.99
7/1/2018	21.62



Cost-Of-Living Adjustments

Since 1975, Social Security general benefit increases have been cost-of-living adjustments or COLAs. The 1975-82 COLAs were effective with Social Security benefits payable for June in each of those years; thereafter COLAs have been effective with benefits payable for December.

Prior to 1975, Social Security benefit increases were set by legislation.

Social Security Cost-Of-Living Adjustments

Year COLA	Year COLA	Year COLA
1975 8.0	1990 5.4	2005 4.1
1976 6.4	1991 3.7	2006 3.3
1977 5.9	1992 3.0	2007 2.3
1978 6.5	1993 2.6	2008 5.8
1979 9.9	1994 2.8	2009 0.0
1980 14.3	1995 2.6	2010 0.0
1981 11.2	1996 2.9	2011 3.6
1982 7.4	1997 2.1	2012 1.7
1983 3.5	1998 1.3	2013 1.5
1984 3.5	1999 ^a 2.5	2014 1.7
1985 3.1	2000 3.5	2015 0.0
1986 1.3	2001 2.6	2016 0.3
1987 4.2	2002 1.4	2017 2.0
1988 4.0	2003 2.1	
1989 4.7	2004 2.7	

^a The COLA for December 1999 was originally determined as 2.4 percent based on CPIs published by the Bureau of Labor Statistics. Pursuant to Public Law 106-554, however, this COLA is effectively now 2.5 percent.

The first COLA, for June 1975, was based on the increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) from the second quarter of 1974 to the first quarter of 1975. The 1976-83 COLAs were based on increases in the CPI-W from the first quarter of the prior year to the corresponding quarter of the current year in which the COLA became effective. After 1983, COLAs have been based on increases in the CPI-W from the third quarter of the prior year to the corresponding quarter of the current year in which the COLA became effective.

SSI COLAs

COLAs for the Supplemental Security Income (SSI) program are generally the same as those for the Social Security program. However, COLAs for SSI have generally been effective for the month following the effective month of Social Security benefit increases. See [SSI historical payment standards](#) for more detail.

[Automatic
Determinations](#)

[COLA
determination](#)

[SSI payment
rates increase
with COLA](#)

Comparison of COLA's
Social Security, Mendocino County Retirement and Mendocino County

Year	<i>No 10% cut</i> Social Security COLA	<i>No 10% cut</i> MCERA COLA	Mendocino County Employees
2010	0.00%	0.00%	0
2011	3.60%	1.50%	-12.5%
2012	1.70%	3.00%	-10%
2013	1.50%	2.00%	0%
2014	1.70%	2.50%	0%
2015	0.00%	2.50%	3%
2016	0.30%	3.00%	2%
2017	2.00%	2.50%	3%
2018		3.00%	3%
Sum =	10.80%	20.00%	1%

Not in sum

this is essentially zero, since it took an increase of 11% to get back a 10% cut.

COUNTY OF MENDOCINO

Emp No.	Employee Name	Dept.	Check Date
1135	LOIS L PITMAN	3010	12/31/2009

1/11/2009

Earnings	Rate	Hours	Total Amount	YTD
REG PAY	21.5600	69.75	1503.81	41367.27
SICK LEAVE	21.5600	2.00	43.12	1300.68
S/L FAMILY	21.5600	8.25	177.87	964.81
OVERTIME				124.92
OT PREM				62.46
VACATION				1724.27
SICK-BRVMT				59.29
PERSONAL				517.44
DONATE VAC				
BRVMT-CO				517.44
MTO				-1891.36

TOTALS		1724.80	44747.22
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Leave Code	Earned	Used	Balance	Check Totals	
VAC	4.616		135.41	Total Pay	1,724.80
SICK	4.616	10.25	271.28	YTD	44,747.22
PL				Taxable Gross Pay	1,472.25
CTO				YTD	35,833.82
				Net Pay	688.32
				YTD	17,881.36

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COUNTY OF MENDOCINO

Emp No.	Employee Name	Dept.	Check Date
1135	LOIS L PITMAN	3010	12/30/2010

Earnings	Rate	Hours	Total Amount	YTD
REG PAY	21.5600	8.00	172.48	34021.68
VACATION	21.5600	12.92	278.56	5485.30
CAT LEAVE	21.5600	59.08	1273.76	1273.76
SDI ADJ -	0.0000	0.00	-954.40	-954.40
SICK LEAVE				1735.58
S/L FAMILY				1293.60
PERSONAL				517.44
DONATE VAC				
BRVMT-CO				517.44
TOTALS			770.40	43890.40

Leave Code	Earned	Used	Balance	Check Totals	
VAC	35.517	12.92	30.91	Total Pay	770.40
SICK	11.167		257.35	YTD	43,890.40
PL				Taxable Gross Pay	498.75
CTO				YTD	36,834.39
				Net Pay	301.01
				YTD	17,374.01

REMEMBER TO DONATE TO THE CATASTROPHIC LEAVE BANK

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Pay cut - 12.5%
11/13/2011

COUNTY OF MENDOCINO

Emp No.	Employee Name	Dept.	Check Date
1135	LOIS L PITMAN	3010	12/30/2011

Earnings	Rate	Hours	Total Amount	YTD
REG PAY	18.8600	76.00	1433.36	37379.93
PERSONAL	18.8600	4.00	75.44	489.09
OVERTIME				43.12
OT PREM				21.56
VACATION				2220.68
SICK LEAVE				2899.74
S/L FAMILY				1207.36
DONATE VAC				
LWOP				-64.68
VTO				-344.96
SDI ADJ -				-1145.28

TOTALS			1508.80	42706.56
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Leave Code	Earned	Used	Balance	Check Totals	
VAC	6.160		63.05	Total Pay	1,508.80
SICK	4.616		188.65	YTD	42,706.56
PL		4.00		Taxable Gross Pay	1,260.53
CTO				YTD	35,723.75
				Net Pay	547.05
				YTD	16,324.47

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Pay cut charged to 10%
2/5/2012

COUNTY OF MENDOCINO

Emp No.	Employee Name	Dept.	Check Date
1135	LOIS L PITMAN	3010	12/28/2012

Earnings	Rate	Hours	Total Amount	YTD
REG PAY	19.4000	69.75	1353.15	33815.44
SICK LEAVE	19.4000	10.25	198.85	2018.00
OVERTIME				29.10
OT PREM				14.55
VACATION				2648.10
S/L FAMILY				1159.68
PERSONAL				581.19
DONATE VAC				
RETREFUNDS				310.63
<hr/>				
TOTALS			1552.00	40576.69

Leave Code	Earned	Used	Balance	Check Totals	
VAC	6.160		85.70	Total Pay	1,552.00
SICK	4.616	10.25	144.41	YTD	40,576.69
PL				Taxable Gross Pay	1,288.48
CTO				YTD	33,971.32
				Net Pay	560.14
				YTD	15,005.26

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Still - 10%

COUNTY OF MENDOCINO

Emp No.	Employee Name	Dept.	Check Date
1135	LOIS L PITMAN	3010 6775	12/27/2013

Earnings	Rate	Hours	Total Amount	YTD
REG PAY	19.4000	80.00	1552.00	34745.40
OVERTIME				19.40
OT PREM				9.70
VACATION				3074.90
SICK LEAVE				1770.25
S/L FAMILY				155.20
PERSONAL				582.00
DONATE VAC				
UNION BANK				24.25
LWOP				-155.20

TOTALS			1552.00	40225.90
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Leave Code	Earned	Used	Balance	Check Totals	
VAC	6.160		86.36	Total Pay	1,552.00
SICK	4.616		165.18	YTD	40,225.90
PL				Taxable Gross Pay	1,289.94
CTO				YTD	33,428.27
				Net Pay	535.50
				YTD	13,845.87

*New address? Please notify your payroll clerk.

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Still - 10%

COUNTY OF MENDOCINO

Emp No.	Employee Name	Dept.	Check Date
1135	LOIS L PITMAN	3010	12/26/2014

Earnings	Rate	Hours	Total Amount	YTD
REG PAY	19.4000	64.00	1241.60	34973.35
S/L FAMILY	19.4000	8.00	155.20	1023.35
PERSONAL	19.4000	8.00	155.20	582.00
VACATION				2332.85
SICK LEAVE				1343.45
DONATE VAC				
UNION BANK				97.00
SUPPL PAY				1200.00
TOTALS				1552.00 41552.00

Leave Code	Earned	Used	Balance	Check Totals	
VAC	6.160		125.28	Total Pay	1,552.00
SICK	4.616	8.00	163.19	YTD	41,552.00
PL		8.00		Taxable Gross Pay	1,184.96
CTO				YTD	33,852.54
				Net Pay	457.71
				YTD	14,008.27

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8/2/15 + 3%

COUNTY OF MENDOCINO

Emp No.	Employee Name	Dept.	Check Date
1135	LOIS L PITMAN	3010	12/24/2015

Earnings	Rate	Hours	Total Amount	YTD
REG PAY	19.9800	52.50	1048.95	36517.86
S/L FAMILY	19.9800	19.50	389.61	864.49
PERSONAL	19.9800	8.00	159.84	474.88
OVERTIME				77.60
OT PREM				38.80
VACATION				1279.35
SICK LEAVE				1679.42
DONATE VAC				
UNION PL				
SUPPL PAY				1200.00
TOTALS			1598.40	42132.40

Leave Code	Earned	Used	Balance	Check Totals	
VAC	6.160		219.69	Total Pay	1,598.40
SICK	4.616	19.50	153.71	YTD	42,132.40
PL		8.00		Taxable Gross Pay	1,196.21
CTO				YTD	31,819.82
				Net Pay	468.44
				YTD	12,668.39

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7/3/16 + 2%

COUNTY OF MENDOCINO

Emp No.	Employee Name	Dept.	Check Date
1135	LOIS L PITMAN	3010	12/23/2016

Earnings	Rate	Hours	Total Amount	YTD
REG PAY	20.3800	67.00	1365.46	34104.42
VACATION	20.3800	13.00	264.94	3701.44
OVERTIME				238.58
OT PREM				119.28
SICK LEAVE				2197.35
S/L FAMILY				1215.71
PERSONAL				603.71
DONATE VAC				
UNION BANK				119.88
SUPPL PAY				1000.00
TOTALS				1630.40 43300.37

Leave Code	Earned	Used	Balance	Check Totals	
VAC	6.160	13.00	195.60	Total Pay	1,630.40
SICK	4.616		104.22	YTD	43,300.37
PL				Taxable Gross Pay	1,182.38
CTO				YTD	31,581.19
				Net Pay	473.91
				YTD	12,557.40

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7/2/17 + 3%

COUNTY OF MENDOCINO

Emp No.	Employee Name	Dept.	Check Date
1135	LOIS L PITMAN	3010	12/22/2017

Earnings	Rate	Hours	Total Amount	YTD
REG PAY	20.9900	66.50	1395.84	37695.20
OVERTIME	20.9900	1.00	20.99	606.33
OT PREM	10.6013	1.00	10.60	303.27
S/L FAMILY	20.9900	13.50	283.37	1026.16
LONG YOS1	0.0000	0.00	17.00	84.16
VACATION				2223.82
SICK LEAVE				1532.16
PERSONAL				616.32
SUPPL PAY				2000.00
TOTALS			1727.80	46087.42

Leave Code	Earned	Used	Balance	Check Totals	
VAC	6.160		248.51	Total Pay	1,727.80
SICK	4.616	13.50	100.99	YTD	46,087.42
PL				Taxable Gross Pay	1,333.43
CTO				YTD	34,405.83
				Net Pay	583.03
				YTD	14,875.19

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July 2018

COUNTY OF MENDOCINO

Emp No.	Employee Name	Dept.	Check Date
1135	LOIS L PITMAN	3010 6775	07/06/2018

Earnings	Rate	Hours	Total Amount	YTD
REG PAY	20.9900	70.50	1479.80	19562.70
OVERTIME	20.9900	7.00	146.93	498.52
OT PREM	10.4951	7.00	73.47	249.34
VACATION	20.9900	8.00	167.92	1679.20
UNION BANK	20.9900	1.50	31.49	83.97
LONG YOS1	0.0000	0.00	19.00	242.47
SICK LEAVE				1101.99
S/L FAMILY				503.76
PERSONAL				577.23
TOTALS			1918.61	24499.18

Leave Code	Earned	Used	Balance	Check Totals	
VAC	6.160	8.00	254.75	Total Pay	1,918.61
SICK	4.616		89.11	YTD	24,499.18
PL			2.50	Taxable Gross Pay	1,497.18
CTO				YTD	18,602.13
				Net Pay	657.05
				YTD	7,927.10

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7/1/18 + 3%

2011
2009

.06 per hour more than

COUNTY OF MENDOCINO

Emp No.	Employee Name	Dept.	Check Date
1135	LOIS L PITMAN	3010 6775	08/03/2018

Earnings	Rate	Hours	Total Amount	YTD
REG PAY	21.6200	64.00	1383.68	22205.75
VACATION	21.6200	16.00	345.92	2198.08
LONG YOS1	0.0000	0.00	17.30	277.07
OVERTIME				498.52
OT PREM				249.34
SICK LEAVE				1226.31
S/L FAMILY				676.72
PERSONAL				577.23
UNION BANK				83.97
SUPPL PAY				2000.00
TOTALS			1746.90	29992.99

Leave Code	Earned	Used	Balance	Check Totals
VAC	6.160	16.00	243.07	Total Pay 1,746.90
SICK	4.616		84.60	YTD 29,992.99
PL			2.50	Taxable Gross Pay 1,308.42
CTO				YTD 22,957.78
				Net Pay 516.72
				YTD 10,023.25

RETIREMENT RATES CHANGED

9 1/2 years since
I began receiving 21.56
hr

2012
13
14
15
16
17
1/2 of 18

6 1/2 years

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