



## Myth & Facts About City's Final Brief to Factfinder

Myth	Fact
SEA members have not paid for health care.	Untrue & misleading. SEA members out of pocket increases for family health care coverage have risen 65% between 2009-2016.
All City employees have received raises through "step increases"	False. As of 2012, 60% of all SEA employees were <b>already</b> at top step and received no increase. Also, the City has never used "step increases" as a comparable and neither do any of the jurisdictions we mutually survey.
The City's offer will make "every classification surveyed...at or above market"	Misleading. The City offers purposefully leaves out known raises in 2018 for other cities surveyed. Average market raise for 2018 is 3.42%. City offer is only 1.5%.
City's survey of comparable cities and job classification is thorough and fair.	Untrue. The City survey makes critical mistakes including comparing entry level employees to more experienced "journey level" employees. City also includes multiple job classifications that have between 1-3 employees.
SEA is "dangerously optimistic" about City's finances.	Untrue. SEA used extensive <i>historical</i> data showing that during the Great Recession the General Fund Balance grew 55% between 2010-2015; the Budget Stabilization Fund grew from \$39.7 million in 2008/2009 to \$54.7 million in 2015/2016.
SEA assertion that the, "General Fund Year-End Balances are due to Underestimation of Resources and Overestimation of Expenses" is incorrect.	Untrue. Every year, from 2004-2016, based on City's final, actual numbers, the City has underestimated revenue and overestimated expenses by an average of \$11.1 million each year. This means year after year the City has an average surplus of \$11 million.
SEA survey was not comprehensive enough.	False. SEA used the same methodology the City and SEA mutually agreed to in the past. That approach does not support the City's argument. The SEA survey represented 61% of the bargaining unit.