

## Santa Rosa City Employees Association Membership Survey – 2007

### How many years have you been employed by the City?

Average	11.40
Median	10.00
Minimum	00.50
Maximum	39.00

### How old are you?

Average	48.30
Median	49.00
Minimum	28.00
Maximum	68.00

### Please rank the following bargaining issues by priority to you. (1=Highest 7= Lowest)

Cost of Living Adjustment (COLA)	<u>125</u>	24	8	4	1	1	7
Increase Vacation Accrual	19	34	<u>39</u>	<u>36</u>	21	9	6
Retiree Medical Benefits	76	24	28	15	7	10	8
Improve Educational Benefits	6	5	19	23	22	33	<u>52</u>
Hold Healthcare Premium Contribution to Current level	66	<u>45</u>	21	18	8	6	4
Improve Staffing	17	16	20	28	19	<u>38</u>	23
Add another Floating Holiday (e.g. Cesar Chavez Day)	15	24	15	25	<u>34</u>	16	37

### What topics would you like brought up during negotiations?

Salary, salary, salary.

\$\$\$ is important and of course not having to pay more for health care would help.

\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$

\* Educational Incentive as a special pay - similar to other units in the City

\* Longevity as a special pay - similar to other units in the City

\* Address issue of how holidays are paid if on alternate schedule; ex. other units receive 10 hours holiday if on a 4-10 shift

\*no money

\*better health at retirement

\*we have not been treated fairly over the last contracts compared to other city employees I would be happy to match what the City manager got.

\*I feel we always roll over

\* I need to retire and need my last years pay to be more...help me

1. 10 yr Vested Medical

2. cost of living increase

3. hold health care

4. long term contract

1. COLA

2. Medical benefits & cost (Now)

3. Medical at retirement

1. Some benefit recognition for being a long term employee.

1. MORE SICK DAYS. WHY HAS THIS ALWAYS REMAINED STAGNANT. IT'S NOT REALISTIC AS WE AGE.

2. MORE TIME OFF - AT LEAST ANOTHER FL HOLIDAY & ALSO OUR BIRTHDAY OFF.

3. HOLD HEALTHRANSOM COSTS TO CURRENT OR EVEN LOWER LEVEL.

1. Retire Health Insurance Cost

2. Longevity PAY (not a floating holiday)

1: Being paid at the rate to be able to afford to live with in the City of Santa Rosa.  
2: Having a pay structure and benefits comparable to other Cities and even other departments with in the City of Santa Rosa. 3: 3% @ 55  
5% pay increase each year of new contract plus COLA. NOTHING LESS!!!!!!  
A fair liveable wage  
A 'Fair' long-term contract... so we are not doing this every year... benefits the City and Employees...  
addition of State Disability Insurance  
affordable housing for city employees (something they could require from developers, and it wouldn't cost them a cent) free and available parking for city employees  
All the regular things, COLA's, Health Benefits, Retirement, Vacation Accrual.  
Allowing other govt. service time to be considered for vacation accrual rates. This would allow one who worked for govt. elsewhere (e.g. in another state) to keep higher vacation/sick leave accrual rates.  
As a fairly new employee I do not believe I am aware of all issues that need to be addressed. I am however concerned with the disparity between increases for different units.  
Awarding employees who go above and beyond standard expectations with special merit increases.  
Bereavement leave - the list of family members who fall under this leave needs dramatic revision. Some people have unique families. Who gets to decide what family member is important enough to fall under this policy?  
Better cost of living increases; holding healthcare premiums from further increases; better healthcare options;  
Bring bilingual pay up to what the Police and Fire get.  
bringing all wages up to current local municipalities level eg. Healdsburg, Windsor, Petaluma, Novato, Calistoga  
City Managers constant increases in pay and benefits.  
City Manager's constant wage increases, whether through benefits or actual wage increase... doesn't look good to the rest of staff. Healthcare after retirement is a huge issue for me. I want to be able to return and afford healthcare, and the way it's going, I won't be able to.  
City review in departments for need of additional employees to relieve heavy workloads.  
City to pay for the license fees for the jobs that require them. City to pay for PERS or at least more of it.  
cola salary increases agency shop long term disability retirement healthcare  
COLA Vacation Accrual Floating Holiday  
COLA, Frozen health care costs  
COLA, Increased vacation, keeping healthcare payments down, and work towards retiree med benes  
COLA, I'm topped out. 3-4 year agreement. Holding healthcare benefits.  
COLA; Keep saying they know we're underpaid, but refuse to pay us or do salary surveys, yet they spend money on intranet upgrades, lots of I.T. stuff, new Internet, increasing Council meal allowances, high end printing materials, etc.  
Comparable salaries for highly experienced registered engineers with experience far and above what their position requires.  
Compare all city employee COLAs over the last few years.  
Compare Salaries with other Cities/Counties/ districts  
Competitive pay, merit pay is more important than automatic pay increases just for tenure. They city must maintain competitive salaries to retain employees.  
Competitiveness in Salary to other Cities/Municipalities  
Complete a salary survey for the professional classifications.  
COST OF LIVING ADJ SALARY INCREASE HEALTH CARE  
Creation of a new job classification of 'Skilled Meter Specialist' with an increased rate of pay to go with it. There are a number of relatively new duties not in our job description that some of the Meter Specialists currently perform on a regular basis. Many of these duties are in the job descriptions of others in higher paying positions.  
Current retiree health stipend should be left alone and could possibly be increased slightly

Dental care. The amount allotted to dental has not increased for years. I have to wait to get cavities with replacement crowns in each new year since it now costs so much. The deductible part is nearing \$500 per tooth as well. Have the city do some investment matching for ICMARC. Its getting harder to deduct and invest since our COLA has been very poor and our health costs have gone up so drastically. There is no longer anything left over to invest towards hopeful retirement.

DMV changes/requirements on Class A license holders. Class A drivers are now liable for their possible infractions during non-work hours in their personal vehicles. No possibility of 'traffic school' to drop points off record. Causing possible increase of car insurance. No compensation from City for this Class A req.

Employee retention. I guess positions are getting filled. But when the same several positions are getting filled multiple times something isn't working right.

Employee salaries; employee appreciation

Equality.... treat all employee groups the same and quit treating public safety as gods. Same with City mgr and attorney.

Equity adjustment to be given with in one year, not to be dragged out any longer than one year. Every five years you get one more week of vacation. Keep the COLA above 3.5% More training. If you look at the classes HR has put out for 2007, they are mostly for management not the workers. We need up dates for all the programs we work with, Word, Excel, Permits Plus and so on.

Equity pay Advancement opportunities Control Health Care costs Improve staff and space issues

Evaluate pay scales and increase to appropriate levels. We are WAY under what is necessary to meet acceptable living standards and job market comparisons.

Everything you listed in your 2-27 message

fair compensation for work performed in line with other government employers

Fair Pay Raises to at least match inflation of 3 to 4 % per year

FAIRNESS AND EQUITY! Most importantly is our salaries. That is the most important topic to me at this time. Thanks!

Health Care - keeping cost of benefits as is or City paying for more. Closure on Christmas Eve and New Years Eve. Most people take the days off anyway. Or week between. Significant pay increase to catch up with other Agencies. More vacation accrual.

Health care premiums, retiree medical benefits, salary

Healthcare

I asked this last time, How about increased Cola adjustment for retirees from 2% to 3% (Pers has this option from 1% to 5%) and make it retroactive to 2005 or 2006. Don't forget the city just bought the old AT&T building for \$3,000,000 . They will make a huge profit once they tear down the building and sell the land. Don't let them cry 'Poor Me'.

I do not want an equity adjustment paid out over a period of years rather the adjustment shall be paid to us all at once. The COLA should not be below 3.5%.

I support your agenda - salary surveys - very strongly! Santa Rosa's employees are generally underpaid. If City Council has money for its 'pet projects', why can't they pay the City's employees a fair and just salary? We need to be paid to both attract and retain a high caliber of workers.

I would like to address some sort of compensation time bank for permanent part time employees. When I work a 10 hour day I would like to have some way to bank the extra hours put in so that I can use those hours for vacation or to supplement the prorated holiday pay.

I would like to see an improvement in communication between all employees and management in order to make this a calmer and less stressful place to work. I would like to see written guidelines for most all tasks accomplished at the City so that people may be held accountable for their actions. Instead of having different departments having different ways of doing things, there should be one standard for everyone and that should be adhered to. I would like to see morale improved by offering more social events for the entire City.

if workload permits, having time off with out pay. (not tsp or using up all vacation before getting any time off. Wouldn't it save the city money too?

improved retirement benefits lower health care costs higher salaries any wage increase shall be implimented the same year given. not to be spread out over several years.

Increase in pay. Increase in vacation. Freezing health benefit costs.

Increase pay. Management saying thanks once in a while.

Increase salaries

Increase staffing in all departments in need, not just in Utilities. Reasonable compensation (salary survey). Healthcare solutions for retired employees. Provide real career paths and opportunities for internal candidates. Increased salary for long-term employees. Salary bonus for employees who earn degrees or professional certifications. Overhaul performance evaluations to provide meaningful feedback.

Increase the employee bilingual pay for employees from other units to the same amount as policemen/firefighters. The reason given for not doing so before was that police/fire are considered emergency response and the rest of employees are not. But, now that we are mandated to serve as disaster service workers during emergencies, we qualify for the same pay.

Increased COIA (and not the Diet type), Health care Decreased cost, Increased Vacation Accrual (too long of a gap between 4 weeks and 5 weeks)

Inequities of seeing City Manager/Attorney continue to get large pay increases while Council maintains there is no money for the rest of us. Also, continuing to add new positions at the Department Head level, while maintenance is being told we cannot rehire to levels we had several years ago.

Inequity, and yet employees try to carry on. Rather than being penalized for dedication through thick and thin, employees are belittled as if they are fortunate to be paid at all; this is real easy to say if you are coming from a place where you don't have to worry how you are going to pay your bills here in Sonoma County like the City Manager! When we explain we are truly hurting, we are told we can always move! Now that is brilliant! Things should be made right by the rest of rank and file, the City Manager should sit on his laurels and prove his worth for the next ten years rather than extorting more benefits with the fear he is going to leave. He looks good because he has good employees, he needs to take care of them or he is welcome to move along.

Issues like spending \$38,000 to hire a consultant to come up with a new City slogan when it could happen for free by soliciting ideas from City employees. There are much better uses for \$38,000, like putting it in a pot for our salaries. Numerous new positions have been created and filled -- our salaries remain low.

Just do the best you can with: More Money For Us; Lower Health Care Premiums; Better Retiree Medical Benefits. Thank you.

LARGE cola to be in line with inflation longevity pay increase in boot voucher to be equal with Op 3 increase in pay to be more in line with same size municipalities salary surveys

Main items I want to see are: Raise wages, esp for those positions that appear to be lower than similar jurisdictions; Maintain healthcare coverage and extend it to retirees.

Medical Benefit costs COLAS

Medical for employee and spouse when retiring. Or, medical for employee.

Medical Retiree Benefits and COLA are the most important as well as maintaining our health care contribution at it's current level. Other cities and counties are looking real good compared to Santa Rosa even considering a commute expense.

Money, longevity pay, freeze healthcare costs to the employee, additional vacation. Pipe dream = retiree health benefits, even a small amount.

More Money

More vacation time. Two weeks a year is not enough. At two years a third week should be earned, and at Five years a fourth week should be earned.

Need for an annual COLA - costs for lower-paid employees will only rise, and reduce their standard of living. Ability for Admin. Assistants to become Sr. Admin Assistants after they have been here a long time without taking the test, especially if they are recognized as doing work out of class or job description on a regular basis. They can be sources of information that shorter term employees would not know; recognize them for their length of service. ADDED 3.7.06: Parking at City Hall and Annex. Possibility of being able to park on Sonoma Ave or at the parking lot between 2nd and 3rd Streets without paying for the meters, during work hours, as long as we have the City Hall parking pass. So often these are empty spaces. Parking is hard to find after 8:10 a.m. in the parking lot, and it could be a little perk for us, not having to pay at the garage or the meters. Just a thought. If Kolin can get a covered spot and a \$28,000 raise, then we need a little something too.

No more proration of benefits for part time employees. Just pay same rate as full time employee. part time employees have even less money than full time employees.

Parity

Parity with other agencies.

pay equal to prevailing wage for trade

Pay increases. Health Benefits

PAY OR ADD'L TIME OFF OR PAY FOR EMPLOYEES (10+ BUT LESS THAN 20 YEARS) WHO HAVE BEEN AT TOP STEP FOR 5 OR MORE YEARS. THERE ARE A LOT OF JOBS IN THE CITY THAT COULD BE DONE FROM HOME (NON CUSTOMER ORIENTED, ETC)...SAVE TRAFFIC/OFFICE SPACE AND ALLOW TELECOMMUTING

Promote within the city and more guideline's how this is done. does not appear to be fair or consistent

Provide free parking for employees along Sonoma Ave. using tokens. We NEED more parking the city saves money and the employee focuses on work. Unless the city likes the employees having to watch their clocks and run out every 2 hours or get a 30 dollar ticket!

Real Salary increases, not just token or rhetoric noises. Paid medical after retirement.

Reform step salary from 5% in years 1,2,3,&4=20% in a position (then out or promote for new step raise). To something like 5% year 1, 4% year 3, 3% year 6 3% year 10, then 3% every 5 years thereafter= 27% over 30 years in same position. A present value analysis of 27% spread over 30 years would cost the City less than 20% in first 4 years then same next 26 years. This would eliminate the 20% salary escalator & out of city; or promote at all costs for a raise (to incompetency a la the 'Peter Principle'), and reward longevity and competency in position.

retirement issues COLA

Retirement medical benefits and COLA increases are top priority.

Salaries: How the City can award 20% pay increases to the City Manager and City Attorney, spend hundreds of thousands on public art and nearly a million on automating parking payments in public garages (think how many jobs that would have been?), untold quantities on endless 'studies' of wastewater treatment possibilities, etc, but only 2-1/2% to its employees.

Salary Determination of comparable jobs/cities for basis of COLAs Educational incentive(e.g. Unit 2)

Salary (COLA) Salary (for years of service) Salary (for certifications) Retiree Medical Benefits Hold Healthcare Premiums Better Educational Benefits Pant Vouchers for those that spend time outside on jobs.

Salary adjustment based on the salary survey, more equitable retiree medical benefits premiums,

Salary increases to match positions along the 101 corridor. Trainee opportunities for interested employees

Salary Survey COLA consumed by healthcare contribution increases

Salary survey w/ other cities, continue with health care amounts, no increases.

salary survey... cola increases to equal state cola. city employees get discount on city services.

Salary surveys Expanding catastrophic leave to include all family members Raising salary levels citywide

Salary surveys and job studies.

Salary Surveys and Job Studies. It appears that there are people here in the City with the same job titles, yet one person is required to perform more technical duties than another. Explanation from departments is that they do not have the flexibility to upgrade the positions to make it more applicable to the person duties due to budget restraints and HR restraints.

Salary Surveys, Binding Arbitration

Salary, salary, salary. Every organization has turnover, and the newest generation entering the workforce has less loyalty to employers than ever before. That being said, I believe the city has a long way to go to be competitive the current job market. Giving large increases to high-level executives while crying poor to the rest of us sends the wrong message.

salary surveys plus the rest of the stated agenda

same as above

Senior Administrative Assistants are nearly at the bottom of the compensation totem pole; we need a big salary adjustment! 2.5% of peanuts will continue to be peanuts!

shift differential for the few employees that work them is discouragingly low. There may be only a few people on swings and graves but they deserve justice too. I'm glad I don't have to wreck my health and life and only get \$1.80 an hour compensation for it. It's in management's interest to have it be less painful. Most places do a 5% and 7 1/2% adjustment for swings and graves. It would help in employee hiring and retention.

shift differential pay increase

Shift differential. Health care better coverage lower cost.

Show us the money!

Staff Daycare downtown...increase pay to competitive rate....more parking at City Hall!!

STAFFING, NOT ONLY THE SHORTAGE OF STAFF, BUT THE HIRING OF SO MANY UNQUALIFIED PEOPLE BECAUSE OUR SALARIES AREN'T ATTRACTING THE QUALIFIED PEOPLE ANYMORE. LOOK AT SOME OF THE JOBS THAT ARE 'STAGNANT' WITH NOWHERE TO GO, AND FIND A WAY TO ALLOW PROMOTIONAL OPPORTUNITIES, THE WAY THEY DID FOR CIVIL ENGINEERING TECHNICIANS BY ADDING THE QUALITY CONTROL ASSOCIATE JOBS (THERE WAS NO CHANGE OF DUTIES, BUT MORE MONEY).

Stand by compensation

SWITCHING TO PERS MEDICAL IMPROVED MEDICAL BENEFITS JOB PARITY WITH OTHER CITIES

The above. Especially retiree medical benefits and COLA.

The condition of the downtown City Hall building & the alarming numbers of people who get sick working here. There is no ventilation & the heating/cooling system does not work properly. Roof leaks every single year. Probably mold in the ceiling/walls. The Lack of a clean lunchroom for downtown City Hall staff. The current 'lunchroom' is used by AA & NA groups and they leave it filthy. They have ruined the refrigerator. Even the janitor said he wouldn't eat in there if he worked here. Lack of schedule flexibility. If we don't get paid more, then how about more flexible schedules; not necessarily 4/10's. More like an altered workday once a week even--start earlier, end earlier.

The fact that most departments do not have a career path available for those of us who would like to work our way up. I think a lot of valuable resources are wasted by not growing the existing employees.

The ones you're already working on are good - salary surveys and finding extra money. Long term goal would be the possible department restructuring to include trainee positions for advancement or apprentice type programs.

The possibility of creating Tech 4 positions or not limiting the number of QCA positions per division.

QCA's are currently the max goal for an engineering tech, but there are several employees that are stuck cause QCA positions are limited to their divisions.

The topics listed in Tony's message: 'a long term successor agreement that would include salary surveys with the appropriate equity adjustments and freezing healthcare costs at today's rates for the term of that contract so that any COLA received would not be eaten up by increases to healthcare.'

Upgrading pay level for the 'TRADES' positions to prevailing wage.

Wage adjustments for parity to other counties and cities.

Wages

Wages. Medical benefits. Longevity pay.

We are losing pay and benefits each year, while other organizations (such as the County) are increasing theirs. We are also losing valuable employees to outside companies/organizations due to the lack of appreciation/salary/etc. received from the City.

We currently receive uniform allowances, and I'd like to go back to jean vouchers for tax purposes. I'd also like to see more money for boots, what we currently get is not enough for boots, particularly since we need a good quality steel toe, waterproof boot. There are much more important issues than this one, but I thought I'd mention it.

We have changed the ways we do things during my tenure with the City. Some job desc.'s have been changed I think we need have the City look at all job desc.'s. The Utilities dept. did a re-org. of senior staff with new job resp.; when do we go into phase II and redo job duties for staff? I think we keep looking at COLA's & health care \$; when we really need to look at job duties & come into the 21st century.

We need to have a better retiree medical benefits. The County receives medical coverage for life with 10 years of service and spouse coverage at 15 years of service. They pay roughly what we do on the monthly and we should have comparable benefit. COLA, Vacation, Medical costs we pay, Floating holidays and finally more towards tuition reimbursements.

We need to look at job desc. & staffing. The City has had the same job. desc. and similar staffing for many years. The City reorged mang. a couple years ago; I think it's time we looked at staffing issues from the standpoint of job. duties and levels.

We need to take care of the lowest paid employees. They get the lowest amount of 'cost of living raises' then have to turn around and pay the biggest chunk of their salary to medical contributions. It is not fair. It is not right. The highest paid employees benefit greatly using these methods. That is something I would like addressed.

We should be paid more than our comp cities since we don't get retiree medical. We need retiree medical or we will continue to lose employees.

**Please rank the current workplace issues by how important you think they are to address. (1=Highest 4=Lowest)**

Parity with Other Bargaining Units	112	25	18	12
Subcontracting Out Jobs	31	60	48	25
Use of Temporary Employees in Long-Term Positions	39	46	56	25
Grievance Procedure	17	44	39	63

**What are the top three achievements you'd like to see from your Board next year?**

\$\$\$\$\$

- \* Keep up the good work! \* Try to enlist more participation from members \* Successful - and hopefully swift - achievement of a new contract
- 1- Re-evulate job desc.'s & adjust. -2- Staffing levels; too high We are using 2007 technolgy. Job duties should reflect this. Most of our job desc. have not changed in 20 years. Ditto for staffing.
- 1) Real Salary increases. Catch up with industry. 2) Medical benefits continuance after reteriment. 3) REAL Management recognition and appreciation of the value of the rank-in-file workers.
- 1. Enter into new contract that provides wage increases 2. Salary survey be conducted. 3. Steer the City towards attracting and retaining quality employees
- 1. Pay increase 2. Lower or maintain the healthcare costs 3. Trainee positions
- 1. Pay scales match other cities. 2. Look to the future so we do not fall behind in salary again. 3. Increase vacation accrual.
- 1. Salary Increases 2. Opportunity for promotions - our Department, Economic Development and Housing recently made a very generic grouping of employees which really defeated being able to get a promotion 3. A long term contract with COLA's to match the CPI
- 1. Salary survey 2. Action on said salary survey
- 1. A decent pay raise and cost of living adjustments for the next contract. 2. Cost of medical benefits kept down. 3. Better medical retirement benefits.(As if)
- 1. A reasonable contract. 2. Improve fellowship among members.
- 1. Appropriate pay scales 2. Ways to reward employees who excell (\$). there are employees in the same classification I am that do half what I do. 3. Apprentice programs within the city to train new employees.
- 1. Better Salary 2. Better Salary 3. Better Retiree Medical Benefits
- 1. Continued communication with membership 2. Long term planning for SRCEA 'Where does SRCEA want to be in 10 years?' 3. Continue being a part of any City strategic planning process
- 1. fair pay increase 2. additional vacation accrual 3. additional floating Holiday
- 1. Get a salary survey completed and work with City to increase salaries that are behind. 2. Add State Disability Insurance to benefits package. 3. Freeze health insurance costs so our COLA increase is not eaten up by the cost of health again.
- 1. Longevity pay/days off 2. Cola Plus 3. Agency Shop

1. Long-term contract 2. Decent COLA annually for contract length(3% minimum) 3. Solution to retiree health care benefit (stipend versus plan discussed by Kim Hammond)

1. Not to lose anything that we have gain from previous negotiations. 2. Do not give in on lowering floor when there is no increase in ceiling. 3. How about Parity with MBP for long term employees.

1. Obtain salary increases 2. Maintain same medical benefits at same cost to employee 3. Improve medical benefits at retirement

1. Pay parity between positions & departments. Building Inspectors now make less than Fire Inspectors. Professional positions used to have 20% salary difference over police sargents; now relatively the same. 2. Longevity rewards not show them the door. 3. Membership benefits, peace with non-members. 4. Work with our own insurance broker for union run medical benefits/cafeteria plan benefits or put PERS medical plan up to vote if still available.

1. Pay Raise, not COLA 2. Proper COLA, not watered down version 3. Increase retiree health benefit stipend to what other bargaining units have...eg. 250.00/month

1. Remind them in negotiations what a small raise or increased fees actually means to someone who is just above poverty level. A 2% raise to me means very little money, although to management it means a much bigger adjustment. I'd much rather see a flat raise for everyone. 2. Convince the membership that employees should not be negotiating with thier bosses. We should be hiring outside negotiators. The money we would spend would be returned quickly, if we were brought up to what we could be paid elsewhere. 3. Otherwise, keep up the good work.

1. See question #5. Consider the necessity of Class A for employees. 2. COLA needs 3. Prevent additonal healthcare contributions Not necessarily in that order

1. Successful negotiations 2. Salary Surveys

1. Develop a system for merit increases for exemplary employees that are at the top of their pay scale and can only receive merit increases. 2. Raise awareness of all city employees that they are very fortunate to work in a public job. If they haven't been out in the private sector looking for work in a while they forget what a rat race it is. Layoffs, shutdowns of facility no raises, high cost of health insurance the list goes on. We are pretty well insulated from these problems that affect many other people. As a whole, city employees got it easy, and they need to be reminded. 3. Develop a system for 'punching a time clock' for all hourly employees. It would make filling out my timecard every week easier.

1. long term contract with provision for cola and freeze on health care costs 2. increased membership 3. develop some clout that other unions have

1. THAT YOU STAY STRONG, COHESIVE AND PRACTICE AWESOME COMMUNICATION SKILLS.  
2. THAT YOU ACHIEVE, FOR ALL OF US, A FAIR CONTRACT. 3. THAT YOU ARE ACKNOWLEDGED FOR ALL YOUR HARD WORK.

1. Wage parity for jobs. We are loosing alot of people who can to better on the outside. 2. Holding the line on health care costs without loosing a bunch of benefiits. 3. Improving on retirement benefits.

1: A good solid contract that the majority can feel good about. 2: Better communication with the members. 3: Ways to bring the association together in solidarity.

5+% equity adjustment long term deal with yearly COLAs Full retiree medical coverage  
8% salary increases Freeze medical costs Cola's based on Cost of living and Salary Surveys  
a fair wage retirement medical

A good long term contract and keep doing the great job that you are doing now

A longer contract length. All employees in our classification be a union member. A desire to have a retiree health plan cover all of the costs of the premium when we retire. We have to start sometime. I will gladly give part of a cola to accomadate this benefit. I also would like to see PERS medical as an option. A longer term contract (3-5 years) to limit constant contract negotiations. Lock in higher colas, limit the constant insurance increases and address retire medical benefits for employees with tenure.

a multi-year contract with retirement medical benefits

Across the board 10% raise Long term contract with a min. 5% COLA per year Equity adjustments through salery survey

Annual pay increase longevity pay hold medical costs

better negotiations for increased benefits stick to your guns, don't wimp out equal increase to police/fire/city manager more communications emailed out

Better outreach and communication to members. Tangible salary increase results A party  
Bringing wages up comparably with cities in our area. Holding healthcare premium. Longevity pay.  
COLA Better Health care premiums  
cola healthcare costs frozen for term (1-2 years) additional time off or pay, especially for long term  
employees (12+ years)  
Cola without deductions Succession Planning Higher Pay Union Party (they were always so  
fun!)get to meet other employees from other areas  
Commitment to ongoing cola's compared to CPI, salary review and consideration, staffing for  
departments.

Consider that every dues paying employee has a right to representation. When help with an issue was  
requested, because it was one person, it wasn't worth the effort.

Continue to represent the members in a straight-forward and reasonable fashion.

COST OF LIVING ADJ SALARIES INCREASE HEALTH CARE

Do away with rotations in utilities.

Doing a very good job with what resources we have.

Ensure that city staff are getting the same pay for like positions in other jurisdictions. Ensure that we get  
a yearly COLA (if the City Manager keeps getting raises, so should the rest of staff.)

Equity adjustments COLAs Educational incentive salary adjustments

Equity pay Control Health Care costs Improve staff and space issues

Fair COLA increases Some kind of benefits for longevity

Fair Wages More vacation accrual Mandatory SRCEA dues

Free Parking Fix health care cont so any raises we get we actually get now it really is not COLA but just  
keeping the books straight Free Carne Asada Tacos for all members!

Get us a nice COLA without having to pay higher health costs.

Get us some money - equity adjustment and COLA Long term contract would be nice

Getting more people involved with the association. Have a picnic or some sort of social event that we  
can all come to with our families.

Getting us as much as other bigger unions get since we haven't got a large abundance of perks in years.

Good cola - specifically for those of us who no longer get step increases Retiree medical benefits

greater medical benefits in retirement salary adjustment upward

Health care costs Salary survey

Higher wages

Hold your ground on bargaining. Hold your ground on bargaining. Hold your ground on bargaining.

I know how hard you all work to make this a better place.

I only have one. Pushing to change some of the job series. I feel that no one is looking out for the best  
interest of senior admins and we're the backbone of this organization. We're intelligent and work hard  
and would like more growth potential and pay to match. The senior admin assist series should be lined  
up with the admin tech series. Ideally, an Admin Tech series of I; II; and III just like the CE Tech series is  
my suggestion.

I THINK YOU ARE DOING A TOP NOTCH JOB. I'D LIKE TO SEE A MEETING OR TWO SCHEDULED  
WITH THE GENERAL MEMBERS JUST TO 'CHECK IN'; LET THEM KNOW WHAT'S GOING ON, AND  
LISTENING TO ANYTHING THEY HAVE TO SAY - LIKE THE BULLETIN BOARD, ONLY UP CLOSE  
AND PERSONAL.

I would like to see our board treated with the same respect as the Police and Fire unions are. Police and  
Fire are important to the City but without the administrative and maintenance workers, the City offices  
would not be able to function. I would like the board to finally get the Council to recognize us by giving us  
similar packages to what they have done for the other units.

If you can get us everything you are going for in negotiations you would be tops in my book.

Increase membership and union awareness. Reps should be out working 'the crowd' more often than just  
when there's a potential problem brewing. Show everyone just what a benefit SRCEA offers them. Have  
an informational picket, a unity day, anything to increase awareness and interest.

Increase membership interest and involvement. Get Management to agree to a salary survey. Negotiate  
a beneficial longer term contract.

Increase salaries Increase salaries Add tiers to existing jobs (like Tech I, II, III -- but for lots of other positions) Stop engaging in 'us versus them' mentality Brush up on effective 'getting to yes' negotiation skills Please don't worry about benefits. Spend all available money on salary increases. We have plenty of benefits.

Increased salaries, improved health benefits (lower cost share) and another floating holiday.

It would be nice to get the Leaders of the City to start showing their appreciation for staff. A letter each year stating the benefits we receive doesn't really make employees feel like they are important to the City. I think employees need to feel like they are an asset to the City and this does not just equate to pay. The general morale of employees since I started working here in 1989 has seemed to really decline, especially in the last couple of years. There were always employees that complained about the upper management but it has spread to a much larger group.

Keep sharing information both ways. Have to wait and see how this year goes before I can have an opinion on next year....

keeping medical cost down getting us at least a 7 percent increase in pay without giving anything back to the City just do your best to improve wages for everyone

Knowing that our reps fought for what we felt was fair, even if we don't get it. Continued clear communication on what's happening and where we are at in negotiations. That we don't run out of food at our employee appreciation lunch.

Long term contract agreement No more increases in Health Care costs Longevity pay/incentives long term contract agreement cola that matches the bay area salaries cap on medical contribution

Long term contract... so we are not doing this every year...

long term contracts with decent cola and me too language to bring in parity w/ safety units.

Long term favorable contract

Making Council and Jeff Kolin understand how important low staffing levels really are....in moral, industrial leave, and early retirements....especially in maintenance areas, and I am not in maintenance so this is not just my personal gripe.

MEDICAL EXPENSE CAPPED LONGEVITY BENEFITS SWITCH TO PERS MEDICAL

Mo money! Less \$\$\$\$ for medical.

more money

more money!! more money!! more money!!

More money. hold line on healthcare costs retirement benefit help take better care of off shift employees \$ get a negotiator

Negotiate a good contract if possible.

Negotiated contract holding medical premiums for the length of the contract, salary increases to match salary survey, tenure benefits.

no more proration of costs for benefits for part time employees. more time off for long term employees since they are likely to be at top step (pay) for some time. keep health care costs at same rate (no increase in cost to employees)

Obtain substantial increase in pay for SCREA members Work at trying to get either an increase in retirement medical or paid medical benefits at retirement.

Pay Increase COLA's included into the contract Freeze Health Care Costs

Pay increases for support services staff. Better COLA's. Health care costs need to stay the same or lower.

Please read Number 5 above.

Positions that reflect that it's 2007, not 1972.

Salary increase, comparable with adjacent communities. Medical Benefits cost freeze. City Financial Audit to add credibility to contract negotiations.

Salary Increase. Vacation increase. Health Benefit increase payment by City.

Salary increases Longevity pay Keep health insurance premiums as low as possible

Salary increases as close to 5% per year as possible, no increase to co-pays on insurance.

salary issues

Salary parity with other jurisdictions for a registered professional level of employment. Having management at least providing Maslow's Basic Needs for the employees here at the City. Healthcare costs.

## SALARY RESEARCH HEALTH CARE COST PROMOTION/FAIRNESS

### Salary Surveys

Salary Surveys Professional Labor Negotiator Representation

Salary surveys. Retirement healthcare. A willingness to publicly disagree(if necessary) with executive management.

Salary, medical retirement, extra floater for tenured employees.

Salary, more opportunity for promotions and transfers, Lower cost for medical.

Securing a good contract for the benefit of the employees affected. It appears some board members may be looking more at building personal relationships with council members as opposed to looking out for the employees.

See box 5!

Significant pay increase. Increase Employer retirement contribution. Prevent increase on medical pay deduction.

Substantial pay increase, Freeze what we pay for insurance, Medical benefits for retirees.

successful negotiation of above - this year

The usual same frustrating things: more money for us; more vacation time; better health premiums & benefits. (I want you to know though that while you are asking me for this information, I'm just very pleased to have a Union working for us--a voice out there representing us. That's worth a lot. So--thanks much.

To help us get consistent, fair COLA's. To get some sort of public acknowledgement from the City Manager that we are suffering inadequate COLA'S & often substandard working conditions but we persevere and do good work despite it. To hear it publicly stated to Council that we need their attention to these matters.

To hear it publicly acknowledged that City Hall is not earthquake safe.

Utilizing professional consultants to enhance the message we are trying to get across to Council, City Manager, etc. Increase outreach to our unit. Contact all new hires with a 'welcome' e-mail, what the union is about, and issues on the table. Raise dues.

Vacation Accrual Holidays Parity

We have been giving and not getting much in return. We need to catch up with what we have lost.

We need more money coming in our checks!!! We need more benefits, i.e., accruals etc. Our well being should be just as important to our Board as is the Fire and Police. We deserve dignity and respect by the Jane Benders and the City Manager, as it is; they talk down in a shameful complacent way to the rank and file. I despise slick people! They haven't even earned their way as far as I'm concerned. Work on job descriptions to allow those that have reached the top steps to be able to climb higher based on their experience and accomplishments and that in most cases the credentials are an outdated requirement.

WRITTEN policies of how SRCEA members will be represented in formal grievances or even informal differences with management, so we're not dependent on 'personalities' and cronyism beyond our control.

### **Would you like SRCEA to pursue a provision to our contract that addresses Agency Shop dues or Fair Share Service Fees?**

Yes – 112

No – 42

### **Are you interested in hiring a professional negotiator?**

Yes – 94

No - 58

### **Would you support a dues increase to cover this cost?**

Yes – 95

No - 57

### **Please rank your views on the value of being a member of SRCEA? (1=Highest 4= Lowest)**

Representation during Negotiations	118	29	9	9
Representation during Grievance	51	68	26	15
Information Sharing	34	62	62	7
Social Events	9	15	35	104

**Please list up to 5 reasons why you like working for the City of Santa Rosa.**

Benefits
Location to home
Co-workers
Steady employment
Challenging work
Interesting work
Flexible work schedules
Family/employee oriented
Keep informed of City happenings
Salary
Like what I do
Work under a good supervisor
Close to downtown
Biggest city in Sonoma County
Enjoy public service
Enjoy having the experience and knowledge to go above and beyond getting my job done
Enjoy the other long-term employees who have the same experience and knowledge
Working conditions
PERS
Customers/Vendors
Enjoy short commute
Influence my own living conditions
Get to drive a big truck
Good equipment
An opportunity to bring private sector mentality to a public work environment
An opportunity to develop my job responsibilities from the ground up
Opportunity for advancement
SRCEA
Ability to retain sick leave from year to year
Too late in working career to change jobs
Friends I've made
The blessing of a job well done
The workforce is supportive of each other even when the City Administrators are not
Feel like I am appreciated by my superiors
Ability to be involved in interesting committees
The weather is good
I feel pride for my job
The independence my job allows me
Reputation
Family awareness - that our Families well being and our own well being are important
We have the best tools to perform our jobs
Treated better as an employee than private sector
The city pays for my training
Non-stress work environment mostly
Sick Time buy back or rollover to Service Credit upon retirement
I like surveys

Latest Technology
NOT working for a large corporation
Veteran City employees are well trained, have a wealth of experience
There is a Union backing my voice should I ever need to utilize it (I have representation)
The ability to move between departments
Job is rewarding
No relocation or going out of business
Workplace environment is free of sexism, ageism, prejudice, etc
Values ergonomics and is aware of safety & repetitive work issues
A regular work week with out a tremendous amount of overtime, unpaid for
Good education reimbursement benefit
Open to change & improve conditions/programs
Slow and easy pace

**Please list up to 5 reasons why you do NOT like working for the City of Santa Rosa.**

10 MINUTES AWAY AT THE COUNTY, THEY PAY 7% MORE FOR THE SAME JOB, AND ALSO PROVIDE RETIREE MEDICAL BENEFITS

150 mile daily commute

3% AT 60 (2.7 AT 57 preferred)

A couple of coworkers

A lot of good people are leaving

ABSOLUTELY UNEQUIVOCALLY THE WORST MANAGEMENT POSSIBLE

Advancement opportunities VERY limited

ALL employees should be allowed to attend quarterly management meetings

amount of City resources spent on consultants

At times management does not back up employees and over rules decisions because they do not want to deal with the 'squeaky wheel'.

benefits

BUREAUCRACY!!!!

Came to work for the City because it was a good place to be with wonderful benefits and opportunities and felt I had come home. Now there is disillusionment, disappoint, and disgust left in place. The warm fuzzies that foster a really productive work ethic is rapidly disappearing.

cheap, cheap, cheap, cheap, just don't care for the employees.

City Attorney pay increases

City atty office treated like kings.

City Manager continue pay increases

CITY MGT SEEMS TO LOOK OUT FOR THEMSELVES AND THEIR CONFIDENTIAL EMPLOYEE FIRST AND FOREMOST

City negotiators unwilling to be fair during negotiations.

CITY RELIES ON EMPLOYEES TO HELP BAILOUT OTHER EMPLOYEES DURING HEALTH CRISIS

Close mindedness

CM & Council refuse to compensate employees fairly but spend money on their personal preferences.

communication among staff

commute

Constant short staffing and flat budgets. Unreasonable workloads and expectations. Declining pay and benefits.

cost of insurance

cost of living has gone up faster them COLA's

DECREASED BENEFITS AND HIGHER COST FOR THOSE WE HAVE

decreasing morale

Developers run the City

diminishing respect for employees  
disheartening to see the wrong people get upward movement  
Disparity between management and 'worker bees'  
disparity in rank and file earnings/perks versus those of upper management  
division of labor groups by management has led to the worst morale in years  
Employees are expected to do more with less, workload is humanly impossible\  
fairness  
Favoritism is rampant  
Feel cheated in my salary and benefits when I hear the City can't afford raises but the City Manager and City Attorney continue to receive large ones!  
Feeling like your are being marginalized by discussions and decisions being made by others that affect your responsibilities, that are not fully thought out, and only seem to be to promote or demote others, and then left to those disenfranchised to figure out how to make it work.  
health care benefits at retirement  
Health care contribution which keeps increasing and eating up any gain I may get from my COLA.  
health care costs  
Hearing Adm. Serv. talk about how broke the City is during budget time and then buying property, adding management positions during the year  
High cost of insurance  
high paid manager breeds resentment among employees  
Hiring practices are not consistent from recruitment to recruitment  
holidays  
Horrible office spaces  
Human Resources is not a help to employees, employees feel it is a waste of time to address issues with this Department.  
I NO LONGER FEEL THAT THE CITY COUNCIL & CITY MANAGER VALUE THE HARDWORKING ETHICAL EMPLOYEES THAT THEY ARE LUCKY TO HAVE. WE'RE LOSING GOOD, EXPERIENCED PEOPLE TO OTHER JURISDICTIONS  
Improving job skill doesn't help in obtaining other jobs within the city  
Increased car break-in activity at Community Centers  
Inequity between between employee groups(us vs them)  
insufficient pay lack of unity between departments (every man for himself mindset) poor employee appreciation (SEE: ice scraper)  
Internal hiring/transfer rules are not followed  
Intolerance for mistakes  
It is all polictial, you have to be so carefull about what you say.  
It is hard to make friends everyone pretty much keeps to themselves they are so afraid of offending someone  
It is nearly impossible to advance no matter how much effort you put out or how well you work  
It takes waaaaaaaaaaaaay too long to hire someone  
It's become just a place to get a paycheck.  
It's who you know & who you work for  
JEFF KOLIN MAKES DECISIONS BASED ON HIS OWN AGENDA, AND THE COUNCIL DOESN'T EVEN KNOW WHAT HE'S DOING HALF THE TIME (OR CARE)  
Lack of accountability  
Lack of clearly outlined job duties  
Lack of communication  
Lack of consistency between department. Hiring/promotion practices for some are different for others  
Lack of cooperation with other departmens  
Lack of credibility from city council on down  
lack of equity between other units  
Lack of feeling of appreciation for doing a good job

Lack of integrity of some staff & mgmt

#### LACK OF JOB RESOURCES

Lack of management focus for job training/career development due to improper staffing

Lack of management support for employees

Lack of personal respect (as exhibited by the endless shallow decries from management and city council)

#### LACK OF PERSONNEL

Lack of recognition of extraordinary work: doing two jobs and paid for one, no kudos

lack of retiree medical benefits

Lack of training positions for internal candidates providing possible promotional opportunities

Lack of trust in management

LENGTHY process for job class re-evaluation

Limited opportunities for advancement

little or no incentive for doing a good job

long term disability.

Longevity recognition nonexistent

Lots of people leaving and the stable environment that we used to know. It is eroding fast

low morale

Major disorganization

#### Management

Management comes first. Employees come second. More training.

Management doesn't appreciate the rank & file anymore.

Management doesn't follow the same basic principles and organizational values that are required for rank and file. Distinct lack of respect for those in lesser positions

Management is not forced to comply with the City values they preach

Management is: dysfunctional City-wide, does NOT care, is incompetent in some cases and promotes the wrong people

management plays by different rules

Management sends a clear message they don't care about the real issues which matter to the workers

Manager benefit increases ie reserved parking, time for money cash out, etc

Managers are fine with unhealthy work environments, cold climate workplace

Managers get salary increases via position name change game, and new position creation

Medical benefit increase in costs

medical for retirees

Medical plan a source of aggravation, and stress instead of well being and care

#### Morale

Morale is at an all time low and getting worse due to salaries not keeping pace with inflation or other municipalities

My skills are not used to their maximum ability

My time is not used to its maximum capacity

No incentives or growth opportunities

no longevity benefits

No loyalty

No parity

no perks (free park & rec classes, etc)

No real retirement health insurance

no recognition for work pay is lagging behind industry management does lead by example

Not enough positive acknowledgement of work efforts

not much appreciation - took away the awards for length of service - taco lunch is not enough

Obvious favoritism in application of policies to council supporters (good old boys club)

Old building that leaks, smells, and has gas leaks

On going Negotiations and long lists of useless items like quit rooms. The City needs to stay on track with

things that make a difference

On the other hand, new employees often do not have the skill and experience due in large part that our pay levels do not attract quality candidates. In an effort by management to get around this problem, they create an 'new' job descriptions, which offer higher compensation than current employees who have higher skills and experience. This practice creates a true inequity to existing workers.

Opportunity for advancement

Other employees who have the same position but not the same work ethic are paid the same as I am  
overcrowding

Overworked

Pace of change is glacially slow.

Paid for our own retirement increase to 3% which doesn't add up to much unless you've worked here since you were born.

paper work too much autonomy could be structured more efficiently too many layers of supervisors  
governments low-bid system

parking

Passing over older more experienced employees for promotion to hire friends

People ensconced in jobs who aren't very good at them.

People get 'pigeon holed' and get stuck in positions with no way out

People promoted are the ones that aren't the most qualified for the position

Permanent employees whose behavior is not professional, and no one cares.

Politics

Politics Dysfunctional department Accountability

Poor interdepartmental communication

promotional opportunities

qualifications do not matter for promotions

recognition

Red Tape. Getting things done as a government employee is often very difficult and time consuming

Resistant and slow to change for improvements

retiree health

retirement

Rigid organizational structure

rules don't seem to apply to all depts

Salary

social security being reduced just because I am now paying into pers.

Some employees are retained that are not the most effective and in a private business would have been terminated

Some Mgmt. personnel are NOT being flexible re. schedules

staffing

Staffing retention and quality problems

stereotype image

Substandard pay for non- management employees Apparent lack of concern for the need to value pay increases as a method to retain employees.

telecommuting

Terrible management - especially communications between management and work force

The attitude of City Council - they seem to not hold employees in a high regard

The benefits and services are becoming less, while we are paying more

The brutally apparent lack of consideration and lack of respect by the city's upper management( City Council and City Manager) for the work of the majority of the city employees.

The City always cries poor at negotiations

The City fighting so hard to save so little money for are COLAs and then wasting the money on pet projects that only benefit a small part of the city.

The City Manager does not portray alot of concern for his employees (I do know this is a perception but it

affects moral)

the city manager gets richer while the worker gets his scraps.

The city manager keeps getting REAL raises, while claiming the City can't afford to give raises to anyone else

The City saying we are important but always trying to cut our wages or raising are costs is frustrating

The City seems to be untrustworthy when it comes to negotiations, and does not seem to care that we are now turning into a training ground for good people to move on after gaining experience

The City seems to like to replace the things that work correctly, while things that are broken and in disrepair are left to get worse.

THE DEPARTMENT HEADS ARE SO AFRAID OF JEFF KOLIN THAT THEY DO/SAY/MAKE VERY STUPID DECISIONS

The high cost of living in this area really has nothing to do with the City of Santa Rosa as an employer. This is my only real complaint though. I feel this issue goes well beyond just getting adequate COLA's.

A more sustainable economy is more the answer than to just raise salaries.

the lack of feeling like a valued employee

The lack of pats on the back. How slow evaluations are done, which ends up holding up pay increases.

The medical/dental costs

the powerlessness of rank and file employees

The treatment as second class citizens and the ability of the city council to acknowledge that they need to be fair with all employees.

There are employees that gripe so much that for some reason they do not seem to understand that no one forces them to work here

There is some institutional racism

There seems to be no emphasis on keeping dedicated and fully trained employees

there's no recognition for a job well done - no 'perks'

To many democrats!

TOO MANY IN MANAGEMENT

too many long term employees are embedded in various committees for two or more years. We need fresh voices and ideas.

too much bureaucracy

top management

Total lack of respect and recognition from Council and City Manager.

Traffic

training

tuition reimbursement is almost nothing

Unfair work schedules/lack of opportunity for TSP due to improper staffing

unions cave in too easily

unqualified managers

unsupportive politicians of city policies

Utilities policy on Job rotations, forcing people to rotate positions.

vacation

Vacation accrual not up to par.

vacation benefits lower than private (I do like the ability to by add'l hours)

why does the city always cry broke at our negotiations, but finds pots of gold for public safety and management

Work above & beyond call of duty (over years of service) not recognized when advancement opportunity arises

Work space is noisy It's such a large organization that it's taking a while to grasp the way various systems/programs work.

Working in the streets getting more dangerous

workload

written guidelines for all tasks

**Would you be interested in SRCEA purchasing t-shirts with our logo? These shirts could be worn to show support for our association during negotiations or anytime. Members who would like a shirt would be required to co-pay the cost of the shirt at about \$2.50 each. Yes/No**

Yes – 86

No - 75