

SRCEA./MANAGEMENT Interest Based Negotiations (IBN) 2004  
Session Five - March 5, 2004

**NOTE: THIS IS AN INFORMATION DISSEMINATION TOOL ONLY. THERE IS NO MECHANISM TO RESPOND THROUGH THIS MAILBOX. SRCEA MEMBERS AND AFFECTED MANAGERS ARE ENCOURAGED TO REFER QUESTIONS AND COMMENTS TO THEIR RESPECTIVE IBN REPRESENTATIVES.**

**ATTENDANCE:**

Lorrie Abbott, Tony Alvernaz, Shirley Braddy, Donna Crowley, Pam Edwards, Fran Elm, Colleen Ferguson, David Hanson, Bob Harder, Diane Lesko, Ricia Maxie, Sandy Mello, Bette Smith, and John Sorensen

**CHECK IN** - (an exercise that encourages participation by asking each meeting participant a series of questions)

**CLEAN-UP LANGUAGE FOR UNIT 7 CONTRACT SECTIONS 18.3.1 AND 21.4 REGARDING WASTEWATER LUNCH PERIOD**

Wastewater Operators currently report to work 15 minutes before their shift begins to coordinate with those working the previous shift. To compensate, the City pays for 15 minutes of their 30 minute lunch break. Therefore, the current language in Sections 18.3.1 and 21.4 should not apply to Wastewater Operators. Bob Harder discussed the proposed change with Utilities management. The IBN team reached a tentative agreement to delete the first phrase in each section which reads, *Except for employees employed in the Wastewater Operator Series.*

**ICMA 457 LOAN/REFINANCE AND ICMA RETIREMENT HEALTH SAVINGS PLAN**

City management has agreed to establish a citywide Deferred Comp Advisory Committee composed of labor and management representatives. These plans will be discussed in that forum.

**CITY COUNCIL REPORT BACK**

The City Council discussed SRCEA negotiations in closed session. They asked staff to compile information about the cost of retirement, cost of health care and cost of the workers compensation program for all City employees, broken out by bargaining unit.

**RETIREE HEALTH STIPEND**

Bruce McConnell, City Accounting Officer, attended the meeting to discuss the health of SRCEA's Retiree Health Stipend fund and whether an actuarial would be necessary. Bruce

agreed to assess how low interest rates have impacted the fund and check into the cost of an actuarial. The Retiree Health Stipend was funded with 0.62% from SRCEA COLAs in previous years. The fund provides an \$80 per month benefit for retirees who are at least 55 years of age and have worked for the City a minimum of 15 years.

### **REFINANCE OF 3% AT 60**

The group also discussed 3% at 60 refinancing with Bruce McConnell. One option would be to spread the remaining cost of 2.47% over two years. Another option would be to add an additional annual COLA which could be applied to any remaining cost of the benefit on July 1, 2006. Bruce will develop a spread sheet to assess the cost of spreading the payments and discuss the options with Fran. They will report back to the IBN team by April 2.

### **CALENDAR OF CONTRACT ISSUES**

The IBN team decided not to meet March 19 and 26, and to adjust the calendar of issues accordingly. As result, the last day to bring up new issues is April 9.

The updated calendar is as follows:

#### **March 12, 2004**

Family Sick Leave Language  
Layoff Procedures

#### **April 2, 2004**

Cost of Health Care  
Maintenance of Benefits  
COLA Formula  
COLA Increase  
Salary Studies  
Parity with other units  
Term of Agreement

SRCEA/MANAGEMENT IBN COMMUNIQUE  
March 5, 2004

Increase maximum vacation accumulation  
Vacation Buyback.

April 9, 2004

9/80 Work Schedule  
Time Savings Plan (TSP) Language  
Additional Floating holiday/Cesar Chavez Holiday  
Retiree Health Plan Open Enrollment  
One Time Selection of Vision and Dental Insurance for Permanent Part-Time Employees

April 16, 2004

Mandatory Time Off/Furloughs in Lieu of Layoffs  
Contracting Out  
Contract Retroactivity

May 7, 2004

Incorporate Side Letters and Amendments  
Develop Contract Language

### **NEXT AGENDA**

The next IBN team meeting will be held on Friday, March 12, 2004.

Check-in

Report Backs

Family Sick Leave Language

Layoff Procedures

Communique

Check-out