

SRCEA./MANAGEMENT Interest Based Negotiations (IBN) 2004
Session Ten – April 30, 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, David Hanson, Bob Harder, Diane Lesko, Sandy Mello, Chris Sliz, Bette Smith, and John Sorensen

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

LAYOFF PROCEDURE DRAFT

Fran is still gathering input for the Layoff Policy and Procedures. She hopes to have a revised draft available for review at the next meeting.

ONE TIME SELECTION OF VISION & DENTAL INSURANCE FOR PERMANENT PART-TIME EMPLOYEES

Lynne Margolies, Risk Manager, is developing language which would allow permanent part-time employees to opt in or out of vision and dental insurance with a qualifying event.

EMPLOYEES TIME SAVINGS PLAN (TSP) LANGUAGE

The group is still gathering information.

INCREASE MAXIMUM VACATION ACCUMULATION

The group agreed to continue the discussion of this issue when the other compensation issues are discussed

PART TIME EMPLOYEE BENEFITS BASED UPON ACTUAL HOURS WORKED

Fran has requested a report which shows how many part time employees work hours in excess of their specified full time equivalency. She hopes to have that report by the next meeting and will report back at that time.

BENEFITS WHEN UNDERFILLING MANAGEMENT POSITIONS

SRCEA representatives asked if an SRCEA employee temporarily backfilling a management position could receive management time off benefits. However, that employee would have to give up overtime in exchange. SRCEA agreed that allowing non-management employees to rotate into management positions or temporarily backfill management positions provides opportunities for promotion for their members and will drop this issue.

SRCEA COST PROPOSAL

SRCEA representatives shared creative ways to address a compensation package for their members. That discussion will be continued at the next meeting. The City Council would like to see the Governor's May Revise budget before providing cost parameters for SRCEA's contract. The May Revise will be available on May 15, 2004. The Council Budget Subcommittee will discuss the impact on the City budget at their meeting on May 25, 2004. A full Council budget study session will be held on June 1, 2004. At that time, the Budget Subcommittee will present their budget recommendations to the other council members.

9/80 WORK SCHEDULE

SRCEA representatives will present their proposal at the next meeting.

ADDITIONAL FLOATING HOLIDAY

The group agreed to continue the discussion of this issue when the other compensation issues are discussed

NEXT AGENDA

The next IBN team meeting will be held on Friday, May 7, 2004. The proposed agenda includes the following:

Check-in

Layoff Policy and Procedures

One Time Selection of Vision & Dental Insurance for Permanent Part-Time Employees

Time Savings Plan (TSP) Language

Part time employees benefits based upon actual hours worked

SRCEA Cost Proposal

9/80 Work Schedule

Check-Out

Communique

CALENDAR OF FUTURE CONTRACT ISSUES

The updated calendar is as follows:

May 14, 2004

Contracting Out
Retiree Health Care Stipend
Flexible Spending Account for Medical Expenses

May 21, 2004

Additional Floating holiday
Increase maximum vacation accumulation
Maintenance of Benefits
COLA Formula
COLA Increase
Salary Studies
Parity with other units
Term of Agreement
Vacation Buyback
Mandatory Time Off/Furloughs in Lieu of Layoffs
Contract Retroactivity

June 4, 2004

Incorporate Side Letters and Amendments
Develop Contract Language