

SRCEA/MANAGEMENT Interest Based Negotiations (IBN) 2004
Session Twelve – May 21, 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, Donna Crowley, Fran Elm, Colleen Ferguson, David Hanson, Bob Harder, Diane Lesko, Chris Sliz, Bette Smith, and John Sorensen

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

BUDGET UPDATE

Jeff Kolin, City Manager, met with labor and management representatives on May 20, 2004 to discuss how the May Revision to the Governor's budget and other adjustments could impact the City's proposed budget. The IBN team discussed the information presented at that meeting. The bottom line is that there could be an additional \$800,000 hit to the City's 2004/2005 budget. See Jeff's weekly e-mail at the following link for more details. <http://ci.santa-rosa.ca.us/default.aspx?PageId=248&NewsId=125>

CITY COUNCIL CLOSED SESSION REPORT

Fran discussed SRCEA's cost proposal with City Council in a closed session on May 18, 2004. She reported that Council members asked lots of questions and requested more information. Fran will meet again with the Council in closed session on May 25th and June 1st and report back to the IBN team at the next meeting on June 4, 2004. SRCEA will loop out to their members regarding the goals of their cost proposal.

LAYOFF PROCEDURE DRAFT

The group discussed a revised draft. Fran will incorporate suggested revisions and bring what hopefully will be the final draft to the June 4th meeting. She has also been meeting with SEIU units to discuss the layoff language and incorporating their suggestions as well.

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

Lynne Margolies, Risk Manager, will report back at the June 4th meeting regarding how the proposed language can be implemented.

PART TIME EMPLOYEE BENEFITS BASED UPON ACTUAL HOURS WORKED

Fran had just received the report which shows how many part time employees work hours in excess of their specified full time equivalency. She had not had time to review the report, so this item will be added to the June 4th agenda.

9/80 WORK SCHEDULE

SRCEA presented revised 9/80 schedule criteria. Management has concerns regarding the impact of the Fair Labor Standards Act (FLSA) requirement to pay overtime for hours in excess of 40 during a one week period consisting of seven consecutive 24 hour days. Diane Lesko and Bette Smith will research further FLSA requirements as they related to a 9/80 schedule and explore how other agencies which have implemented a 9/80 schedule handle Payroll functions.

SALARY STUDIES

SRCEA representatives have requested that during contract negotiations the City survey selected benchmark positions to determine if SRCEA salaries are competitive with other agencies. Fran reported that the City typically does a salary study when a new job classification is created or a salary adjustment becomes necessary to successfully recruit candidates for a position. Human Resources typically does not have the resources to conduct ongoing salary studies. SRCEA reps reported that they are working with the California Independent Public Employees Legislative Council (CIPELC) to develop a database for conducting salary studies. CIPELC represents 65,000 public agency employees statewide. SRCEA agreed to drop this item from the current agenda and add it to the agenda for future contract negotiations that take place in a more positive economic climate.

NEXT AGENDA

The next IBN team meeting will be held on Friday, June 4, 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
- Part time employees benefits based upon actual hours worked
- SRCEA Cost Proposal
- 9/80 Work Schedule
- Additional Floating holiday
- Increase maximum vacation accumulation
- Maintenance of Benefits
- COLA Formula
- COLA Increase
- Parity with other units
- Term of Agreement
- Vacation Buyback
- Mandatory Time Off/Furloughs in Lieu of Layoffs
- Contract Retroactivity
- Check-Out
- Communique

CALENDAR OF FUTURE CONTRACT ISSUES

The updated calendar is as follows:

June 11, 2004

- Contracting Out
- Retiree Health Care Stipend
- Flexible Spending Account for Medical Expenses
- Incorporate Side Letters and Amendments
- Develop Contract Language