

SRCEA/MANAGEMENT Interest Based Negotiations (IBN) 2005
Session One – February 23, 2005

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.

IBN TEAM PARTICIPANTS:

Facilitator: Ricia Maxie, Organization Development Consultant – Human Resources

SRCEA Representatives:

President

Tony Alvernaz

Support Services Representatives

Lorrie Abbott – MSC, Laguna and Field

Shirley Braddy – Public Safety

Karen Larsen – City Hall and Annex

Professional Representative

Bette Smith

Technical Representatives

Alan Holland – MSCS and Field

John Sorensen – City Hall and Annex, Public Safety

Sabrina Temple – Laguna

Management Representatives:

Fran Elm, Employee Relations Manager – Human Resources

Pam Edwards, Revenue Manager – Administrative Services

Dave Montague, Supervising Engineer - Public Works

Bob Harder, Deputy Director – Utilities Engineering

ATTENDANCE:

Lorrie Abbott, Tony Alvernaz, Shirley Braddy, Pam Edwards, Fran Elm, Alan Holland, Karen Larsen, Ricia Maxie, Dave Montague, John Sorensen, Bette Smith and Sabrina Temple. Absent: Bob Harder

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

GROUND RULES

The group set ground rules which will govern the negotiating process. The ground rules will be posted at each meeting. The rules include agreements regarding such issues as courtesy and behavior, caucusing, communication with constituents, confidentiality, logistics, and time frames.

The team will meet every Wednesday afternoon from 1 p.m. to 5 p.m. It was agreed that negotiations will be completed by June 1, 2005. The contract would be presented to SRCEA members for ratification June 8th with the SRCEA members voting on June 23rd. The contract would be taken to City Council on June 28th for final approval.

The team agreed that SRCEA Board members not a part of the negotiating team can sit in on any negotiation session. City release time will not be granted for these Board members who are not a part of the designated team, they are welcome to attend on their own time. It was agreed that they will be observers to the process and will not be involved in the discussions.

It was agreed that the deadline for bringing new issues by either SRCEA or management is April 27th, 2005. All agreements will remain tentative until the whole package has been ratified.

The group agreed that a quorum for decisions will include Fran plus one other management representative and Tony plus two representatives from SRCEA.

Pam agreed to coordinate typing the weekly meeting notes and distributing them to the team. Dave and Bette will draft the weekly communiqué for the team approval and then send it out to constituents.

CONTRACT ISSUES

The following issues were added to this list: Wages, Retiree health stipend and actuarial, Health care, 4/10's schedule and record on time card, 9/80's, Term of agreement, Salary studies, Retroactivity if no contract by July 1st, COLA formula, Market Value/CPI, Flexibility in length of work day, and Longevity pay.

The group set the following schedule for talking about these issues:

March 2, 2005

Salary Surveys

March 9, 2005

Retiree health stipend and actuarial
4/10's schedule and record on timecard

March 16, 2005

Heath Care

March 23, 2005

9/80's
Longevity pay

March 30, 2005

Wages

April 6, 2005

Term of Agreement
Retroactivity if no contract by July 1, 2005

SALARY SURVEYS

The group started a discussion of Salary Surveys. This will be continued at the next session.

NEXT AGENDA

The next IBN team meeting will be held on Wednesday, March 2, 2005. The proposed agenda includes the following:

Check-in
Presentation on 5-year forecast
Salary Surveys
Check-Out
Communiqué