

SRCEA/MANAGEMENT Interest Based Negotiations (IBN) 2005
Session Three – March 9, 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.

ATTENDANCE:

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

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

HEALTH CARE PRESENTATION

Lynne Margolies, Risk Manager, gave a presentation on the costs of health care and proposed changes to City Plan. This item will be discussed in more detail next week.

PERS COSTS PRESENTATION

Michael Frank, Interim Director of Administrative Services, made a presentation on the cost of PERS retirement. The following link takes you to the presentation:

<http://ci.santa-rosa.ca.us/as/pdf/admin/pdf/5YearRetirement050314.pdf>

SALARY SURVEYS

The group continued the discussion of Salary Surveys.

SRCEA's interest for having salary surveys is to ensure that we are not being used as a training ground where employees get trained and then move on. Another of SRCEA's interests in doing salary surveys is to make sure we are not penalizing employees with longevity.

Management will consider salary studies only in the following situations:

- We are losing employees because we are significantly below the market for that job class.
- We are demonstrably unable to recruit individuals into this classification because our salary is below market for that class.
- All requests for salary studies must be approved by the City Manager.

This item is tabled for a later session.

NEXT AGENDA

The next IBN team meeting will be held on Wednesday, March 16, 2005. The proposed agenda includes the following:

Check-in

SRCEA/MANAGEMENT IBN COMMUNIQUE
February 24, 2005

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Retiree Health Stipend and actuarial
4/10's schedule and record on timecard
Healthcare
Check-Out
Communiqué