

SRCEA/MANAGEMENT Interest Based Negotiations (IBN) 2005  
Session Four – March 16, 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, John Sorensen, and Sabrina Temple. Absent: Shirley Braddy, Pam Edwards, and Bob Harder

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

**NEW ISSUES**

Tuition reimbursement  
Article 21.1 of the MOU overtime and hours worked

**HEALTH CARE**

Lynn Margolies, Risk Manager, was present to continue the discussion on health care and answer questions.

**4/10 SCHEDULE AND HOW TO RECORD ON TIMECARD**

Discussion will continue on this item. Fran will bring back draft policy for group to review.

**RETIREE HEALTH STIPEND**

Bruce McConnell, Accounting Officer made a presentation about the retiree health stipend. The following are points from his presentation.

- Making sure that the money is actually spent on health care
- Getting a trust document in place for SRCEA
- Clear language for tax free money
- The intention of stipend of is a defined contribution and not defined benefit
- Evaluation of the stipend

**SRCEA and the City have an interest in evaluating the plan because it** has not been performing to level of the expectations and initial assumptions regarding investment returns and salary growth.

**NEXT AGENDA**

The next IBN team meeting will be held on Wednesday, March 23, 2005. The proposed agenda includes the following:

Check-in  
9/80 work schedule  
Longevity pay  
Flexibility in length of work day  
Check-Out  
Communiqué