

SRCEA/MANAGEMENT Interest Based Negotiations (IBN) 2005
Session Five – March 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.

ATTENDANCE

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

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

Next meeting time has been changed from Wednesday afternoon, March 30, 2005 to Friday, April 1, 2005 from 9am – 5pm.

NEW ISSUES

Increase comp time bank from 100 hours to 120 hours

Sick leave buy back

Ability to donate sick leave instead of vacation time only in catastrophic leave situations

Perfect attendance reward/day off

Anniversary date or birthday off

Vacation sell back

Onsite flu shots paid by the City

Quiet place - spots for rest or breaks

9/80's

Fran reported back the results of meetings with other cities in the Bay Area to find out how they are making the 9/80's work within the guidelines of FLSA (Fair Labor Standards Act). Fran will talk to management to see if there is an interest in offering a 9/80's work schedule and report back in three weeks.

Health Care Report Back

Lynn Margolies, Risk Manager provided information for FSA, Flexible Spending Account, which the City currently offers, and a comparison to similar plans.

Regarding costs of health care, we agreed to survey other public agencies and private companies to gather information on the costs of health care and what portion employees are paying.

Longevity pay

We told the story for this issue.

Next Agenda:

Continue Longevity pay

Retiree Health Stipend Valuation and follow-up

Flexibility on length of workday

Wages

Market value/CPI

Cola formula