

SRCEA/MANAGEMENT Interest Based Negotiations (IBN) 2005
Session Seven – April 6, 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, Bob Harder, Alan Holland, Karen Larsen, Ricia Maxie, Dave Montague, Bette Smith, John Sorensen, and Sabrina Temple.

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

CORRECTION TO SESSION SIX COMMUNIQUE

Under the item Longevity Pay, Fran pointed out that the assignment for Pam and Bette was to draft options not language.

NEW ISSUE:

TSP

As a reminder, the last day to bring up new issues by either SRCEA or management is April 27th, 2005.

FLEXIBILITY IN THE WORKDAY

Fran reported back that a committee made up of Michael Frank, Bruce McConnell, Lisa Keeton and Fran are meeting to explore the feasibility of offering employees more opportunities to flex their work schedules. The goal is to find options that satisfy some employees' desire to flex and management's desire to meet legal timecard reporting requirements and to adequately staff and supervise City operations. The group is looking at 4/10's, 9/80's and also short-term and one-time flexing to accommodate time off for a semester length class or an employee's personal business. There could also be occasions when management would want an employee to flex their work schedule.

REPORT BACKS

Due to time constraints at the closed session, there was nothing to report back. There will be another closed session that will take place on Tuesday, April 12.

VALUATION OF RETIREE HEALTH STIPEND

Bruce McConnell, Accounting Officer, attended this part of the session. He presented the information he had received from the actuarial, John Bartell, about the actuarial valuation. The basic valuation package will analyze whether the fund is sufficient to support the current level of benefit. If SRCEA wants John Bartell to analyze additional options, it needs to provide them to Bruce by mid-

May. Tony stated that the association's legal counsel will be reviewing the defined benefit vs. defined contribution aspects of this program, as well as the trust document for its appropriateness.

QUIET ROOM

This item was discussed. In some work locations there are quiet places for an employee to rest for a short time during their work day. SRCEA's interest is to provide for all employees equally in all locations. One of the problems is that the City is running out of office space—more in some locations than in others. It was agreed that this item was a good one to work on in the City-wide Wellness committee and Ricia agreed to add it to their agenda.

INCREASING COMP TIME BANK

The story, interests and options were discussed. Pam will find out how many employees are affected that have reached the maximum accumulation for compensatory time. And this discussion will continue.

The next session will be held at Finley Center in the Maple Room on Wednesday, April 13th from 1- 5 pm.

AGENDA FOR NEXT MEETING

Check In
Report back from closed session with City Council
Wages
COLA
CPI
Communiqué

ITEMS YET TO BE DISCUSSED

Wages
Market Value/CPI
COLA formula
Term of Agreement
Retroactivity if no contract by July 1, 2005
Sick leave buy back
Ability to donate sick leave instead of vacation time only in catastrophic leave situations
Perfect attendance reward/day off
Vacation sell back
TSP

ITEMS DISCUSSED BUT NOT COMPLETE

Salary Surveys
4/10's schedule and how to record on timecard
Health care
Article 21.1 of MOU – Overtime and hours worked

9/80s
Longevity Pay
Birthday/Anniversary Day Off
Increase comp time bank from 100 hours to 120 hours
Quiet place - for rest or breaks
Retiree Health Stipend and Actuarial
Tuition reimbursement
Flu shots
Flexibility of the Workday