

SRCEA/MANAGEMENT Interest Based Negotiations (IBN) 2005
Session Ten – April 27, 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, Pam Edwards, Fran Elm, Bob Harder, Alan Holland, Karen Larsen, Ricia Maxie, Dave Montague, Bette Smith, and Sabrina Temple. Absent: Shirley Braddy and John Sorensen.

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

RETIREE HEALTH STIPEND

Tony reported back about his discussion with SRCEA's attorney regarding this benefit. Fran informed SRCEA that this item no longer belongs on the table and asked for SRCEA's attorney information so that she can get the City Attorney's Office involved.

NEW ITEM

Language in the MOU's regarding supplemental life insurance for spouse/domestic partner and deduction from paycheck needs updating.

COLA, CPI, WAGES

SRCEA made their counter proposal. The proposal is for a two year contract with the components listed below.

Year One

- 2% COLA for year missed
- 100% CPI with a 3-6% floor - ceiling
- Contribute 2% for a total of 8% of Healthcare
- Implementation of 9/80's & recording 4/10's on the timecard and flexibility in the workday
- No changes to City Plan
- Me Too Clause
- Salary surveys for ½ job classes
- Ability to donate sick leave as well as vacation time in catastrophic leave situations

Year Two

- 100 % CPI with a 3-6% floor-ceiling cap
- Contribute 10% of Healthcare
- 2 non cost reopeners
- 2 cost reopeners
- Longevity Pay

- Anniversary Day Off
- Salary surveys for ½ job classes
- Vacation Sell Back
- Increase comp time bank from 100 hours to 120 hours

City came back with a counter proposal. SRCEA would like to take some time to cost it out and discuss at the next session.

The next session will be May 4, 2005 from 1-5 pm at Finley Maple Room.

Agenda

Check-in
 Report Backs
 Wages
 CPI
 COLA
 Communiqué

ITEMS YET TO BE DISCUSSED

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
 Life Insurance MOU language change

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
 Wages
 Market Value/CPI
 COLA formula