

SRCEA/MANAGEMENT Interest Based Negotiations (IBN) 2005
Session Eleven – May 4, 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, Dave Montague, Bette Smith, John Sorensen, and Sabrina Temple. Absent: Shirley Braddy. Robin Keeton filled in for Ricia Maxie as facilitator.

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

REPORT BACK

Fran reported back a clarification from Lynne Margolies, Risk Manager, to a question SRCEA had about the proposed changes to City Plan. The question was: Would an employee pay a \$20 co-pay *and* an additional 20% of a doctor's visit? The answer was no, the \$20 co-pay would substitute for paying the 20% of the doctor's visit that is currently paid. This \$20 co-pay only applies to medical doctors' visits, not to acupuncture, chiropractor or physical therapy visits.

Fran reported back to the group she met with Council to show them a copy of SRCEA's proposal.

CPI, WAGES, COLA

SRCEA had an opportunity to review the financial impacts of management's counter proposal from Session Ten. Following is the City's counter offer with changes to the original offer in **bold**.

Year One

The items below are offered as a "3.48% package":

- 1.48% COLA which is based on current CPI
- Make changes to City Plan design.
- 2% COLA for the year SRCEA didn't receive a COLA
- 12.5% contribution to health **with the exception of Unit 4 to move to 8% contribution to health.**

Year Two

- **COLA based on average of CPI from April 2005 to February 2006.**
- **Unit 4 moving from 8% to 10% contribution to health care premiums**
- **9/80's implement July 2006**
- **Flexible work week implementation July 2006**

- **One re-opener to discuss donation of sick leave for catastrophic leave and recognition for longevity/anniversary date.**

Year Three

- **COLA based on average CPI from April 2006 to February 2007**
- **Unit 4 moving from 10% to 12-1/2% contribution to health care premiums**
- **Comp time bank cash out, City to pay down balances to “x” hours.**

There was a lengthy discussion about SRCEA's proposal and the expectations of SRCEA members for this year. The discussion included the City's proposed changes to City Plan and what effect that would have on all SRCEA members, not just the members using the plan. Most of the meeting was spent discussing SRCEA's proposal and management's counter proposal so that the team members had a better understanding of the interests and implications of each side. As a result of that discussion, SRCEA decided not to change their proposal or formulate a counter proposal at this time.

The next session will be May 11, 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