

SRCEA/MANAGEMENT Interest Based Negotiations (IBN) 2005
Session Twelve – May 11, 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, John Sorensen, and Sabrina Temple. Absent: Shirley Braddy.

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

REPORT BACK

Fran reported about a payroll change for those persons still receiving paper checks. These checks will get mailed on Thursday evening so that anyone living locally should get their checks in Friday's mail at the address on file with payroll. There was a question about the part time employees who don't have e-mail accounts and whether they could get their automatic deposit pay stub mailed to them. Fran will follow up on this question.

CPI, COLA, WAGES, HEALTHCARE

The team continued to discuss appropriate amount of COLA with floor and ceiling cap. The team discussed City Plan changes and percentage of healthcare premiums. The team compared the two proposals to check similarities and differences.

Next meeting will be May 18, 2005 from 1-5pm at Finley Center.

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