

SRCEA/MANAGEMENT Interest Based Negotiations (IBN) 2005
Session Fifteen – June 1, 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.

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

CPI, COLA, WAGES, HEALTHCARE

SRCEA presented an analysis which they had prepared since the last negotiation meeting. The analysis consisted of a series of spreadsheets showing the impacts that City Plan changes and increased premium amounts would have on various employees in various job classifications. Most of the meeting was spent reviewing and discussing the spreadsheets. It was determined that additional research and numbers are needed from Payroll or Risk Management. Once SRCEA has those figures, calculations will be completed by SRCEA and presented at next week's meeting.

Next meeting will be June 8, 2005 from 1-5pm at Laguna Treatment Plant.

AGENDA

Check-in
Report Backs
Health Care
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

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

Retiree Health Stipend and Actuarial

Tuition reimbursement

Flu shots

Flexibility of the Workday

Wages

Market Value/CPI

COLA formula