

SRCEA/MANAGEMENT Interest Based Negotiations (IBN) 2005  
Session Nineteen – June 29, 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, Noreen Griffin, Bob Harder, Alan Holland, Karen Larsen, Bette Smith, and John Sorensen.

**REPORT BACKS**

Fran reported out that she met with Council in Closed Session on June 28, 2005. The terms of agreement for a two year contract effective July 1, 2005 – June 30, 2007 were accepted by the Council.

**CPI, COLA, WAGES, HEALTHCARE**

SRCEA is meeting with members at 5:15 pm on June 30, 2005 to present the final contract language and to answer questions. Because not all members are able to attend that meeting, we will include some information here on the details of the contract and how it will be administered.

**Important Note:**

The SRCEA membership must ratify the contract by secret ballot to become effective July 1, 2005. The voting day for members of SRCEA is July 11, 2005. More information about voting times and absentee balloting is available from any SRCEA Board member.

If the contract is ratified by the SRCEA membership, the following will happen:

**COLA and 3% at 60 deduction**

The contract will be effective July 1, 2005, but the new COLA is effective at the beginning of the following pay period which begins July 3, 2005. The 2.92% payroll deduction (negative earnings) ends at the same time, July 3, 2005.

The paycheck issued on July 1<sup>st</sup> reflects June's hours so nothing will change. The paycheck on July 15<sup>th</sup> covers the pay period beginning June 26<sup>th</sup> ending July 9<sup>th</sup>. Only the second week of this pay period will reflect the 1.56% COLA. The 2.92% payroll deduction (negative earnings) ends as of July 3<sup>rd</sup>, so the first week of this pay period will include that deduction. On the July 29<sup>th</sup> paycheck, the full impact of the new COLA and the elimination of the payroll deduction will be reflected. However, because of the healthcare deduction, the paycheck will change again in August.

Healthcare

Beginning with the first paycheck in July, and during July only, employees will continue to contribute 6% of the new healthcare premiums. Beginning with the first paycheck in August, employees will pay 9% of healthcare premium.

**Note:** If your health care plan is **City Plan**, the percentage of premium which you pay will be based on City Plan’s higher rate, without changes. This will continue until all other bargaining units agree to make the changes to City Plan.

**Note:** If your health care plan is **City Plan**, the new higher deductibles and increased out of pocket maximums do not apply for the remainder of this calendar year, and become effective January 1, 2006.

**Note:** If your health care plan is **Kaiser**, two premiums will be deducted from the July 1<sup>st</sup> paycheck. Kaiser’s contract with the City requires this of all new enrollees.

**HealthNet** remains the same.

	<b>Current City Plan without changes</b>		
	<b>City Plan</b>	<b>6% of premium</b>	<b>9% of premium</b>
<b>Single</b>	\$475.00	\$28.50	\$42.75
<b>Double</b>	\$967.00	\$58.02	\$87.03
<b>Family</b>	\$1,282.00	\$76.92	\$115.38
	<b>New City Plan With changes</b>		
	<b>City Plan</b>	<b>6% of premium</b>	<b>9% of premium</b>
<b>Single</b>	\$431.00	\$25.86	\$38.79
<b>Double</b>	\$876.00	\$52.56	\$78.84
<b>Family</b>	\$1,162.00	\$69.72	\$104.58
	<b>Health Net</b>	<b>6% of premium</b>	<b>9% of premium</b>
<b>Single</b>	\$363.30	\$21.80	\$32.70
<b>Double</b>	\$781.16	\$46.87	\$70.30
<b>Family</b>	\$1,071.78	\$64.31	\$96.46
	<b>Kaiser</b>	<b>6% of premium</b>	<b>9% of premium</b>
<b>Single</b>	\$308.06	\$18.48	\$27.73
<b>Double</b>	\$628.44	\$37.71	\$56.56
<b>Family</b>	\$828.68	\$49.72	\$74.58