

SRCEA General Meeting, July 11, 2010

Board Members Absent: Jeff Bittner, Catherine Noceti

Members Present: About 50

Meeting called to order at 6:00 p.m.

- I. Introductions - Tony
 - a. Welcome and board members introduced
- II. Recap of Negotiations – Mike
 - a. City interests in 1 year contract, 2% salary cut, increased employee cost sharing on PERS & health care premiums, and 27 hours furlough between Christmas and New Year's. Total cost of City's initial proposal was about 7% of salary.
 - b. SRCEA interest in no permanent pay reduction but having more furlough hours, with the savings being applied to the PERS shortfall.
 - c. After 7-8 negotiating sessions, reaching impasse and calling in a state mediator, a tentative agreement was reached.
- III. Tentative Agreement Proposed Furlough - Alan
 - a. 68.5 hours, the equivalent of about 3.29% salary reduction
 - b. Dec. 27, 28, 29 are fixed city-wide furlough days
 - c. The remainder furlough time to be determined by the City by Aug. 1st.
- IV. Proposed Health Care Changes – Tony, Noah, Gabe, Steve, Linda
 - a. Medical premium rates are set by Joint Power Association that City participates in.
 - b. New medical design plans and rates go into effect January 1, 2012.
 - c. EPO rates have become very expensive and under the present agreement, the City absorbs the bulk of the medical premium rate increased costs.
 - d. City insisted on plan changes to manage health care premium costs:
 - i. Eliminate EPO plan
 - ii. Increase % of contribution by employee
 - iii. Change benefits of Kaiser and PPO to contain premium costs.
 - e. SRCEA sought some predictability in employee costs for 2012 and 2013
 - i. SRCEA proposed increase to 13.5% contribution of premium cost in 2012 and 14.5% of premium cost in 2013.
 - ii. Other units agreed to pay 20% toward EPO and to use a City formula to determine future contribution rates for all the medical plans.
 - iii. City agreed to form a Health Care Committee this year to gather input from all units on interests and concerns regarding health care.
 - iv. Examples were provided of various employee scenarios and the cost impacts of the plan changes.
- V. Questions:
 - a. Can prior time off w/out pay this FY be applied to furlough requirement? Tony will check.
 - b. Is 3rd floater day included? No, only for those who meet the service requirement.
 - c. Can medical insurance plan be changed in FY 12/13? Plan changes are subject to negotiations. This tentative agreement is a one year contract, and expires July 31, 2012.
 - d. What are the implications if tentative agreement is not passed by membership? The City could impose the deal it reached with the other units, which uses a formula to determine the percent of contribution by employee toward medical premiums.

Adjourned at 7:20 p.m.