

TECHNICAL EMPLOYEES ASSOCIATION
MONTHLY MEETING – January 19, 2005 (12 noon – 1 p.m.)
Meeting Summary

Board Members Present: Eric Mandel, President/Acting Treasurer
Roger Browne, 1st Vice President
Patty Overby, Secretary

Treasurer's Report

1. Account Update

Eric reviewed the following:

- All Wastewater employees that elected to have their voluntary contributions paid back have received their checks from TEA.
- Hope to retire Jim Cline's debt by March.
- Reserving \$16,000 as final payment to the Transit Arbitrator.

Transit Arbitration Status

Eric reported that we are still waiting for the Arbitrator's final decision. The last contact Jim Cline got from the Arbitrator was that he was going to issue his final decision sometime this week. TEA has not heard anything yet. The Arbitrator did issue a draft decision saying that unless there was something grievously wrong it would not change. This initial decision was relatively favorable to TEA. The County wrote a letter to the Arbitrator disagreeing with the method the Arbitrator used to calculate pay. The Arbitrator agreed to relook at this. Jim Cline sent a response from TEA pointing out that since the County had reopened issues, that TEA also had an opportunity to review the Arbitrator's draft and had found other errors in favor of TEA.

Once we receive word on the final decision, a meeting will be sat up with Transit TEA members and Jim Cline to review the decision in detail. All members will then be updated at a regular meeting.

Wastewater Salary Survey and Contract Status

Roger noted there have been two meetings to discuss the salary survey. This process is separate from the wastewater contract. There is a subcommittee currently reviewing the process. TEA has agreed to do a collaborative salary survey with the County. The target is to get this done before the end of the contract which is June 30, 2005. The subcommittee is meeting weekly. The County is on board with the approach. We have to follow Ord. 11480 - we are required to look at nine local agencies and we will be pushing to include other agencies based on size and similarities with work performed.

Roger added that County Ordinance 11480 (Classification and Compensation Study) required the County to update this every three years. The County is out of compliance with their own ordinance because it has been longer than 3 years.

The Negotiating Team is not meeting but plans to restart in April with the main issue being salary.

Council of Representatives

Eric reported that the Council has been meeting to discuss ways to tweak and change the current Bylaws with regard to negotiations. The current Bylaws do not reflect actual practice. There are various options being discussed including retaining two bargaining units to having 4 (2 for each of the wastewater and transit supervisors and 2 for the rest of transit and wastewater employees).

The meeting adjourned at 12:30 p.m.

Patty Overby, TEA Secretary