

# City of Deltona & IAFF Local 2913 Action Minutes –

## Demand to Bargain Negotiation Meeting

*The purpose of the minutes is to provide a tracking mechanism between the City and the Union during negotiations.*

Date: August 18, 2011  
Time: 2:00 pm  
Location: 2<sup>nd</sup> Floor Conf Room – City Hall

### ***In Attendance:***

***City Representatives:*** T. Acquaro, HR Dir.; R. Staples, Fire Chief; D. Denny, Deputy City Mgr; R. Wilk, HR Rep

***Union Representatives:*** A. Chucci, Secretary; K. Vroman

### ***Action Minutes:***

1. Union asked if the DTB meeting was properly public noticed as they did not see it listed on the City's new website. City indicated that it was properly noticed in the first floor lobby public notice board (which was confirmed). It is not required to also be noticed on the City's website.
2. Union indicated that they could not make a decision without input from their bargaining unit members and that they would be meeting Monday evening to determine what they want to do. The City responded that the Union had the health insurance rate increase info from the last meeting (and all employees, including bargaining unit members, were sent the new rates as well as their current rates). The City indicated that it was not going to get into a wait and see mode and that it needed to move forward on this issue due to the October 1<sup>st</sup> renewal. The Union asked if the City would consider use of the premium tax money to enhance their pension benefits as this would help close the issue. The City explained that there is no authority for them (the mgmt. negotiation team) to negotiate the contract which this would be doing and that the negotiation is strictly tied to the Union's *demand to bargain* the health insurance rate increase. After the City's executive session with the commission, scheduled for September 8<sup>th</sup>, in which the management team will get their contract negotiation orders, contract negotiation meeting dates will then be coordinated and the premium tax dollars and pension benefit could then be discussed.
3. The City explained that if the Union had no other formal offers regarding the health insurance then the City declares that we're at impasse over this issue. The City explained that the impasse process could be stopped at any time should the Union decide to accept rolling into the core health insurance plan with other employees. The City explained that should the impasse process goes through the entire cycle which will include noticing PERC, selecting a special magistrate and coordinating a hearing, and then if still not resolved, going to the commission under the legislative hearing process that the completion of which may not be until November or December. If the Union accepts the health insurance as is offered to all employees prior to October, or if the commission imposes it prior to October, the City can have a special open enrollment for the bargaining unit members for those who do not want to pay for the Alternate Buy Up HMO (which they currently have paid for by the City). After September, if the insurance gets imposed by the commission, the bargaining unit members will no longer have a choice and will be obligated to remain with the Alternate HMO and pay for the difference between the core HMO plan and the Alternate HMO plan.
4. The City explained that an optional Long Term Disability plan with Assurant Insurance had been negotiated and will be offered to all City employees effective October 1<sup>st</sup> and that it is a better LTD plan than their current LTD plan which is currently paid for by the City and which will cease upon imposition of the current health plan and benefits. (a copy of the plan info and rates was provided given to the Union)

5. The City also offered as a further incentive for the Union to roll into the City's core health insurance plan and benefits a temporary non-precedent setting MOU regarding Fire Lieutenant Promotion Eligibility which essentially provides a temporary modification of Fire Lieutenant Promotional Exam requirements. The MOU provides that an employee may be promoted to the rank of Fire Lieutenant without having to be a paramedic at the time of the exam or promotion but will be required to attain the paramedic certification within two years (a City Manager-signed original of the MOU was provided to the Union for review and signature). The Union then asked to caucus.
6. After the caucus the Union asked once more about the use of premium tax money to enhance their benefits which the City indicated that it could not discuss that issue at this time. The Union indicated that they would have a formal proposal reference the health insurance article in a couple of days.

***Adjournment:***

The meeting adjourned at 2:30p.

***Next meeting:*** TBD

***For the City:***

***For the Union:***

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T. Acquaro, HR Director

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J. Sabia, Local 2913 President