

The City of Daytona Beach

A.F.S.C.M.E. Local 2066 – NEGOTIATIONS

SEPTEMBER 1, 2010 **MINUTES** 2:39 PM

CITY REPRESENTATIVES PRESENT

Sarah E. McCarroll, Human Resources Director
Lynn Stevens, Deputy Utilities Director
Jay Thurrott, Manager-Treatment Operations
Linda Pellicer, Employee Relations Administrator
Wayne Harms, Personnel Analyst
Earnestine Maddox, Personnel Officer

A.F.S.C.M.E. REPRESENTATIVES PRESENT

Marc Engeman, AFSCME General Council
Denzil Sykes, President
Terry Jones, Steward

AGENDA

The City and AFSCME discussed:

1. Proposed millage rates – current rate is 5.4; rollback rate that will bring in the same revenue monies as last year is 6.3. This rate has been given to the Commission for the September 8, 2010, budget meeting, which is a public hearing. If the Commission moves to drop the millage to 5.99 or below, management will be forced to reduce personnel by eight positions. The City Manager is hopeful that they will agree to 6.3. At this time, the City has zero capital and nothing to offer AFSCME; they can only continue the terms and conditions of the existing contract.
2. Leave payoff for early retirement (100% of leave paid off for leaving early). City cannot increase the payoff for tenured personnel.
3. City cannot offer any raises for any employee group.
4. October 1, 2010, the City is eliminating 49 positions and will lose 8 additional positions if the millage rate is set at 5.99 or below.

The meeting was caucused at 2:49 p.m., and reconvened at 2:59 p.m. Negotiations continued as follows:

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5. AFSCME acknowledged their understanding of the City's financial situation, but felt the City's priority projects exhaust monies that could be given to employees for raises. They proposed optional items that the City could entertain: (a) flex hours for shift workers; and (b) communicating information on projects to employees to alleviate their concerns on wages and City expenditures, such as placing information in the City's newsletter.
6. The City Manager joined the negotiations and proffered the following:
 - Finances will be in a better posture next FY (2011-2012) based on actions taken this year and in previous years.
 - ESP will be offered again if the City has to go below rollback.
 - City had to change services (e.g., charging Bethune Cookman, Mainland High School, and Seabreeze High School to use the Municipal Stadium).
 - Goal is to give employees raises next year—cannot promise this will happen, but will make a conscious effort to do so.

In conclusion, the City agreed to work on providing AFSCME with a list of projects and funding sources.

ADJOURNMENT

The meeting was adjourned at 3:21 p.m.

 9/13/10

Sarah E. McCarroll, Human Resources Director

File: City Clerk's Office

pc: City Representatives

Marc Engerman, A.F.S.C.M.E. General Council Representative

Denzil Sykes, Union President

David Kornreich, Esq., Labor Relations Attorney