



**RIVERSIDE COUNTY/LIUNA, LOCAL 777
LABOR-MANAGEMENT COMMITTEE**

Wednesday, August 8, 2007, 11:00 a.m.
LIUNA Offices
4000 10th Street
Riverside, CA 92501

MINUTES

COMMITTEE MEMBERS PRESENT (Chair)

Ron Komers, Human Resources
Barbara Olivier, Human Resources
John Mooney, Human Resources
Tiffany Mendez, Human Resources
Tom Prescott, Human Resources
Kris Sloman, Human Resources
Patty Querzola, Sheriffs
Andi Huey, Human Resources
Berninia Bradley, Human Resources
Mark Carleson, Human Resources
Sarah Franco, Human Resources
Roger Uminski, Community Health

Fred Lowe, LIUNA
Sandra Brown, LIUNA
Sala Ponnech, LIUNA
Kathie Delgado, LIUNA
Tom Carnes, LIUNA
Linda Jefferson, LIUNA
Linda Gonse, LIUNA
Jack Mosqueda, LIUNA
Stephen Switzer, LIUNA

ABSENCES

Shawn Atin, Human Resources
William Berkley, Human Resources
William Berkley, Human Resources
Milca Montanez, Human Resources
Anna Martinez, DPSS

Terrie Stevens, Human Resources
Brande Schaefer, Human Resources
Chris Kieskowski, Human Resources
Fernando Vizcarra, RCRMC

IN ATTENDANCE

Kevin Cooney, Human Resources
Marilyn Barker, Human Resources

Donna Englehardt, Sheriffs

I. INTRODUCTIONS

Members and guests introduced themselves.

II. REVIEW OF MINUTES

The minutes of the July 11, 2007 meeting were reviewed and approved.

III. NEW BUSINESS

A. Employee Parking

Donna Englehardt with the Sheriffs' Department discussed the parking situation in downtown Riverside. There is a waiting list of approximately 300 hundred employees to obtain a parking pass in one of the parking structures at the County Administrative Center (CAC). An employee who lives two miles from her work location must leave home 1-1/2 hours prior to the beginning of her shift to allow enough time to locate a parking spot. Most of the County locations other than downtown Riverside offer free parking. The cost of parking in the downtown parking structure equates to 8% of net income.

Since the problem involves all unions, Donna said she is seeking assistance to open the door so the issue can be directed to the proper parties. Donna said she does have some suggestions as a solution, which she would like to share; however, the issue cannot be resolved until it is taken seriously.

Follow-Up:
Employee statistics
(Debbie Shinn)

Donna Englehardt said she is seeking assistance to gather current employee statistics. She would like to know the number of downtown employees whose 9/80 day falls on Monday or Friday. She would also like to know the total number of County employees categorized by full-time and part-time.

Follow-Up:
Create subcommittee for parking
(Ron Komers)

Fred Lowe suggested we create a subcommittee on parking, including Donna Englehardt and Sandra Brown.

Ron Komers said he is acutely aware of the problems.

Donna Englehardt noted that parking is not discussed in the interview process, and people are typically unaware that they must pay for parking downtown. Employees receive promotions, only to discover that they must be placed on a waiting list for a parking spot, or they must adjust their morning schedule to arrive at work early enough to find a free spot. For single parents, this can create an unworkable situation in terms of child care issues. In addition, the added income derived from a promotion is decreased by the cost of parking.

Ron Komers said there are several things underway that he needs to research, but there is now a trolley that serves downtown. The County is also in the process of relocating its garage from downtown to Rubidoux,

and the County is in the process of buying another building downtown that has a parking structure. Parking has been a problem for many years. Carpooling and vanpooling is one option.

Donna Englehardt noted that when the garage is moved to Rubidoux, employees will lose their parking spots when they leave to pick up a County vehicle. When they return to the CAC, it would be difficult if not impossible to find another parking space. Ron Komers agreed that a subcommittee is a good idea.

Upon inquiry by Stephen Switzer, Barbara Olivier stated Court employees are eligible to participate in the County's Rideshare Program.

Follow-Up:
Rideshare
presentation
for September
meeting
(Mark Piniol)

Ron Komers suggested we schedule a Rideshare presentation for the next meeting.

Patty Querzola said it is difficult for employees in her department because shifts are changed every four months. Employees park on the street and take turns sharing spots and must frequently add coins to parking meters. This has resulted in parking tickets for some employees.

Ron Komers said it is important to revisit this topic.

B. Retiree Health Plan

Barbara Olivier said a Form 11 was approved by the Board of Supervisors that included 2008 health care premium rates as well as the first-time availability of a health plan specifically designed for retirees. This year the new plan will be offered alongside the other County health plans available to retirees. In 2009 this will replace the current Exclusive Care Retiree Health Plan. Retirees will still have the choice of Blue Shield and Kaiser plans, so we are not replacing all plans. However, the new plan is designed specifically to address retirees' needs.

Barbara Olivier stated we are proposing a three-tier plan. The first tier will use the Exclusive Care network, and this tier will pay 90% of hospitalization and laboratory fees. In order to encourage retirees to see their physicians and maintain good health, office visits will have flat \$10 co-pay for physician visits; they will not be subject to deductibles or other co-pay amounts.

Barbara Olivier explained that Tier 1 will use the existing Exclusive Care network. As other agencies join the plan we will pursue Tier 1 hospitals to participate in other counties. At this time we are working with Orange County and the City of Ventura.

Tier 2 is basically the Blue Shield California network. If a retiree uses that network, they will pay a higher deductible and a 20% co-payment for

hospitalization and laboratory fees. Doctor visits would not be subject to a deductible; there is a flat dollar co-payment. Barbara Olivier continued to explain that out-of-network providers would make up Tier 3. In that tier a retiree must pay 40% of usual and customary co-pay for hospitalization and laboratory charges.

In order to keep the cost of the plan down, there are some mandatory features: One is mandatory generic drug substitution. If a member elects to receive brand-name drugs, they must pay the difference in the cost of the generic substitute.

Barbara Olivier said one of the enhancements of this plan over the current Exclusive Care Plan is really a matter of using the BlueCard network throughout the United States. Riverside County has purchased access to Blue Shield's national network. Existing County retirees may elect to switch to the new plan, even though the cost is a little higher now than the current Exclusive Care Retiree Plan.

Barbara explained that the rates for Tier 1 and Tier 2 are negotiated rates. This means allowable Tier 1 or Tier 2 charges have been pre-arranged among physicians and hospitals, and members are assured that the plan will allow 100% of their fees prior to applying a deductible. Under Tier 3, where members use an out-of-network physician, the "reasonable and customary" charges (determined by the area in which the member resides) will be allowed. Members would be responsible for the amount that exceeds reasonable and customary fees as well as applicable deductibles and co-pays.

As an example, \$800 per day is a negotiated rate for a hospital, and the co-pay is based on the negotiated rate. Under Tier 3, where the rate is not negotiated, the charge might be \$1,000 per day. A member would have to pay the difference between the "reasonable and customary" amount for that geographical area in addition to deductibles and co-pays. Co-pays are therefore lower under Tiers 1 and 2.

Upon inquiry by Fred Lowe, Barbara Olivier explained that current retirees can switch to the Exclusive Care Select Retiree Health Plan immediately, or they can stay with the existing Exclusive Care Plan which does not have Tier 3 and which has a smaller national Blue Shield network. Beginning in 2009 (when active employee rates will be separated from retiree rates), the Exclusive Care Select Retiree Health Plan will replace the current Exclusive Care Retiree Plan. It is anticipated retiree health care premiums will increase by approximately 70% when rates are unblended, and the new Exclusive Care Select Retiree Health Plan will offer a cost-effective alternative.

Barbara Olivier reviewed health care premiums for 2008. Retirees will be able to choose between the current Exclusive Care Retiree Plan and the

Exclusive Care Select Retiree Health Plan for 2008. Beginning in 2009 the Exclusive Care Select Retiree Health Plan will be the only health plan available to retirees.

Barbara said the Plan would use centers of excellence, preventive maintenance provisions, disease management, and that the pharmacy will be more closely managed. One of the centers of excellence will be the Joslin Diabetes Center with a focus on management of diabetes. We are in the process of seeking centers of excellence for specific diseases. For example, we might use the Baylor Center in Texas for particular heart procedures. The plan will cover travel costs for the retiree and one family member for the treatment period. This will ensure that retirees will receive high quality care that may not be available at a local hospital.

C DPSS Social Worker Command Post

Tom Prescott said the Department of Public Social Services (DPSS) has established a command post for social workers. It has been set up as a second shift after-hours response team. There has been favorable feedback on this program, and they are considering adding a third shift in order to provide 24-hour coverage, 7 days a week. Tom said LIUNA employees currently manage phones up to a certain time of day. Tom wanted to give early notice about this. Fred Lowe said the union would like to meet and confer once this becomes a certainty.

Follow-Up:
Sala Ponnech
will attend
DPSS merit
system audit
(Kris Sloman)

Fred Lowe said he received notice of a merit system audit, and Sala Ponnech would like to attend. Ron Komers agreed. Kris Sloman explained the recruitment process is being audited. She will make the necessary arrangements for Sala to attend.

V. ADJOURNMENT

The LIUNA Labor-Management Committee will meet again on Wednesday, September 12, 2007 at the LIUNA offices at 4000 10th Street, Riverside.

Respectfully submitted,

Marilyn Barker

FOLLOW-UP FROM LIUNA LABOR-MANAGEMENT August 8, 2007

1. Create subcommittee on parking Ron Komers
2. Rideshare presentation for September 12 meeting Mark Piniol
3. Employee statistics regarding downtown parking Debbie Shinn
 - a. The number of employees who work in downtown Riverside whose 9/80 day falls on a Monday or Friday.
 - b. Total number of County employees categorized by full-time and part-time status.
4. Sala Ponnech will attend DPSS merit system audit Kris Sloman)