



**Item #05-11-12  
Action**

**Board of Directors**

November 10, 2005

**Negotiating Parameters for Meet and Confer**

**Issue:** Approval of parameters to guide management in meet and confer with the SACOG Employees Association.

**Recommendation:** The Administration Committee unanimously recommends that the Board approve the negotiating parameters described below.

**Committee Action/Discussion:** The existing Memorandum of Understanding with the Employees Association expires on May 31, 2006. Last month members of the Administration Committee asked staff to try to expedite the meet-and-confer process so a new MOU could be considered in December. Staff proposes the following negotiation parameters:

1. SACOG should be particularly careful not to over commit to long-term employee-benefit obligations we may not be able to afford. This is particularly true for new employees, but we should also look into whether there is anything that could be offered to existing employees that would make it worthwhile to voluntarily "give back" some of their long-term benefits.
2. SACOG should give high priority to changes to the overall compensation package at SACOG that do not increase cash costs to the agency. Opportunities to add flexibility in benefit options that would create value for employees without directly affecting the agency's bottom line should be carefully examined.
3. Our overall compensation system should make it possible for SACOG to recruit and retain high quality staff. Many, if not most, of our positions require highly skilled, knowledgeable and motivated staff in order to effectively provide value-added services to our members. We have very few traditional, production-oriented jobs, but instead have a small and specialized staff.
4. Think about succession planning. Given overall trends in the market, public agencies generally, and SACOG specifically, we want to encourage our senior staff to work longer rather than retire early. We should develop changes to the compensation program that would accomplish this.
5. Make sure that the value of our long-term benefits is accurately quantified and considered in the negotiating process.
6. Assume that SACOG's baseline core revenues are stable, i.e. that current and future transportation bills, state funding, and member dues grow slightly, but not much.

Approved by:

Mike McKeever  
Executive Director

MM:KH:gg

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