Ronald Hoh 18316414503 p.1

To: Mr. Ronald Hoh

From: Eric Zane, WPFA Panel Member

Re: Concur/ Dissent Correspondence

Date: May 28, 2013

The following notes are in relation to the item numbers on page 35 of the Report and Recommendations.

Note 1: In regards to issue #8 (OPEB liability/ retiree health care eligibility). Although the Union agrees with the Panels recommendation as written we are under the impression that the current "Vested Right" language found in Section 4.3.2.2.1 on page 11 of the MOU will remain for employees hired prior to July 1st 2006. The Union would not agree to the removal of such language if that was the intention of this recommendation.

Note 2: In regards to issue#9 (Pension Contribution). Although the Union agrees with the Panels recommendation regarding pension contribution it would like to point out that all but one of its comparable agencies are or will be paying 9% or less in this area. Referencing the WPFA Salary and Benefits survey found on page 16 of the Power Point you will see that only one City; The City of Manteca will be paying more towards their retirement benefit than the City of Woodland. This leads me to the only dissenting opinion of this panel member;

Note 3: Issue #10 (Wages). The Report and Recommendations clearly showed that the City failed to prove an inability to pay, and the Firefighters Union demonstrated that their 3% proposal was actually lower than raises obtained by other bargaining units within the City. This includes the WCEA receiving a 4% wage adjustment during the term of their contract. Again referencing page 16 of the Union Power Point; the Salary Survey within the comparable agencies also shows that a majority of the agencies have provided wage adjustments at or above 5%. Considering that the Report and Recommendation is recommending that the Union pay a total of 10% towards Pension Contribution which is 1% above industry standard, the Union must argue that a 3% wage increase is still a modest offset considering the increased pension and health care costs it is agreeing to within the context of this report.

Respectfully Submitted,

Eric Zane

Ronald Hoh

18316414503

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- 8. OPEB LIABILITY/RETIREE HEALTH CARE ELIGIBILITY - That the parties agreed to the modifications in Section 4.6.2 and 4.6.3 of the contract set forth on Page 27 of this Report and Recommendations.
- PENSION CONTRIBUTION That the parties agree to employee pension 9. contributions set forth on Page 30 of this Report and Recommendations.
- 10. WAGES - That the parties agree to a 2% across-the-board wage increase, effective July 1, 2014.
- <u>DURATION</u> That the parties agree to a three year contract duration, beginning on 11. July 1, 2012 and ending on June 30, 2015.

May, 20

Factfinding Panel Chairperson

Daria Torres Wong Eric Zane 5-28-2013 Management Panel Union Panel Member Member Management Union Concur /Dissent by Concur /Dissent by

1. D Concur D Dissent

Issue Number (Mark X

in appropriate box)

2. Concur Dissent 3.

Concur Dissent

4. Concur Dissent

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9. II Concur III Dissent

10. III Concur III Dissent 11. Concur Dissent

1. X Concur @ Dissent

Issue Number (Mark X

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2. X Concur Dissent

3. Si Concur II Dissent

4. ★Concur □ Dissent

5. ⊠ Concur □ Dissent 6. X Concur Dissent

7. A Concur □ Dissent
8. A Concur □ Dissent Note#1_

9. M Concur □ Dissent Note # 2 10. ☐ Concur StDissent Note# 3

11. R Concur Dissent