



# City of Deltona

August 22, 2011

VIA USPS & EMAIL

John Sabia  
President, IAFF Local 2913  
P.O. Box 390215  
Deltona, FL 32739

Dear Mr. Sabia:

We have received and reviewed the health insurance proposal that Kurt Vroman forwarded, on Local 2913's behalf, to the City on Friday, August 19. Having reviewed the proposal, we find it unacceptable for a number of reasons, not the least of which is the fact that it would move the City further away from accomplishing its goal of providing the same health insurance benefits to all employees under the same terms and conditions. In fact, Local 2913's proposal would do just the opposite.

While Local 2913 may find it productive to submit proposals that move the parties further apart, the City does not. The City has offered a benefit to the bargaining unit employees in exchange for Local 2913 agreeing to the City's proposed changes to the status quo on health benefits. Local 2913 has rejected the City's offer and has not offered any realistic counterproposals. As such, by this correspondence, the City is formally declaring an impasse in negotiations over changes to the status quo on health benefits.

We will be informing PERC of the declaration of impasse by separate correspondence.

Respectfully,

Thomas J. Acquaro MPA, IPMA-CP  
Human Resources Director

C: F. Miller, City Mgr  
B. Vose, City Atty  
D. Denny, Dpty City Mgr  
R. Staples, Fire Chief

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