

The regular monthly meeting of the Board of Directors was held on February 17, 2004, in the Personnel Training Room.

A motion was made by Mike Cook to approve December's minutes as read. Don Robie 2nd the motion. All in favor.

A motion was made by Joy Gaines to approve January's Treasurer's Report as read. Gina Moore 2nd the motion. All in favor.

REPORTS

A. FINANCE COMMITTEE

Joy Gaines reported that the finance committee meets on Thursday before the Tuesday Board meeting.

B. PRESIDENT'S REPORT

1. Meeting with Council - Joe reported that he and Dwaine have met with all the Council members and have had a chance to discuss the goals of the GCEA. One goal is to try to get our employees treated the same as Fire and Police, with the main goal being on the retirement enhancement.
2. Service Awards - Many employees are not aware that when they receive their service awards, they can have anyone they choose to present it to them, not just their immediate supervisor, and the original service gifts have been replaced with gift cards, with a choice of 5 or 6 different places to choose from.
3. Family Medical Leave Act - There has been a recent policy change stating that, employees using their family medical leave may now use their 12 weeks of leave at any time. Employees do not have to use all their sick leave and vacation time first. Chapter 4, Section 6. *It is important to note that these 12 weeks are unpaid leave, however, their medical insurance will continue to be paid by the City. The policy will be sent to all Supervisors and will be available on outlook.
4. Minutes/Agenda - It was discussed by the Board and agreed upon that minutes will be distributed 1 week prior to the Board meeting and the Treasurer's Report continue to be distributed on its current schedule.

C. VICE PRESIDENT'S REPORT

1. Tree Donation - Dwaine reported that the tree donation in honor of Bob Mezak is on hold because they are trying to reach Evan Graves. He will keep the Board updated with any changes.
2. Bi-monthly meeting with Personnel - The item that came up for discussion during the bi-monthly Personnel meeting was a problem of the GCEA not being notified prior to a change in a job bulletin. There has been one incident that is being rectified, however, he stressed to the Board to be aware and check for these changes, most of them minor. Personnel is to notify the GCEA of any changes prior to the change, giving us a chance to review and/or approve. New job specs go to the GCEA for approval prior to going to Civil Service.
3. Workers Compensation - A new state law that came out pertaining to Worker's Compensation allows someone to see their own doctor when injured, ONLY IF they submit a form to their Worker's Compensation prior to being injured. This prevents the Worker's Compensation from mandating the injured employee to see the Worker's Compensation Doctor first. It was stressed to all Board members to make sure that all

members go and submit their list of doctors as soon as possible.

D. COMMITTEE REPORTS

1. Website / Newspaper – Myrna reported that the website is still on hold for right now. She stated the committee is shopping around for a webmaster, and if anyone had any suggestions, they need to let her know. Also, they are shopping around for a new scanner and printer.
2. Picnic - It was suggested that this year the annual GCEA picnic be held at Magic Mountain instead of at Scholl Canyon. The cost for members (full and associate) and immediate family will be \$22.50 per person, and the cost for non agency shop members and others will be \$30.00 per person. The parking is not included in the price, which is a separate charge of \$8.00 per car. The weekend of October 9, 2004, is the tentative date, with times starting at 10 and ending when the park closes, with the picnic being held in a special section of the park from 11:00 a.m. to 2:30 p.m. The Board felt it was imperative to take this back to the membership for a vote and to let Joe or Evette know the results of the vote as soon as possible. There is no other suggestion at this time for any other place to hold the picnic.
3. Human Relations Committee - Myrna volunteered to be part of the City's Human Relations Committee.

OLD BUSINESS

A. 9/80 WORK WEEK

Joe has met with all the departments that are impacted and some that are not impacted. He feels that most of the needs of the employees have been met. In the February 23 meeting with City, a question of how and when this will be implemented will be discussed, however, at this point, it looks like March 26, 2004, is the earliest date that the new schedule will start.

B. RE-CLASSIFICATION OF EMPLOYEES

After a vote from the membership and the Board, the majority felt that it was in the best interest to leave the Re-classification in process just as it is. Hourly employees can now apply for promotional positions.

NEW BUSINESS

A. PRESENTATIONS

1. Crescenta Valley Little League - Dave Fisher (President) and Chris Hemple (Vice-President) made a brief presentation to the Board. They stated last years team was League Champions, Tri-city Champions, and most of them went on to Divisional All-Stars in the San Bernadino area. Dave and Chris both explained that the money we donate to the League goes to pay for registration, uniforms, umpires and more. The League is expanding it geographical territory which means that the number of players is increasing. All the statistics and information will be available on their website. Joe Wilke then presented them with a check for this year's donation.
2. Vaquero Softball League - Joe Montenez from the League passed away recently. Evette will make arrangements to send flowers on behalf of the GCEA to Joe's funeral.

A motion was made by Chris Gallagher to continue donating to the Vaquero Softball League,

and by pass with the presentation requirement for this year contribution, \$300.00 each for the boys and girls programs. Mark Young 2nd the motion. All in favor.

3. Babe Ruth was a no show for their scheduled presentation.

B. DIRECTOR TRAINING

There is no director training planned at this time, however, in house training is being looked at. It was suggested that a new personnel packet should be handed to all new Directors, including a copy of the MOU and a description of their benefits.

A question as to how many classes someone can take out of the Glendale University was brought up. Joe will look into it and bring that information to the next meeting. It was suggested that the Board look at the Glendale U booklet and make arrangements to attend some of the classes in the book.

C. RETIREMENT ENHANCEMENT

2.7% at 55 continues to be our direction for upcoming negotiations. It will be brought up at the next bi-monthly meeting.

D. BOWLING TOURNAMENT

Chris Gallagher and Richard Palmer are going to put together a bowling tournament. They are looking at sometime in April, 2004 as a tentative date.

E. PAC FUND

Money for the PAC fund is dismal at this time. It is suggested that all Board members try to get their membership to join together and donate to the PAC fund. It is 25 cents a paycheck (totaling \$6.00 a year). At this time, only 280 people participate in this fund. This fund is used to show our support to Council members running for office, as well as supporting or opposing Legislation at the State level.

Liz Mackey is currently working on re-doing the distribution form and will make sure that it gets out to the Board for distribution to all the members.

GOOD OF THE ORDER

Liz Mackey reported that Mary Butler, long time City employee in Finance, passed away over the weekend. A memorial service will be held on February 18, 2004, at 3:00 pm at the Pacific Edison Community Center. Flowers will be sent to the service on behalf of the GCEA.

Joe Wilke will check and see if there will be an annual retreat between the GCEA and the City. He will check on date, time, and location and report back to the Board as soon as he knows any details.

A motion was made by Gina Moore and seconded by Chris Gallagher to adjourn the meeting at 2:25 p.m.

Joseph F. Wilke
GCEA President