

**G.C.E.A. BOARD MEETING AGENDA
FOR TUESDAY SEPTEMBER 21, 2004**

PERSONNEL TRAINING ROOM

**LUNCH 12:00 to 12:30 P.M.
BOARD MEETING: 12:30 to 3:00 P.M.**

ROLL CALL

MINUTES FROM THE AUGUST'S BOARD MEETING

REPORTS

1. FINANCE COMMITTEE REPORT
2. TREASURER'S REPORT FOR AUGUST 2004
3. PRESIDENT REPORT
4. VICE-PRESIDENT REPORT
5. COMMITTEE REPORTS
 - a. PAC
 - b. NEGOTIATIONS

OLD BUSINESS

1. SDS

NEW BUSINESS

1. PRESENTATION FROM AYSO
2. RELAY FOR LIFE

GOOD OF THE ORDER

ADJOURNMENT

The regular monthly meeting of the Board of Directors was held on August 17, 2004, in the conference room at the Main Fire Station.

A motion was made by Craig Hinckley to approve August's minutes as read. Don Robie 2nd the motion. All in favor.

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

REPORTS

FINANCE REPORT

Joy Gains explained that the Finance Committee did not have a chance to meet last month. She explained that the Bank of America fees had been added twice. This had been corrected.

PRESIDENT REPORT

Joe reported that the guys down at the GWP yard have been deliberating over the issue of leaving the GCEA and joining up with the IBEW (International Brotherhood of Electrical Workers). Joe and Dwaine have met several times with everyone and are in the process of meeting with each group individually to try to resolve the pending issues. Things are going smoothly and issues are being addressed.

Joe mentioned there will be three (3), possibly four (4), Council seats up for election next year. He has begun meeting with the different Council members to discuss their position on the retirement enhancement package for the general employees. He has been informed that they are willing to support the negotiations of this issue. The council members have been asking for the support of the GCEA. The GCEA will be asking the membership to volunteer a minimum of 2 hrs. of their time to come out and show their support for our Council candidates; whether you walk the precincts or work the phone banks. This year we will be handling it differently than in the past, there will be one (1) director in charge of each Council candidate's campaign efforts. This will allow the GCEA to make sure that we can support be candidates in a better fashion.

Joe has also requested that the PAC (Political Action Committee) meet sometime in the near future to discuss some issues regarding the upcoming campaigns.

VICE-PRESIDENT REPORT

No Vice-President report this month.

PICNIC COMMITTEE

This year the annual employee picnic will be held at Magic Mountain. The posters are up with all the information. There are 400 tickets available, starting now, and it is a first come first serve basis. Cost is \$22.00 for GCEA members and family, and \$32.00 for non-members. The park will be open from 10:00 a.m. to 8:00 p.m. with the picnic being held from 11:00 a.m. to 2:00 p.m. Please remind members that parking is NOT included in the price of the ticket (\$8.00).

Directors have been requested to collect the money from their members and pick up the tickets at the GCEA office for them. This will keep the amount of traffic and distractions down in the office building, and it does not take the members away from their work.

OLD BUSINESS

INSURANCE

Joe emailed all the Directors with the new numbers that came in with regards to the renewal rates. Please distribute this list to the members. If a Director does not have this list, contact Evette at the GCEA office for a copy or check the GCEA website for the information.

RHSP

According to Joe, the system in payroll has been down since September 2003. Within the next few weeks they will be going through manually and will start verifying every employee's comp time accounts. If anyone has over the allotted 94 hrs. their payment will be directly deposited into their RHSP account. If you do NOT want that to happen, please check with your supervisor and make arrangements to use those hours.

The money will initially be deposited into an ICMA money market account. If the members want this money to go into a different account, they need to contact Penny Abbott, from ICMA, directly and she can assist them in setting up the different account(s). There is a yearly maintenance fee for this account, ranging from a minimum of \$35.00 (account balance between \$1.00 and \$7,000.00 = .90%) to a maximum of \$150.00 (account balance between \$7,001.00 and \$22,000.00 = .55%), and accounts exceeding \$22,000.00 will be charged \$150.00 per year, regardless of the amount of money in the account. This account is separate from the deferred comp account, and you cannot co-mingle

the money between these two accounts. An informational flyer should be mailed out with the Sept. 6th paychecks.

The Board was reminded to let their members know that if anyone is considering retirement, the paperwork must be filled out a minimum of 6 months in advance, and submitted to payroll if you do NOT want your left over sick leave usage to be deposited into the RSHP account. Per the MOU, even though we have eliminated the hours of sick leave that is taken from someone when they retire, their left over sick leave now gets deposited into an RHSP account, unless specified months in advance. You can fill out the paperwork now and payroll will keep it until you retire.

CATASTROPHIC LEAVE

An idea that was discussed was the possibility of creating a pool of unused catastrophic leave for employees to draw from when they run out of donated time. There are some employees that have catastrophic leave donated to them and they end up coming back and having some amount left over. Since the time is usually not returned back to the donating employee, although it can be, it was suggested to open up a pool so that the employee who did not use all their time can put it in there so another employee who needs it can use it.

Note**

Catastrophic leave is donated on a \$ to \$ basis, not an hour to hour basis.

If an employee donates floater and/or holiday time to an employee for catastrophic leave, and the employee who receives the catastrophic leave does not use it within the calendar year that the time was donated, the time is lost and may not be returned back to the donor. There is no specific way in which the time is used, it's a first in, first out basis.

There will be a committee working on a form to present to Finance which allows employees who feel strongly about donating only to the "specified" person, may elect to have their time returned to them if not used.

NEW BUSINESS

Joe reported that he, Dwaine and Ralph will start meeting with all the candidates who have submitted their names to the GCEA for the negotiations team, as early as next week. Joe wants to start meeting with the committee as soon as possible to devise a strategy for the upcoming negotiations. Joe would also like to have some "preliminary" meetings with the City in November or December, before the winter break, to get a head start on the talks.

A question was brought up about the use of vacation time and the language in

the MOU regarding Personal Leave. What can an employee use their vacation time for? What can an employee use their Personal Leave for?

Joe advised the Board that an employee can use their vacation time for anything they want, as long as they give the required minimum 2 day notice to their supervisor. As far as their Personal Leave, he will have to check the wording in the MOU and get back with the Board. Apparently the wording in the MOU as it pertains to Personal Leave is not clear, and causes quite a bit of confusion. Joe did mention though that if you have a multi-day sickness (i.e. 3 day cold), it should only be counted as one (1) instance on the sick leave usage.

Joe also reminded the Board that the sick leave, vacation leave, and any other "leave" policy is in place to try to prevent employees from trying to take advantage of the system.

SPONSORSHIP

Dwaine mentioned that he received a request came from a city employee to have the association sponsor a local AYSO soccer team. Dwaine felt that this was a good idea since the Association has not heard from the Glendale Football Bears for a couple of years.

Although there did not seem to be a problem with sponsoring the team, the Board requested that the AYSO soccer team come in and meet the Board and do a brief presentation for them.

Chris Gallagher was moved and 2nd by Jim Moore to adjourn the meeting at 2:05pm. All in favor.

Joseph F. Wilke
GCEA President