

**Glendale City Employees' Association  
Board Meeting Minutes  
March 15, 2005**

The regular monthly meeting of the Board of Directors was held on March 15, 2005, at Personnel Training Room.

A motion was made by Gina Moore to approve January's minutes. Jeff Richardson 2nd the motion. All in favor.

A motion was made by Joy Gaines to approve February's Treasurer's Report as read. Frank Pichardo 2nd the motion. All in favor.

## **REPORTS**

### **FINANCE REPORT**

Joy Gaines informed the Board that the Finance committee interviewed two auditors and chose David Smith. Mr. Smith's price was very affordable and he was familiar with the report we needed.

### **PRESIDENT REPORT**

Joe informed the Board that the Health Committee will be meeting on Tuesday, March 22, 2005. Joe mentioned that we are moving forward sooner this year because we are able to get the figures earlier. The new Open enrollment period will be from the second week of July to August (now no longer in November).

### **LEGISLATIVE COMMITTEE**

The committee interviewed 14 candidates running for City Council. Joe explained it was a difficult decision to make; the committee decided to endorse the three (3) incumbents: Frank Quintero, Bob Yousefian, and Dave Weaver, as well as newcomer Ara Najarian. Mr. Najarian has the support of GMA, Fire and Police. Each candidate received \$1,000.00 that came out of the PAC Fund Account. The committee also made a decision to support Anahid Oshagan with \$500.00.

Joe again asked the Directors to get involved; and ask that they remind employees to participate by walking precincts and work phone banks. Joe asked for volunteers to coordinate the precinct walks and phone banks for each council candidate we are supporting: Myrna Kelley, Tim Brown and Chris Gallagher volunteered.

Joe was approached by City Clerk and City Treasurer, in the past the GCEA has not been involved in supporting any of these candidates because their positions are like Division Heads who directly oversee employees, whereas City Council candidates do not. The GCEA will not be endorsing any candidates for City Clerk or City Treasurer.

**Glendale City Employees' Association  
Board Meeting Minutes  
March 15, 2005**

**NEGOTIATIONS REPORT**

The Negotiations Committee had their first meeting with Management. The committee was assured that Management was going to present the same information we gave them to Council and will not be filtered. The committee was very prepared and summated the opening letter and the package was seven pages long. Management will figure out how much it will cost the City then come back to the GCEA with that information. Joe informed the Board on what the committee prepared: a two (2) year contract, Retirement Enhancement, cost of living increase, increased Health benefits, increase mileage reimbursement, language changes and uniform allowance increases. Joe explained that if we do not get the retirement enhancement then we will go with a one (1) year contract. These items were based on the surveys that were returned to the GCEA. The team will not be discussing any of the specific details of ongoing meetings with membership until such time they feel confident of approval of items by the City. Joe does not want any incorrect information going around as to what we are or are not getting. After the negotiations have finished, the contract will be presented to the entire membership. Joe will keep the Board updated as information becomes available.

**OLD BUSINESS**

**CATASTROPHIC LEAVE**

Gina Moore went over how catastrophic leave works. Catastrophic Illness Leave Donation Program shall be defined as a transfer of accrued leave (vacation leave, compensatory time and floating holiday leave only). This program is designed to help a City employee when the employee has exhausted all applicable approved leave and is unable to work because of debilitating illness of the employee or the employee's family. Currently any unused Catastrophic Leave remains with the receiving employee. The proposal would have the leave placed into a pool for others to use or returned to the employee who made the donation.

**NEW BUSINESS**

**EHRC PRESENTATION**

Zizette Ayad EHRC Chair, Rosie Akopyan Vice-Chair and Rubik Golanian Committee Member, came to our Board meeting to inform the Directors about EHRC (Employee Human Relations Committee) this committee has been in existence for the past fifteen (15) years. The EHRC Committee's role is to promote cultural understanding and acceptance in the workplace and in our community. The Employee Relations Committee consists of City Employees from almost every department and they meet once a month. Some of their involvement with the City is: assist needy families, toy drives, cook for the homeless at a shelter, and on behalf of

**Glendale City Employees' Association  
Board Meeting Minutes  
March 15, 2005**

City Employees sent care packages to City employees and family members of City employees serving in Iraq. Also, the committee raises money by having a bake sale once or twice per year. They also raised money for the tragic train crash for Scott and Liz's families. The committee puts on a brown bag session each month, introducing different cultures as well as the Employee Potluck held in September. Two of our Directors are members of the EHRC, Myrna Kelley, represents the GCEA and Joy Gaines, represent GWP.

**COMMUNITY ALLIANCE**

Mary Miller informed the Board the committee is having a pancake breakfast on Saturday, April 23<sup>rd</sup> from 8:00 to 11:00am at Pacific Park to raise funds to support Project Achieve who provides the homeless of Glendale with a variety of resources. More information will be posted on the website.

**IBEW**

Joe was asked if there is any new information regarding IBEW. Joe assured the Directors that he will give them an update as he receives new information.

**PERS**

Joy Gaines and Mike Lawrence will meet to form a letter in opposition to Governor Schwarzenegger's proposal, to change CalPers, so all employees could sign and send to Sacramento.

A motion was made by Jim Moore and seconded by Frank Pichardo to adjourn the meeting at 2:00. All in favor.

---

Joseph F. Wilke  
GCEA President