

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

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

A motion was made by Frank Pichardo to approve October's minutes. Chris Gallagher 2nd the motion. All in favor.

A motion was made by Joy Gaines to approve October's Treasurer's Report as read Chris Gallagher 2nd the motion. All in favor.

REPORTS

FINANCE REPORT

Joy Gaines informed the Board that the Finance Committee put together the 2006 budget and its different this time because we have a negative figure. The committee agreed that in order to accommodate the additional expenses we would need to increase our membership dues.

PRESIDENT REPORT

Joe mentioned that he discussed safety issue again at the last Bi-monthly meeting. Joe would like every division to have safety meetings. Joe feels that everyone should know what to do in case of an emergency.

Joe reminded everyone that our next Board meeting will be on Thursday, December 15, 2005 at Don Cuco Mexican Restaurant. The buffet will be from 2:00 to 3:00pm.

Joe informed the Board that Tim Brown was moving to Oxnard and he wished him lots of luck on his new job.

VICE-PRESIDENT'S REPORT

No report

COMMUNITY ALLIANCE COMMITTEE

Marry Miller informed the Board that this year's Montrose Christmas parade will be on Saturday December 3rd children over the age of eight (8) can walk with us. Last year we had about twenty (20) people walking. Mary encourages every one to come out and walk. Everyone will be getting a GCEA t-shirt. Mary will send a final e-mail with all the information.

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Also we're holding our second annual Tory Drive to benefit the kids staying at Project Achieve during Christmas. We will have eight (8) barrels through out the City. The Barrels will have the GCEA logo on them. Please donate any new unwrapped toys between November 21 and December 14. Mary asked the Board to inform their section so everyone could participate.

NOMINATIONS COMMITTEE

Aram Adjemian past out the election procedures and demonstrated how to vote the right way. The directors should pick up their ballots from the GCEA office on Monday (5th) & Tuesday (6th) the elections will be on Wednesday December 7th. From 7:00 am to 5:00pm.

WEBSITE COMMITTEE

Myrna Kelley welcomed Kevin Carter to the Website committee and explained why Kevin was taking pictures of the Directors. The committee would like to post the Director's pictures with something about each director on the website. Myrna also explained that they are working on a new webmaster. Myrna asked if anyone is willing to invest the time in writing the newsletter to please see her.

OLD BUSINESS

PERS INCREASE

Joe wanted to remind the Directors about the PERS increase. Everyone will see a one percent (1%) increase on their December 21st paycheck. As of December 1st our PERS deduction will go from the current 7% to 8%. Joe asked the Directors to please remind their employee of the increase.

NEW BUSINESS

SAFTY PRESENTATION

Captain Jim Frawley made a presentation to the board about emergency preparedness and what you would need in case of an emergency. He encouraged everyone to have an emergency kit. The kit should have enough supplies for at least three days. A person needs a gallon of water per day for drinking and sanitation, supply of non-perishable foods that are easy to store and prepare such as protein bars, dried fruits or canned

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foods, warm clothes and a sleeping bag. Also he mentioned that you should have a flashlight with extra batteries and a radio in order to know what's going on. Captain Frawley is working on a safety DVD to hand out to all the employees.

FLEXIBLE SPENDING ACCOUNT

Martha Basurto explained how the Flexible Spending Account works. The Flexible Spending Account (FSA) allows you to take a portion on your earnings, before they are taxed and set the money aside for specific healthcare and dependent care expenses. Without an FSA, you would pay for these expenses with your money after taxes have been taken out. The FSA allows you to spend the money pre-taxed. You can only enroll in the FSA during the City's open enrollment period in December. Martha mentioned that there's no automatic enrollment. If you do not re-enroll each year during open enrollment, participation in the FSA will cease until the next open enrollment. If you are interested in enrolling, just complete the application and return to Human Resources during the month of December 2005. For more information please contact Martha at ext. 2160.

2006 BUDGET

Joe mentioned there are some changes that have to happen in 2006. Joe explained that we will need to have a dues increase. The way that we would like to get a dues increase is by changing our dues to a percentage formula instead of a flat fee. If we increased the dues by two dollars a pay period then will be faced with the same problems in the future. But by having a percentage increase we will never have to worry about this issue in the future. Joe explained that the Finance committee looked at the lowest entry-level position for a base salary to set the half ($\frac{1}{2}$) % dues on. This would give us a dues rate of about \$14.50 for everyone. Joe would love to come out to each section and explain why we need the increase and how it's going to benefit the GCEA in the long run. Joe went over the 2006 budgeted line by line with the Directors. He would like everyone to post the 2006 budgeted for at least ten (10) days and for the Directors to explain everything we've talked about to their members. Joe mentioned if we do not get the dues increase then we have to go back and revise the 2006 budget.

A motion was made by Don Robie and second by Chris Gallagher to adjourn the meeting at 3:10pm.

Joseph F. Wilke
GCEA President