

Modesto Confidential and Management Association
General Membership Meeting
April 17, 2008
Noon
Modesto Police Department Theaters, 600 10th Street

Board Members Present: Laurie Smith, Linda Boston, Leslie Curtin, Mark Murphy
Aaron Trott, Polly Findlen
Board Members Absent: Yvette Ramos
Labor Rep Present: Kim Gillingham
Others Present: Approx. 78 members present

CALL TO ORDER

President Laurie Smith called the meeting to order at 12:10 pm

APPROVAL OF MINUTES

Minutes of the February 7, 2008 general membership meeting were approved as written.
Motion by Charlie Keys and seconded by Ron Rogers.

CORRESPONDENCE

None

TREASURER'S REPORT

Laurie presented the 2008 MCMA operating budget. Revenues are budgeted at \$20,600 with anticipated expenses of \$24,284. The budget was approved as presented. Motion by Ron Rogers and seconded by Paula Moreno.

VICE PRESIDENT'S REPORT

Linda Boston reported that potential membership for MCMA is 226. Current membership is 157; last year at this time membership was at 104. At the open meetings for the retiree trust, MCMA will be actively soliciting new members.

PRESIDENT'S REPORT

Laurie asked Aaron to report on the Employee Benefits committee meetings. This committee is made up of all associations to provide input on options for the city to provide health and dental benefits. The current health contract with Blue Shield is providing more data on our usage which impacts the rates we are charged. The committee is going over the reports and will get the membership educated. It is hoped that they can find a way to lower costs in the future by managing the services used. Aaron was asked if the city was considering a cafeteria plan and while it does provide employees with more options, the people who do participate usually pay more. Aaron and Laurie will continue to provide representation on this committee but ask that the impact of changes to our health plan be brought to their attention.

Laurie introduced Mark Murphy, newest member to the MCMA board. The bylaws allowed the Board to appoint someone due to the resignation of Tami Dodge. The board asked for anyone who might be interested in serving and interviewed applicants. Mark was chosen and has already attended one Board meeting. Welcome aboard Mark.

Laurie and Kim discussed the progress of the wall-to-wall classification study. We have completed the hearings for anyone who had concerns with their internal alignment. MCMA and the City have not come to any agreement regarding employees' concerns but the discussions are continuing. Affected employees will be notified of the outcome when they are known. Next step is the market study.

The draft of the market study was distributed to members present. Those who are benchmarks need to review the positions used for determining compensation from the other agencies to be sure the job description is similar to theirs. The job description should have at least 80% of the duties and responsibilities as the city position that it is being compared to.

Aaron explained how to research the job specs for the other agencies online at that city's website. Pull the job specs and compare the duties, job requirements and level of responsibility. MCMA does not have the resources to check on each position so it is up to those people in benchmark classes to do the homework.

Laurie announced that herself, Linda Boston, Leslie Curtin and Aaron Trott will make up the negotiating team for MCMA with negotiations scheduled to begin with the City April 29th. Allen Cozby who has been on the committee in the past and Mark Murphy will be the alternates. The team has already begun to meet and anyone with issues that they want addressed can e-mail Laurie. The items that will be negotiated need to be identified early on.

Linda updated on the Retiree Health coalition. A survey was mailed to all members in order to determine how many not currently on the family plan would qualify for it today. Written proposals have been presented and all of the bargaining groups within the coalition are becoming educated in order to get ready to explain the trust to their members. Open meetings will be planned as soon as possible to get the information to everyone.

REPRESENTATIVE REPORT

Kim had nothing more to report.

With no further business, the meeting was adjourned at 1:15 pm.

Respectfully Submitted,
Polly Findlen, Secretary