

Modesto Confidential and Management Association  
General Membership Meeting  
August 7, 2008  
Noon  
Modesto Police Department Theaters, 600 10<sup>th</sup> Street

Board Members Present: Laurie Smith, Linda Boston, Leslie Curtin, Mark Murphy  
Aaron Trott, Cheryl Hollingsworth, Polly Findlen  
Board Members Absent: none  
Labor Rep Present: Kim Gillingham  
Others Present: Approx. 95 members present

#### CALL TO ORDER

President Laurie Smith called the meeting to order at 12:15 pm

#### APPROVAL OF MINUTES

Minutes of the April 17, 2008 general membership meeting were approved as written.  
Motion by Charlie Keys and seconded by Sam Dickerson.

#### CORRESPONDENCE

None

#### TREASURER'S REPORT

Laurie introduced Cheryl Hollingsworth who was elected Treasurer to fill the term vacated by Yvette Ramos. Cheryl is familiarizing herself with the MCMA budget and expenditure procedures. She will have reports ready for the membership at the next general membership meeting.

#### VICE PRESIDENT'S REPORT

Linda Boston reported that membership is currently at 163 with another application on the way.

#### PRESIDENT'S REPORT

Laurie reported that MCMA is acquiring a computer to avoid any conflicts using City computers and to maintain records.

EBF Update: Premiums up but all associations are trying to find ways to keep premiums down. Blue Shield has not been responsive to questions regarding the original 35% increase. The HDHP (High Deductible Health savings account) had approximately 200 people sign up. This is a new way to cover premiums and keep the employee in charge of their money for health costs. MCMA will continue to work with the EBF committee to find better ways to keep insurance costs from increasing dramatically.

Classification/Comp Study: Internal alignments concerns have all been addressed and those employees have been notified of the findings. Compensation study still dealing with appeals.

MOU: Kim Gillingham went over the details of the 11 month MOU agreement. MCMA will continue to meet on several pending issues including the implementation of the classification/comp study; retiree health issues; management and confidential leave issues; and furloughs. A summary of the agreement was distributed and is attached to these minutes. The agreement is the same for MPNSA; MCEA did not participate. Council has seen the agreement and it is anticipated that it should be accepted.

MCEA received a 3% raise – approved by Council last night. This increase only brought them up to where MCMA and MPNSA have been all year.

Laurie asked members to look at the big picture. The MOU is not as good as MCMA had wanted to bring forward. MCMA will continue to partner with the City to minimize the impacts on the membership during the downturn in revenue by holding down health care increases for current employees by exploring options and to continue working towards 2.7 @ 55 and the implementation of a retiree health trust.

A vote was taken and the MOU was ratified. Vote was 100 yes, 2 no.

#### REPRESENTATIVE REPORT

Kim conveyed to the membership that the negotiating team will continue to work very hard to achieve the very best for the membership in these challenging times. She commended team members on the time and dedication and the quality representation that they provide on our behalf.

With no further business, the meeting was adjourned at 12:55 pm.

Respectfully Submitted,  
Polly Findlen, Secretary