

Modesto Confidential and Management Association  
Special General Membership Meeting  
February 7, 2008  
Noon  
Public Meeting Room, Modesto Police Department

Board Members Present: Laurie Smith, Linda Boston, Yvette Ramos, Leslie Curtin,  
Aaron Trott, Polly Findlen  
Board Members Absent: None  
Labor Rep Present: Kim Gillingham  
Others Present: Approx. 82 members present

#### CALL TO ORDER

President Laurie Smith called the meeting to order at 12:13 pm.

#### APPROVAL OF MINUTES

Minutes of the January 24, 2008 general membership meeting were approved as written.  
Motion by Mark Murphy and seconded by Karen Rabb.

#### CORRESPONDENCE

Laurie provided a handout to the members on the upcoming presentation "Protecting Your Assets Through Estate Planning" that will be held February 19, 5:30 pm and 7:00 pm at the Goyette office.

#### TREASURER'S REPORT

None.

#### VICE PRESIDENT'S REPORT

Membership at 146.

#### PRESIDENT'S REPORT

This special general membership meeting was called to discuss the classification study and what results have been distributed so far.

Laurie went over the background that during negotiations MCMA requested a wall-to-wall classification. The study is to identify benchmark positions and the relationship of other positions to the benchmark which create the internal alignments. The study also identifies horizontal relationships which are often more difficult to link.

Kim discussed the study and where we go from here. The next step is to look at the benchmark for your own position and determine if the benchmark is appropriate. Meetings are being set up for Monday, February 11 and Tuesday, February 19 with Kim, Laurie and Aaron to discuss any concerns regarding the study to date.

There is no way that Laurie, Aaron or Kim know all the details of everyone's position so it will be necessary for those concerned about their benchmark or alignment to the benchmark, to do some research. Once that information is compiled and the area of concern is identified, there will be an opportunity to take our concerns to the City.

The salary comparison portion of the study is not yet ready to be released. Kim and Laurie have already identified some glaring problems and want to give Personnel the opportunity to fix before distributing the report.

REPRESENTATIVE REPORT

None

Next general membership meeting will be in April.

The meeting was adjourned at 1:05 pm.

Respectfully Submitted,  
Polly Findlen, Secretary