



Q3
2006



Message from the President

What's in store for our Newsletter

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Have questions or suggestions regarding this newsletter?

newsletter@modestocma.com

www.modestocma.com

The newsletter Committee is in full operation and we expect that the quarterly newsletter will be published, hold your breath, quarterly! Committee members are Linda Boston, Glen Carrington, Polly Findlen, Miguel Galvez, Karen Rabb and yours truly. We've established a template, format and method for preparing the newsletter and filling it with informative and useful news. We also rely on you to give us your suggestions and feedback so your newsletter keeps improving. If you would like to receive the newsletter via email, please email us at newsletter@modestocms.com. I'll send you to the electronic mailing list and you'll also receive the newsletter by U.S. Mail.

This quarter's edition of the newsletter contains a wide variety of information from a story about Miguel Galvez's membership in the American Civil War Association to an update on the recently negotiated classification study to begin in November of this year. In addition, we've included a handy step-by-step checklist prepared by Rosemary Carrancho, Employee Benefits Coordinator, for employees planning their retirement. Finally, there is an article that explains interest based negotiations and one on breaking unwritten rules. I hope you enjoy this edition!

*Laurie Smith
President*

Classification Study to Commence this Fall

During recent negotiations with the City of Modesto it was discovered that the City has not performed a city-wide, wall-to-wall Classification Study since 1988. Article 5 of the newly approved MOU provides for a wall-to-wall classification study.

A periodic classification study is necessary to capture the scope of changes to classification specifications and requirements. Many of the City's current classification specs do not adequately reflect today's job skill requirements and competencies. MCMA fully intends to propose a Salary Survey in the next set of contract talks. Accurate market comparisons can only be obtained if

the classification specs adequately capture the skills, duties and experience currently required. In addition, it is imperative that the classification study establish appropriate internal linkages and benchmark relationships.

The classification study is to commence this fall and provides for MCMA participation in the appeals process. It is MCMA's desire to help expedite a thorough study in preparation for a Salary Survey prior to the next set of negotiations to begin in the spring.

*Kim Gillingham, Labor Representative
Goyette & Associates*

“In my other life...”

(Things you may not know about members)

In his other life, MCMA member Miguel Galvez *lives* history. Miguel participates in Civil War battle re-enactments and lives the life of a civil war soldier for a weekend. A self-proclaimed history buff, he got hooked after being allowed to fire a 1861 musket by a re-enactor five years ago. As he put it...“BAM!!! Sign me up!”

Camps are set up on Friday...the group battles twice a day on Saturday and Sunday. With the uniforms, clothing and equipment of the period, one can get some small sense of how the men, women and children lived through the hardship that was the Civil War. Miguel enjoys sleeping on the ground in “dog” tents and eating meager rations of “period food” just as the soldiers did more than one hundred and thirty years ago. According to Miguel, there is nothing like sitting around a campfire talking about life and sleeping under the stars after a hard day of marching and fighting. Imagine lying down in the tent, looking up at the stars surrounded by a forest and then two buglers in echo fashion play taps. The marching starts early morning along trails and into towns looking for “rebs.” The re-enactments consist of typical skirmishes with cannons, infantry and the calvary at times.



Membership Directory

Yea or Nay?

We would like to express a hearty “Welcome!” to all of our new members who have joined MCMA over the past 3 months. As you know, being a MCMA member already provides important benefits, but we are working on creating even more. Your Executive Board is working to improve life insurance, short-term disability insurance, along with tackling the long-term health issues and 2.7% at 55.

As part of creating these new benefits, it is critical that we stay in constant communication with each other so we can exchange ideas and understand issues from the perspective of other members. One way to maintain excellent communication is with a Membership Directory. Several of our members have indicated they would like to put together discussion teams to review key issues, but they don’t have contact information for other members.

We are considering publishing such a Directory, but facing an interesting concern. Some of our members would

prefer not to have their names in a public directory for fear of retribution from their superiors.

This is, in a word, shocking! We do not doubt that it is true since we heard it from several departments. We certainly do not want to create more problems than already exist for our members in their work environment. So, what is the answer?

We look to you, our members, to provide us with input on this issue. Should we publish a Membership Directory with just names, business phone numbers and work location? Or, is there a better way to provide interaction and contact between members.

We are waiting for your input. Please contact any of the Board members with your comments and suggestions or email to:

membership@modestocma.com

*Linda Boston
Vice-President*

Get to know your Labor Rep

Kim Gillingham

Kim Gillingham has over 20 years experience as a public sector employee working for the City of Camarillo and the El Dorado Irrigation District. Her Irrigation District peers elected her to multiple terms as President, Vice President and Secretary of the EID Employee Association. She also served as Chief Negotiator for over twelve years, negotiating six contracts that included enhanced PERS, 100% paid medical and binding arbitration. In addition, representing employees in hundreds of disciplinary actions and dozens of grievances. She has experience in agency shop elections, setting up political action committees, classification and compensation surveys and coordinating planning and research for negotiations.

Kim was recruited by Goyette & Associates in 2004 to work as a labor representative, providing employee representation during investigations, grievances and disciplinary

actions. She also negotiates collective bargaining agreements, helps with enforcement of such agreements and assistance to associations in meet and confer matters.



In addition to MCMA, Kim represents the El Dorado County Managers’ Association, El Dorado County Law Enforcement Management Association, El Dorado County Criminal Attorneys’ Association, San Joaquin Housing Authority Employees’ Association and the Sacramento Alliance of Law Enforcement.

She can be reached reach at:

Modesto office (209) 491-4800
Cell phone (209) 499-3499
Email kim@goyette-assoc.com

What is IBN?

Interest Based Negotiations

Have you heard the term “Interest Based Negotiation” and wondered what IBN is all about? The concept was born in 1981 when authors Roger Fisher and Bill Ury wrote their best selling book, Getting to Yes: Negotiating Agreement Without Giving In. Fisher and Ury asserted that “positional bargaining” – the process of taking a more extreme stance on an issue, then bargaining to a less extreme settlement, was a formula for failure that resulted in conflict and bad contracts. They presented an alternative approach that required shifting the focus to the “interests” of both parties and the development of mutual interests.

Positional bargaining approaches included labor and management representatives asking their stakeholders for input, then making proposals to open the negotiations cycle. The next steps often included trading off and giving up on items, while posturing ideas and needs as “demands.” Inflammatory language and attack/defend decision making would often follow.

With interest-based negotiation, specific “rules of engagement” are agreed to by both sides. The goal is for both sides to begin by correctly identifying what the real problems are and why each party is motivated to find solutions. By working with their stakeholders behind the scenes, negotiators then determine which problems are most critical to address first. Non-inflammatory language is encouraged. Instead of “demands,” participants agree that topics of discussion are issue to be explored and examined in a variety of ways.

The steps that follow are simultaneously structured and flexible. Creative and analytical thinking are strongly encouraged. The ultimate goal is to arrive at an agreement that both parties feel is worthy of endorsement, with a minimum of hard feelings left between participants. For more information, check out the Fisher and Ury book from your local library, or do an internet search for **Interest Based Negotiation**.

Gail Wax

Top 5 Reasons You Should Join MCMA

As a member of the Modesto Confidential & Management Association:

5. Your vote will be counted and your voice will be heard.
4. You will have ready access to labor and legal representation in employee and workplace issues.
3. You will be part of an organization that is working to find new, smarter and more efficient ways to do our jobs for the benefit of our members.
2. You can help shape the structure of future benefit and compensation packages for City employees.

And the NUMBER 1 reason you should join MCMA is:

***You spend more than half your life at work...
and***

It's our number 1 goal to make sure that is time spent in the best environment, under the best conditions and with the best compensation.

After the battles in which the North and South take turns winning, the soldiers go back to camp and do public demonstrations such as cleaning weapons, executions, promotions, medical operations, etc. Miguel also does “show and tell” at local schools – kids are amazed at the clothing and weapons.

Miguel is a member of the American Civil War Association (ACWA). The organization educates the public and each other on this most pivotal era through battle re-enactments, recreations of authentic camps and school programs. For four years, the county tripped itself apart in a great war to decide the many questions left unanswered since its birth. When the war finally ended, the United States was again one nation but at least 620,000 men, two percent of the population at that time, had perished for what they believed.

Miguel is a Senior Planner in the Community and Economic Development Department. If interested in more information about Civil War Re-enactments, contact Miguel or go to <http://acwa.org>.



Stepping into Retirement

Your Step-by-Step Checkoff List

1 YEAR BEFORE RETIREMENT

- Attend a CalPERS Retirement Planning Workshop. You can register online on their website at www.calpers.ca.gov. (Recommended, not required)
- Meet with ICMA representative regarding your Deferred Compensation Plan and the allocation of funds. (Recommended, not required)
- Not sure how your health insurance will work once you retire?...Contact Rosemary Carrancho, the City's Employee Benefits Coordinator, at 577-5403, and set up an appointment to discuss health insurance and sick leave conversion. This should take place prior to the open enrollment period for the year in which you plan to retire.

6 MONTHS BEFORE RETIREMENT

- Time to think about getting a retirement benefit estimate. You can go online at www.calpers.ca.gov and get a rough estimate by using their "CalPERS Retirement Planning Calculator" or you can complete a form called "Retirement Allowance Estimate Request" and send it to CalPERS for an official quote. Forms can be obtained through CalPERS website or go to Risk Management on 5th Floor to request the form.

3 MONTHS BEFORE RETIREMENT

- It is now time to complete and mail your CalPERS Service Retirement Election Application. Be sure that the Employee Benefits Coordinator has completed Section 6 for you and that you have had Section 8 signed and notarized.
- Provide your supervisor notification of retirement and carbon copy Personnel Department. You will need to include your official last day of work with the City of Modesto and your retirement effective date. Your retirement effective date is your first day of retirement with CalPERS.
- Have last minute questions regarding your Deferred Compensation Plan? Contact Risk Management to set up an appointment with the ICMA representative. The ICMA is at the City every two weeks.

LAST TWO WEEKS BEFORE RETIREMENT

- Expect a packet from Personnel with checkout paperwork including:
 - Sick Leave Option for Retirees
 - Separation Clearance Record
 - Check out appointment date with Personnel
- Complete your Sick Leave Option for Retirees form for Health Insurance and return to the Employee Benefits Coordinator in Risk Management at least 3 workdays prior to your checkout appointment.
- It is your responsibility to obtain a signature from designated individuals in the appropriate departments for the "Separation Clearance Record" form. This form must be completed and turned in when you come to Personnel for your checkout appointment.
- Last work day – show up to work – collect your final pay at checkout appointment with Personnel – have a HAPPY RETIREMENT.

*Rosemary Carrancho
Employee Benefits Coordinator*

Stories from the Marketplace

As managers, we find ourselves juggling ten different issues simultaneously. We spend much of our time logging through routine problems, from agenda reports to personnel actions. We rarely take the time to consider how private companies are succeeding out in the marketplace and how their actions could make our lives easier.

So, just for the two minutes it takes to read this short article, consider this...As City staff, you are one side of an essential triangle creating Modesto's economic future. The three sides of this critical triangle are: the Staff, the Council, the Client.

The Client? What client? Well, we often use the word "citizen" rather than client, but if we want to improve Modesto's economy, perhaps approaching our tasks from a business perspective could be an eye-opening experience. Here's an example of how a very well known business decided to break the mold just to see what would happen in their marketplace.

BREAK YOUR UNWRITTEN RULES: Every company has them. They're those mental crutches that say this is the way we do it because this is the way we've always done it. For routine matters, that's fine. But not when you're trying to create something new, and quickly. There's probably no industry more staid than wine. California's Jackson Enterprises was no exception until it had to scramble to deal with a huge worldwide glut of wine in late 2004. Rather than pour juice down the drain, the company, known for its Kendall-Jackson brand, decided to do nearly everything differently. "We absolutely broke all the unspoken rules," says Laura Kirk Lee, marketer who led this campaign.

The company created two entirely new brands in a matter of weeks. Aided by design firm IDEO, Inc., Jackson Enterprises brought together people from all parts of the business for a weeklong off-site brainstorming session, a first for the company, that shook up managers. In December 2004, the whole group decamped to Palo Alto, a two-hour drive from headquarters in wine country, for the series of mind-expanding exercises. IDEO did all sorts of things to bring fresh points of view into the discussions, including inviting Stanford students with no background in wine to sit in. One of the key lessons for Lee was rapid prototyping, quickly patching together rough models of wine concepts so the group could see how they looked.

The team emerged from the marathon with 10 crazy ideas and then settled on two of the less crazy ones. One, name by corporate attorney Tiffanie Di Liberty, was Wine Block, the first wine-in-a-box ever for Jackson. These are elegant 1.5-liter cubes modeled on perfume packaging. The second was Dog House. These bottles have twist-off tops and a drawing of a dopey dog on the label. The price is \$6.99, half that of a typical Kendall-Jackson bottle. Another departure: To get the wine ready for delivery in April, 2005, they operated a mobile bottling plant installed in the back of a semi in the parking lot.

The results have a hearty bouquet. Jackson expected to sell about 10,000 cases of each. Instead, both broke the 100,000 case barrier! The company has an even bolder new venture in the works which is hush-hush for now.

From: Business Week Online, by Steve Hamm with Ian Rowley in Tokyo.

Bottom line: By mixing the "tried-and-true" with the "daringly different", success can happen!

Linda Boston

Nominating Committee Needed

Three offices up for election

The offices of President, Secretary and Director at Large are up for election in November of this year. We are looking to put together a Nominating Committee in August to begin preparation for this election.

If you are a member of MCMA and are interested in participating on this committee, please contact Laurie Smith at 577-5347. More information about this election will be forthcoming in future issues of this newsletter.

WHAT WOULD YOU LIKE TO SEE ON THE NEW MCMA WEBSITE?

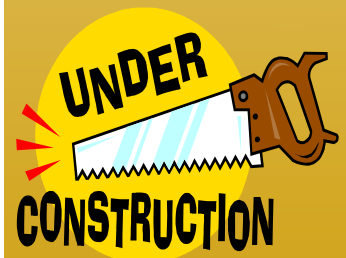
We are in the process of creating an Association website and would love to have your input as to what types of things you would like to see there. The address is www.modestocma.com.

The purpose is to use this website as a tool for our members – for information, communication, resources and whatever else our members would find helpful.

Please give us your input as the website continues to take shape.

Suggestions, comments, etc. can be sent to website@modestocma.com.

We look forward to hearing from you!



Address for mailing goes here

2006 Upcoming Calendar of Events

Board of Directors

President
Laurie Smith

Vice President
Linda Boston

Secretary
Polly Findlen

Treasurer
Debra Eggerman

Directors at Large
Leslie Curtin
Rafael Rodriguez
Aaron Trott

August 8	1:00-3:00 p.m.	"Getting Ready to Get That Job!"
August 15	11:45 a -1:00 p	MCMA Board Meeting
August 17	12:00-1:00 p	"Lunch 'N Learn – Extreme Meetings"
August 24	9:00 a – 2:00 p	New Employee Orientation
September 12	12:00-1:00 p	"Lunch 'N Learn – Public Speaking Part 1"
September 19	11:45 a – 1:00 p 12:00-1:00 p.m.	MCMA Board Meeting "Lunch 'N Learn – Public Speaking Part 2"
October 4	1:00 p – 3:00 p	"Getting Ready to Get That Job!"
October 17	11:45 a – 1:00 p	MCMA Board Meeting
October 19	9:00 a – 2:00 p	New Employee Orientation
October 27	10:00 – 11:30 a	Employee Recognition Ceremony
November 16	12:00-1:00 p	MCMA Board Meeting



Contact the Training Division at ext. 75490 to sign-up for classes.