



Q4
2006



Message from the President

Happy Holidays to all MCMA Members!

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Have questions or suggestions regarding this newsletter?

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As this year comes to a close, I am happy to report that your association has been working very hard on a number of issues. As you know, the City agreed to conduct a wall-to-wall classification study to begin no later than November 1st. Unfortunately, that schedule was not kept due to a delay in contract negotiations with the consulting firm selected to conduct the study. While we are disappointed with the delay, we continue to work closely with the City to assure that this study is initiated as quickly as possible. This information will be critical in our negotiations next year.

As you know, the Association has agreed to begin meeting with the City regarding a new or modified Retiree Health Insurance Plan no later than January 1, 2007. In preparation for this meeting, a coalition has been formed of 5 of the City's 6 bargaining units: MCMA, MPOA, MPMA, MCEA and the newest bargaining unit, MNSPA. This coalition has been meeting since early June of this year to become educated about the issue of retiree health and explore health program options that may be alternatives to the City's existing retiree health program. These meetings have been extremely valuable in getting to know the other associations as well as coming together to work on a common issue. Please see Kim Gillingham's

article on the Retiree Health issue in this edition of the newsletter and plan to attend the January membership meeting for a timely update.

Our elections were recently held and I would like to congratulate both Polly Findlen and Tami Dodge. Polly is a returning Board member and has served this association since it was recognized over 4 years ago. Tami is new to the Board and we look forward to having her serve as a director at large. For me, I'd like to thank all of you for your support over the last 2 years and your continued confidence. As president of your association, I am proud to represent you in the many issues we have addressed and will address in the coming year. I encourage all of you to participate as much as you possibly can by attending the meetings and contacting me or any member of the Board with your ideas, comments, suggestions and concerns.

The next general membership meeting is scheduled for Tuesday, January 30th in the basement training room of Tenth Street Place at 5:15 p.m. I hope to see you all there!

Happy New Year!

*Laurie Smith
President*

MCMA Budget Review

Inserted in this edition of the newsletter is the 2006 MCMA budget report and the proposed 2007 budget. Please take a moment to review in preparation for discussion and adoption at the January 30th general membership meeting.

MPD Historical Society Cookbook Sale

Don't know what to buy for the person who has everything? The Modesto Police Historical Society will publish a MPD Cookbook that will hopefully be available before Christmas.

Famous recipes from all the potlucks we've had throughout the years will be included.

The proceeds will go to help pay for the renovation of the 1957 Chevy to a police car and the display at the McHenry Museum.

Cost is just \$5.00 each!

To order cookbooks for yourself and/or gifts for the holidays, please contact Carol Uyeda at 571-9547.



Introduction to a Retiree Medical Trust

A Retiree Medical Trust provides tax-favored medical reimbursement plans for retirees. Contributions are made into the Trust using pre-tax dollars and are then reimbursed tax-free. Contributions to the Trust can be made by the employer and/or the employee. The IRS has granted these plans tax exemption allowing for tax-free growth held in trust for plan reimbursements after retirement.

There are two basic plans, an individual account plan and a pooled plan. A Pooled Plan pools all contributions and is designed to provide a defined (set) monthly reimbursement benefit for the life of the employee and spouse. In Individual Plan sets up an individual account for each retiree that can be utilized by the employee and spouse until the balance is exhausted. Both plans reimburse for health care costs including medical and dental premiums, deductibles, drugs, long-term health care premiums, eyeglasses, hearing aids, etc.

As you are aware, the City is evaluating the design and funding of the City's Retiree Health program. As

per Article 49 of the MCMA MOU, negotiations with the City on a new or modified Retiree Insurance Plan will commence in January. In preparation for these negotiations, MCMA along with MCEA, MPMA, MPNSA and MPOA have created a Retiree Medical Coalition to investigate viable options to the City's current plan that will do no harm to our collective members while reducing the City's growing liability.

The Coalition's research has revealed that a Retiree Medical Trust could provide security for our members and reduce the City's growing liability. The Coalition has retained the services of an Actuary to assist in the design of a Retiree Medical Trust to make certain this is a viable option. In addition, the Coalition will utilize consultants to educate and obtain direction from the membership of each Association. ***Please watch for meeting notices and plan to attend.***

*Kim Gillingham
Goyette & Associates*

Board Election Results & General Membership Meeting

Elections were recently held for 3 positions on the Board of Directors: President, Secretary and one Director at Large. With approximately 52 ballots returned, the winners are:

Laurie Smith, President
Polly Findlen, Secretary
Tami Dodge, Director at Large

Laurie is an Administrative Services Officer in the Community and Economic Development Department and will begin her second term as President. Polly Findlen is an Administrative Analyst with the Police Department and is also beginning her second term as Secretary. Tami Dodge is a new member of the Board. She is a Senior AOA (Confidential) with the Police Department.
Congratulations to everyone!

MEETING NOTICE!

Please make plans to attend the next MCMA General Membership Meeting:

**Tuesday, January 30, 2007
5:15 p.m.**

**Tenth Street Place
Basement Conference Room
(B300)**

Agenda:

**Upcoming Negotiations
Retiree Health Update
Classification Study Update**

When

“In my other life...”

(Things you may not know about members)

Making a Difference in our Community! Joanne Azevedo is a Senior Administrative Office Assistant-Confidential, who works in the Public Works/Water Quality Control Division. Joanne believes in volunteering and getting involved in our community. In addition to holding a full-time job with the City of Modesto, she makes time to volunteer for the following:

“Cuddler” at Doctor’s Medical Center

The Neonatal Intensive Care Units (NICU) at most hospitals have a volunteer program called “cuddlers.” “Cuddlers” are volunteers who work 4 hours per week holding and soothing babies. Many of these babies are fussy because they have had tests during the day or they are babies that have been exposed to substance abuse in the womb. “Cuddlers” assist the nurses by comforting the babies so they can attend to the care and feeding of other babies.

Joanne has volunteered approximately 1,000 hours to cuddling these attention-needy babies at Doctor’s Medical Center. Other City of Modesto “cuddlers” include Janice Stewart, Retired Deputy Personnel Director/Hourly Employee and Mark Averell, Purchasing Manager. The nurses are very appreciative of these volunteers and it’s a rewarding experience for the cuddlers as well.

The First Tee of Modesto

Joanne also volunteers as a coach for The First Tee of Modesto Chapter. The First Tee of Modesto offers programs and instruction which focuses on developing life skills using golf as its vehicle. The program starts in early spring and lasts through the fall. Joanne volunteers several evenings a week. With the help of a professional, she assists children ages 7-17 in the skills of learning golf – chipping, putting, driving and more importantly, the nine core values: Honesty, Integrity, Sportsmanship, Respect, Confidence, Responsibility, Perseverance, Courtesy and Judgment.



Paralleling golf’s instruction program, the First Tee Life Skills curriculum is divided into three levels, starting with Par (for beginners) and progressing through Birdie and Eagle. First Tee partners with Wal-Mart each fall hosting a golf tournament in Pebble Beach where children from around the U.S. golf with professionals. The First Tee Modesto chapter sends two busloads of children and chaperones to attend this event. Joanne has attended the past two years.

Community Tree Gift Wrapping

Joanne assists the Soroptimists in wrapping presents for the underprivileged children at Christmas time. Citizens can select a name off a community tree located in the mall and purchase a requested gift for a child.

Special Olympics

In the spring, Joanne coaches Special Olympics in Track and Field, culminating in the local Special Olympics area games.

Days of Living History

Joanne participates in the Days of Living History in Paradise, California. Days of Living History are hosted by the Gold Nugget Museum in Paradise. Joanne works as a docent at the annual event. This event re-enacts the historical ways of life as our forefathers lived so that the younger generation can get a better understanding of life before computer games and electricity.

California Water Environmental Association (CWEA)

Joanne is also Treasurer of the Northern San Joaquin Section of California Water Environmental Association (CWEA), a professional organization dedicated to preserving water quality for future generations.

She also regularly does aphaeresis blood donations through the Delta Blood Bank.

Through all these activities, Joanne enjoys meeting new friends that make a difference in the community and for future generations. Thank you, Joanne, for giving so generously of your time and talent!

Karen Rabb

Time Bank

MCMA’s MOU with the City of Modesto provides that each employee covered by the MOU (that means both dues and non-dues paying employees) shall contribute up to one (1) hour of vacation time to MCMA in order to create a pool of 250 hours. The Association Board members use this time for business other than meet & confer and meet & consult items, as well as routine administrative functions dealing with the City. At the beginning of the calendar year you will see up to 1 hour of vacation time deducted from your accrued vacation time.

During this calendar year, the Association has used approximately 160 hours from the existing time bank. If you have any questions, please feel free to contact any Board members.





2007 Upcoming Calendar of Events

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|-------------|------------------|---|
| January 16 | 11:45 a -1:00 p | MCMA Board Meeting |
| January 19 | 10:00 - 11:30 a | Quarterly Employee Recognition Ceremony |
| January 30 | 5:15 p | MCMA General Membership Meeting |
| February 15 | 9:00 a – 4:00 p | New Employee Orientation |
| February 20 | 11:45 a – 1:00 p | MCMA Board Meeting |



Board of Directors

President
Laurie Smith

Vice President
Linda Boston

Secretary
Polly Findlen

Treasurer
Debra Eggerman

Directors at Large
Leslie Curtin
Tami Dodge
Aaron Trott

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