

## **GCEA BOARD OF DIRECTORS' MEETING**

The regular meeting of the Board of Directors was held on December 20, 2023, at BJ's Restaurant in Glendale, CA in person. Meeting was called to order by Jaime Avalos, President at 12:14 pm. Roll was taken. Guest in attendance: James Fegan CEA

### **FINANCE REPORT:**

The November Profit and Loss report was reviewed by the Finance committee and approved via email. The report will be distributed with approved December Minutes.

### **PRESIDENT'S REPORT:**

- Jaime attended the City Council meeting on 12/19/23 and was able to speak at it. He sent out an email to the GCEA membership explaining that the City has fired Keenan and Alliant Insurance Services is the new medical rate broker. PERS was not an option for any of the groups due to less coverage for more money. The new broker will take over immediately.
- Jaime noted that the Council consistently stipulated that every number they projected for this last FY budget has gone over. This is important to keep in mind with upcoming negotiations.
- Jaime stated that Public Works Director, Yazdan Emrani, is leaving the city. Once a replacement has been chosen (interim or permanent), GCEA will continue meeting with that person about the issues in Public Works.
- Jaime stated that Councilwoman Asatryan handed the childcare request to Roubik (CM). Jaime spoke with an employee who is interested in this, so he will get Roubik and the employee teamed up so they can work on this together.
- Jaime will be sending out the year *What's Expected of you as a GCEA Director form*. Please sign it and send it back as soon as you get it.

### **VICE PRESIDENT'S REPORT:**

- Assisting Jaime with meetings.
- Working with James Fagen, CEA on several issues. Ronnie reminded people to send their employees to the GCEA as soon as something happens so that we can bring James into the mix early, if need be.

### **COMMITTEE REPORTS:**

Community Alliance –

- Barbara Pace, Chair stated the committee met recently to determine end of year donations. They donated to the Senior Center, Foster All (\$500.00), and adopted two families from Ascencia.

Political Action –

- Ronnie thanked the committee and stated they did an awesome job.
- They tried to meet with all the Council members before going into negotiations; however, some of them canceled their meetings and never rescheduled.
- This committee is looking for another member. Please reach out to Ronnie if interested.

Benefits –

- New broker was approved by council last Tuesday, December

Social Media –

- Nothing to report this month.

Employee Assistance –

- No new loans and all loans current.

Scholarship –

- Nothing to report this month.

Vendor –

- Nothing to report this month.

Disciplinary –

- Ronnie working with James on things.

New Orientation –

- Cory is doing a great job with New Employee Orientation. All new employees that came through have signed up, including donating to the PAC Committee. Barbara was thanked for sending out new employee welcoming packets when requested.

Bylaws –

- The bylaws are ready to be submitted to the board, however, are currently on hold until negotiations are completed.

Negotiation –

- 1<sup>st</sup> MOU meeting will be held tomorrow, 12/21/23 @ 9:00 a.m. It is a meet and greet only. No proposals will be presented from either side. A new date for the first negotiations meeting will be set. GCEA is looking forward to beginning as early as mid-January 2024. The goal is to have negotiations done before the two Councilmembers leave their seats in March.

**NEW BUSINESS:**

- The Board unanimously voted to transfer \$50,000 from the Mortuary fund and Employee Assistance fund to a CD (rates and length of investment to be determined when account is opened). These are accounts that are not regularly used and will not be taken from the general fund.
- Jaime reminded Directors that if they miss 3 or more meetings in a year, they will be dismissed. If a director needs to be gone for any length, please reach out to Jaime, Ronnie, or Stephanie so that they do not lose their position.
- Budget for 2024 was unanimously approved by all Directors via roll call.
- AMBA – Ronnie discussed what AMBA was, what the pros and cons of partnering with them would be. After some discussion, and input from James regarding possible legal issues (by-laws need to be checked and contract needs to be reviewed). It was agreed to table this until our January 2024 meeting. Bertha Albright made a motion to table the AMBA discussion until our January 2024 meeting. Barbara Pace seconded the motion. All in favor.
- Mike Lunsford will no longer be with GCEA as he was promoted to GMA. Everyone thanked him for his service to the GCEA.

Motion to adjourn made by Bertha Albright.

Motion seconded by Chad Walters.

Minutes recorded by Kerri Zelenak (on behalf of Stephanie Kinnison).

Meeting dismissed at 1:45 p.m.