



**CEMA**  
**Executive Board Meeting Minutes**  
**December 4, 2006**  
**11:00 AM to 1:00 PM**

**PRESENT:** Richard Rapacchietta, First Vice-President  
Mark Hand, Second Vice-President  
Peter Pham, Treasurer  
Mary Mitchell, Member-at-Large  
Dolores Morales, Member-at-Large  
Amando Cablas, Member-at-Large  
Consuelo Collard, Board Secretary

**OTHERS PRESENT:** Tom Starkey, Lead CEMA Business Representative  
Randy Johnese, CEMA Business Representative

**ABSENT:** Edna Esguerra, Board President  
Sheila Stevens, Immediate Past President

**I. CALL TO ORDER**

A. The meeting was called to order at 11:09 AM by Richard Rapacchietta, First Vice-President.

**II. PRESENTATIONS TO THE BOARD**

A. There were no presentations.

**III. AGENDA REVIEW AND APPROVAL**

A. Board members reviewed and approved the Agenda.

**IV. CONSENT ITEMS**

A. **Review and Approval of Executive Board Meeting Minutes for November 20, 2006.** After everyone reviewed the minutes, Mary Mitchell and Dolores Morales moved for approval. The minutes were approved as written.

**IV. ACTION ITEMS**

A. There were no action items.

**V. INFORMATIONAL DISCUSSION TOPICS**

**A. Lead CEMA Business Representative's Report.** Tom Starkey reported the following:

- He has spent some time working on the joint fundraiser/reception for Ken Yeager. The Bold Knight restaurant would charge \$15 per person with a no-host bar from 5:00 PM to 7:00 PM. The event is planned for January and the tickets would sell for \$25 each. However, the Bold Knight restaurant is not unionized. After a brief discussion, Board members agreed that it would be best to find another venue where there is labor representation. Suggestions made included the Wyndham, Hilton and Marriott hotels that are all unionized. Tom will get additional information and report back to the Board.
- A CCS Conference is coming up soon. The IBB Committee will start meeting this month; the first meeting is scheduled for December 15<sup>th</sup>. IBB Committee members include Edna Esguerra, Sheila Stevens, Laura Colunga, and Tom Starkey. Tom recommended that the Board review its commitment to IBB in future labor negotiation processes, and consider sending Committee members to the training at this upcoming conference.
- This week, Tom will meet with Pete Kutras week regarding the upcoming budget cuts and lay-offs.
- Tom will send out an email to Board members with information about the upcoming ceremony for Ken Yeager as a new County Supervisor. All Board members were encouraged to attend; RSVPs should be sent directly to Tom's contact in the email.
- The Membership meeting for the Superior Court Chapter was re-scheduled for January 24, 2007. An Advisory Committee will be elected at this meeting.
- Work has been ongoing on several pending confidential personnel matters.
- Tom asked for Board members' direction regarding training needs; Board members will provide feedback at the next meeting.

**B. CEMA Business Representative's Report.** Randy Johnese reported the following:

- A meeting is scheduled for Thursday this week with the Chief of Probation to review the issue of salaries for the Probation Manager and the Supervisory Probation Counselor. Everyone hopes that the issue will be resolved and salaries will be aligned with Local 1587.
- The Internal Affairs-Probation investigation continues over minor issues. No results have been achieved yet and discipline may need to be issued. The County's Labor Relations office is also involved now.
- A previous CEMA member requested representation over a discipline issue. However, no assistance is provided to non-CEMA members.
- Confidential CEMA personnel representation issues are pending at VMC.
- The new CEMA contracts are ready for mailing. The CEMAGram will be held until after the holidays and will be mailed together with the contract instead of doing two separate mailings.
- Mark Hand and Randy met with the Acting Heads of HHS & VMC to talk about the anticipated budget reductions.
- Deloitte and Tusch have been hired to do an assessment and look for new revenue streams and new ways of doing things in order to meet the \$200 million gap in the budget in three years. The study will begin on December 12, 2006 and will take six (6) to eight (8) weeks.

**C. President's Report.** There was no report from the Board President.

- D. **Contract Renewal with Accountant Donna Le.** Peter Pham reported that the contract with Donna Le is expiring and the new proposed fee for services is \$600 per month. After the Board discussed the proposed fee briefly, Amando Cablas moved for authorizing Peter Pham to negotiate a two-year contract with Donna Le, beginning at \$550 and not to exceed \$600 per month.
- E. **SBLC Meeting Report.** Consuelo Collard gave a brief report on the issues covered at the last meeting of the South Bay Labor Council. It was noted that Dave Ginsborg, a CEMA-PAC member needs to be reminded and encouraged to keep attending these meetings as well.

## VI. ANNOUNCEMENTS/KUDOS

- A. The following announcements/kudos were made/given:
  - Tentative dates for a Welcoming Dinner Meeting for new CEMA Board members in January 2007 are: January 12, 19, or 26, all Fridays. After considering several options, Board members voted for the Kubota restaurant. The date will be confirmed at a future meeting.
  - One new scholarship application was received for a total of four (4). One of the applicants does not qualify; one applicant is not a child of a CEMA member. After a brief discussion, Amando Cablas moved for rolling over the amount of the scholarship to 2007. The motion was approved.
  - A request by the County's OHR was received for authorizing Professional Development funds for OHR's staff to attend a three-day training beginning tomorrow. After discussing the request briefly, Board members agreed that CEMA Professional Development funds are intended for use and to benefit all CEMA members, not only some sub-groups. Therefore, Board members recommended that individuals of OHR staff apply for tuition reimbursement. However, it should be noted that there is no guarantee that reimbursement will be authorized.
  - Tom recommended that Board members begin to think about CEMA's direction organizationally in preparing for a new Contract in 2009, and a possible dues increase of at least \$2. Randy and Tom may be retiring within the next two years and Board members need to think about continuity.
  - Business cards for Board members with the new CEMA logo have been ordered.

## VII. DEVELOPMENT OF AGENDA FOR NEXT MEETING

- A. The following items will be on the Agenda for the next meeting:
  - Calendar of CEMA Executive Board meetings in 2007.
  - Board input regarding training in 2007.

## VIII. MEETING EVALUATION

- A. The following comments were noted about today's meeting:
  - Discussion was focused and concise and the meeting is ending a few minutes early.

## IX. MEETING ADJOURNMENT

- A. As all Agenda items had been discussed, Dolores Morales, Mark Hand, and Mary Mitchell moved for adjournment. The meeting ended at 12:50 PM.