



ATA Board Meeting Minutes
Wednesday, March 28, 2007
Public Safety Facility Conference Room
12:00 p.m.

1. Call to Order

Meeting called to order by Liz at 12:08 p.m.

Present: Elizabeth Bar-EI, Ruth Firestone, Paul Foley, Melodi Pearson, Benjamin Steers, Cindy Tomlinson and Bill Zein

Absent: N/A

2. Treasurer's Report – Melodi

Total Assets: \$62,077. Melodi informed the Board that she issued stop payments for the four missing checks, #137 through #140. In addition, the payment to the coalition was made, as well as a payment to Aflac.

Motion to Approve: Liz

Second: Ruth

Motion Passed

3. Review/Approval of Minutes

Motion to February, 2007 Minutes: Benjamin

Second: Ruth

Motion passed

4. Contract Negotiations: Update - Liz

The negotiations team had their first meeting with Human Resources (H.R.) on April 4, 2007.

Liz had a meeting with Mona of the City Manager's office who has responsibility for oversight of H.R. now and meets weekly with H.R. Director Karen Bancroft and monthly with a larger group to resolve issues. She will not be involved in negotiations but will have a role in moving things along at an acceptable pace.

5. HR Proposal to Remove Municipal Code Sections – Liz

A proposal from Karen Bancroft to accept the removal of Section 2.04.480 Efficiency Ratings – Appeals and Section 2.04.490 Efficiency Ratings – Dismissal procedures was discussed. Liz stated that these issues were covered in the ATA M.O.U. Page 39 – Grievance procedure.

Liz – motioned to support the changes contingent on ATA having the ability to include related issues in the contract negotiations.

Paul – Second

Motion passed unanimously (with contingency)

6. Forming a Negotiations Advisory Committee & Member update process

Liz to send out e-mail to all ATA members inviting interested parties to join this committee. An informational meeting will then be held concerning the purpose of this committee and the negotiations process. Board members were encouraged to participate in this committee as much as possible.

7. Supervisory Academy & ATA job specs: update on HR discussions – Liz

Liz had discussions with Mona and explained the disconnect that occurs in the area of supervisory experience and the effects on ATA members wishing to promote. Mona stated that the Manager's office is looking closely at this issue. Pending retirements in the near future have brought this area into focus. Liz offered ATA input into the process of looking at ways to address this issue including revising job specifications to make sure that all the "rungs" are present in the career ladders.

8. Updating the Website – Benjamin

A direct link to the membership form is on the ATA site. The need to ensure that all ATA employees in all Departments are aware of membership benefits was discussed. It was discussed and confirmed that it is not only appropriate but would be very helpful for ATA Board members to encourage employees represented by ATA to join if they have not.

9. Coalition/PAC Update, Coalition & PAC Dues – Bill

City contribution for medical trust (umbrella agreement) up for negotiations. The City currently provides for insurance coverage for each coalition member at a composite cost that exceeds the premium cap. There is concern that projected increases occurring this coming year this may be a problem for the City. If this funding issue cannot be met, it could result in out of pocket costs to employees. The idea of converting the fixed amount that is put into the trust to a percentage was discussed.

Bill also reported that currently there are 55 retirees being paid from the trust.

Coalition & PAC dues were also discussed. By Coalition by-laws, ATA must pay Coalition dues for all ATA represented employees, whether or not they are ATA dues-paying members. These dues were paid on time per the Coalition invoice. However, because of the political nature of PAC, each bargaining unit may decide on how it gives its members an opportunity to opt out. Liz proposed that those who have opted out of ATA should be deemed as having opted out of PAC. Following further discussion, Liz made the following motion, which was seconded by Ruth:

ATA dues paying members will be given the choice of opting out of the Political Action Committee (PAC) and non-dues paying employees will be automatically deemed as having opted out. Those who do not ask to opt out will be considered PAC members and the ATA treasurer will forward their dues accordingly. The following vote was held:

In Favor:	5
Not In Favor:	1
Abstain:	1

The motion was passed. Liz will send an opt-out e-mail and give people about 2 weeks to respond, after which Melodi will forward the dues.

10. Old Business

None.

11. New Business

None.

12. Adjourn

Motion to adjourn: Liz

Second: Cindy

Meeting adjourned at 1:45 p.m.