

**SJCPOA**  
**General Membership Meeting**  
**February 24, 2010 at 6:00P**  
**Location: Juvenile Probation Training Room**

**President Paul Brennan, called meeting to order at 6:12 pm**

- A. Pledge of Allegiance
- B. Moment of silence in remembrance of fallen officers.

**Review of Minutes**

Minutes Reviewed – Jamie Hood made motion to accept the General Membership minutes from August 25 & May 28, 2009. La Tosha Walden seconded the motion. **Motion Carried.**

**President's Report:**

- President Brennan spoke briefly about the state of the budget, and the recent departure of the Assistant Chief Stephen Gardner.

**Guest Speakers Jennifer Goodman and Marie Sneed of San Joaquin County's Human Resources**

**The speakers presented information and answered questions from the membership regarding the layoff process. They also gave a general overview of how seniority is determined.**

- Explained how you earn seniority credits.
- Regular hours worked in Civil Service hours. Workman's Compensation, military leave and paid leave periods are not accrued.
- Time purchased from working in a contract position, only counts towards retirement and not seniority.
- Overview of the County's layoff mitigation policy in light of this year's budget
  - Step 1 - Seniority by classification
  - Step 2 – Bumping Rights to a lower classification series. May only bump within your own department, but may bump a lower level within department if held within a seniority block elsewhere.
- Layoff notices will be sent out after June 8, 2010.
- HR will distribute a packet on July 2, 2010
  - The packet will provide information that will help with those

that are impacted. It will include information on insurance, an HR contact person, health benefits, paychecks, and a copy of the layoff mitigation policy. As long as you are on the layoff list, you are entitled to vacant positions. Health benefits will be extended two weeks to affected employees.

- If you have *any* questions, you should contact HR.

#### Question and Answer with Human Resources

- **If a person is demoted due to budget cuts, and at a later time a promotional spot becomes available again, is that person automatically reinstated to their former rank? If not, does the person need to reapply?**

Answer: No, but it does go by County seniority. The list is good for 3 years. No interview is necessary, you have to reply to the letter.

- **Probationary period status?**  
Layoffs are not considered a break in service.
- **Ties in Seniority hours?**  
By order of re-employment, part-time service, lottery, Association would have to agree.
- **Golden Handshake**  
Answer vague, stated that it is highly unlikely.
- **If I take a “placement” position, do I earn Safety Retirement?**  
They recommended contacting Retirement.
- **If you take a Non-Safety position how does that affect your retirement?**  
They recommended contacting Retirement.
- **Is Part-time or contract always the first to go?**  
Not always, sometimes there may be partial funding. HR’s expectations are to offer Full-Time Civil Service the ability to work the hours before anyone else.

### **Vice President's Report:**

Asked members to contact him with new address information when it changes, in order to keep PORAC and LDF updated.

### **Treasurer's Report:**

Distributed and reviewed the 2010 budget and the January Financial report.

### **Report of Committees – Labor Management:**

President Brennan expressed concern over the misrepresentation of events in the recently distributed Administrative minutes. The Association's concerns over the proposed Professional Appearance Policy was not articulated accurately. We currently agree to disagree on several issues and are waiting on a response from the County/Department regarding some suggestions.

Discussion over the Department's position on staff carrying knives took place. The Chief's position is that staff are not allowed to carry knives on duty, but to date there has not been a written revision to policy.

### **Old Business**

None.

### **New Business**

#### **County Budget & Discussions:**

President Brennan announced the recently formed negotiation team: Paul Brennan, Travis Rowe, La Tosha Walden, Jordan Richards, and our Labor Representative Bud Stone.

Bud Stone, our Labor Representative from Rains Lucia Stern PC, spoke about upcoming concession bargaining. We are currently under contract through June 2011. We will not open the contract unless a deal benefits members. We are currently brainstorming without having to open the contract. The County is looking at applying solutions across the board. "SEIU is the 300 pound Gorilla," and the County wants any ideas brought to the table. The County's outside negotiator is Geoff Rothman. If we wait until next year to negotiate our contract, the County could end up imposing conditions on us. We are at the table now, because we don't want an open contract after our contract expires next June (2011). We are working for everyone to keep jobs. We next meet with the County next week. We are reviewing concessions that the county has brought up: furloughs, restructuring medical & retirement contributions, along with COLA & merit

deferrals/waivers. “We will not open the contract, we will not do anything unless you vote for it. We are not giving up anything unless you vote on it.”

Member Rich Evans suggested getting an audit done to see if the County is hiding any money.

Guest Jim Frayne (our SCOPO Legislative Advocate):

Addressed the membership about the State budget, history of unions, and the job that he does at the State Capitol advocating our profession.

Proposed Bylaws:

President Paul Brennan reviewed the proposed changes to our bylaws. Then, he discussed the process for voting. Motion made by Travis Rowe to accept the proposed changes to the current bylaws, and open up discussion.

Seconded by Paul Sylvester. Several members brought forward concerns about the proposed changes. Once discussion on the proposed changes to the bylaws was closed, members were directed to vote by secret ballot on the proposed changes.

Though the vote received a majority of the votes cast, the proposed changes did not receive a required  $2/3$  vote of the members present.

The bylaws will be revisited by the Board, taking into consideration members’ concerns, and then presented to the General Membership for their review.

**Meeting Adjourned at 8:30 pm.**