

CCEA CARLSBAD CITY EMPLOYEES ASSOCIATION

1200 Carlsbad Village Drive, Carlsbad, CA 92008 760-434-2838

BOARD OF DIRECTORS MEETING MINUTES

Tuesday, November 15, 2011

12:00 noon

Faraday Bldg, Planning Library, Carlsbad

I. Call to Order

The Meeting was called to Order at 12:04 p.m. by President Pam Drew.

II. Roll Call

Pam Drew		Doug Kappel	Finance/IT/HR
President		Aimee Blanchard	Library/Rec
Amy Jordan	Absent	Brian Locher	Parks
Vice-President		Kevin Pointer	CED
Ronna Stickrod		Hallie Thompson	PEM
Treasurer		Mike Bailey	Transportation
Jayme Foster		Mike Fairbanks	Utilities
Secretary		Lynette Lesperance	At-Large
		Joe Stephenson	H&NS/Safety/Policy/Leader

III. Approval of Minutes

The Minutes from the meeting on September 20, 2011 were approved 8-0 (Fairbanks/Bailey).

IV. Follow-up with Holiday Event/Gift Card

It was decided that a Holiday party would not be held; however, along with the Albertson's grocery gift cards, there would be a "12 Days of Holiday Cheer" daily raffle. A sub-committee of President Drew, Treasurer Stickrod, Secretary Foster, and Board Member Stephenson would put everything together with extra help coming from other board members.

V. Meeting with CPOA & CFA

Board members meet with CPOA and CFA representatives and discussed joining together in a show of unity among the unions. Topics of discussion were managed competition, elections and PAC.

VI. Follow-up with PAC

Board members discussed the need to communicate with CCEA members regarding PAC to get information out, ask for time and donations, and coordination with candidates.

VII. CCEA Website / Blog

Board member Kappel asked each representative to log-in and give feedback on the site.

VIII. Data HR Collects – Joe

Board member Stephenson relayed a concern regarding the personal information that HR collects. The concern is on whether or not that information is in kept safe and what are they using it for?

IX. Follow-up to Training with Dennis Hayes & Future Training

President Drew distributed the training power point from the last training session and the City of Vista has offered to host the next training session regarding negotiations.

X. Pay for Performance

HR Representative Cheri Abbott met with CCEA representatives and is requesting a committee to be formed to evaluate the benefits, and process, for a pay for performance evaluation system. This idea is in the beginning stages with just ideas being thought about.

XI. Future Agenda Items

President Drew requested any items or ideas be emailed to her for next meeting's agenda items.

XII. Board Member Comments/Questions

Board members discussed the following concerns:

- Are all employees receiving an evaluations going to receive a standard rating regardless of their job performance?
- PEM's all hands meeting was very doom and gloom.

XIII. Adjournment

The meeting was adjourned at 1:21 p.m.

Respectfully Submitted,
Jayme Foster, CCEA Secretary