

A MESSAGE FROM YOUR PRESIDENT

First of all I want to thank you for showing up and voting at our August 31, 2011 General Membership meeting. I am honored to represent you as your President and I will try to keep you updated on all the activities that are happening (sorry this is so long, but there is a lot going on). Please let me know if you have any questions/concerns that I do not address below.

CCEA BOARD

Please utilize your Board representative when you have any employee/employer issues, concerns, questions, suggested social events, or even items you would like us to discuss at the CCEA Board meetings. Your Board Representatives

Officers	Representatives
Pam Drew - President	Doug Kappel – Finance/HR/Info Technology
Amy Jordan - Vice President	Aimee Blanchard – Library/Recreation
Ronna Stickrod – Treasurer	Joe Stephenson – Housing & Neighborhood/Safety/Policy & Leadership
Jayne Foster – Secretary	Mike Bailey – Transportation
	Mike Fairbanks - Utilities
	Hallie Thompson – Property and Environmental Management
	Kevin Pointer –Community and Economic Development
	Brian Locher – Parks
	Lynette Lesperance – At Large (can represent any MSA)

MANAGED COMPETITION

There have been several City Council workshops on this issue. The last workshop was Tuesday, September 20th. Please watch the video of the presentation on the city's intranet at http://carlsbad.granicus.com/MediaPlayer.php?publish_id=107 to get more information. The presentation includes the slides and narration and will explain the framework for managed competition. There are still a lot of unanswered questions, which my understanding is that the City Manager does not yet know the answers to, such as the criteria that will be used to determine the best value (costs and efficiency) of each department. Before any changes are made to departments the city must, by law, meet and confer with CCEA. My understanding is that the Police and Fire Departments are not going to be going through the managed competition process, so the meet and confer would only be with CCEA.

EMPLOYEE ROUNDTABLE MEETINGS

I encourage you to sign up on [CVENT](#) for one of the employee roundtable meetings to hear an update on the city's managed competition framework, ask questions and talk about the next steps in the process. Each session will be limited to 25 participants, so don't wait too long to sign up.

MANAGEMENT COMPENSATION UPDATE

The City Manager sent an e-mail to all managers on Wednesday, September 21st in regard to manager's compensation, which will be effective the pay period that includes December 1, 2011 (this is only effective for one year).

- Managers will contribute an additional 3.5% towards their pensions.
- 50/50 split of any increase in health insurance costs.
- Receive a one-time payment equal to 3% of their salary for those at the top of the salary range in their position, but no salary increase.
- Receive 1% or 2% salary increase for those that are within that percentage from the top of the salary range and the remaining amount as a one-time payment.
- No salary increase will put any manager above the top of their salary range.

FALL 2011

CCEA WEBSITE

CCEA has a new website provider. Doug Kappel is in the process of adding information to the website. You can access the information that is listed below at <http://www.carlsbadcea.org> :

- Revised By-Laws
- MOU
- Board member meeting agendas & minutes

We will be adding Board member agendas and minutes and other information that we hope you will find informative. If there is other information you would like posted please let your Board Rep. know.

CCEA BOARD MEMBER TRAINING

I am in the process of setting up training with Dennis Hayes, CCEA attorney, to train all the Board members and Officers regarding employee disciplinary hearings so they can represent their MSA at the hearings. In situations where the Board representative has a conflict or is unable to attend I will go in their place.

FINANCES

The revenue and expenses listed below only include the revenue from dues and expenses for our lawyer (other expenses are listed below under Social Events). Currently, we have a balance in our all our accounts (checking, savings, CD & money market) of \$53,382.41. We are trying to build this back up since we know we are going into negotiations next year and will need the funds. Also, we took some money out of our CD last year to pay for Albertsons gift cards and would like to rebuild our CD account.

- Annual revenue from dues - \$2,275 (325 paying members x \$7 per paycheck) x 26 paychecks = **\$59,150** (This amount will be reduced if we lose members to retirement, etc.)
- Annual lawyer expenses - \$2,577 per month x 12 = **\$30,924** . This is an average cost per month. CCEA pays the attorney, Dennis Hayes, a \$2,500 retainer per month. Once the retainer has been depleted, CCEA is charged an hourly rate, which covers negotiations and personnel issues (years when we are in negotiations is going to be higher). If the retainer is not depleted there is no carry over to the next month.

SOCIAL EVENTS

The following social events are costs that incurred over the past few years (holiday parties do not occur during years we are negotiating).

- Holiday party at the Sheraton in 2009 (\$21,000)
- Albertson's gift cards in 2010 (\$8,200 for \$25 gift cards and \$6,400 for \$20 gift cards)
- General membership meeting with Hawaiian barbeque in 2011 (\$5,000)
- Padres tickets in 2010 (\$1,750 for 100)
- General membership meeting with pizza & sodas in 2011 (\$850)

As you can see the cost of the different events varies. The holiday party has been our most expensive social event. Each year it gets more expensive, especially since we moved the event from the city of San Marcos to the Sheraton in Carlsbad.

We will not be having the formal holiday party this year due to several factors, such as the financial uncertainty, the cost, and the desire by many members not to have the party (only 1 in 3 members usually go to the holiday party).

The Board would like to get suggestions from the members on what type of social events they would like to go to, such as a BBQ on the beach, tickets to the San Diego Fair, etc. We could still have a less formal get together for members during the holidays, please make suggestions. The Board's goal is to reduce costs and have events that attract more members. If you have any ideas of different types of social events, please share them with your Board representative or send them directly to me.

I hope the information I provided above gives you more insights into the CCEA Board and our financial situation. Once again, we really appreciate the fact that the majority of you approved the increase in the monthly dues. The Board, as stewards of your money, want to make sure we are using it wisely and at the same time saving it wisely.