

Santa Monica Municipal Employees Association
Regular Board Meeting Minutes
Wednesday, February 16, 2022 1:00 P.M. – 3:00 P.M.
Location: Zoom Virtual Call
www.smmea.org

1) Call to Order: 1:05pm

2) Roll Call

President Myesha Morrison
Vice President Christopher Camp
Director Katherine Ahlers
Director Lizzy Acosta
Director Cathy Taylor
Steward Gilbert Sotelo
Director Stephen Jones
Director Najah Ha'San
Treasurer Quinetta Rogers
Secretary Sylvia Moreno

Guests

CEA, Mindy Garland
MEA Member Joe Delaplaine
MEA Member Cassandra Gergis
MEA Member Andy Monroy

Absent

Past President Adams
Director Cabral
Steward Baez

3) Approval of Minutes

- A) January 19, 2022. Motion VP Camp, second Director Acosta: move approval of minutes ahead of Closed Session item.
Approval of Minutes: Motion Director Jones, second Director Acosta, motion carries. Approval of January 19, 2022 minutes as presented.

4) CEA – Closed Session

a. Board Report – Case Updates

5) President & VP Report

- A) Updates and Announcements
- i) President Morrison discussed the recent email sent to all MEA Board members regarding the latest council meeting budget information regarding position changes. This will impact MEA negotiations and the requests we have during the negotiations process, including COLA and employee salary. President Morrison will be emailing a MEA staffing survey to all members.
 - ii) COVID Leave – President Morrison explained that the hours for COVID sick leave have increased from 40 hours to 80 hours through a CA State Mandate. HR will be sending verbiage that will be sent to all MEA members. This will be back dated to January 2022 for any member who has contracted COVID and used their own sick time. VP Camp stated that any employee who feels they were exposed to COVID in the workplace a Worker's Compensation Claim should be completed to assist with the accrued time that may have been used above the 40 hours.
 - iii) Meeting with CM David White – VP Camp and President Morrison met and discussed comp and class study and timelines (only once a year) and concern that it is not fair to employees. In addition, the employee morale due to layoffs, lack of promotion, COVID and retention and relations. Mentioned the negotiation items such as COLA and HR being forthcoming with reports, funding, contracts, etc., which are essential to MEA negotiations.
 - iv) Steward Training – President Morrison reported that she has reached out to CEA for Steward Training. This will be offered to all MEA members, in addition to any board member. She will send out information once received.

6) Treasurer's Report

- A) Net Worth & Reconciliation Summary – Treasurers Rogers mentioned that in addition to the Treasurer's Report, she sent the current MEA Member List. Treasurer Rogers stated that attorney fees are \$5,700 during negotiations and \$5,200 during non-negotiation months. Motion by Director Jones, second by Director Ahlers. Motion Carries. Approval of Treasurer's Report as presented.

7) Committee Reports

- A) Coalition – Secretary Moreno reported that there are no new items; February meeting cancelled.
- B) Medical Trust – Director Jones reported that the Medical Trust is an arm of the Coalition. Current benefit level is \$400 per month at 58 years of age, with ten years of full-time city service. Current investment operators are Chandler Asset Management. The objective is to grow the portfolio over the long term, with a target of 6% annually. The most recent annual total return was over 14% and the total portfolio was 94 million as of December 31, 2021. The investment objective is to grow the portfolio over the long term. Profit is 6%;

due to some unforeseen positive outcomes, the portfolio has incurred \$93 million in returns. Over the long term the goal is the trust is to have an annual increase of 6% with multi asset of real estate, trust, and bonds. It has exceeded the index, which is rare. Over the last two years average has been approximately 12.6%.

C) Membership Services/Public Relations – No Report. Secretary Moreno reported that the MEA Facebook page has been updated. The Twitter account has not been accessible, but she will be updated.

D) MOU

- i) Negotiations – President Morrison reported that negotiations will begin soon. Jeff Natke, CEA, will be the lead negotiator. The City will be using an outside, legal firm.
- ii) Survey Update – Secretary Moreno reported that 126 members have responded; 185 unopened. The top three items are: COLA, Hero Pay, and Sick Leave Buyback. President Morrison compared the 2017 survey to the 2022 survey and most of the items are similar. Many responses from MEA members express concerns of not feeling appreciated, salaries/COLA are of any value, with years of not having a salary increase.

8) **Discussion** – MEA Member Joe Delaplaine asked how to submit agenda items for the MEA Board Meeting. President Morrison stated that any items can be emailed to Secretary Moreno prior to the monthly meeting.

9) **New Business** – No new items

10) **Old Business**

- A) MEA Website – Management – Secretary Moreno stated that the current minutes and agenda will be posted and updated as needed.
- B) Member Recruitment – President Morrison stated that the “non-Member” list has significantly decreased due to the work of all those that have reached out to members.

11) **Adjourn** – Motion VP Camp, second Director Ha'San. Motion carries. Meeting adjourned at **2:25pm**.