



Membership Update February 2020

Greetings from your SCXEA Board of Directors! Please read the update below on what your SCXEA Board is working on and how you can help.

Join the Board

Now is the time to get involved! We currently have openings on the Board for a **Unit 10 Director** and **Unit 14 Director**. This is an opportunity to take an active role in protecting our benefits, being involved in making impactful decisions, and representing your colleagues. Please email a statement of interest by 5:00 P.M. on February 14 to President@SCXEA.org. We will be meeting with applicants on February 19 at 11:30.

Contract with law firm signed

To provide our members with the highest level of service, your Board has signed a contract with the law firm of Messing Adam & Jasmine (MAJ) to provide us with professional advice and to represent us in all types of negotiations. MAJ, and its team of labor attorneys, has been representing local government management employees for almost 40 years. They represent some very large groups of employees, including both management associations and rank-and-file associations, such as the Sacramento County Management Assn, the San Francisco Municipal Executives' Assn, the Sacramento County Professional Accountants Assn, and dozens of other associations throughout the state. Jason Jasmine, a partner with the firm in their downtown Sacramento office, previously represented SCXEA in the negotiations with the City over the Fair Labor Standards Act (FLSA) audit and the City's desire to severely reduce benefits for those employees who were being changed from salaried to hourly.

Representing employees in discipline cases

SCXEA will continue to provide our members with vigorous representation in discipline and potential discipline cases. This will be particularly important because about 150 additional employees represented by SCXEA now have Civil Service status as a result of the negotiations on the FLSA audit. Dee Contreras, who helped create SCXEA, will primarily devote her time to discipline cases. She will be assisted by several Employee Representatives, retired City employees, who have been working for SCXEA for nearly a year.

Membership dues increase

Your dues payments have paved the way for enhanced benefits, across-the-board wage increases, a favored-nations health insurance contribution clause, Employee Representatives, highly regarded legal counsel, and more. We are a stronger organization because of your voluntary contribution! Every year the costs to the Association have risen, but for the first time since SCXEA was formed in 2011 your membership dues will increase. This increase will allow us to continue to provide a high level of service to our members.

Effective with your April 7 check, membership dues will increase as follows:

Unit 10 employees: \$5 per month (\$2.50 per pay period)

Unit 01 and Unit 14 employees: \$10 per month (\$5 per pay period)

We appreciate and value your contributions to the Sacramento City Exempt Employees Association.

Negotiations survey

SCXEA will begin contract negotiations with the City early this year. Before going into negotiations, we will be sending out a survey to all members to better understand your priorities for a new contract. Please take the time to complete it. More information about negotiations will be forthcoming, including an opportunity to join the Negotiating Committee.

Title merge: Program/Administrative Analyst

The Program Analyst and Administrative Analyst classifications have merged into one title: Administrative Analyst. This change became effective on February 5, following approval of the Civil Service Board. The City will send a letter to all Program Analysts informing them of the title change. **There are no changes to salary or benefits with this change of title.**

State Disability Insurance: Unit 14

SCXEA has committed to revisiting the possibility of adding State Disability Insurance coverage for Unit 14 at an additional cost. In May of 2017, Unit 14 voted on this issue and the addition of SDI lost by one vote. If this is something you are interested in, consider joining members of the Board on the SDI Committee. This is an opportunity to explore the benefits of SDI and assist in communication and outreach to Unit 14. If you are in Unit 14 and are interested in helping, please email Jennifer Gore at Unit01@SCXEA.org.

Board Meetings

Your Board usually meets on the first and third Wednesday of the month from 12:00 to 1:00 P.M. in New City Hall Room 1104 and we love to have visitors! This is a great opportunity to ask questions, express concerns, and share ideas. If you are considering running for a Board seat, this is also a chance to see exactly what the Board does. Members are always welcome! **No meeting will be held on July 1.**

Holiday Party

We had a great time at the holiday party and hope you did too! Thank you to all those who came and those who participated in the toy drive. Please see the attached thank you letter from the Boys & Girls Club.

Questions?

Do you have questions you would like to see addressed in a membership update? Interested in getting involved? Please email Tessa St. John at DirectorA@SCXEA.org.

Thank you!

Heather Hoekstra
President

Board of Directors 2019-2020

President – Heather Hoekstra, Program Analyst, Youth, Parks, & Community Enrichment,
President@SCXEA.org

Vice-President – Kateshia Knox, Senior Personnel Analyst, Human Resources,
VicePresident@SCXEA.org

Secretary – Kimberly Rhodes, Administrative Analyst, Youth, Parks, & Community Enrichment,
Secretary@SCXEA.org

Treasurer – Melissa Bickel, Senior Deputy City Attorney, City Attorney, Treasurer@SCXEA.org

At-Large Director A – Tessa St. John, Program Manager, Finance, DirectorA@SCXEA.org

At-Large Director B – Sage Millar, Program Specialist, Utilities, DirectorB@SCXEA.org

Unit 01 Director – Jennifer Gore, Deputy City Attorney II, City Attorney, Unit01@SCXEA.org

Unit 10 Director – Vacant

Unit 14 Director – Vacant



December 16, 2019

Kateshia Knox
Sacramento City Exempt Employees Association
1017 L Street #503
Sacramento, CA 95814

Dear Kateshia,

Thank you for making the Holiday Season extra merry and bright by organizing a toy drive. All your games and toys will bring so much joy! This time of year can be stressful and difficult for our parents, and I'm truly thankful for your help to make sure that Club kids have something special to open for the Holidays.

I know that there are so many worthy organizations to choose from, and I appreciate that you selected the Boys & Girls Clubs of Greater Sacramento to spread smiles and cheer to our kids.

Please let me know if you would like a tour of one of our Clubs - I'd love to show you how you are directly supporting our mission! Thank you again for participating in our Holiday Toy Drive program.

With gratitude,



Kimberly Key
CEO

*Thank you Kateshia! Our
teens will be so happy! ♡*

**With your support
GREAT FUTURES START HERE.**

“The Boys & Girls Club has guided me to recognize the important things in my life and shown me that attitude and effort are half the battle, which will help me achieve the ambitious goals that I set for myself.” – Aria, BGCSAC Youth of the Year, age 17

Boys & Girls Clubs of Greater Sacramento is a 501(c)(3) nonprofit organization. Tax ID#: 68-0338324. Contributions are 100% tax-deductible and are not refundable. No goods or services were provided in exchange for your contribution. Please keep a copy of this letter for your records.