



Membership Update June 2019

It certainly does not feel like summer vacation around the SCXEA Board meeting table! Ongoing projects continue to move forward, and we are striving to improve our outreach and communication to you, our valued members. Here is a quick update on what we are working on and things to come:

Unit 10 Director Appointment

A big welcome to Stephen Hatch (he's known as Hatch), who is your newly appointed Unit 10 Director. Stephen works in the Fire Department and was recently a member of the SCXEA negotiating team. He is a tireless advocate for Unit 10 and will be a strong addition to the Board. Don't hesitate to reach out to Stephen with any questions or concerns, or just to welcome him to the team.

Board of Directors Election

This September will bring a busy election cycle for SCXEA, with many Board seats up for election. Have you ever thought about joining your Board so you can help decide the direction of your Association? Now is the time to consider it. Keep an eye out in July for the formal announcement and the election schedule. The first date for candidates to submit their names will be August 12, and the election will take place September 21-26. Board member Tessa St. John is the Elections Committee Chair and can be contacted with any questions, or if you are interested in helping with the election this year.

Reversal of Demotions

Thank you to everyone who responded to our May 4 special update about the sudden notice of demotions (to be accomplished through terminations and rehiring at lower classifications) of six City employees we represent. We are relieved to announce that this issue has been resolved and the notices to all women were rescinded. The women sought out your Association to help them right the injustice and, together, we shed light on the practice and were able to reverse the demotions.

We want to thank Councilmember Ashby for meeting with us to hear the women's stories and for raising the profile of the issue. We also thank our City Manager Howard Chan who showed great leadership in acknowledging that the City could do better and rescinded the pending demotions. The City Manager also committed that similar action would not happen again until the city-wide classification and compensation study expected to take place in the next year was completed. Standing together makes us stronger!

FLSA (Fair Labor Standards Act) Audit

As mentioned in our previous update, SCXEA is meeting with the City regarding the FLSA audit conducted in 2017. The results of this audit could influence whether employees should be hourly or salaried, and may impact benefits. Because of the dues you all pay, your Association had the necessary funds to retain a law firm that specializes in local government labor relations, with a particular specialty in FLSA law, to assist your Board in navigating the forthcoming discussions. We will share information with you as this item progresses.

Upcoming Salary Increase

As determined by your labor agreement, the rate for all salary steps will increase by 2%, effective June 22, 2019 (for the pay period ending July 5). Be sure to check your paycheck on

July 16 to be sure proper adjustments have been made. Your July 2, 2019, paycheck will include a one-time payment of \$1,000 negotiated by your Association.

Unit 10 Administrative Leave

Beginning July 1, 2019, Unit 10 employees will receive only 24 hours of Administrative Leave Time each fiscal year which may no longer be cashed out. Any employee who was in a Unit 10 classification on October 2, 2018, and who also is in a Unit 10 classification on July 1, 2019, will receive a one-time payment of \$3,000 on the July 16 paycheck as modest compensation for the reduction in administrative leave accruals.

Management and Administrative Leave Time

Remember that any Management and Administrative Leave Time expires on June 30 and cannot carry over to the next fiscal year. If you are unable to use your leave, please consider donating it to the SCXEA leave bank for your Board members to use when conducting union business. A leave donation form is attached.

Annual Membership Meeting and Dinner

The annual SCXEA membership meeting and dinner is scheduled for the evening of Thursday, September 26, and we can't wait to see you there! We are looking forward to catching up, sharing information, and having some fun. Please note that the meeting will be at a new location this year. More details to come.

Board Meetings

Your Board usually meets on the first and third Wednesdays of the month from 12:00 to 1:30 p.m. (with closed session generally beginning at about 1:00) 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 what exactly your Board does. We hope to see you there! No meeting on July 3.

Questions?

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

Thank you for your membership.

Heather Hoekstra
President

Board of Directors 2018-2019

President – Heather Hoekstra, Program Analyst, Youth, Parks, & Community Enrichment, 808-5691
Vice-President – Kateshia Knox, Senior Personnel Analyst, Human Resources, 808-7660
Secretary – Kimberly Rhodes, Administrative Analyst, Youth, Parks, & Community Enrichment, 808-6316
Treasurer – Melissa Bickel, Senior Deputy City Attorney, City Attorney, 808-8802
Unit 01 Director – Kathy Rogan, Senior Deputy City Attorney, City Attorney, 808-2018
Unit 10 Director – Stephen Hatch, Administrative Technician, Fire, 808-1359
Unit 14 Director – Jenci Smith, Administrative Analyst, Fire, 808-6703
At-Large Director A – Tessa St. John, Program Manager, Finance, 808-4847
At-Large Director B – Chris Thoma, Program Analyst, Public Works, 808-4833

SCXEA Release Time Donation Form

To: Brandy Reid, Payroll, Mail Code 09620 or BReid@cityofsacramento.org

From (Employee Name): _____

DeptID _____ Employee ID _____

Type of Hours Donated	Amount to Donate <small>(whole hours only, 1-40)</small>
Vacation	
Holiday Credit Accrued	
Holiday Earned	
CTO	
ATO	
PTO	
Other (excluding sick)	
Total Donated Hours	

I understand that once the hours have been credited to SCXEA, the donation becomes irrevocable.

Employee signature _____ Date _____

Forms submitted via e-mail do not require a signature. The e-mail will be accepted as your virtual signature.

Completed form can be e-mailed to Brandy Reid at BReid@cityofsacramento.org or sent by interoffice mail to Mail Code 09620.