



Membership Update June 2021

It seems there may be light at the end of the pandemic tunnel! We hope you all are starting to feel a bit more normal and here's hoping for a relaxing and healthy summer!

We have seen the work landscape shift significantly over the past 15 months and we know it can be nerve-racking as we wait to hear what city employment is going to look like in the next few months. SCXEA is involved and advocating for you as the City plans to return employees to worksites.

Upcoming Elections

Have you ever considered joining your SCXEA Board of Directors? This is an amazing opportunity to work with a dedicated group of volunteers and have your voice heard on wages, benefits, and employment issues that affect you and your colleagues! This September, SCXEA will hold elections for the following Board positions: Vice-President, Treasurer, At-Large Director B, Unit 01 Director, and Unit 10 Director. If you are interested in joining the Board, but want to know more about it, please reach out to a Board member. The first deadline for members to declare their candidacy is August 2, 2021. We hope you will consider being part of the team!

Class and Comp Study

You have probably heard about the upcoming citywide classification and compensation study. We encourage everyone to participate fully in this study and attend the informational meetings offered by the City. It can also be beneficial to prepare for the study to ensure it is as accurate and complete as possible. Here are some tips for preparation:

- Prepare and document your regular job duties and then review your formal job description. This may make it easier to notice differences between your current work and your classification's job description.
- Take your time. This is your opportunity to highlight your work and truly explain everything you do. Do not rush through any materials you are asked to turn in.
- You may be reviewing job duties as part of a group if your classification has many incumbents (such as Admin Analyst or Sr Deputy City Attorney), but it is still important to complete a review of your individual job.

COVID-19 Related Leave

If you were off work during the January to April period for COVID-19-related reasons (e.g., testing, illness, vaccination) and any leave you used has not yet been restored, please contact your Unit Director.

Return to Worksites

As the Sacramento area begins to re-open and many people are returning to their worksites, we have seen many organizations and companies recognize the benefits and success of remote work and are opting to maintain a more flexible workplace. In addition, we recognize

how drastically some employees altered their lives in the last year and how a return to the office may require significant adjustments. Please reach out to your Unit Director to share any specific concerns, questions, or ideas you have about returning to the worksite to help SCXEA best advocate on your behalf.

Job Classifications and Job Postings

To ensure the most flexibility in your career path, remember to take all exams for positions you are or *may* be interested in – even for the classification you’re already in! By taking the exam and being placed on the eligibility list in a reachable rank, you will have the opportunity to be considered for open positions within your classification throughout the City. Alternatively, if you decide not to take the exam, you will only be able to apply for transfer opportunities, greatly reducing your ability to move and investigate other opportunities. Bottom line – taking exams will only increase your chances to explore other departments and opportunities, so don’t limit yourself!

Unfair Labor Practice Charge

As some may recall, SCXEA filed an unfair labor practice (ULP) charge against the City last July in response to their unilateral implementation of a change to how vacation accrual is calculated for employees hired beginning in February 2020. After meeting with the California Public Employment Relations Board (PERB) attorney and the City, and multiple discussions and drafts of a settlement, SCXEA and the City have reached an agreement that will move the implementation date forward to those hired beginning February 22, 2021. Employees hired in the interim will have the start date for purposes of vacation accrual corrected. This was important for the new employees. More importantly, it was an important win for SCXEA because the City walked out of a negotiating meeting when SCXEA requested additional information and history, and felt strongly that negotiations were not required even though they were making a change to a practice that was more than a decade old. PERB agreed with SCXEA. This issue was settled and both sides will move ahead with this settlement in place.

Labor Negotiations

We are still in negotiations with the City over our expired labor contract and are disappointed to report that, almost a year later, no progress has been made. Members may want to start contacting individual City Councilmembers to let them know you DESERVE a fair contract!

Welcome to the Board, Brenda!

We are pleased to introduce your newest Board member, Brenda Kee. Although she was already an active SCXEA participant, she recently volunteered and was appointed as the Board Secretary. As Secretary, Brenda will handle crucial association tasks including taking minutes of all Board meetings and maintaining the website. Brenda works in the Youth, Parks, and Community Enrichment Department. She began her career with the City in 2006 after a number of years with the City of West Sacramento and the Sacramento Area Council of Governments.

Farewell to Two Board Members

Two long-term Board members recently left City employment, leading to a vacancy in their Board positions. Treasurer Melissa Bickel, who had served since 2017, took a new job in Yolo

County. Tessa St. John, At-Large Director A, who served on the Board 2015-2016 and again since 2018, is moving to Butte County. Their service was exemplary and they will be missed. Look for an announcement soon to apply for appointment to these vacancies.

Questions?

Do you have questions or suggestions you would like to see addressed in a membership update? Interested in getting involved? Please email SCXEA at DirectorB@SCXEA.org.

Board of Directors 2020-2021

- President – Heather Hoekstra, Administrative Analyst, Youth, Parks, & Community Enrichment, President@SCXEA.org, 808-5691
- Vice-President – Kateshia Knox, Senior Personnel Analyst, Human Resources, VicePresident@SCXEA.org, 808-7660
- Secretary – Brenda Kee, Contracts and Compliance Specialist, Youth, Parks, & Community Enrichment, Secretary@SCXEA.org, 808-1923
- Treasurer – vacant
- At-Large Director A – vacant
- At-Large Director B – Sage Millar, Program Specialist, Utilities, DirectorB@SCXEA.org, 808-5977
- Unit 01 Director – Jennifer Gore, Senior Deputy City Attorney, City Attorney, Unit01@SCXEA.org, 808-7765
- Unit 10 Director – Josh Bartholomew, Administrative Analyst, City Clerk, Unit10@SCXEA.org, 808-8016
- Unit 14 Director – Khyra Blackman, Administrative Analyst, Human Resources, Unit14@SCXEA.org, 808-8840