



Membership Update June 2022

Appointments to the Board of Directors

We are pleased to announce that two members have been appointed to fill vacancies on your Board of Directors. The new Secretary is Sheri Adams, a Program Specialist in the IT Department. Her appointment extends to September 2022 when this position will next appear on your election ballot. The new Unit 01 Director is Clay Buchanan, Police Lieutenant in the Police Department. His appointment extends to September 2023, when the next election for this position will be held.

Class and Comp Study

We regularly receive questions about the citywide classification and compensation study that began in 2020 using an outside consultant – Gallagher Benefit Services. Recently we were told that the City plans to wrap up the final draft of the report in March 2023. SCXEA and the other labor unions will then begin reviewing the draft and City recommendations. To date, the City has not been willing to share tentative findings along the way.

Management Leave (ATO) for Units 01 and 14

You may remember that in the latest version of our labor agreement, accrual of Management Leave was changed from a fiscal year basis to a calendar year basis. You will still receive 80 hours of ATO every twelve months, although during the transition you will receive 40 hours effective July 1, 2022, for the last six months of 2022. These hours cannot be cashed out and must be used by December 31, 2022.

The next accrual will be 80 hours effective January 1, 2023, to begin the calendar year basis. You will have until November 30, 2022, to request to cash out up to 40 hours of your calendar year 2023 ATO. Going forward, ATO will accrue on January 1, and the deadline to request to cash out any of that leave will be November 30 of the prior calendar year. Refer to Section 12.3 of the [SCXEA labor agreement](#) for details.

Cash Payment in Lieu of Vacation Leave for FY2021/22

SCXEA continues to firmly believe that the right to cash out 5 days of Vacation Leave for those accruing 20 days each year was not altered for this year as a result of signing a new labor agreement. However, we do not have a commitment from the City on this. You may want to consider using your vacation balance in order to avoid hitting the maximum accrual cap of 480 hours so you don't begin forfeiting additional accruals.

Deadline to Request Payment of Leave

November 30, 2022, is the deadline to request payment for the following types of leave:

- Up to 40 hours of ATO for Units 01 and 14 to be accrued on January 1, 2023. Requests must be submitted via eCAPS self-service. Instructions are posted on Payroll's Nexus site.
- Five days (40 hours) of Vacation Leave for those accruing 20 days (160 hours) each year. Requests must be submitted via eCAPS self-service. Instructions are posted on Payroll's Nexus site.

- Up to 24 hours of Sick Leave for those who have at least 480 hours accrued on November 1, 2022. An eCAPS self-service option to submit the request will be available from November 1 to November 30. Instructions will be posted on Payroll's Nexus site.
- Thirty-five hours of Paid City Leave provided earlier this year. Requests must be submitted using a PDF form posted on Payroll's Nexus site.
- Thirty-five hours of Paid City Leave to be provided in January 2023. Requests must be submitted using a PDF form posted on Payroll's Nexus site.

Upcoming Board 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 16-21, SCXEA will hold elections for the following Board positions: President, Secretary, At-Large Director A, and Unit 14 Director. If you are interested in joining the Board, but want to know more about what it all means, please reach out to any Board member and/or attend a Board meeting. A formal announcement with complete details will be sent to you in July. We hope you will consider being part of the team! As you consider becoming a candidate, be aware that the first deadline for members to declare their candidacy is August 8.

It is anticipated that you also will be asked to vote on some amendments to the SCXEA By-laws during the September elections.

Questions?

Do you have questions or suggestions you would like to see addressed in a membership update? Interested in getting involved? Please email your Unit Director at the email address listed below.

Board of Directors 2021-2022

- **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** – Sheri Adams, Program Specialist, Information Technology, Secretary@SCXEA.org, 808-1470
- **Treasurer** – Lea Vassallo, Senior Accountant Auditor, Community Response, Treasurer@SCXEA.org, 808-7826
- **At-Large Director A** – Kimberly Rhodes, Administrative Analyst, Youth, Parks, & Community Enrichment, DirectorA@SCXEA.org, 808-6316
- **At-Large Director B** – Sage Millar, Program Specialist, Utilities, DirectorB@SCXEA.org, 808-5977
- **Unit 01 Director** – Clay Buchanan, Police Lieutenant, Police, Unit01@SCXEA.org, 808-6416
- **Unit 10 Director** – Michael Longstreet, Administrative Technician, Fire, Unit10@SCXEA.org, 808-1359
- **Unit 14 Director** – Khyra Blackman, Administrative Analyst, Human Resources, Unit14@SCXEA.org, 808-8840