

EL CAJON POLICE OFFICERS' ASSOCIATION
MINUTES OF January 10, 2013 MEETING

BOARD MEMBERS PRESENT: Jon Wooddell Darrin Forster
Mark Barber David Vojtaskovic
Travis Howard Josh Pittsley
Sean Sayre

BOARD MEMBERS ABSENT: None

Number of Association Members present:

CALL TO ORDER: Meeting was called to order by President, Jon Wooddell at 3:39 PM

ITEM(S) TAKEN OUT OF ORDER:

3 different insurance reps: Myers-Stevens for PORAC, Ltd; California Casualty and AFLAC. Each made their presentation and passed out material. See J. WOODDELL for more info. Key info – Check your beneficiaries.

MINUTES: Darin Forster moved and Travis Howard seconded to accept the minutes as presented. Unanimous.

COMMUNICATIONS:

1. Christmas Card from SDSO
2. Memo from City Manager – side letter of agreement regarding Civilian Supervisor in Lab
3. Randy Soulard – Awards Committee – requesting rep from POA. Vojtaskovic already on Awards Committee, will be POA rep as well.

BILLS AGAINST ASSOCIATION – Dave Vojtaskovic

Nothing. Paid about \$20,000 yesterday; CLEA, American Express, website design. PORAC, have to pay Attorney General (yearly fee)

FINANCE and PLANNING – Dave Vojtaskovic

Nothing

FINANCIAL REPORT- Dave Vojtaskovic

As of 12-31-12. Going to accountant within next few weeks. Have some CD's due to mature in July and August. Mark Amato Fund – supposed to be given to reserves. Tony said not going to use it. Need to get together with Tony, write check from that fund and close account.

Will have year-end total shortly.

Considering changing banks again. Knows we just moved to Union, nothing but hassle. Wants to go back to the El Cajon Credit Union. The board will discuss this later.

PAYMENT OF BENEFITS: Nothing

COMMITTEE REPORTS: Jon Wooddell –

ATHLETIC – Josh Pittsley

Nothing for now. Most people don't use the gym as some do or as it should be used. Does create a distraction to some within nearby offices. Have to get along. Would like to see and explore another area to work out in. Can only do so much as city building. Need to get along. Is police Department not jungle gym or cross fit gym. Will do what he can to make equipment accessible and at peace. M-F 8-5 work on reducing impact. It can be done. After 5 and weekends, do what you want. Worse thing that can happen, is we lose the gym. Is going to try to maximize space. Will talk to the guys that use it during the peak hours and the most. Need to take care of office off of gym, that is the POA office. Would like to see an area outside, maybe motor bay. Question as to stereo system being fixed: Entirely new board, has to check into it.

AWARDS – Dave Vojtaskovic

Nothing

BY-LAWS –Sean Sayre

Nothing

CITY COUNCIL MTG – No one went

DEFERRED COMP – Wooddell

ICMA and Nationwide at City Hall 1/16 and 1/17. Make an appointment.

ELECTION:

Has to be non-board member; Asked if Paz would continue.

KIDS CHRISTMAS PARTY – Mike Rosas not here (gave info to Dave)

Biggest turnout in long time. Went over budget due to number of kids. Have to bump up budget for next year. Have more officers with younger kids.

HAWAIIANAIRE –

Was Winslow who is doing it next year? Winslow and Mike Murphy. Unknown date

HOLIDAY PARTY – Travis Howard/Dave Vojtaskovic:

Per Dave: Overspent budget because had 15 more people, which is good. Hoped for big turnout. \$2669 for charity-Pierre Robin; \$13 639 total cost; Over \$100 for DJ; As we have negotiations this year, board will be busy. Would recommend stay at Hyatt this year and do it

as it was due to time. Searched a lot this year and won't have time this year with negotiations. Easier for us. Sheraton contacted us asking us to come back. Hyatt will only hold until 1/24. Others waiting for our spot December 15th. Can start party earlier but has to close at 11:30. Previously have stayed at the same place for 2-3 years. Tables were a little tight, but those that didn't want to be sitting on the dance floor didn't have to. Do it earlier with different DJ. Board will make decision.

LEGISLATIVE PORAC PAC – Jon

Went to meeting. People want stickers. Get them at meeting - \$1.50 at meeting, \$2.00 if they bring them out. Next meeting Wooddell can't be there, board needs to step up – 1st Thursday every month. 5:30 at Coco's in La Mesa. Someone has to be there. Previously threw away 1/2 the stickers. Mark Barber said he would do the stickers.

POLITICAL ACTION – Travis Howard Nothing now

PUBLIC INFORMATION – Travis Howard

Josh and I going up to meet with website guy on the 25th and will design website. Signed a two year contract and know nothing what they can and/or will do. Are sending contract so we can see what we get for money and what they can/can't do. Working with that. Facebook has 30 more "Likes". Doesn't know what to post.

RETIREMENT –

Nothing. Will have a few this year. Make sure money is ready.

SALARY/BENEFITS –Darrin Forster

City's 2012 numbers came out a few weeks ago. Hired Dr. Donohue was up to 2011 and waiting on 2012 numbers. Will finish all soon and finished report should be to us shortly. Will have 10 year's worth of city financial issue. Board has decided not to share numbers – negotiation committee only. Other unions are already calling asking for info. Hopefully things look good. Starting to meet and want input from everyone as to what looking for. E-mail Darrin with what you want. (Darrin, Josh and Jon are negotiation committee). Don't know if it will be Brad or someone else. Committee will discuss then take to negotiations.

P. Winslow – when all associations are done with negotiations, will you share info? No. problem is spent \$20,000 part of each member's money, and he wants to know what the city has. Understands doesn't want to share with everyone. Problem is, 1) if it gets out, there are 2 choices – hit with info or hold and see what they do. Retain the card as long as possible. Use to your advantage as need be. Can tell only certain people. This time we are coming into negotiations with a new City Manager, and HR Director who weren't here for past mistakes, only recurring is finance, which is Nancy, and she has heartburn we did it to start with. Have no problem talking about it, the whole board will not even know. Don't want to get to specific numbers. There will be a negotiation next year or the following. Already paid Donahue. He will update yearly for \$2000. Forster said based on phone conversations, it looks really good for us. City is not as bad as they have been saying for 10 years and telling us at the last few negotiations. Doesn't have exact numbers, so can't say anything, but city has not been fair and now we have proof. Discussed for a long time if we should do the study because it was expensive. When we decided to do it, there was heartburn at city hall, now

they are great and agree. Thinks it will be to our advantage in the long run. High Ups in city hall called and asked us not to and we would get a raise. Chula Vista did it and disclosed numbers. Wish they hadn't. This study will help the entire city, and they didn't pay for it. City won't want to let this out. If the numbers are out, we have nothing in the future. If it gets out, there are only three people that will know it. Need the number to benefit us in negotiations, this year, next etc. It benefits us, the more we can stretch it out and benefit. PD is not same as everyone else and should not be treated the same as 5% across the board or whatever. We are different. We need to negotiate differently. Need to go on our own and negotiate on our own. Did we ask other unions if they wanted to get in on this and pay part? No, did what was best for the PD. The only ones the numbers mean anything to is the city because they know we have these, and the negotiations team who can use them. What does city of equal size and dual dollar, pay. Have nothing to gain and everything to lose by letting numbers out. May consider hiring him to sit in on our negotiations, he will understand every penny they talk about. Feels city manager, HR, etc know we are over worked, short on staff and under paid. Is pretty sure we will get something, just need to find right number.

No plan yet, just give us ideas. 9% will get us to what we lost in take away. Retirements have changes, city strapped and have limits. Didn't have to take 9%, chose to. Depends on one or multi-year contract. City probably will not want a multi-year. The membership needs to tell us bottom line, so we can work with that. Needs to be based on other numbers and what has happened over past ten years. We kind of have to be on the same page as management, like it or not. Will sit down with their team. Trying to negotiate for all the members, you may be management one day. They are part of us. We also need to know where management is at. Management is going after money in one year – 20% under median. Worst thing we can do is fracture PD in negotiations. Need to make it better as a whole.

What do we want? (E-mail Darrin) No hard fast number yet. Never put bottom line out.

What do we want a besides raise.

Class – POST reimburse, PD gets 1/2 rest to general fund

Reimbursement class-budget If on duty, no tuition reimbursement (MEA can)

On-call differential Shift differential

Management different rules with tuition reimbursement

(School is pretty small to fight for, but it's a morale issue. Not getting something else for it)

Don't want too may little things and ignore salary. This is a negotiation tip. Schooling, cost benefit, will sit there and adjust that percentage of cash to give us those things as a balance against salary. This does not go towards retirement dollar. Stronghold needs to be cash, this goes towards retirement. Cutting little things out hasn't helped for last 6 years, still got nothing. POST reimbursement and use time are no cost items, that's what they will look at. They won't affect the bottom line, make standard of living better, because no dollars associated. Just simple adjustments. Play "Me too" if no cost item/verbiage. Still need ideas of what we want.

Shift differential

On-call differential

9% + 8

Cash for medical

Raise and health benefits, cafeteria doesn't help retirement

100% raise +increase in medical for retirees

Benefits for retirement

Raise – everyone

Tickets, impounds, red light, etc bring in income but don't help up. Lost a lot of recruits due to salary.

Shift Differential – can lead to a lot more in retirement if work midnights the last year.

See what other agency's are paying for POST Certificates (ICI classes – pay for each certificate)

Longevity pay

College degree pay

Go back to squad and tell them what was discussed and e-mail Darrin within next couple of weeks. All ideas will be discussed. Talk to other agencies. Happened to us, and we never did anything about it – Agents. Was pay increase and we let the city get rid of position and increase. Same as Senior Officer. Lost pay increase for ourselves. Agent was \$12,000 year over officer. Agents or Longevity pay? Agents would be awesome. Call it Senior Officer not a promotion to Agent. Would have to have certain specifications – time on, duty, etc. Automatic tier with pay increase, but could be taken away for. No testing etc, just performance generated. In 7 years hired 40 officers and are 40 below minimum. How many have we lost to other agencies? Had 5 motor officers, which created a lot of revenue. Now have regular duties and that's a loss of money. City finally realized it.

Going in optimistically to get the most we can. 7 years no raise and losing 9%, needs to come back. Want as big a sampling from everyone as possible. Will not pick and choose what to take to negotiations, will take it all. Check POA e-mail.

Wooddell was approached by Chief wanting to confirm POA not using city e-mail for political nature. Chief confirmed to City Manager that was correct. Negotiations are in this line – use POA e-mail only. Everyone has e-mail just need to get log in. If you don't have one, contact Travis. He can also forward it to your personal e-mail. Need to check email regularly 3 months 6 at the max, or new ones will not come in. This is where info will be.

NEGOTIATIONS: Darrin Forster
(See above)

WELFARE – Travis Howard

Situation- Bob Berger's mother had stroke one day after he retired. Talk of sending flowers (she lives with him) discussion was he is no longer active member, should not send. By-laws somewhat vague, but implies active members. Weeks later she was going to her house, with her sister coming to stay with her. Thoughtful thing is to let Bob know we are here and care. Reality is one day! Travis to check to see if we still have account at florist.

Babies – Maruster had girl. Anyone know of anyone pregnant? Let Travis or Joanne know.

UNFINISHED BUSINESS:
None

NEW BUSINESS:

Cancelled ROT – for now. San Diego PD came in and notified they were cancelling all outside agency positions at ROT because they needed spots. POST auditor (here to do background audit) said that's Bull shit why doesn't ECPD do their own. Write it up, have to have own instructors. Will have someone from POST come to us to teach instructor

class if needed. Will cover 24-hours minimum within 2 year cycle. Spending about \$3500 a year to send officers, can do it ourselves and set own course without other agency issues.

Vojtaskovic – sponsorship for daughter’s softball team, in East County. Knows we support them and gave “thousands of dollars last year”. Lives in El Cajon, East County USA. Looking for \$1000. Covers 2 years of permanent plaque in snack bar, banner on outfield fence, hyper link on website to POA website, name on uniform and hat, announcements. That is highest. Manny Sandoval is also coaching a team in the same league – to sponsor both is an additional \$300. Play at Montgomery Middle School. Is East County League. Josh Pittsley moved \$1300 to sponsor both officers’ teams. Seconded by Darrin Forster. El Cajon PD Purple (Manny) will play El Cajon PD Green (Dave). Unanimous.

GOOD OF THE ASSOCIATION:

Three new officers who want to join the POA. Have initiation fee, signed all documents, want to have it automatically deducted. Two are on duty, 3rd goes 10-8 Wednesday. 4th guy graduates academy beginning of February and will be 10-8 right after that. Hired 8 in total. Need board approval to let them in: White, Page-Demorst and Lopez. Darrin moved we accept our three new officers into POA. Seconded by Travis. Unanimous.

ADJOURNMENT: The meeting was adjourned at 5:32 PM by President, Jon Wooddell.