



ACE Board Meeting Minutes

Meeting Date: 01/18/2017

Location: ACE Office D-140

Recorder: Shawna Santiago

NAME	TITLE	ORGANIZATION	IN ATTENDANCE?
BALDWIN, WILLIAM	VICE PRESIDENT, CS	ACE	YES
BOOTH, ANTHONY	LEGAL	LAW OFFICE OF B. BOOTH	NO
BOOTH, BRADLEY	LEGAL	LAW OFFICE OF B. BOOTH	YES
HAND, ART	CHIEF STEWARD, FH	ACE	YES
JOSEPH, PAULA	CHIEF STEWARD, DA	ACE	YES
KIRKPATRICK, KERI	BOARD MEMBER, DA	ACE	YES
MANGIAMELI, CHRISTINE	BOARD MEMBER, FH	ACE	YES
MONSELL, CATHLEEN	CHAIR NEGOTIATIONS	ACE	NO
OLSEN, SCOTT	BOARD MEMBER, CS	ACE	YES
PEREZ, ANNETTE	TREASURER	ACE	NO
PEREZ, DENISE	VICE PRESIDENT, FH	ACE	YES
RODARTE, IRMA	CHIEF STEWARD, CS	ACE	YES
SANTIAGO, SHAWNA	RECORDER, FH	ACE	YES
SIGALA-AGUILAR, GRISELDA	BOARD MEMBER, DA	ACE	YES
TROSPER, MATT	VICE PRESIDENT, DA	ACE	NO
WHITE, CHRIS	PRESIDENT	ACE	YES



Meeting Start: 1:00 p.m.

- A. **Closed Session:** No action was taken in closed session.
- B. **Report out from closed session:** Nothing to report out.
- C. **Motion:** Approval of 11-09-16 minutes
Moved: Mangiameli
Second: Perez
Motion Approved: Unanimously with one abstention.
Approved with the following change: *Last bullet 2nd page "Baring delays process should run 6-9 months. " Change to **barring**.*
- D. **Financial Report:** Annette Perez was not in attendance
- Nothing reported
- E. **Public Comment:** None
- F. **Old Business:** Presenter White
- Classification Study Kick-off meetings Jan. 24 & 25. Please encourage members to attend.
- G. **New Business:** Presenter White
- Christopher Dubeau resigned as the negotiations chair. Cathleen Monsell, who has served as a negotiator for the past two years, has replaced him. Since Cathleen already held a position on the negotiations team, who choose the chair, there is no need for a formal appointment by the Board.
 - Recommendation: ACE Sponsorship of Classified Retreat and professional development.
 - Recommendations to spend \$1500 for the May 12 classified professional development day and \$500 to buy binders for professional development training.
- Motion:** ACE Sponsorship
Moved: Hand
Second: Baldwin
Motion approved: Unanimously
- H. **President's Announcements:** Presenter White
- Classification study is my focus.
 - Are there any rumors that need to be addressed?
 - Members will understandably be worried.



- Please let me know of any questions or rumors.
- Thoughts on Koff & Associates:
 - They know what they are doing.
 - They understand how the Ed-code drives what we do.
 - They understand our goals: upward mobility/updated classifications.
 - References said that Koff & Associates; “Really got stuff done.” and “Had great follow-through.”
 - The bulk of what they do is classification studies for the public sector.
- Booth: ACE’s major accomplishment is that we have a joint labor/management committee to make decisions throughout the process.
- We recognize that this has to be a collaborative process: This study is good for both district and ACE.
- We have signed an MOU on how and whom we will use for comparison agencies and that FHDA job classifications will stay in the top 1,2,3 amongst community colleges in the bay area in salary comparisons.
- District is covering the cost of the study.
- The end product will have to go out to members for approval.
- Next week we will introduce the questionnaire to members and email those that don’t make the meeting. It will be a challenge to get questionnaires completed and returned in a good timeframe.
- Koff & Associates will facilitate some focus groups once the questionnaires are returned.
- Board of Director’s training will be scheduled.

I. **Committee Reports:**

- **Budget:** Presenter White
 - Waiting on Governor’s budget and District budget.
 - Slow moving forward however, it is beneficial to wait until the budgets are on the table.
 - District budget meeting is next week.
 - District is not looking at layoffs. Will likely freeze open positions.
 - Reducing classified staff is not likely. We haven’t grown much in classified; amount of growth is about 20% and the majority of those positions are paid for through categorical funding.
 - We still have \$45 million in one-time funds to carry us for a time.
 - White will report out after next week’s District budget meeting.
- **Negotiations:**
 - **JMBL:** Working on 2018 health benefit rates and a proposal regarding the Bridge to Medicare program.
 - **VEBA:** Presenter Mangiameli



- 3rd party administrator company has refused us do to our size. Going out again to find a new company. This will not disrupt disbursement of funds to qualifying employees.
- **PARC:** Presenter D. Perez
 - Nothing to report
- **Other: DDEAC/HRAC/Equity, PBTs** Presenters: Baldwin /Olsen
 - Had a combined meeting in November.
 - District has \$40K of equity funding and is working on how to spend it.
 - White requests that Baldwin & Olsen report back with clarification on the mandatory EO training.
 - Currently only Foothill & Central Services are participating.
 - How do we know who has completed the training?
 - Will members be denied the opportunity to serve on a hiring committee if training is not completed?

The Meeting Adjourned: 2:00