



MEETING MINUTES

AFSCME Local 18 Executive Board Meeting
Special Meeting regarding Salary Survey - May 13, 2024

Members Present

Patricia Hsia (President), Greg Hope (Secretary), Wendy Yanez (Treasurer), Stephen Sealy (Supervisory Unit Director), Artin Laleian (Professional Unit Director), Cristina Rocha (White Collar Unit Director), Jose Mendoza (Technical Support Unit Director), Darrell Hatch (Director at Large).

AFSCME Representative Present: Luis Schmidt

Points of discussion:

- Meeting called to discuss response to salary survey report prepared by consultant Gallagher.
- Meeting with Management scheduled for May 16 at JAO.
- The document had been promised for fourth quarter of 2023 but delivered in mid-March.
- HR's consultant did not compare salaries at agencies that had been agreed on, unilaterally changing the criteria.
- Description of the methodology used is vague and does not prove that positions are similar.
- HR has called the report a compensation study rather than a salary survey. The report includes incentive programs rather than limiting itself to compensation which conflicts with the original MOU.
- The three units in negotiation have been using "total compensation" in discussion language and will need to continue to do so.
- Total compensation can be acceptable provided that the evaluation is correct and consistent. However, the consultant's product is unusable. It is unclear if the Union reviewed the consultant RFP but it will have been publicly posted.
- Total compensation obfuscates comparisons since PEPR and Classic are not comparable. Properly, only salaries should be compared.
- Consultant has provided no evidence that cited positions are equivalent and are only looking at job titles.
- Representatives from the three units in negotiation will attend the meeting with Management since negotiations have been based on assumption that information in the report is correct.

2024 BOARD MEMBERS

Officers: Patricia Hsia (President), Wendy Yanez (Treasurer), Greg Hope (Secretary)

Unit Directors: Stephen Sealy (Supervisory), Artin Laleian (Professional), Ted Brodeur (Professional Supervisory), David DeVase (Energy Recovery), Cristina Rocha (White Collar), Jose Mendoza (Technical Support)

At-Large Directors: Dwain Tucker, Rebecca Urac, Darrell Hatch