

BAAQMD Employees' Association

375 Beale Street Suite 600

San Francisco, CA 94105



"Final EA Board Meeting Minutes approved by the BAAQMD EA Board on October 13, 2022"

8/11/2022 EA Board Meeting

1. Meeting called to Order (6 board members constitute a quorum).
 - a. Roll Call (starts at 1205 pm)
 - i. Grace Leung (Steward)
 - ii. Jack Connor (Vice President)
 - iii. Jimmy Cheng (Steward)
 - iv. Joseph Muehleck (Steward)
 - v. Richard Lam (Recording Secretary)
 - vi. Monte DiPalma (Steward)
 - vii. Kennieth McKellar (President)
 - viii. Andrea Academia (Treasurer)
 - ix. Raseam Wroten (Steward)
 - x. Raymond Salalila (Steward)
 - b. Absent
 - i. Julius Li (Steward)
 - ii. Chris Coehlo (Corresponding Secretary)
2. Motion to approve minute from last meeting (July)
 - i. 7 vote, 7 yays
 - ii. More time to vote
3. Financial Update
 - a. Large expense with Doordash gift card, and consultant expense
 - b. Andrea: no change, still have \$477K at the balance, went up slightly.
 - c. Monte: gift cards for lunch at listening session? Working on that this afternoon.
4. Meet and Confer Update
 - a. DWP
 - i. No movement

- ii. Sent a letter to Sharon and HR outlining EA's position on DWP as well as to Sharon's request on changes on the policies to DWP.
- iii. EA is waiting for Sharon's response
- iv. Next meet and confer will be on the 18th of August

5. Salary Standardization/benchmark

- a. Will be discussed in the next meet and confer on August 18
- b. Hasn't started the conversation with the district yet
- c. Make the DAPCO and DEO pay the same, then go from there
- d. Pay structure for all other positions tied to pay at the top. Structure and consolidation of pay levels outlined in spreadsheet.
- e. Monte: asking about the timeline. Also asking about whether the administration has appetite for this.
- f. Grace: raise the point that the increase is significant
- g. Kenny explains the reasoning about this proposed new pay structure, working from the top to bottom. As a way to standardize pay, as the current structure is piece-meal. By making this pay structure clean, it will be great way to welcome the new APCO.
- h. Ray: Will this trigger more reclassification?
- i. Kenny: There may be more potential for reclassification.
- j. This is just the starting point for us to think about it.
- k. Monte: Can we compared that with South Coast and adjust it with COLA.
- l. Looked at EBMUD, special Air District, Area Median Income
- m. Jack: should we establish a committee?
- n. Kenny: Need to start the committee in the next month (September). committee meets twice a month, ramps up after 6 months to 4 times per month (2 with district 2 within EA.
- o. We should bring it in a general membership and seek volunteers from membership.
- p. The committee should be separated from EA, and it will be better received that way.

6. Grievances

- a. 8.04 Reopener
 - i. District responded showing action in compliance with their obligations under 8.04 reopener. No longer a potential grievance.
- b. CEQA work
 - i. Try to work out some agreement with District
 - ii. District can contract out some CEQA work
 - iii. District will hire/train additional staff to do the higher-level CEQA work
 - iv. Meeting with District (Engineering/Planning) on August 16th to discuss further
- c. Hiring Freeze
 - i. Monte: can we file grievance on hiring freeze, as it impacts working conditions. District also effectively deletes positions without Meet and Confer.
 - ii. Kenny: will reach out to attorney and labor consultant to see if it can be a potential grievance.

7. Recruitment for the next APCO

- a. Listening sessions with general memberships

- b. Talked about management style, skill, working conditions, pay, career and job at the District, diversity equity inclusion, and other general attributes.
- c. Got great input with the JAM board
- d. Overarching ideas
- e. Meeting with Valerie and gave her the bullet points to filter candidates out.
- f. The bullet points will be shared with board and will seek input before the letter is being sent out next Monday. The input from board is available until 10 am Monday August 15.
- g. Next step: write a summary to the board about these points in a letter form (due Monday). Then they will conduct interview. EA will have a person sitting on the hiring panel.
- h. Monte: Having a panel of 6 to 7 staff from the Air District as part of the hiring panel staff input?

8. Other Business

- a. None

9. Public Comment

- a. None

10. Adjournment

- a. Meeting adjourned at 1256 pm

Approval:



Kenneth McKellar, President



Richard Lam, Recording Secretary