

CITY OF SAN DIEGO  
RETIRED EMPLOYEES ASSOCIATION  
BOARD RETREAT  
Friday, January 13, 2006  
10:00a.m. - 3:00p.m.  
Mission Trails Regional Park Visitor and Interpretive Center

PRESENT: Nancy Acevedo, Ty Rogers, Ruth Ann Hageman, Virginia Silverman, Lynn Swanson, Dora Garcia, Sylvia Tatum, Joe Flynn, John Tsiknas, Robert West, Charles Buchanan, Bob Headland, Terry Flynn, Ross Mc Collum, Maggie Smith, Patricia Karnes. Absent: John Casey.

President Nancy Acevedo called the meeting to order.

#### OFFICER AND COMMITTEE REPORTS:

##### RETIREE ISSUES TASK FORCE- JOE FLYNN

Joe has asked for a seat on healthcare negotiations to avoid surprises, and to know about changes, such as drug co-pay increases. Nancy added that retirees get what active employees receive. She added that the City should know that retirees may be hit harder financially by the cuts. Virginia pointed out that last year healthcare coverage was approved by the Council before the budget hearing, leaving retirees without an opportunity for input.

##### MEMBERSHIP - CHARLES BUCHANAN (outgoing Chair)/ JOHN CASEY (incoming Chair)

###### Topics:

- Recruiting new members (how and for what reason).
- Getting out information (email, newsletters, person to person, telephone, etc.).
- More participation by newer members in committees, etc.

Charles has been recruiting new CSDREA members at SDCERS' retirement planning seminars. He expects more retirees this next year and therefore more frequent seminars.

Nancy tries to recruit retirees through her column in the quarterly SDCERS Free Spirit magazine. Joe recommended that each retiree sign up another person for membership. Charles said we needed incentives. Suggestions included: free lunches for recruiters, drawings for donated gifts for door prizes, coupons for free lunch at the next meeting (they have to come back, or give it to a potential new member as an incentive), etc.

Jean pointed out that some retirees see this organization as "only a social group" and many retirees want to swing in a hammock. Maggie, Joe and Virginia suggested promoting advocacy as an incentive. Virginia also suggested trial memberships. Ty said we needed a "hook", and "fear" would not work as long as retirees were receiving their retirement checks. He also suggested a telephone tree. Charles recommended calling new members and getting them involved.

Ruth Ann pointed out that some retirees have physical limitations, cannot attend, and so this makes the newsletter a good tool to keep them informed. As retirees over 80 may have Life memberships (no dues), a suggestion was made to call them about the free membership, update their addresses, and send them the newsletter.

Dora will write a brief article on surviving spouses receiving informational support through CSDREA for Nancy's column in the Free Spirit. Our Board would like to send membership invitations to surviving spouses in 30 days after a retiree's death. Names and addresses of surviving spouses would come from SDCERS.

Ross asked how many general retirees there were, and to use that to set a goal for the number of new members. Sylvia reported 90 new members last year and 54 deceased.

By consensus, memberships will be billed annually, based on the month a member joined, rather than on a July to June year.

##### NEWSLETTER -LYNN SWANSON

Our Board approved Lynn' recommendation to offer trial email of our newsletter for those members preferring a no-paper policy, quicker delivery, and to save postage. It will be sent as an

attachment requiring Adobe Acrobat Reader. John T. said the postage-version has given feedback on address changes. There was no final resolution of who would keep the email list up to date. John T. said our Yahoo.com account allow free email in groups, of less than 100 each hour. So John T. takes 3 hours to send out approximately 300 email.

We are a 501(c)7, but we were not approved for non-profit postage.

#### ACTIVE EMPLOYEE ASSOCIATION REPRESENTATIVE

- LYNN SWANSON

Lynn reported that Attorney Ann Smith sees issues as very hot buttons. There has been a noticeable split between the City and MEA, MEA wants to maintain the current status. The major reason that MEA picketed the Mayor's State of the City address was for SDCERS to hire their own legal counsel. How does it work, to sue SDCERS and then be its lawyer?

Joe added that MEA was at the Mayor's talk as the welcoming committee and chanted "Peter! Peter! Peter!" Joe added that the SDCERS Board has had 13 different appointees since April, some resigned before being sworn in at SDCERS. The shortest stay lasted until 42 pounds of materials, to review, were handed to the new trustee at orientation.

MEA has asked the Association of Unrepresented Employees to join with them. MEA has worked well with Kevin Faulconer in the past.

MEA has links with retirees on healthcare.

Lynn asked Joe what authority does the Board have to issue retiree checks? Joe responded that SDCERS has arranged for another bank to issue retiree checks, rather than the City Auditor, if needed. Only a judge can stop the checks.

Joe added that the Mayor calling for appointee resignations, it would be necessary to appoint a trustee if there was no quorum to do business.

#### CHANNEL 24 SHOWING OF SDCERS BOARD MEETINGS

- PATRICIA KARNES

Dora will have a petition at the greeters' table in the event that Channel 24 continues scheduling SDCERS Board meetings on Friday nights starting at 7:00p.m., continuing for 6 hours plus or minus, at hours most reasonable people cannot view. Occasionally they repeat on Sundays, depending on the number of other City meetings.

#### NAVIGANT REPORT - JOE FLYNN

Joe will propose to SDCERS Board to post the Navigant report on the SDCERS website after it is presented. Joe has requested more than 50 copies be available.

#### LETTER TO MAYOR ON DIVERSITY OF SDCERS BOARD MEMBERS

CSDREA Board agreed to move ahead with a letter to the Mayor on selection of women/diversity for the SDCERS Board, even though the Mayor has asked the current appointees to resign.

#### HOSPITALITY - DORA GARCIA

Success, Dora has greeters signed up for seven months, since free lunch was offered for every three months of working as a greeter. Dora reviewed greeting guidelines, and added "Thank you for coming" to the list at Ruth Ann's suggestion.

#### SUNSHINE -SHARON BEACH

Sharon Beach's service was recognized.

#### AUDIT - RUTH ANN HAGEMAN/ MAGGIE SMITH

Excellent work by Sylvia Tatum makes the task easy.

#### NOMINATING COMMITTEE

A theme was "get to know the newer people". From a nominating perspective: Bob Headland recommended encouraging more retirees to be active on committees and gain experience so they can run for the Board.

#### WEB SITE -JOHN TSIKNAS

John's secret to success: he tries to keep it simple.

#### ADVOCACY - V.P. VIRGINIA SILVERMAN/ V.P. TY ROGERS

Virginia presented the retrospective. In the last year she has spoken on issues at City Council and SDCERS meetings. She has updated information of court hearings our web site. And a judge voiced appreciation when she saw Virginia and other retirees at court hearings. We listened to Aguirre's offer to split off pre-MPI retirees for 100% funding. The Board made a decision not to back one side against the other side, as it would split the organization. Ruth Ann's Mayoral debate raised our profile. We have listed priorities. Healthcare and getting out information have been frequent discussion topics.

John Tsiknas added that we can sign up as individuals for the New York Times to access their articles on pension problems that Virginia finds for us.

#### PROGRAMS- V.P. RUTH ANN HAGEMAN

Ruth Ann has a committee that pulled together enough program suggestions for two years. They meet again on January 17th at Mission Valley Branch Library. Joe suggested that programs such as Social Security be offered as a smaller special meeting. Ty suggested using a classroom at our usual site to create familiarity with our usual meetings.

#### TREASURER - SYLVIA TATUM

Sylvia is considering splitting off some of her duties and incorporating others. Patricia said that more people are participating, the more they feel it is their organization.

Currently SDCERS is giving us a printed version of our membership. We will ask for an electronic version to be sent to John.

A volunteer, with an "858" area-code telephone number, is needed to take lunch reservations.

All 5 officers will meet at SDMUC, downtown on Friday, January 20th at 12:15p.m. to do signature cards enabling us to establish an account to separate the legal funds, if Sylvia can arrange it.

#### FUNDRAISING

Virginia discussed members giving extra donations, above dues, as is done in other organizations. Ruth Ann mentioned that smaller amounts each month is often easier, than major donations. Our tax-status is a 501(c) 7. Our status on donations being deductible has not been determined.

#### REVIEW OF 2005 ACCOMPLISHMENTS - Nancy Acevedo

Nancy listed CSDREA accomplishments: Joe Flynn's election to the SDCERS Board. Held the Mayoral Forum. Web site expanded and enhanced. Thanks to Dora for finding and selecting a new caterer. Acquired SDCERS agreement to provide copies of monthly SDCERS' Board packet to our President. Bylaws revised to establish a Vice President of Advocacy and Advocacy committee, as well as, allow Interim Officers to return to prior Board positions. Bob West updated the Health Insurance Issue Paper. Supported continuance of Care Counsel. Obtained liability insurance. Raised dues to establish a legal fund reserve. Established a successful monthly greeter award program.

#### BUDGET -Review 2005 and Proposed 2006

Nancy went over changes: Charles will call in the printing cost of new member invitations which he takes to seminars, etc. Numbers rounded up for inflation and expectation of more newsletters to be posted, etc. Treasurer received \$700 postage/copying in 2006, up \$300. Lunch reservations are down, catering was dropped to \$5000. Holiday luncheon increased to \$2200. Greeters upped to \$200. Awards and recognition set at \$150. No Ret. Board election expenses this year. Misc. Recognition of \$50 for 2005, not for 2006 budget. Extra workshop/meeting requested by this Board for June to review budget allocations, so amount increased to \$250. Liability Insurance increased by \$20 to make copies of policy. Mayoral Forum dropped.

Contingency Reserves of \$2,648, are different from Reserve funds of \$6000. Reserve funds are to hire lobbyist or attorney, in the future, if necessary.

#### ESTABLISH GOALS FOR 2006

##### - REGARDING LEGAL ADVICE TO OUR BOARD

Professionals in the legal field need to keep their licenses in effect and it doesn't appear fair to ask them to volunteer services. Our Board does have concerns about lines we should not cross. Perhaps a workshop on legal liability would be helpful. We will begin to research this issue.

##### - COMPLETE ISSUE PAPERS

- 1st- Supplemental COLA- Bob West is finalizing.
- 2nd Corbett- Joe needs for new SDCERS Board members.
- 3rd DROP- Jean Hughes will clarify confusion on this issue.

##### - DATED BYLAWS

Board agreed to delete III-3, for members to pay their membership dues in March.

##### - CONTINUE PRO-ACTIVE ADVOCACY COMMITTEE

- PROTECT CURRENT BENEFITS (HEALTH  
INSURANCE, SUPPLEMENTAL COLA, CORBETT, ANNUAL SUPPLEMENTAL BENEFIT)

##### - PRIORITIZE GOALS

Basic position in negotiation: protect what you have , and get more, especially for those who retired in the early 1980s or before.

Add ideas to improve City revenue from our retiree expertise.

Patricia wants to add SDCERS' unfunded liability to the priority list. She read Phil LaVelle's analysis of the Mayor's State of the City message in the SDUT on January 13, 2006 "Reality puts the mayor's optimism in new light", starting on page A1. It continues on page A10, last column stating that SDCERS' unfunded liability interest is costing the City \$13million a month. The article ends with Pat Shea's comment that if the Mayor was ready to put numbers on the City's financial fix, the Mayor's talk "...would have been 20 minutes (long, instead of 38 minutes) and nobody would have clapped."

##### - COORDINATE ACTIVITES WITH RETIRED FIRE AND POLICE ASSOCIATION

Plan a possible joint meeting in July 2006, perhaps with the Mayor speaking.

Meeting adjourned.

Respectfully submitted,  
Patricia Karnes  
Secretary