MEETING OF APRIL 24, 2012

Attendance
All were present.

Meet-and-Confer Survey Results
The survey results were reviewed. Shawna said there was a 64% response from the Leadership Team. Some of the findings are as follows:

- Temporarily freezing auto allowances (81% in favor)
- Furloughs working 4/8 or 4/9 schedules during the summer (81% in favor)
- Floating furlough day and temporarily freezing longevity (64% in favor)
- Temporarily freezing step-and-column movement (61% in favor)

Strategies less favored are as follows:

- Asking for a voluntary reduction of hours (55% in favor)
- Taking a 1% pay cut without furlough days (52% in favor)
- District selected furlough days (51% in favor)

Least favorite of all was a mandatory $100 contribution to health benefits (22% in favor)

Some of the comments included keep District-paid benefits, ensure any cuts are equitable for all employees, concern that furlough days may make it difficult to complete work in a timely manner, that temporary reduction really is temporary, that retirement isn’t adversely affected, vacant positions are eliminated, work 4/10s year-round to save energy, and take buildings offline and isolate services during the summer to conserve energy. Survey results were shared with the Chancellor.

Open Forums
It was decided to hold open forums at MJC and Columbia on May 10 in order to present the various options for meet and confer and to update the Leadership Team on health benefits. After the forums are held, the Leadership Team will be sent a survey asking them to vote on their preferred option. District has asked for a cost savings plan from LTAC in time for the June Board agenda.

SISC Health Benefits
LTAC will meet with the District and SISC to go over the proposed benefit schedule and employee contribution proposal. Information will be sent to the Leadership Team in advance of the May 10 open forums for their review.

LTAC Website
It was noted that the home page for the LTAC Website actually gives the Board Policy for the Leadership Team. Language providing a definition of LTAC, the Leadership Team Advisory Council, was reviewed for the home page and the Leadership Team will become a sub-page. It was also mentioned that LTAC Highlights should be posted with the most recent on top. The LTAC logo was revised, also.

Leadership Team Handbook
Human Resources and legal review are still pending. A question will be sent forth to District asking if the Leadership Team can complete their review while the Handbook is awaiting legal review. Further discussion was tabled until next month.

**Treasurer’s Report**

Shawna distributed the Treasurer’s Report. Balance as of March 31, 2012, was $3,557.77.

**LTAC Goals Survey**

Review of survey results related to LTAC goals was tabled until next month.

**Goodwill Acknowledgement Guidelines**

Discussion was tabled until next month.

**Next Meeting**

The next meeting will be held on Tuesday, May 15, 2012, which is the third Tuesday of the month.

**Leadership Team Advisory Council**

<table>
<thead>
<tr>
<th>Name</th>
<th>Organization</th>
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<tr>
<td>Rhonda Green, President</td>
<td>MJC Classified Managers</td>
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<tr>
<td>Shawna Dean, Treasurer</td>
<td>Central Services Classified Managers</td>
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<td>Margo Guzman</td>
<td>Central Services Classified Managers</td>
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<tr>
<td>Brian DeMoss</td>
<td>Columbia College Classified Managers</td>
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<td>Michael Sundquist</td>
<td>MJC Educational Administrators</td>
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<tr>
<td>Jeff Whalen</td>
<td>Columbia College Educational Administrators</td>
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<tr>
<td>Carrie Sampson, Recorder</td>
<td>Confidants</td>
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