



Section 4.1 PRESIDENT'S REPORT

President's Report and Welcome

Reflecting on the past; Planning for the future



Dear Colleagues and Friends:

It is an honor and pleasure to officially WELCOME you to Sacramento and the 12th Delegate Assembly of the Association of California State Supervisors (ACSS).

This year is extra special as we welcome and celebrate all past ACSS Presidents. Today we stand on their shoulders. They began the ladder of ACSS success one step at a time and they deserve an enormous thank you from all of us. We salute our past presidents: Ron Franklyn, Tim Beherans, Olin King and our most recent president Arlene Espinoza for their work and dedication. Thank you for being here today.

We have grown to become the leading and the largest statewide professional organization representing California's excluded employees; and over the past few years, we are coming off the most transformative period in our history. In that relatively short time, we have experienced so many accomplishments and we have made many changes to meet the needs of our membership.

Every year brings more than its fair share of victories and challenges. These past three years have indeed been some of the finest and most impressive years we have experienced to date. Together, we have had several initiatives underway that have come to fruition, and that sets us up well for the future.



Let's take a look at some of our highlights:

HISTORIC WIN WITH PAY: California Department of Human Resources (CalHR) is listening! We asked for CalHR to negotiate excluded employees' salaries before rank-and-file. The policy for the past thirty years has favored negotiating with rank-and-file employees first and then dealing with supervisors/managers later. During a Meet and Confer, we urged CalHR to negotiate with excluded employees first out of respect for its management team, and they did! As a result, what happened in September 2016 was an historic moment for us. It was a symbolic moment. We received our 3% raise before rank-and-file and before collective bargaining was over. That was a departure from past practice and a tremendous WIN for our members.

In July 2017, we asked for more than originally identified and asked for the pay raises given to the Bargaining Units. CalHR agreed. Another success for our organization.

Also, we asked not to globally implement OPEB (Other Post-Employment Benefits) cost share in July 2017. It was a difficult process, but CalHR agreed to abide by our request. As a result of our persistent advocacy, those of you who are affiliated with bargaining unit four have not had to pay OPEB contribution until this month. Yet, another success for ACSS!

Then in June 2018, we met with CalHR Director Richard Gillihan to discuss pay raises and healthcare cost. Following the meeting and the announcement of salary increases, Director Gillihan said in part: "Managers and Supervisors are the backbone of California state government. I am pleased that the state is able to increase their salaries in recognition of the work that excluded employees do." We witnessed the recognition of ACSS, we were given mutual respect, and collaborated professionally with the Brown's Administration. This momentum is going to yield more results and hopefully continue in the future. For this, we thank you Governor Brown and Director Gillihan.

LEGISLATION: As you all know, ACSS sponsors and supports legislation to improve our pay, benefits, pension and working conditions. We also monitor legislation that would adversely impact us, our career and our families. We maintain a current list of bills and measures that we either sponsor, support or simply monitor. ACSS Advocate Ted Toppin with Blanning & Baker Associates provides us with insightful political and legislative services. For example, in 2017 alone we followed 92 bills and this year to date 78 bills.



Thank you, Ted Toppin, for your invaluable work on our behalf. (For more details, please see the attached Legislative & PAC Report.)

SALARY COMPACTION: ACSS has made a tremendous amount of progress toward resolving salary compaction, even though the issue is not completely resolved. That said, I am pleased to report that CalHR has continued to work with us; and as a result, salary compaction is at an historic low. We have fewer classifications impacted by salary compaction today than at any point in history. Our promise to you: We will continue to fight to establish and maintain at least a 10% pay differential between excluded employees and the staff they supervise.

BUILDING NEW STRATEGIC PARTNERSHIPS: When I became president, my goal was to develop stronger strategic partnerships with other organizations who share similar interests and individual departments. With the help of Nellie Lynn, Director of Representation, we were able to do just that. For example, we meet regularly and increased visibility with:

- CDCR (Department of Corrections & Rehabilitation)
- Woman in California Leadership
- CDFTA (California Department of Tax and Fee Administration)
- CalTrans (California Department of Transportation)
- CalHR (California Department of Human Resources)
- CA Women's Lead
- CA LGBT Caucus
- California Legislative Black Caucus
- CA Legislative Latino Caucus
- CA Asian and Pacific Islander Legislative Caucus
- CA Legislative Women's Caucus
- To name a few.

GREATER POLITICAL POWER & INFLUENCE: Since we formed our Political Action Committee (PAC), we have worked hard to elect members of the legislature who understand and value the important job we do. We had a great deal of success. We have made our presence known before the legislature and the administration and we now are a well-recognized association with lawmakers. Today, we have greater political power and influence than at any other point in our history. For example, we



have sat down with the Governor, the Pro-Temp in the Senate, the Speaker of the Assembly, and members of the legislature of both houses to educate them on how their decisions affect us. They listened to our messages and acknowledge our concerns.

Our annual Lobby Day on March 2018 was a huge success. Our members marched into the Capitol and met with legislators to discuss important issues affecting managers, supervisors and confidential state employees. Thanks to the dedicated members who attended, our presence at the Capitol was visible and our voices were clearly heard!

Also, for the first time in our history, gubernatorial candidates were interviewed in person by our ACSS Executive Committee at ACSS headquarters. The Executive Committee asked each candidate key questions on how they would benefit our members. After the meeting, we chose to dually endorse both Gavin Newsom and John Chiang in their races for Governor of California. Both candidates promised to protect the defined benefit pensions of state employees, address salary compaction, and seek input of state supervisors and managers on how to solve these complex problems. Congratulations Lt. Gov. Gavin Newsom for finishing first in the primary Governor's race and we look forward to another great election day in November.

BROADER REPRESENTATION/ACSS LEGAL TEAM: ACSS listened to our members who have asked for more legal representation and assistance. We are now proud to report that we have three new staff attorneys and a superb legal department, thus improving service levels while representation continues to aggressively advocate for our members. ACSS Labor Relations Representatives (LRR) and attorneys are experts in the field of individual and group representation. As an example, last year we provided services to 370 individual cases and we addressed 296 Meet and Confer notices. Thank you, Labor Relations Representatives and Attorneys, under the guidance of our Executive Director Rocco Paternoster and the Director of Representation, Nellie Lynn. (For more details, please see the Statewide Representation Report.)

MEMBERSHIP IS AT AN ALL-TIME HIGH: We are in a definite growth phase. When I became president, the goal was to reach 9,000 members. We surpassed that goal and are now 9,400 strong, on our way to 10,000 members. This achievement would not have been possible without the tireless efforts of ACSS staff, particularly two of our Member Outreach Coordinators, Charlotte Hoar and Maureen Douglas; Membership Coordinator, Diane Wolff, and ACSS Leadership. (For more details, please see the attached Membership Report.)

Those are just some of the highlights we were able to accomplish.



Success is never guaranteed, which is why it's important that we continue to invest in ACSS and prepare for the future. Today, we are strong, healthy, and poised for years to come. Looking ahead, we have a plan to transition in a new building and investing in our internal technology tools to make life easier for our employees and better equip them to serve our members. We have increased staff, hired new attorneys and labor relations representatives, and enhanced our communication capabilities with new event software to make meetings and events more efficient.

In closing, we are fortunate to work with a remarkable team of dedicated staff, from our Executive Director, Rocco Paternoster, our Director of Representation, Nellie Lynn, headquarters staff, Labor Relations Representatives, and our attorneys who do so much every day to help our members across the state.

This talented group of people, and their commitment to support and represent our members, is unmatched. Thank you for your hard work and dedication to ACSS.

Also, we want to thank the ACSS Executive Committee, Board of Directors, Committee Members and Chairs, member activists, Chapter officers and Delegates for volunteering your time and energy to help us build a stronger ACSS. Together we have accomplished a great deal. We laid the foundation for future generations. I am proud to be a member of this association, and it has been my honor serving as your statewide President. Together, we are committed to making ACSS even greater for the benefit of all our members.

Sincerely,

FRANK P. RUFFINO

ACSS President



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