

Gen. Membership Meeting Minutes

4/30/2026



MEETING: COBEA Quarterly Membership Meeting PickleBall Zone

DATE: 4/30/2026; 4:30 PM – 6:30PM

Eboard Attendees:

☐ Julie O'Connor <i>President</i>	☐ Nick Patten <i>Vice President</i>	☐ Kendra Cole <i>Secretary</i>	☐ Sean Quinlivan <i>Treasurer</i>	☐ Legal	
Downtown	Wall St. Annex	Utilities	WRF		
☐ Julie DeVoe <i>ST Downtown Main Campus</i>	☐ Sandra Roberts <i>ST Wall Annex</i>	☐ Justin Walsworth <i>PWC Campus</i>	☐ Alan Lawyer <i>ST WRF</i>	☐ KC Mastrud <i>PWC Campus</i>	X
☐ Lori Davidson <i>Downtown Alternate</i>	☐ Steve May <i>Wall Annex Alternate</i>	☐ Ben Farnsworth <i>PWC Campus</i>	☐ <i>WRF Alternate</i>	☐ Zach Geddes <i>PWC Campus</i>	☐ Lanelle Duran <i>PWC Campus</i>

CALL TO ORDER: PRESIDENT 4:57PM

Welcome – Introduction

REPORTS: (up to 20min)

- 1) Officer Reports
- 2) Secretary Report (up to 5min) - None due to Secretary transition at the time of last meeting. Meeting mostly covered bargaining which had just been signed.
- 3) Treasurer Report (up to 5min) - Sean Quinlivan. Joe proposes to look for something better than \$1400/month, however Steve notes that the cost is per year, not per month. Julie will try to look into installation of a storage box/conex box on a city property somewhere. Julie went over the proposed budget put together by the Executive Board, and covered the fees that were proposed to be changed, and their reasons. Joe notes he would like to pay E Board Members. Ben Farnsworth motions to approve the budget as read, Wade seconds. Unanimous budget approval.
- 4) Vice President Report (up to 5min) - Nick Patten. New to VP, he's learning the role and happy to be here.
- 5) President Report (up to 5min) - Julie O. The busiest she has ever been. Very intense grievance, two investigations are wrapped, but two new have popped up at PublicWorks. Downtown, we have some PDQ's happening.

GENERAL BUSINESS

- 1) Budget approval: See Treasurer's report, as it bled from that into budget approval.

- 2) Wage Study: Julie thinks this process will go more quickly because the group has made efficiencies. The other piece of this is the citywide equity study, which HR has RFI's in from 3 companies for that at this point.
 - a) Members: Julie O. Debbie Leonard, Nancy Watson, Justin Walsworth
- 3) Insurance Committee Update
 - a) Meeting today: Nick reports, we are coming up to our annual renewal. Ultimately, because Providence has sold and for various other reasons, we are looking at going with PacificSource again, as it's (for now) the most budget friendly option, still, but with the 13.9% increase, the city would pay 90% and we will pay 10% toward your deductible. Dental stays at \$0 coverage, orthodontia has been bumped up to \$2000. Sandra request updates from the insurance committee so we, as COBEA members, can understand what's going on, from the VP.
- 4) Steve added a note to address the new COBEA logo, so members can appreciate it!
- 5) Group reclasses
 - a) Utility Billing Group: Their boss worked on changing the job description, because the job appears to be an accounting job, and this creates confusion when an applicant shows up and it's answering phones and not a finance position. New positions are titled Utility Billing Technician, and Accounts Technician, have the same levels and will promote cross training so advancement can occur across. Yaju came in and noted that an equity study should be done. So, UTB came through with a bunch of research identifying comparable positions. It was successful, without a BOLI claim, but it did take a long time – about 2 years. Big COBEA win.
 - b) Water Reclamation: Allan and Ethan Parent presented equity study information to HR: WRF believed they should be comparable to water folks, as job descriptions were all the same. This one is still waiting for conclusion.
- 6) Yaju to speak on COBEA Momentum: Yaju was unable to make it, but he wanted to point out that we've had two big wins this year, our membership is complex and we've had a lot of changes, including the new campus. But ultimately Julie has been successful with some of the discrimination or termination issues, and we should feel good about ourselves. Members discussed possibly sending an email with general positive information, trying to help with engagement from members.

UPCOMING MEETINGS: MEETING IN THE PARK – JULY 2026

Julie ended the meeting by having Nick ask three trivia questions, and giving out gift certificates to pickleball Zone and trampoline zone to members who got the answers correct.

CLOSE MEETING: CLOSED AT 5:49PM