

April Meeting Minutes

MEETING: COBEA EBoard Meeting – Badlands Conference Room CH

DATE: April 14, 2026, 4:30 PM – 5:30PM



Attendees:

○ Julie O'Connor <i>President</i>	○ Nick Patten <i>Vice President</i>	○ Kendra Cole <i>Secretary</i>	○ Sean Quinlivan <i>Treasurer</i>	○ Yaju	
Downtown	Wall St. Annex	Utilities	WRF		
○ Julie DeVoe <i>ST Downtown Main Campus</i>	○ Sandra Roberts <i>Wall Annex</i>	○ Justin Walsworth and Ben Farnsworth PWC	○ Alan Lawyer <i>ST WRF</i>	○ KC Mastrud PWC Alt.	
○ Lori Davison <i>Downtown Alternate</i>	○ Steve May <i>Wall Annex</i>	○ Zach Geddes – Lanelle Durin PWC	○ Vacant <i>WRF Alternate</i>	○ vacant Member at Large	

CALL TO ORDER: PRESIDENT WELCOME

REPORTS: (30min)

1. Officer Reports

- Secretary Report (3min) – Kendra Cole – Handouts: Kendra read through February meeting minutes. KC motioned to approved and Nick 2nd, all approved motion.
- Treasurer Report (3min) - Sean Quinlivan: Sean illustrates the amount of money spent YTD is low, current accounts are in good shape.
- Vice President Report (3min) – Nick Patten: Nick discusses insurance committee, it appears we are moving in the direction of staying with Pacific Source. City of Rdm switched to Providence, which is now up for sale. Dental looks really good, medical expenses are high. Generally push to use First Stop Health as the first option.
- President Report (3 min) – Julie O'Connor: Not quite as busy, some things have closed, down from 5 intense things to 3? WRF reclass, UTB reclass is getting close to finaling, wage study, several people believe they're working out of class.
- Visitor Comments – No visitors

NEW GENERAL BUSINESS: (up to 1HR)

- New Logo proposal: Unanimous vote for the new upper right logo (with upper case EST) and lower logo for clothing/signage if needed. No need to send out to greater union as no monetary impact.
- General Membership Meeting scheduled for April 30th – PickleBall Zone upstairs Lounge: miscommunication caused by incorrect email, has been corrected. Quarterly meetings will be at PickleBall Zone.
- Insurance committee report: Already discussed in VP report.
 - Increase looking at about 14%, Brown and Brown (broker) is in the process of negotiating to get it down.

OLD GENERAL BUSINESS

- UTB – reclass – negotiations are currently in progress: City offered 10% pay grade raise, raise employees 2 steps. Counter with 10% pay raise and a one year work out of class settlement, to deal with 2 years of employees having 'worked out of class' and potential BOLI complaint

- a. Julie and Yaju met with HR late last week.
 - b. Awaiting response from HR
2. WRF – meeting with the City on March 17 to start bargaining: Full blown presentation, % bump to make them in line with water filtration operators.
 - a. Both Ethan and Alan presented – waiting on response from HR
3. Internal Equity Study – Will start soon. RFP has been sent out by HR. RFP is for entire city, otherwise individual groups will keep being brought forward.
4. Wage Study Update: Divv'd up positions that are being reviewed, four teams with a COBEA and management person. Work starting. Sandra would like to be involved in the IT reclass.
 - a. Julie O'Connor
 - b. Debbie Leonard
 - c. Justin Walsworth
 - d. Nancy Watson
5. Trying to schedule Brown Bag meetings starting with PWC: Julie had a brown bag meeting and incorporated new hires, hasn't heard any complaints since that meeting.
- 6.
7. Shop Steward Training Part 2 – is this something that we can schedule? Yaju is supportive of having a second session. Julie wants to get that scheduled quickly, possibly in early May.
 - a. First Session was well received

Session changes to executive at 5:14 PM.

STEWARD REPORTS:

1. Streets/Operations
2. Inspectors
3. Utilities
4. Wall Street
5. City Hall
6. President report
 - a.

UPCOMING MEETINGS: E-BOARD MEETING CLOSE MEETING