



# The **ACADEMY**

South Bay Regional Public Safety Training Consortium  
3095 Yerba Buena Road, San Jose, CA 95135 ♦ Phone (408) 270-6458 ♦ Fax (408) 238-0286

**Thursday, January 19, 2012**  
**10:00 am – South Bay Regional Public Safety Training**  
**Room 103**

## **I. CALL TO ORDER**

Chair, Steve Kinsella called the meeting to order at 10:14am.  
Steve introduced Dr. Phoebe Helm of Hartnell College.

Board Present:	Dr. Steve Kinsella	Gavilan College
	Mr. Henry Yong	San Jose/Evergreen
	Dr. Phoebe Helm	Hartnell College
	Dr. Doug Garrison	Monterey Peninsula College

Absent:	Dr. Ron Travenick	Ohlone College
	Ms. Margaret Michaelis	De Anza College
	Dr. Susan Estes	College of San Mateo

Also Present:	Mr. Steve Cushing	SBRPSTC
	Mr. Mike Lombardo	SBRPSTC
	Mr. Gregg Giusiana	SBRPSTC
	Ms. Linda Vaughn	SBRPSTC
	Ms. Marti Rogers	SBRPSTC

## **II. APPROVAL OF MINUTES**

The minutes from the October 19, 2011 meeting were approved.  
Motion to approve the minutes was made by Dr. Doug Garrison and seconded by Mr. Henry Yong. All in favor, with none opposed.

## **III. CONSENT AGENDA**

None

## **IV. CLOSED SESSION**

None

## **VI. REPORT ON CLOSED SESSION**

Nothing to report.

## **VII. PUBLIC COMMENT**

No public comment.

## **VIII. BUSINESS**

### **a. Selection of new JPA Board Member**

Hartnell College has designated Superintendent, Dr. Phoebe Helm as primary representative to the JPA Board. Designation of Dr. Esteban Soriano as alternate representative was also submitted for Board's approval.

Dr Doug Garrison made motion to approve, second by Mr. Henry Yong. All approved.



*A Consortium of Community Colleges Dedicated to Innovative Public Safety Training*  
<http://www.theacademy.ca.gov>

**b. Consortium/SJPD Collaboration Basic Academy (D)**

President Cushing advised the Board of the latest collaborative effort between South Bay and SJPD to return to our academy. This will be a phased in approach, beginning with the initial assignment of an RTO to our academy with the intent of recruiting the most qualified candidates from the cadre of students. As SJPD gears up for hiring of peace officers in greater numbers, SJPD will begin to send their sponsored recruits. Depending on San Jose Police Department has reengaged with South Bay for Academy training purposes. As SJPD gears up for hiring of peace officers in greater numbers, SJPD will begin to send their sponsored recruits. Depending on the numbers, they will either join with other sponsored and self-sponsored cadets or have an exclusive SJPD class. This collaboration will save the City of San Jose over 50% of the cost of running their own academy. This partnership comes as the result of collective efforts; however, Academy Director Gregg Giusiana and staff have been working diligently to further the confidence agencies have in the quality of South Bay Academy presentations

**c. Training Accident/Notice of Claim (D)**

An update was provided to the Board of the Notices of Claim filed on behalf of both the City of Visalia and the officer injured in the training accident near the MPC/PSTC. All colleges of the JPA were noticed. The Claimants will have 6 months to file official notice of intent to sue. In the meantime, South Bay and the colleges have taken the legal steps required in response. It has yet to be resolved which JPA members and providers will ultimately be named as defendants in this case.

**d. Meet and Confer (A)**

South Bay administration has been crafting meet and confer type language to be incorporated into our Employee Policies. Our attorney was asked to address the Board on this issue and the legal implications of meet and confer as it relates to non-classified (not represented by a bargaining unit) employees. The concept of "meet and confer" is limited to employees represented by collective bargaining units. The legal requirement to "meet and confer" is generally extended to classified employees. New legislation that became effective 01/01/12 (SB 501) redefines "public school employees" to include employees of JPA's. Under the existing law, public school employees have the right to form, join, and participate in activities of an employment organization of their own choosing for the purpose of representation on matters of employer-employee relations.

Prior to this new senate bill, and as part of the commitment by Dr. Kinsella, South Bay administration had engaged in crafting language for its Employee Policies Handbook aimed at improving and enhancing internal communications. This legislation does not alter that commitment. Employees will continue to receive input on conditions of employment which would potentially have a "substantive and financial impact". VP Lombardo advised that an employee work group has been identified to assist in drafting of the Meet and Confer language. The draft policy will be reviewed by legal counsel before returning to the Board.

**e. Medical Benefits Waiver Allowance (Opt Out) (A)\***

The Opt-Out Allowance was brought up for discussion at the October Board meeting. As requested from the Board, this item has been agenzized for this meeting. The concepts of paying an allowance to employees who wish to opt-out of our medical plans were presented to the Board. The two main proposals were:

- ❖ Provide employees with an opportunity to either replace or seek alternatives to the group medical benefits plan provided by South Bay with a personal/family plan more suited to their needs and,
- ❖ Reduce costs and generate savings for the Consortium in those cases where duplicated insurance coverage's exist.

Several of our member colleges offer their employees an allowance for opting-out of medical benefits. It will likely be several more Board meetings to determine this. VP Lombardo provided the results of an analysis to the Board reflecting waiver allowances varying from \$0-\$5000 annually. This analysis was conducted from the public school sector. Employees in which whom elect to waive benefits and accept the allowance in lieu of benefits are legally required to present proof of insurance prior to accepting the opt-out waiver allowance.

The more realistic opportunity for the Consortium to generate cost saving would be to reduce the number of employees with duplicate insurance coverage. Offering an allowance in lieu of medical benefit could

reduce premium costs by up to 70% for each dual coverage employee who opts-out. The Board voted to approve an annual allowance of \$4000 for employees wishing to waive medical benefits. They further directed a policy be developed prior to implementation which also included a requirement that employees provide proof of current insurance before any waiver allowance was paid.

Dr. Garrison made motion to approve, second by Mr. Henry Yong. All approved.

**f. Unit Value Increase Summer 2012 (D)**

An increase in Unit Fees has been approved by the State Legislature to begin summer session 2012. Costs are increasing to \$46 per unit reflecting a \$10 increase per unit. The fee increase is a concern to the Consortium. Due to the mid year budget changes by the Governor, the colleges will institute the change beginning summer this year. Recent discussions have been addressed this change as it relates to the Consortiums Revenue Share Program. The June start date for fee increase was enacted by the legislature. Since colleges do not have authority to delay the implementation of fees imposed by legislature, June 1 is a mandated start date. The new unit fees with a start date on or after June 1st will incur a \$46 unit cost.

**g. Auditors FAQs (D)**

The Board requested a list of most commonly asked questions be provided by the Consortium most commonly asked by auditors. The Consortium was asked more questions this past audit than ever before. Additionally, South Bay was asked questions we were not asked previously. Linda provided a summary of examples to verify requested documentation during an audit. South Bay will collect, catalog and disseminate documents and responses to most frequently asked questions by auditors relating to the Consortium and its relationship to the colleges.

**IV. ADJOURNMENT**

There is the need for a Vice-Chair for the JPA Board. This will be agenzized for the next Board meeting in March.

*\*Meeting ended at 11:29 a.m. Next meeting is scheduled for March 15, 2012*