DCEA 2025

Budget Committee Presentation

DCEA
Employee Association

Goals

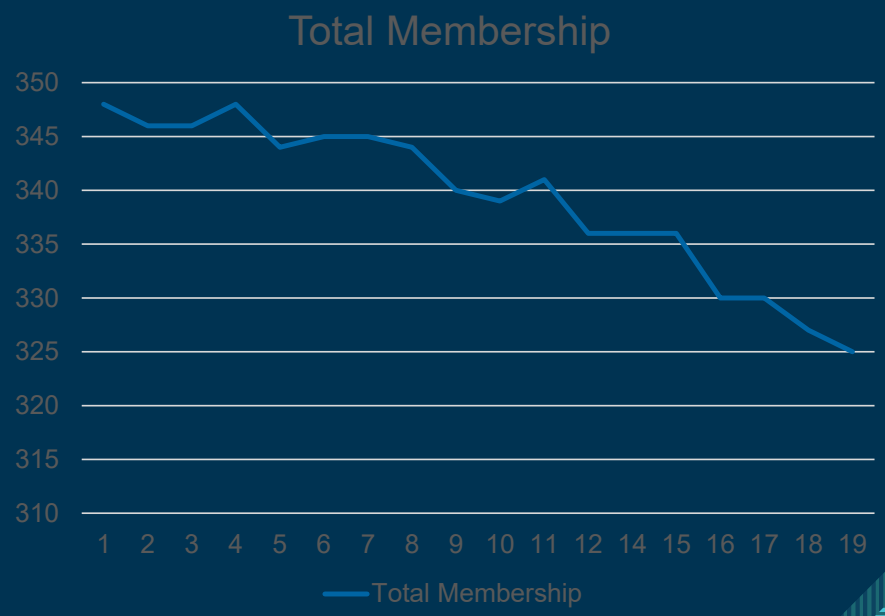
- Represent all county employees by communicating their needs, frustrations, and other feedback to HR and Commissioners
- Work with the board to communicate back to employees, fostering understanding
- Promote interaction and camaraderie between employees through fun activities and events

DCEA Membership

Current membership: 325

- Some losses due to retirement and employee turnover
- Some gains via recruiting
- Recruiting has been done via email, with mixed results
- The DCEA board has created a recruiting video we would like to show as part of new employee orientation
- We would love to be included somehow with the open enrollment process, to reach out to all employees for consideration

Membership Trends



Changes

- New financial process has been implemented somewhat
  - P-cards for President and Treasurer, to be used for most purchases
- Working on bylaw updates
  - Incorporating financial process
  - Updating some outdated language
  - Removing some discontinued practices
- Bingo has been highly successful, as reported by the membership
- Fall party again this year
  - Employees seem to enjoy more time in December for department parties, time off, etc.

DCEA in 2024

- Quarterly Bingo
- Quarterly newsletter
- March Madness bracket challenge
- Summer picnic
- Pumpkin decorating contest (coming soon!)
- Fall party – November 13
- Bylaw updates

- Revenue to date: $6,515
- Expenses to date: $3,075

- Projected revenue thru 12/31: $2,275
- Projected expenses thru 12/31: $5,500

- Projected total revenue: $8,790
- Projected total expenses: $8,575

Thanks for your support!

- 4% COLA in July
- Adjustments for URS changes
- Sable merit increases
- 401k Match
- Delta Dental change
- Low insurance premiums
- Supporting our activities (Pumpkins!)

Hopes for 2025

- Continued low insurance premiums
- Continued 401k match, retirement, and other benefits
- COLA – 2.5%
  - Projected Social Security increase
- Continued support for activities
  - Encourage participation from all departments

Questions?

Thank You!