



Cincinnati Organized and Dedicated Employees
700 W. Pete Rose Way #10
Cincinnati OH 45203



2016 BOARD OF DIRECTORS ELECTION

**DO YOUR PART TO
HELP MAKE C.O.D.E. A
BETTER, STRONGER
BARGAINING UNIT**

GET MOTIVATED

GET INVOLVED

ATTEND MEMBERSHIP MEETINGS

VOTE

OFFICIAL BALLOT ENCLOSED

2016 BOARD OF DIRECTORS CANDIDATES

Brad Burkhalter

City Employment Background:

I have been an employee with the City of Cincinnati for more than 26 1/2 years. I have worked in Engineering, Regional Computer Center and Public Services. I have been in management for more than 21 of those years and have had the chance to work with many great managers from every department throughout City Organization and have built ongoing working relationships.

Education Background:

University of Cincinnati – BS Computer Science
Xavier University – M. Ed - Human Resource Development

Committed Goals:

- Responsibility to keep Managers engaged and informed.
- To be a proactive force representing managers.
- To support managers at the highest level both ethically and professionally.

- Improve communications with City Administration, providing an ongoing positive relationship.
- Represent Management at all levels and assist to meet both City and CODE goals.
- To be the stewards of the CODE organization, and provide a path for future managers.

I feel that a collaborative effort by middle managers and City administration working together will help only strengthen the organization, while engaging employees through communication, participation and commitment.

I would appreciate your support for the position of board member.

Thank you!
Brad

D. Jill Byrd

Daphne "Jill" Byrd is a Nursing Supervisor for the City of Cincinnati Health Department and has been employed with the City for over 20 years. Jill has served CODE members for several years; she participates on the Grievance Committee, is currently a Departmental Representative for the Health

Department, and also serves as a CODE Board Member. Jill is a dedicated member who believes in transparency and equity for all CODE Members and would greatly appreciate your vote for election to the CODE Board of Directors.

Chadrian Johnson

Chadrian Johnson is a Senior Management Analyst with the City of Cincinnati in the Treasury Division and has been with the City for 7 years. Ms. Johnson holds a Bachelors of Science in Marketing and Finance from Miami University. She has previously served as Secretary, 2nd Vice President, Co-chair for the CODE LMC, and mostly recently as CODE President. During her time on the Board she has spoken out in Federal Court against Diana Frey, bargained for the last two contracts, established great working

relationships across departments, and worked cohesively with the other Board members to establish CODE as hard working, respectable bargaining unit. She firmly believes that her experience working on the Board will allow her to take a knowledgeable, hands-on approach to any issues CODE or its members may face. If reelected she will do everything in her power to ensure that CODE continues to take the proper measures to protect and stand up for the rights of its members.

Camille King

Candidate for CODE Board Member

CODE Experience

- Current CODE Department Representative for the Department of Transportation and Engineering and Parking Facilities
- I have volunteered with CODE in various Committees as follows:
 - Grievance Committee
 - Negotiation Committee

Public Sector Experience

- I have worked in the Public Sector for more than 18 years

Education

- Degree in Business Management
- Degree in Human Resources Management

Outside Board Experience

- Board of Director for The Character Council of Greater Cincinnati & Northern Kentucky
 - Governance Committee Chair
 - Faith Committee Chair

I have the best interest at heart for our Professionals and Middle Management Members. I will continue to work hard for our members. I wish to serve as a board member to add fresh perspectives and to be a voice for our members.

I would appreciate your vote and the opportunity to serve on the Board as a Trustee.

Thank you

Jenniffer King

Computer Systems Analyst
Emergency Communications Section – Police Department

I started with the city in 2003 as a 911 operator; promoted to Police Dispatcher a few years later; then transferred to GCWW as a Help Desk analyst in 2006. I finished my 4 year degree in Computer Information Technology in 2007, and soon started supporting the Water Quality and Treatment Division at the Richard Miller Treatment plant. In September 2015, I transferred to ECC and work to support the 911 Operators, Police/Fire Dispatchers, Admin Staff and systems at ECC.

I have been a CODE representative for about 8 years. I have been an active member in all the meetings; our fight for our Pension; fighting grievances for members; as well as fighting for all of our earned raises that the City tried to keep from us, and most recently part of CODE board and the Contract Negotiating Committee. I bring a strong sense of empathy and compassion coupled with the strengths of logical thinking and good old fashioned

common sense. I believe we have to fight for the rights of every member of CODE, and I do that on a daily basis. I don't always agree with everyone and I have no issue in talking about the tough issues and standing up and demanding that I at least be heard on our member's behalf.

I believe that for CODE to be strong, we all have to want to participate in our union. I am a strong advocate of teamwork and believe that most issues can be solved when all parties embrace compassion and common sense. I understand that there are business decisions, financial decisions, but most importantly there are "people" decisions. The "people" decisions are where the City and management usually fails miserably, but blames them on either business/financial decisions. This is a huge mistake! City employees are what make those other decisions even exist!

I participate fully in OUR UNION. I encourage every member to do the same! We are only as strong as our weakest link. We will have to continue to fight for what is right for our members, and I am ready and willing to do that!

Michael Poggemann

Candidate for CODE Board

- 17-year City of Cincinnati Employee
- Engineering Technical Supervisor in the Department of Transportation & Engineering – Structure Section
 - Oversees the City Owned Retaining Wall Inventory and Inspections.
 - Working with Cagis for the implementation of a new Cagis Wall Inventory and Inspection Application.
 - Assists City Engineers in Developing Drawings for Hillside Stabilizations and Hillside Stairs
- Started Career in DOTE Right-of-Way Management Section
 - Transferred to DOTE Engineering Section/Survey
 - Promotion to MSD Flow Monitoring and then MSD Permit Section

- Promoted and returned to DOTE Structure Section where I have been since

- CODE Member since April 2007

- Currently enrolled in Cincinnati State for Business Programming and Systems Analysis

If elected I will ensure that CODE Members are informed and that the communication between the Members and the Board is strong. I will strive for the Employees to be heard and treated with the respect they deserve. I believe this is a position that is not to be used for one's own benefit, but for the benefit of all Members. I believe that for CODE to be strong we need for our Members to be informed and engaged. If elected I will make sure that our Members have a voice.

Don Stiens, ESQ., PE

It has been my pleasure and honor to serve you as a member of CODE's Board of Directors since 2011. The standards I set when I originally took over as President were Integrity, Dedication, Equity, Transparency and Accountability. We have achieved those standards, along with other significant accomplishments. However, we cannot sit on our laurels. The Board must remain vigilant and focused on its mission:

- Aiding our members
- Negotiating better contracts
- Improving our communications with the Membership

- Improving our relationships with the City Administration
- Continuing to be good stewards of CODE funds

These matters require experience, and we need people with such to maintain a steady hand on CODE's helm. I believe I am such a person. I have the requisite experience from my tenure on the CODE Board, APECS Board, CRS Board, and as a Professional Engineer, Attorney and Naval Officer. I ask you to re-elect me to your Board so I can continue to serve and lead CODE into a better future. Thank you for your trust!



Cincinnati Organized and Dedicated Employees (CODE)

2016 Board of Directors Ballot

Election date: October 26, 2016

DO NOT VOTE FOR MORE THAN FOUR (4) CANDIDATES

Any ballot with more than four (4) votes will be voided and will not be counted.

Brad Burkhalter D. Jill Byrd Chadrian Johnson

Camille King Jenniffer King Michael Poggemann Don Stiens

In order to keep this a secret ballot, votes will only be accepted the day of the election in the lobby of Longworth Hall (entrance under the banners), 700 W. Pete Rose Way from 8:00am until 5:00pm, or Fraternal Order of Eagles, St. Bernard Aerie #1162, 4815 Tower Avenue, St. Bernard, Ohio 45217 from 5:30pm until 6:30pm.

**MARK YOUR FOUR CHOICES
TO SERVE ON THE BOARD**

Fold in half, with your selections inside the fold, and place in the ballot box