



MEA NEWSLETTER

June 2010

In this issue:

- Fourth Quarter MEA Membership Meeting Set – June 28
- Mass CCSF and MTA Layoff Notices to Managers Rescinded
- Court Funding Restored/Layoffs Avoided
- Tentative Agreement Reached at SFHA
- Looking to the Future MEA Moves Forward on Strategic Framework
- Management Training Funds Exhausted at both CCSF and MTA

MEA 4th Quarter Membership Meeting – Drawing for a free iPad!

Monday, June 28, 6-8pm

Agenda Includes:

MEA Strategic Framework

MEA 10-11 Budget

2010-2011 MEA White Paper – Topic Ideas

Wrap Up: Final Report on Agreements at MTA, SFHA and the SF Courts

The meeting will be held at San Francisco Main Library Latino/ Hispanic Rooms A&B, 100 Larkin Street at Grove. **The Library is closed on Monday nights, so please plan to arrive before 6:00 p.m.** If you arrive after 6:00 p.m., you can enter at the far right door of the Grove Street entrance by calling the security office at 415-557-4357. Please remember to RSVP by calling 415-989-7244. Refreshments available starting at 5:30pm

Mass CCSF and MTA Layoff Notices to Managers Rescinded

As part of the PEC Agreements reached with both the City and the MTA, the vast majority of layoff notices issued to MEA represented managers have been rescinded. If you did not receive a rescission letter and have not been contacted by MEA, please call immediately.

Unfortunately, there were some layoffs processed and we have been meeting and conferring with the City about the legitimacy and impact of those layoffs.

Court Funding Restored/Layoffs Avoided

Based on the May Revise it appears that the Court budget deal in Sacramento has shaped up to avoid major funding cuts, including the \$100 million trigger cut proposed by the Governor in January, and to eliminate the need for statewide court closures in the 10-11 budget year.

The specific solutions include:

- One-time transfer of court construction balances of \$98.4 million
- One-time transfer of fund balances of \$31.6 million
- \$10 court security fee increase for an estimated \$40 million.
- Summary judgment fee increase from \$250 to \$500 for \$6.2 million.
- Telephonic hearings fee of \$15 for \$7.5 million.
- \$40 per citation fee on automated traffic enforcement violators for \$28 million.
- First paper fee increase (\$40, \$40, \$20) for \$40.1 million.
- Pro hac vice fee increase from \$250 to \$500 for \$800,000.
- Parking fee surcharge increase of \$3 for a total of \$10.5 million.

The grand total is \$263.1 million which means that the layoff notices the Court had planned to issue in May did not go out and that the court closure days required to balance in FY 09-10 will not be repeated.

Tentative Agreement Reached at SFHA

After months of bargaining in the shadow of ongoing challenges that threatened federal funding, MEA and the SFHA have reached a tentative agreement on a successor MOU. Key elements of the package include new language re seniority and bumping rights, in-house posting of vacancies, narrowing of at-will classes and appeal rights for at-will employees and re-openers on wages and health care contribution rates. Ratification plans are underway pending final language. MEA represents more than 40 SFHA managers.

Looking to the Future MEA Moves Forward on Strategic Framework

Even in the midst of historic budget challenges across all manager groups, the MEA Board of Directors and Staff have tried to find time to focus on the larger aspirations of MEA members and the organization that represents them. As a result, they have developed and will be presenting to the membership a framework for moving the organization forward. The specific elements of that framework will be introduced and discussed in detail at the June 28th General Membership Meeting. The Board began this process with a thorough review of the results of the MEA Membership Survey conducted last year and used that information to structure a one-day planning retreat earlier this year. The framework developed at that retreat sets out long-term goals in five areas:

- **Contract Negotiation and Administration** – MEA will strengthen the representation of the City’s managers reflective of our members’ professional excellence and high ethical standards.
- **Public Policy Influence** – MEA will become a recognized expert and convener on sound public administration practices and policy.
- **Membership Development** – MEA will achieve a specified target percentage of membership among the City’s managers by 2013.
- **Communications** – MEA will strengthen its voice, expand its reach and refine its message.
- **Capacity Building** – MEA will increase operating, governance and resource capacity to further advance its mission.

Noted as priorities for the upcoming year are the following specific goals:

- Conduct focus groups among all City managers to assess needs, preferences and priorities as relates to MEA
- Research and produce a White Paper on a major public policy issue facing SF
- Redesign the MEA website and assess and strengthen the MEA “brand” with the assistance of a Communications Advisory Committee and targeted communications
- Expand MEA’s staff capacity through the addition of administrative support

The MEA Board and Staff were assisted in this endeavor by Claire Lachance from Inspiration Quest Consulting.

Management Training Funds Exhausted at both CCSF and MTA

All of the Management Training Funds for FY 09-10 have been exhausted in both the City and at MTA. No new requests will be processed until the funds are reconciled in early 10-11. The MEA Board will determine equipment and training allocations at their July meeting.

MEA Mission Statement: To enhance the quality of life for all San Franciscans and visitors by promoting sound government practices, supporting professional excellence for our City’s managers, and maintaining the highest ethical standards in the delivery of service to the public.