



MEA NEWSLETTER - June 2008

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MEA Furloughs – Here’s How They are Going to Work:

The agreement between MEA and the City on five (5) unpaid furlough days in 08-09 and 09-10 is applicable to all MEA Represented Managers covered under the CCSF-MEA 7/1/06-6/30/09 MOU for Miscellaneous Employees. There is one exception noted below. By virtue of the June 3 passage of Proposition B, the 06-09 MOU is now extended to 6/30/10.

The **exception** applies to the approximately 30 MEA Represented Managers covered under the SFERS “Old Plan” because including them would have a **significant** negative impact on their pension. Call the office if you are not sure whether you are excluded by virtue of your SFERS status.

This agreement is not applicable to MEA Represented Managers covered under MEA Agreements with the Courts and Housing Authority nor MEA Agreements covering the MTA, Fire and Police Command Staffs.

Administrative Application: Instead of setting up a furlough agreement where Managers would have their paychecks reduced by eight (8) hours five times over the course of a year, MEA sought to have the impact of the five unpaid furlough days smoothed over the entire year. Since the City is going to gain the value over the course of the fiscal year, the five (5) days will be converted into paid floating holidays effective July 1, 2008 and July 1, 2009 with extended – five year – carryover.

June 28, 2008 MEA Base Pay will increase by two percent (2%)
July 1, 2008: PPSD will modify each paycheck to reflect a 78.5 hour pay period
 although weekly work schedules will remain unchanged
July 1, 2008: MEA represented Managers will receive five (5) additional
 floating holidays bringing their total for 08-09 to ten (10)

October, 2008	Pay for Performance for 07-08 will be paid out at 1.5% lump sum
December 27, 2008	MEA Base Pay will increase by three percent (3%)
July 1, 2009	MEA represented Managers will receive five (5) additional floating holidays bringing their total for 09-10 to ten (10)
October, 2009	Pay for Performance for 08-09 will be paid out at 1.5% lump sum
July 1, 2010	PPSD will resume processing payroll based on an 80 hour pay period. This will result in a pay increase of approximately two percent (2%)

Important to Note:

- The requirement that newly hired Managers work at least six months before receiving floating holidays remains unchanged
- Vacation and Sick Leave will continue to accrue on the basis of an 80 hour pay period
- Payouts upon separation will be made using the hourly rate that includes both the June and December 2008 increases assuming you separate after they are implemented
- Pay for Performance payments made in October are credited to the prior fiscal year for pension calculation purposes
- New B&C Allocations under the MCCC are suspended until 2009-2010
- Included in the 09-10 one-year extension based on the passage of Prop B: Pay for Performance, Management Training Funds and the Wellness Benefit

The Other Piece of the Deal – A Framework for Comprehensive Change

In a side letter agreed to as part of the MOU, MEA will spearhead an effort to bring about comprehensive change in the City's budgeting process. The side letter reads:

“In recognition of the budget challenge faced by the City over the next two years and our shared desire to minimize the potential negative impact on the City's residents and employees, the City has agreed with the managers represented by the Municipal Executives' Association to the following steps:

The parties agree on the need for a comprehensive approach to analyzing long-term solutions to ongoing and systemic budget deficits that integrates many possible elements, including prioritization, cost saving, enhanced revenue, and legislative action and Charter reform. On behalf of, and in conjunction with, the City's managers, MEA is currently facilitating and funding a judicious analysis of the various options available to achieve that goal.

MEA and the City will participate in good faith in this collaborative process which seeks to determine the most effective method to fund and sustain our core programs and our dedicated workforce. This discussion will begin well in advance of budget planning for FY 09-10.”

This agreement was reached as part of the furlough package and provides a concrete vehicle for using the ideas generated by MEA members as the starting point for a discussion of comprehensive change. The key first step is the MEA Member Survey now underway. To ensure its success, it is crucial that all MEA Managers lend their experience and expertise to this process. Please complete and encourage all of your colleagues to complete the MEA Budget survey which can be found online at www.SFMEAfeedback.com

Member Survey Underway:

SF MEA Budget Strategies Development Project

Among the key goals of the San Francisco Municipal Executives' Association (MEA) is to improve the operations of the City and County government by fostering discussion and dialogue among the executive management professionals represented by the association. A crucial issue affecting San Francisco is the current budget environment and the challenges created in meeting service and operational objectives.

The San Francisco Municipal Executives' Association has hired Management Partners to work with it in developing constructive steps and budget strategies that the City and County can take to solve the structural budget challenges facing San Francisco. Management Partners is a national consulting firm specializing in assisting local governments. Recently, the firm worked with several California cities and counties as they worked through budget and financial difficulties.

The project work plan includes (1) a survey of MEA members to obtain budget strategy ideas, (2) a focused benchmarking of the relative cost of select City and County service functions that receive General Fund dollars, and (3) research and report writing on specific strategies that can be implemented to resolve the City and County of San Francisco's structural deficit. The principal goals are to recommend concrete strategies that have a significant impact on City/County finances and to provide a framework that government leaders can follow to conduct further analysis, obtain stakeholder input and implement sustainable solutions.

After the April 7 MEA brainstorm session, MEA Officers and Staff met with a number of veteran city managers with expertise in city finances. Their input was used to shape the topics in the survey based upon the ideas provided by MEA members.

So Now We Want to Hear From You. Take the Survey!

SFMEA Budget Strategies Survey

www.SFMEAfeedback.com

The survey will be open from **June 17th to June 30th**.

Labor Coalition Delivers on Prop B- Pensions Set to Increase

San Francisco voters overwhelmingly approved the Coalition for Pension Reform's Prop B on June 3. Special recognition should be given to Supervisor Sean Elsbernd who, to his credit, recognized early on that there were two problems to be solved – pension and retiree health – and that any fair solution would have to address both. The initiative enjoyed wide support within the City as a result of its dual purpose – to deal with both the escalating costs of retiree health care and the stagnant pensions for career public employees in San Francisco. Obviously, good public policy that is good for public employees also enjoys widespread support among voters. Dozens of MEA members, along with members from all the other unions, worked throughout this process to make sure we saw this through from start to finish.

Our collective action as city employees was our strength and at MEA Prop B Phone Banking Night the following MEA members took the time to take action in their own (and your) best interest: Cheryl Austin, Vicki Guldbeck, Bob Thomas, Luenna Kim, David German, Carl Friedman, Frank Valleullo, Matt Smyth, Mary Fitzpatrick, Kat Brown, Eileen Hirst, Mike Handy, Sharyn Saslafsky, Dolores Blanding, Anita Sanchez, Scott Shaw and Rich Bridygham.

Reminder Regarding the MEA Equipment Reimbursement Program:

The initial reimbursement program for the MEA equipment purchase program is due to sunset on June 30, 2008. Outstanding “OK to buy” letters from MEA that have **not** resulted in purchases prior to June 30, 2008 will be deemed void and reimbursements will not be approved or processed. If you have questions, do not hesitate to contact Raquel Silva at the MEA office.

Membership Updates:

MEA is requesting that you provide us with your personal email address where MEA can send information and updates. Pursuant to MEA Board Policy we will no longer email MEA information or newsletters to work email addresses. Please send your current email information – along with any other changes or updates - to: staff@sfmea.com.

MEA Board:

Eileen Hirst, President
David German, VP
Carl Friedman, Secretary

Mary Fitzpatrick, Treasurer
Cheryl Austin
Rafael Centeno
Jacques Khorozian

Jean Mariani
Sharyn Saslafsky
Matt Smyth
Bob Thomas

Staff:

Rebecca Rhine
Raquel Silva

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.

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