



## MEA NEWSLETTER – August 2008

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### **Monday, September 8 - MEA 08-09 First Quarter General Membership Meeting followed by the 2008 Candidate Forum and PAC**

#### **Recommendations - RSVP to (415) 989-7244 or staff@sfmea.com**

**Date/Time:** Monday, September 8 – Member reception with refreshments starting at 5pm, Membership Meeting at 6pm with PAC Meeting to follow. Agenda includes:

- MEA Board Nominations
- Preliminary Budget Survey Results
- Year End Financial Report
- Hear from the Candidates for the Board of Supervisors
- Review Ballot Initiatives
- Grand Prize Drawing: All expense paid Conference Package (you must RSVP to be included in drawing)

**Location:** Latino/Hispanic Room B at the SF Main Library – 100 Larkin Street at Grove

**Note:** Because the Library is closed on Monday nights, you should plan to arrive prior to 6pm if possible. If you arrive after 6pm you can gain access at the far right door of the Grove Street entrance or by calling the security office at 415-557-4357.

#### **MEA Meeting Drawing – Grand Prize!**

##### **Drawing for GOVERNING Conference on Managing Performance**

This year's conference is set for October 1-3 in Austin Texas and will link you directly to the latest developments and leading innovators in government today. This event will address 12 key topics for your future success:

1. Management Strategies that Help Government Weather Hard Times
2. Creating a Customer Service Culture
3. Effective Emergency Response
4. Monetizing Public Assets
5. Providing Accountability and Access with Online Budgets
6. Getting a Grip on Government Data
7. Auditing for Performance
8. How to Know When to Shut Down a Program
9. Managing Performance in Large Local Governments
10. How to Get Fair Press Coverage
11. The Payoff for Going Green
12. Using 311 to Connect With Citizens

For more information go to <http://www.governing.com/conf/perform/index.htm>

The winner of this drawing will receive an all expense paid conference package which includes registration, airfare, hotel and meals.

## **MEA Budget Initiative Moves Forward – Survey Completed**

Over 150 MEA represented managers took the time to fill out a detailed survey prepared by MEA consultants Management Partners as the first step in MEA's initiative to develop a framework for comprehensive budget reform. While those surveys are being mined for potential strategies, the "benchmarking" element – surveying other cities to determine best practices, processes and budget options – is underway. In the meantime, representatives of MEA, Management Partners and the Controller's office are meeting pursuant to the MEA Side Letter Agreement with the City. That Side Letter committed the parties to a "collaborative process which seeks to determine the most effective method to fund and sustain our core programs and our dedicated workforce". MEA remains committed to seeking both short term process fixes applied to the 09-10 budget cycle and long term systemic solutions that provide sensible structure and stability into the future.

## **SDI Alert**

The MEA Agreement currently contains the following provision concerning State Disability Insurance: Article III, Section V. State Disability Insurance (SDI)

**Upon a statement of a majority of members of a job code covered by this Agreement requesting that they be enrolled in the State Disability Insurance Program, the Department of Human Resources shall immediately take any and all necessary action to enroll such job code and all employees therein, in accordance with Administrative Code Section 16.9-31.**

Employees enrolled in SDI prior to July 1, 2001, shall continue to be enrolled whether or not their job code is enrolled, provided however that if such an employee changes his or her job code on or after January 1, 2002, his or her enrollment status will be determined by job code.

Upon request by the Association, the City shall meet to discuss the implementation of SDI for MEA represented classes and units during the term of this agreement.

What this means is that even in the same classifications some MEA represented managers have SDI while others do not based upon their status in pre 2002 job codes. All employees who come into MCCC classifications after that date are automatically excluded except for those few MCCC job codes which include SDI – Manager I (0922), Manager II (0923), Manager V (0933) and Deputy Director I (0951).

MEA recently requested a meeting with the City to discuss this issue and now needs to hear from members about whether SDI should be automatically applied to all MEA classifications. Any change would need to allow those who are currently without SDI and using their Cafeteria Plan allocation to purchase Short Term Disability to consider whether to reallocate that money. The advantage is that everyone covered by the MEA agreement would be protected by SDI regardless of their classification – the potential disadvantage is the cost to employees who have heretofore not had to pay into the fund. The employee cost is estimated to max out at approximately \$700.00 per year for \$86,000 in earnings. It is also important to note that participation in SDI is what determines eligibility for paid FMLA under the State's program. While all employees remain eligible for unpaid FMLA, paid FMLA eligibility is linked to coverage under SDI. MEA will be following up with more information on this issue in the near future. If you have any questions, please contact the MEA office.

## **The Retired Employees of the City and County of San Francisco**

The RECCSF is always looking for new members to ensure their continued ability to "safeguard the interests of all retired city employees." As those of you who have been longtime MEA members know, we are always stronger when we stand together. That basic fact does not change with retirement. Since their inception in 1959, they have made the provision of adequate retirement benefits their highest priority and with their recent support of Proposition B helped active employees improve their retirement as well. You can visit their website at [www.RECCSF.org](http://www.RECCSF.org) or contact them at 3915 Irving Street, SF, CA 94122 (415) 681-5949.

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.