



MEA NEWSLETTER – September 2008

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Membership Meeting Debrief

At a well attended membership meeting held on Monday, September 8 at the Main Library, the following actions were taken:

- The report of the Nominating Committee was presented. No opposition slates for the MEA Board were put forward. The election and seating of the new MEA Board will take place at the 08-09 2nd Quarter Membership Meeting – date TBD. Those elected will serve two-year terms. Per the By-laws Board elections take place in even numbered years.
- MEA Board Member Jean Mariani reported on the status of the MEA Budget Initiative and the progress of consultants Management Partners in integrating the survey results, benchmarking data and standard practices in budgeting in peer jurisdictions into a White Paper outlining the problem and potential solution. MEA hopes to use this information to educate new Board of Supervisor members and to launch a concrete budget reform plan.
- MEA Treasurer Mary Fitzpatrick presented the Associations' 07-08 year-end financial report which showed income over expenses in the amount of approximately \$5,000.00.

Copies of all reports – except Jean's which was verbal – are available to any interested member who wishes to review them. Please contact the MEA office.

MEA PAC Recommendations Set

After the Membership Meeting adjourned, the candidate forum featuring 15 participants took place and, for over three hours, focused on various topics including budget reform, core services and the proliferation of set asides. As a result, The MEA PAC issued the following endorsements for SF supervisorial races slated to be decided this November 4:

District 1:	Sue Lee
District 3:	David Chiu
District 4:	Carmen Chu
District 5:	Ross Mirkarimi
District 7:	Sean Elsbernd
District 9:	No Recommendation
District 11	Dual: John Avalos and Ahsha Safai

VOTE YES on Proposition O: Although MEA is not taking official positions on ballot measures, it is **crucial that San Francisco replace the Emergency Response Fee with an Access Line Tax as set out in Prop O.** This initiative raises no new revenue and costs taxpayers nothing more - but if it fails at the polls because voters don't understand that, the City will likely lose upwards of \$80 million dollars in existing funding with devastating results to public services and public employees. **Vote YES on O and Spread the Word!**

CIP (Capital Improvement Program) Update

MEA has confirmed that over 20 represented managers were entitled to and should have received Capital Incentive Payments for 06-07 under Article III, Section D.D. of the MOU. We are now working with the Controller's office to confirm that those payments have been made and to monitor potential payments for 07-08. The CIP provision applies to managers in classes which "directly supervise employees represented by IFPTE Local 21 in classes eligible to participate." The program is only applicable at the Airport, DPW, MTA, PUC, Rec and Park and the Port.

Pay for Performance Update

Per Article III, Section B of the CCSF MOU, by the first pay period on or after October 1, 2008 MEA represented employees "shall be eligible to receive a 1.5% lump sum payment" of base wages earned in a represented classification in fiscal year 06-07 subject to the following criteria:

- Employee has received a performance appraisal and plan from their supervisor
- Employee has completed performance appraisals and plans for those they supervise
- Employee's performance is satisfactory

Please call the MEA office if you have questions or concerns about your Pay for Performance status.

Green Commuter Options Expand for CCSF Employees:

Commuter Benefits:

All CCSF employees can save up to 40% or more on monthly transit and vanpool expenses. Deduct up to \$115 per month from your paycheck, pre-tax, to pay for public transit tickets and vanpool fare. The amount is automatically deducted from your paycheck, and the tickets and passes are delivered to your home address before the first of each month. The program can be used for Muni, BART AC Transit, SamTrans, Golden Gate Transit, Caltrain, ferries or any other transit service in the Bay Area, as well as vanpools.

City Bike Fleet:

We can assist in setting up a bike fleet. We offer free bikes, U-locks, helmets, and parking for employees to conduct work related errands on bikes instead of using an automobile.

Rideshare:

In partnership with 511.org we can assist in setting up a carpool and vanpool system. By having an employee's cross streets, we can find a rideshare program with other people who live and work in a similar area. Benefits include saving money and time as well as having a more relaxing commute.

Emergency Ride Home:

This program supports employees who use alternative transportation by taking the worry out of dealing with a personal or family emergency. When employees have a personal emergency (personal or family illness, bike/vanpool problems, etc.) at work, the program will reimburse their cab ride. **Please contact Adeline Canez at (415) 355-3729 or Adeline.Canez@sfgov.org for more information on these options.**

UPCOMING IMS SEMINAR: Driving Excellence: Measuring and Managing Performance – Tuesday, November 18

Join Mark Graham Brown for this informative seminar on four key areas of performance management: evaluating performance measures, developing a balanced set of metrics linked to strategy, developing performance indices and creating your own scorecard. The instructor brings 25 years as an organizational consultant and is the author two best selling books and a third recently released book on these topics. Save your spot by contacting MEA at staff@sfmea.com.

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.