



## MEA NEWSLETTER – October 2008

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**MEA 2<sup>nd</sup> Quarter General Membership Meeting  
And MEA Member/Retiree Holiday Dinner  
Wednesday, November 19 from 5-9pm at the SF Zoo Great Hall  
Are you wondering what the current economic  
climate has meant for the city retirement trust fund?  
Special Guest: Clare Murphy, Executive Director SFERS  
Election and Installation of 2008-2010 MEA Board  
RSVP by November 7, 2008 to [staff@sfmea.com](mailto:staff@sfmea.com) or 415-989-7244  
SPACE IS LIMITED SO RSVP TODAY!  
Retirees and Members Attend Free -Guests: \$35.00**

**MEA Budget White Paper** The first draft of MEA's White Paper on the City's Budget Process is completed and ready for review. Because of time constraints and confidentiality concerns, we are asking those MEA members who are interested in participating in the review process to contact the office at (415) 989-7244.

**SDI Election** If you are an MEA represented manager employed by either the City and County of San Francisco (CCSF) or the Municipal Transportation Agency (MTA), you should be receiving information from your DPO or HR Department regarding electing into State Disability Insurance (SDI). If you do not receive notification of the classification-by-classification election by October 14, contact this office so we can provide instructions on how to make your choice known. Email Votes are due back at MEA no later than Friday, November 14, 2008.

### **Statements of Incompatible Activities (SIAs) Finalized**

Statements of Incompatible Activities have now been finalized for all departments and became effective October 8, 2008. It is absolutely critical that you review the SIA for your department carefully as it lays out those activities that are incompatible, inconsistent or in conflict with the duties and mission of the department, board or commission. The department can satisfy their SIA distribution requirement by:

- Posting on the department, board, commission or agency's web page;
- Posting on the department, board, commission or agency's offices in the same place that other legal notices are posted; and
- Distributing either a paper or electronic (PDF) copy of the SIA to each officer or employee.

All SIAs are also posted on the Ethics Commission's website.

## **MEA PAC Expands Recommendations**

In addition to the Supervisorial candidates noted below and reported in last month's newsletter, the MEA Political Action Committee (PAC) has now reviewed the results of the Initiative Straw Poll taken at the September 8 Candidate's Forum and is making the following recommendations to MEA represented managers who vote in San Francisco:

**YES on Measure A** – San Francisco General Hospital and Trauma Center Earthquake Safety Bonds, 2008

**YES on Measure N** – Increasing the Real Estate Property Transfer Tax Rates for buildings worth \$5 million

**YES on Measure O** – Replacing the Emergency Response Fee with an Access Line Tax and revising the Telephone Users Tax

**YES on Measure Q** – Modifying the Payroll Expense Tax to include Partnerships and LLCs.

**YES on Measure S** – Identification of Replacement Funds for Budget Set-Asides (Advisory Only)

Supervisorial Races:	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

## **SF Housing Authority Seeks to Implement Significant Changes**

During a series of meetings held with the San Francisco Housing Authority (SFHA), many in conjunction with the other labor organizations, MEA has learned of major structural changes taking place at the Agency. Based upon mandates from Housing and Urban Development (HUD), linked to significant financial sanctions for failure to comply, SFHA has modified their site based Asset Management Program (AMP) to increase the level and sophistication of on-site management and reduce dependence on centralized services. While the initial effect on MEA represented employees is minimal, the overall impact of penalties already assessed and reduced centralized services will likely have ongoing ramifications for all SFHA employees. MEA meetings with employees have been held and will continue for the duration of the transition.

## **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](mailto:staff@sfmea.com). In addition, the schedule for 2009 is now posted on the MEA Website at <http://www.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.

<b>MEA Board:</b>	Mary Fitzpatrick, Treasurer	Jean Mariani	<b>Staff:</b>
Eileen Hirst, President	Cheryl Austin	Sharyn Saslafsky	Rebecca Rhine
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