



MEA NEWSLETTER – January 2009

HAPPY NEW YEAR!

In this issue...

**IMPORTANT NOTICE: MONDAY JANUARY 12
3RD QUARTER MEA MEMBERSHIP MEETING ON-
TWO ITEM AGENDA:**

- 1. RELEASE OF MEA BUDGET WHITE PAPER**
- 2. CITY WAGE DEFERRAL REQUEST**

- MEA White Paper is Right on Time
- Layoffs Stagger the CCSF and SFHA
- State Disability Insurance (SDI) Guidelines
- MEA Managers Honored with MFAC Awards
- Email: Make Sure We Can Reach You

IMPORTANT MEA MEMBERSHIP MEETING – Monday, January 12 at the SF Public Library, 6-8pm to discuss two related and important agenda items:

How do we implement the proposals in the MEA Budget White Paper; and, What should be MEA's response to the City's deficit?

RSVP your attendance to staff@sfmea.com. Refreshments starting at 5pm.

Meeting Location: Latino/Hispanic Rooms A&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 White Paper is Right on Time

As the country's financial meltdown continues to reverberate at the federal, state and local levels the moment is ripe for thoughtful analysis and bold action. Earlier this year, when the members of the Municipal Executives' Association agreed to concessions valued at more than \$5 million over two years, MEA proposed, and the City agreed to, a comprehensive and collaborative effort to improve the manner in which the City and County of San Francisco funds and sustains vital services. The City's managers – past and present - from diverse departments came together to contribute their considerable experience and expertise over the course of the last months. MEA engaged Management Partners, which has assisted local governments nationwide in resolving organizational issues since 1994, to survey our members, particularly those directly engaged in the budget process and research effective budget methods used by comparable jurisdictions. That report, *A Call for Policy-Based Budgeting in an Era of Diminishing Resources and Expanding Needs*, is now available online at www.sfmea.com with hard copies to be provided at the January 12 membership meeting. The report has been distributed to the Mayor, the Board of Supervisors (outgoing and incoming), the Controller and the other unions for review. MEA hopes to use the document to facilitate a dialogue among policy makers and within CCSF management about not only how we survive the current turbulence but how we move into the future positioned to more effectively match up our resources with our priorities and deliver consistent, dependable and critical services to the people we serve.

Layoffs Stagger the CCSF and SFHA

As we return from the holiday break, hundreds of colleagues within the City and Housing Authority grapple with the reality of being laid off. At the Housing Authority, 73 layoff notices out of 384 total employees were issued on Friday, December 12 with 11 MEA represented employees included in that group. At a meet and confer session soon thereafter MEA and SFHA discussed the effects of the layoff – including the need to ensure that benefits are maintained for as long as possible - and agreed that laid off employees would receive preference to fill other open slots at the SFHA including those mandated at SFHA properties by the Asset Management Program.

The situation in the City is equally grim as more than 400 layoffs are planned with 280 notices having already gone out in December and another 128 slated to be issued early in 2009. In addition, the City continues to press MEA, along with the other unions, to forego upcoming or return wage increases that were processed in December.

State Disability Insurance Guidelines:

As CCSF and MTA process the implementation of the SDI election held among MEA represented managers in late 2008, it is important to understand how SDI works. If you are already covered by SDI your status will not change. If you are in one of the MCCP or MTAM classes that elected to begin participating in SDI, then starting on or after January 1, 2009, SDI will be deducted from your gross pay and forwarded to the State. **Making contributions starting on January 1 does not mean you will have SDI coverage effective January 1. You should consult www.edd.ca.gov or call 1-800-480-3287 for specific information about the timelines for benefit eligibility.** This is especially true if you are currently purchasing Short Term Disability through the Cafeteria Plan and want to make a change during the 2009 Open Enrollment period. It is crucial to know the specific details about what benefits you have, when you have them and exactly what they provide.

MEA Managers Honored with Managerial Excellence Awards

The 29th annual MFAC Public Managerial Excellence Awards were recently announced and, once again, a number of MEA represented managers are slated to be honored at this year's event on February 23. Among the honorees: Tangerine Brigham - DPH, Dan Kelly – HSA, Kevin Kone – SFO, Edgar Lopez – DPW and former MEA Board Member Clare Murphy – SFERS. MEA congratulates these public servants recognized for their excellence, commitment and integrity.

Email: To ensure that you don't miss time-sensitive notices, updates or information from MEA, we need to be able to reach you via home email. Please provide your home email address to us at staff@sfmea.com. We would prefer to send monthly newsletters by email but if you want to continue to receive your monthly newsletter via regular mail, let us know.

MEA Board:	Mary Fitzpatrick, Treasurer	Sharyn Saslafsky	Staff:
Eileen Hirst, President	Rafael Centeno	Matt Smyth	Rebecca Rhine
David German, VP	Jacques Khorozian	Neal Taniguchi	Raquel Silva
Cheryl Austin, Secretary	Jean Mariani	Bob Thomas	

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.

Municipal Executives' Association at 870 Market Street, Suite 460, San Francisco, CA 94102
Phone: (415) 989-7244 Fax: (415) 989-7077 Email: staff@sfmea.com. Website: <http://www.sfmea.com/>