



MEA NEWSLETTER

February 2009

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MEA White Paper Rollout Continues – We Must Keep the Discussion Moving:

- In early December we began our outreach on the proposals to repair the broken budget process by sending the White Paper to the Board and Mayor and by meeting with Supervisors Bevan Dufty, Sean Elsbernd and Carmen Chu as well as the Mayor's Chief of Staff Steve Kawa.
- On Wednesday, January 14, MEA briefed incoming Board President David Chiu on the genesis of and proposals in the MEA Budget White Paper. That same day MEA also met with the Mayor's Budget Director Nani Coloretti regarding the recommendations.
- On Friday, January 16, we met with Supervisor Mar to present MEA's recommendations.
- On Tuesday, January 27, MEA testified at the Board of Supervisors about the need for a policy-based solution to deal with the looming 09-10 budget crisis.
- On Monday, February 9 we went over the document with the new Chair of the Budget Committee Supervisor Avalos.
- On Wednesday, February 11 a noontime forum was held at SPUR featuring a presentation on the MEA Budget White Paper.
- On Wednesday, February 18 we met with the Library Citizens Advisory Committee to discuss set asides.
- Requests are in to meet with all other members of the Board of Supervisors.

In addition, two MEA committees have been formed to begin to analyze the various proposals and ideas that are included in the White Paper and have emerged from other groups and individuals. Those Committees – Service Offerings/Delivery Changes and Expenditure Controls/Revenue – will be chaired by MEA Board Members Jean Mariani and Matt Smyth respectively. A third MEA committee, chaired by MEA President Eileen Hirst is also being constituted to carefully consider how MEA should respond to the City's request for wage concessions in addition to those already given.

MEA Training Fund Changes Contemplated by DHR

In response to the layoffs that have impacted departments citywide including DHR, changes to the way the MEA Management Training Fund has been administered since its inception are now under consideration. With the retirement of Paul van Houten who oversaw the fund from the City's side, the proposed plan would decentralize processing of payments so that the final packet would be processed at the Department level. The MEA end of the process – which includes the initial approval and providing the documents necessary for reimbursement – would remain unchanged. As details are finalized, we will keep you posted.

Equipment Program Continues

After completing a six month audit on the 08-09 MEA Equipment Program, MEA has determined that there are still funds available and will now begin processing second requests from those who received equipment reimbursement during the first year of the program 07-08. Second requests are only available to purchase a different piece of equipment. Because the budget situation in the city will further restrict the availability of

funds for training, MEA must ensure that adequate funding is available for the Fund's primary mission – management training. For the remainder of 08-09 we will continue to process equipment program applications until we reach the \$100,000 limit set on the program this year. As part of planning for 09-10, the Board will analyze whether funding is available to once again offer the equipment program.

MTA Extends MOU through 09-10

In a move that aligns the managers at MTA with the rest of the City's MEA represented managers, that group voted to extend their MOU for an additional year through June 30, 2010. As a result of the passage of Prop B last fall, no 09-10 wage increases would have been achievable in bargaining. In light of that fact, and in order to protect and extend other elements of the MOU that might have been vulnerable during negotiations (e.g. Wellness Benefit) the MTA Managers overwhelmingly supported the extension. The MEA Board has ratified the agreement as well.

SFHA Layoffs Mitigated by Effects Bargaining

As a result of effects bargaining with the SFHA that was required upon notice of approximately 11 MEA layoffs at the Agency, six of the employees were placed in other Housing Authority positions, one was able to secure employment with an Agency vendor and the other four either declined offers of employment, retired or both. The placements and offers were the direct result of MEA demanding, and the Agency agreeing, that laid off employees receive "preference in hiring" for other positions created by the site based restructuring ordered by HUD. While most of the new positions are no longer in the MEA bargaining unit, the more important goal of making sure MEA members remained employed was largely achieved.

Board Change for MEA Court Managers

Mark Culkins has replaced Jacques Khorozian as the MEA Board Member from the Courts. We thank Jacques for his service and look forward to Mark's participation on the Board.

Leadership San Francisco Update

At the February 11 Board of Directors meeting, the MEA Board took up the issue of 09-10 funding for Leadership San Francisco Scholarships. MEA has been funding the scholarships for approximately five year but there was some concern at the Board that the greater MEA membership was not seeing any benefit from the program. After hearing from a number of prior MEA scholarship recipients about the value of the program, the Board determined that it will fund the program in 09-10 and also implement some sort of program where scholarship recipients share the knowledge gained with the larger MEA membership.

MEA Golf Tourney – Planning Underway

During this stressful period in the City and beyond, MEA does not want to lose sight of the value of a key element of its mission laid out in the bylaws, "to cultivate professional and social relationships among members of the Association." In that spirit, we are looking for volunteers to help revive the Annual Golf Tournament. Assuming sufficient interest, we are looking to re-launch the event sometime this summer. If you are interested, please contact MEA member Steve Koneff Klatt at konklatt@cal.berkeley.edu by March 20 as lead time will be required to reserve a site. There is a very large golf tournament trophy in the MEA office that is looking forward to adding its first name since 1991, when Clair Gimblin was the champion.

Special Acknowledgement to MEA Volunteers

Volunteer service is the backbone of any organization and MEA is no exception. We don't acknowledge often enough those who give their time to MEA. We want to make special note this month of two individuals – Robert Lombardi of the SF Public Library and Michael Brown of the Airport. Robert has been responsible for us holding our meetings at the Main Library over the last year or so and Michael has worked tirelessly as our webmaster during a time of constant activity that requires constant updating. On behalf of the MEA Board, Staff and Membership, our hats are off to these two MEA members. Thank you for your support and assistance.

MEA Board:

Eileen Hirst, President
David German, VP
Cheryl Austin, Secretary

Mary Fitzpatrick, Treasurer
Rafael Centeno
Mark Culkins
Jean Mariani

Sharyn Saslafsky
Matt Smyth
Neal Taniguchi
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.