

MEA NEWSLETTER

June 2007

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MANAGEMENT TRAINING FUND:

As reported at the Membership Meeting and in the May 2007 Newsletter, the MEA Management Training Fund will be expanded starting July 1 to include the purchase of "Personal Digital Assistants, professional software, books and subscriptions and laptop computers, to the extent that these items would be used in the performance of their city duties."

Implementation Protocol: Beginning July 1, MEA members may request an application via email or fax. We will then forward you an application that sets out the specific criteria and timeline. Unlike tuition reimbursement, however, these purchases **must be approved in advance**.

Because the Management Training Fund has an annual cap of \$200,000, it is crucial that we oversee this new benefit in such a way that it does not inadvertently drain needed resources from our other programs such as tuition reimbursement, educational travel, professional fees and IMS seminars. To that end, we will reimburse approved equipment purchases of up to **\$1,000** on a first come, first served basis. Among the determinative factors, requested equipment must be fully compatible with departmental programs and hardware as certified by your IT department and its use must be work-related. Although initially we will limit purchases to a **single device**, once the program has been underway for a few months, we will revisit this limitation.

A very important point to keep in mind about this benefit:

- Because the equipment will belong to you, all expenses and issues associated with the equipment (repairs, maintenance, installation, upgrades and monthly charges) will be your sole responsibility.

NEGOTIATION UPDATE: Negotiations will soon get underway for the MEA represented managers at the SF Police and Fire Departments. Once those have concluded, we will move into bargaining for a successor agreement with the Superior Court of California. The SFHA -MEA Agreement has now been signed and is available at the office for MEA members who work at the Housing Authority. We also plan to add that agreement to our website.

MEA SCHOLARSHIPS: As part of MEA's long-standing commitment to the training and development of City managers, we have once again awarded two scholarships to MEA members participating in Leadership San Francisco, a one-year educational program dedicated to "educating and developing community trustees who will make a significant contribution to strengthen and transform our community." The 2008 MEA member recipients are Delvecchio Finley and Emily Murase. Past recipients have included Chris Cunnie, Donna Kotake and Darnisha Wright among many others.

MEMBERSHIP OUTREACH: Succession on Your Mind? Become an MEA Mentor

Please email staff@sfmea.com if you are interested in participating in an outreach program designed to welcome newly hired employees to the City and to MEA. Type "MEA Mentor Program" in the subject line and include your name, daytime phone number and department in the body of the email.

CONTEST WINNERS: We had some great entries in our last contest – **Loretta Lum's** Kings and Queens are "dethroned" when they leave their profession, and Counselors might be "misguided".

Vicky Rambo's Mimes might be "removed" and Mathematicians "nonplussed". However the winner is Jockeys who are "destabilized" when they leave their profession. - submitted by **Marilyn Cosentino**. Marilyn will get \$50 toward a meal at a San Francisco restaurant of her choice.

Giants Tickets: In addition to Amy Hart, Toye Moses, Ben Kutnick, and Alice Villagomez (drawn at the May 16 Membership Meeting), the following members names have been drawn to receive the offer of two tickets to see the Giants play the Pittsburg Pirates on Sunday August 12 at AT&T Park: Joe Abrego, Michael Brown, Cheryl Davis, Carol Isen, Theresa Lee, Gary Massetani, Jill Manton, Paco Paculba, Harriet Richardson, Dan Schwager, Bob Thomas, Nancy Yalon. Please contact us at the office. More winners will be announced in the next Newsletter.

2007-2008 CALENDAR:

Save the Date - Endorsement Meeting and First Quarter General Membership Meeting – Wednesday, September 19, Location TBD.

Pay for Performance Reminder -

Under the MEA Memorandum of Understanding, effective July 1, 2007 the 2006-2007 2% pay for performance premium will cease, and the prior system - a single lump sum payment distributed on the first pay period on or after October 1 - will be reinstated. The lump sum payment of 1.5% is linked to completed performance appraisals. See the MOU for details.

B&C Adjustment Committee Dates Set - The 2007-2008 B&C Adjustment Process is tentatively scheduled to take place on **Thursday October 18, 2007** and **Thursday, March 13, 2008**. In addition to the .50% allocated into MCCP B&C for 2007-2008 - which translates into approximately \$500,000 - there will be more than \$400,000 available from 2006-2007 funds.

IMS: Reaching the Next Level: It's All About Motivation, Cooperation and Trust – Thursday, August 23, 2007

Dr. Alan Zimmerman presents a program for managers who seek to model and encourage totally open communication where motivation and cooperation are the norm. Avoiding dry theory and speculation, this program focuses on real-world tools you can take back to the job and use immediately. Call or email MEA for information.

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