

MEA NEWSLETTER

April 2007

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MEMBERSHIP MEETING NOTICE:

**Increased MEA Membership = Increased Clout
Get Your Colleagues to Join MEA and Win a Prize!
Fourth Quarter General Membership Meeting –
Wednesday, May 16, 2007**

**Catch up with friends! Meet the new Exec! Win an iPod!
Anchor Brewing Company
1705 Mariposa @ DeHaro in San Francisco**

- 5:30-6:00pm:** Business Meeting
- Opening Remarks – President Eileen Hirst
 - 2007-2008 MEA Budget Overview
 - Proposed Expansion to MEA Training Program
- 6:00-7:30pm** Reception - Meet the new Executive Director, Rebecca Rhine

Anchor Brewing Company will pour samples of its finest products – cocktail food will be available.

- 7:00pm**
- Drawing #1: iPod Nano** – You are eligible if you **bring a non-member of MEA and they sign up** for membership!
- Drawing #2: iPod Nano** – You are eligible if you **sign up as a member** at the meeting.

In addition, if you bring in the **most new members (Staff and Board Members excluded) between May 15 and June 30** you also get an iPod. Make sure they note your name at the bottom of their membership application to get credit. You can find an application at the end of this newsletter. Make as many copies as you need.

Icing on the Cake – 25 pairs of tickets to a weekend S.F. Giant's day game will be raffled off among the entire membership.

PAY FOR PERFORMANCE:

July 1, 2007 Shift Back to a Lump Sum Payment

As one element of the overall management compensation structure laid out in the MEA Agreement, Article III.B Pay for Performance has evolved over the years. Initially introduced as a merit based program it now exists primarily to facilitate the timely implementation of performance appraisals.

Since its inception, with the exception of the last few years, the pay for performance money has been distributed in a lump sum – in recognition of the prior years' service. **In 2006-2007 the 2% pay for performance money was integrated into base salary for that year only. In 2007-2008 we return to the prior system of a single lump sum payment of 1.5% to be distributed on or after October 1. This means your base pay will decrease by 2% effective July 1, 2007.** The same 1.5% lump sum payment will also take place in 2008-2009.

These pay for performance payments are in addition to the two base wage increases scheduled for 2008 (totaling 5%) and the ongoing implementation of the MCCP, which includes increases in December 2007 for those who have not yet reached the top of Range A, and the continued distribution of the B&C funds based upon departmental requests.

MEA did attempt to exercise the reopener in the Pay for Performance provision in order to address the shift from base wages to lump sum payout, but the City declined to reopen, which they could do under the mutual agreement language in the contract.

MANAGEMENT CLASSIFICATION AND COMPENSATION PLAN - MCCP:

On a related topic, you may have received a letter from Rebecca Rhine at MEA regarding your status in the MCCP and the options available to you. Rebecca and Bob Boileau are continuing to analyze the MCCP data and will be reaching out to more members on the program's implementation and impact. This is a crucial element of preparing for next years' B&C process as well as the negotiations that will occur in 2009. Bargaining a compensation structure is only the first step. Without ongoing oversight and analysis, over time the original intent of the MCCP – to enhance recruitment and retention and compete with the private sector – will become diluted.

MEDICAL PROVIDER UPDATE:

Effective July 1, 2007, the City and County of San Francisco is implementing a Medical Provider Network (MPN) for its Worker's Compensation Program. This Network will include health care providers who will treat City employees in cases of industrial illness or injury. **If you want to use your own physician, you must tell the City.** You can access MPN on the DHR website or contact Deputy Director for Worker's Compensation Priscilla Morse at 415-575-5636.

IMS UPDATE:

May 9, 2007 STRATEGIC LEADERSHIP with Dr. Albert Vicere author of "Leadership by Design". Topics include: Major business trends; A framework for competitive effectiveness; How to keep focused, flexible and innovative. Cal MEA by May 2 to register.

CONTEST WINNER:

In response to last month's challenge, Edgar Poma suggested the following Publicity Stunt that would bring positive attention to a department, the City or MEA members in general. Edgar proposed the following:

"Celebrate Hetchy: The Great Wine and Food Weekend" San Francisco's most accomplished culinary masters would provide dining experiences celebrating and showcasing the pristine Hetch Hetchy water that we enjoy (and take for granted). Day 1: 5:30pm local mixologists prepare beverages with Hetchy water and ice at Moscone West. Day 2: Hetchy-themed meals at participating restaurants. Day 3: Hetchy Food Fair at Golden Gate Park with bus tours of S.F. with stops at public water fountains. Day 4: Breakfast hosted by the Mayor and SFPUC General Manager at City Hall. Hetch Hetchy water...too good to waste!

Edgar wins a \$50 gift certificate to the SF restaurant of his choice.

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MEMBERSHIP APPLICATION

NAME (Please Print):	
Classification #	Title
Working Title:	
Department:	
Business Address:	
Business Phone #	Fax/E-mail:
Home Address:	
Home Phone:	Home Fax/E-mail:
DATE OF APPOINTMENT TO PRESENT POSITION:	
Do You want the Newsletter and MEA announcements to go to Home address, Work e-mail, or Home e-mail?	

I hereby apply for membership in the Municipal Executives' Association.

Signature

Date

Enroller

Please return Membership Application and Dues Deduction Authorization forms to:
MEA 870 Market Street, Suite 460, San Francisco, CA 94102
Tel: 415 989-7244 Fax: 415 989-7077 E-mail: Staff@SFMEA.com