



The  
New  
York  
City

# Manager

www.nycmea.org

Spring 2016

info@nycmea.com

## MEA Requests Moratorium on Paid Parental Leave Give Backs

By Vanessa De Santis



**MEA Counsel Stuart Salles responded to questions regarding Paid Parental Leave at the March 1 General Membership Meeting.**

The MEA's request for a moratorium on the Paid Parental Leave give backs dominated the discussions at the March 1, 2016 General Membership Meeting.

MEA President Stu Eber explained to the attendees that the MEA is in favor of having a progressive benefit like PPL. "However, the majority of our members, as well as many non-member managers, were very displeased with the method of payment as the policy proposal stands now. Moreover, there was no consultation with the MEA before announcing the initiative."

"The MEA opposes the elimination of a 0.47% wage increase scheduled for July, 2017, and cutting back leave days for senior employees from 27 to 25. Veteran city managers with at least 15 years of service, who are often more than 45 years old,

qualified for the 27 days of annual leave and are the ones having their leave time shortened to help off-set costs for the PPL," said Mr. Eber. This doesn't seem fair or appropriate to the majority of the MEA membership."

### PETITION FOR MORATORIUM

The MEA Executive Board initiated a petition to place a moratorium on the elimination of the two days of annual leave and the elimination of the 0.47% salary adjustment.

The petition said, "We request a one year moratorium on implementing this progressive policy's flawed funding methodology until we know the true costs and what the other 300,000 City employees will be paying for it."

"We asked the Office of Labor Relations to inform Mayor de Blasio of our serious concerns and advise him to stop taking our annual leave

until everyone knows what the true costs are and what the other 300,000 employees will sacrifice," Mr. Eber said. "Their response is this is a one year experiment. They said that we won't know the true annual usage and costs until early 2017."

The MEA's Legislative Committee and Organization Committee are working together to explore how other cities, such as Austin, Chicago and Pittsburgh, have designed a PPL benefit and how it is being funded. "We understand the goal is to provide six weeks of PPL with no extra costs to the taxpayers," said President Eber. "The committees are exploring alternate means of payment for 2016 and then the long term."

### COMMENTS BY MEA LEGAL COUNSEL

"My opinion is that it's always better to resolve issues by discussion," said MEA Legal Counsel Stuart Salles. "It's better to do it with the combined effort of both sides. I'm not overly optimistic. The Mayor said I want it, this is how we're going to pay for it. And having done it, it's going to be difficult to convince him to change his mind. So, having said that, let's see if there are legal options. I've begun looking at these options."

Because the members hurt by this leave policy are managers and do not have a collective bargaining agreement, unfortunately, that means legally they are "employees at will" and they can give you a raise and take it away. Mr. Salles said that we might be able to challenge the two days leave cut but 0.47% is a different issue.

# Bits & Pieces



## SOMETIMES WE GET IT RIGHT

*By Linda A. Barnes, NYC MEA Executive Director*

On a daily basis, we help our members at the Managerial Employees Association (MEA) with their work-related concerns.

Good results do happen from our advocacy efforts. For example, sometimes a few respectful conversations between the agency leadership and MEA representatives might be what is needed to restart a promotion process that may seem to have ground to a halt.

### MEA HELPS PROMOTIONS HAPPEN

In February 2016, Irving Rosenstein received a long-awaited promotion to become Executive Director of Administrative Operations for the School Safety Division of the New York City Police Department.

“This is something that had been in the works for a while – almost a year,” says Rosenstein.

Sometime it’s hard for a manager to know why their promotion is taking so long to be approved. Managers can wait for months or even years for their official job title – and their salary – to catch up to the work that they actually do, day-to-day.

MEA may be able to help with advice or with advocacy. In 2015, Rosenstein contacted MEA for advice regarding his potential promotion, which had seemed to be in the works for some time. MEA was able to inquire about the process, which began to move again in December and was finalized in February 2016.

Rosenstein has been helping to keep the schools safe in New York City since 1972. That’s when he took his first job as a budget

analyst for the Board of Education. In 1980 he became a manager and in 1998, when the School Safety Division joined the police department, Rosenstein became the commanding officer of administrative operations.

Since then, the NYPD’s school safety division has nearly doubled in size. It now has an annual budget of more than \$250 million and more than 5,400 staff, including both civilians and uniformed personnel. The number of schools has also increased, as New York City now favors smaller, neighborhood schools.

“All our jobs have become more complicated,” says Rosenstein. “My title is more consistent with my increased responsibilities on the job.”

### MORE EFFECTIVE, THANKS TO PROMOTION

Before his promotion, Rosenstein had served as a “Director” since 2010. In February, his job title officially changed to “Executive Director.”

The promotion has given Rosenstein a slight increase to his salary. More importantly, the new job title will help him do his job more effectively. “Rank has its

benefits,” he says. “There is a difference between a “Director” and an “Executive Director” reaching out to someone. I have better recognition both inside and outside the agency.”

MEA’s work is not yet finished. Other managers are still waiting for promotions that they, arguably, have deserved for a long time.

### WE’VE GOT YOUR BACK

MEA always tries to address personnel issues from a managerial perspective. We utilize the decades of experience of our Executive Board and executive leadership to help members with their concerns. We emphasize solutions to problems, not complaints about the situations. We ask the members to draft written requests or responses. We review the information for clarity and purpose, as well as provide additional guidance. We encourage the members to ask for meetings with their appropriate leaders to discuss the details. Of course, we will speak directly to the agencies, if the members feel our advocacy will help their situation.

“If managers feel that they might not be being treated fairly, they should contact the MEA for advice,” says Rosenstein. “MEA might be able to help.”

# Making the Data More Defined: A Profile of MEA's Timothy Martin

By Vanessa DeSantis



Testing water quality has made all the difference in Timothy Martin's career. A former Research Scientist at the New York City Department of Environmental Protection (DEP), Mr. Martin won an Innovation Excellence Award at NYC 311 where, since 2014, he's worked as a Business Intelligence Manager.

Moving from one city agency to another was a fluid process for Tim. His work at DEP

involved the collection of data coming from water quality centers throughout the city. It's where he became familiar with the data management work he does now.

"That's how I got into NYC 311 – part of the system we built at DEP was based on the analysis of 311 data."

It's what Tim calls the theme – what connects his DEP work with what he does now at 311.

"It's all data science."

Winning an Excellence Award so soon after being hired at 311 was the result of striving for clarity and shrugging off the status quo. Tim and his team set out to take massive amounts of data and boil it down into more concise formats. And, they didn't shy away from using the more current data visualization techniques.

By doing so they brought a more accessible product to 311 data users, while bringing the agency more up-to-date with imaginative uses of available technologies.

Mr. Martin's application of new data visual-

ization tools and "dashboards" helped 311 better understand its customers and the communities they represent.

A dashboard is a customizable interface and it offers the ability to get real time data from a large variety of sources. The progress Mr. Martin and his team made with creating an enhanced version of the dashboard is part of what earned him the award – and they're still working to make it better.

As a manager, Tim tries to communicate clearly and interact with his team – brainstorming new ideas often. He also encourages learning outside the agency, to build on their technical training.

"I feel like I don't want to be the only one who knows how to do this stuff," said Mr. Martin.

New to the MEA, he enjoys having like-minded people in a supportive setting. It also connects him to other managers at his agency.

"I think NYC 311 is important because it gives city residents a voice and a range of access points to government services."

## In Memoriam: Richard Eiden, 1949 – 2016

By the MEA Executive Board and Staff

It is with heavy hearts and great sorrow that the MEA reports the untimely passing of School Construction Authority Chapter Director Richard Eiden. Richard had been hospitalized in January, but was hoping to return to City service as soon as possible. We were shocked to learn that he died on January 18, 2016.

Mr. Eiden was a professional engineer with extensive experience working in both the private and public sectors, designing systems efficiency. He exhibited a passion for green energy and sustainable solutions. Richard was also a founding member of the New York City School Construction Authority's MEA chapter.

He'd worked as a Manager of Sustainable Design at NYC SCA Construction Authority since 2008.

Guiding others in matters he cared about came naturally to Mr. Eiden.

"He quickly took up the reins of leadership acting as director of SCA-MEA where he worked tirelessly with Stu Eber to seek pay equity for SCA and DOE managers," wrote his friend and colleague at NYC SCA, Fred Maley.

Known at SCA as the "Green Man" for his unwavering commitment to the environment, Richard worked successfully to enhance sustainable designs in NYC schools. Mr. Eiden's steadfast efforts and clear-eyed focus paid off this past September when Staten Island's PS 62 opened as the first "net-zero" school in the Northeast – which means it produces as much energy in a year as it uses.

"Richard brought an extremely high level of intelligence and ingenuity to his profession and to his efforts as SCA's first Chapter Director," said MEA President Stu Eber. "Future generations of New York City students and teachers will benefit from his progressive building designs. Richard's logical approach to MEA issues helped our Executive Board focus on important issues during his all too brief tenure."

A part-time professor at NYU School of Continuing Education and Fairleigh Dickenson University, Mr. Eiden was also active in many organizations including the US Green Building Council and The Association of Energy Engineers.



**Richard Eiden and his wife, Jody, on a visit to Stonehenge.**

Richard's love of travel matched well with his keen interest in photography. He was also a talented singer, singing with the New Jersey Choral Society for many years.

We are deeply saddened by Richard Eiden's passing.



New York City Managerial Employees Association  
 42 Broadway • Suite 1945  
 New York, NY 10004

2015 MEA CHAPTER ELECTIONS					
CHAPTER	2015 CHAPTER DIRECTOR	2015 ASSISTANT CHAPTER DIRECTOR	DATE OF MEETING	NEW CHAPTER DIRECTOR, 2016	NEW ASSISTANT CHAPTER DIRECTOR, 2016
DYCD	Deborah Harper	Vacant	*March 23, 2016		
DOITT	Sherri Porcu	Amy-Jo Sabo	*January 28, 2015	Joseph Zucco	Maria Rodriguez
Municipal Chapter	Marie De Lus	Evelyn Marrero	*February 24, 2016	Beryl Nyack	Evelyn Marrero
DHS	Sonya Russell	Vacant	*January 27, 2016	Sonya Russell	Cindy Teta
Comptroller	Constantine Kokkoris	Wasyf Kinach	February 2, 2016	Michelle Centeno	Ernestine Rivers-Merritt
Corrections	Vacant	Vacant	February 18, 2016	Vacant	Vacant
Finance	Vacant	Vacant	*February 24, 2016	Zena Spence	Vacant
DEP	James Caggiano (Acting)	Vacant	March 1, 2016	Peter Kontogiannis	James Caggiano
NYCHA	Carl Walton III	Vacant	March 10, 2016	Carl Walton III	Andre Cirilo
NYPD	Vincent Taddoni	Vacant	TBA	Vacant	Vacant
Buildings	Vacant	Vacant	TBA	Vacant	Vacant
DOE	Robin Frazier	Bernard Orlan	*March 31, 2016	Heidi Husser	Bernard Orlan
DOT	Raynard Edwards	Vacant	April 12, 2016		
HRA	Pamela Ross	Regina Russ	April. 14, 2016		
SCA	Fred Maley (Acting)	Vacant	April 21, 2016		
Probation	Gail A Jones	Darryl Williams	April 26, 2016		
ACS	Colin Scantlebury	Vacant	May 3, 2016		
DCAS	Tina Ramsey	Raymond Schnetzler	May 12, 2016		
Retirees	Adrienne Leaf	Sam Borkow	May 19, 2016		
HPD	Darrell Sims	Mario Guerrero, Jr.	May 24, 2016		
DDC	Michael Mitchell	Vacant	May 31, 2016		
Parks	Laurence Major, Jr	Iris Rodriguez-Rosa	June 2, 2016		
FISA	Eric Reitzel	Vacant	June 7, 2016		
HHC	Diana Santos	Donna Sutherland	June 16, 2016		
FDNY	Louis Cendagorta	Daniel McBeth	June 23, 2016		
DOHMH	Cynthia Mont-Burbon	Ann-Marie Ashmeade	June 28, 2016		

\* : Revised Date  
 Red: Vacant  
 Blue: Confirmed Dates