

Vote is by mail in MEA officer election

Ballots will be mailed to members on October 30 for the MEA's first officer election by mail ballot. Ballots must be received by 5:00 p.m. November 20th to be counted.

are running for executive vice president and treasurer, respectively, with Mr. Ferrer as *The Leadership Team*. The director-at-large candidates are Roberta Gonzalez, William Dworkin and Joe Ramaglia.

the AAA; the MEA office will not have them. Duplicate ballots must be requested on or before November 12. Requests made after than date will not be honored.

Ballots will be counted November 21, the day after the voting ends. The results will be announced on the hotline no later than Monday, November 24.

A debate is being arranged by the election committee to allow members to hear and question the candidates. It will be held Monday, October 27, 6:00 p.m., at the central office of the Department of Health and Mental Hygiene, 125 Worth Street, Second floor auditorium, Manhattan.



Stephen Ferrer and James C. Durrah are running for president in the MEA's first mail ballot election

The mail ballot process will make it easier for the members to participate and is expected to draw more than the 219 ballots cast in the election two years ago. Voting in past elections was done in person at designated polling places.

The American Arbitration Association, a well respected, outside neutral party, is responsible for printing, mailing, receiving, counting

and storing the ballots subject to the requirements of the MEA's bylaws and the direction of the election committee.

The ballots will arrive in an envelope marked "urgent-ballot enclosed-please forward." It will have the AAA's name and return address on it. Members are advised to read the instructions carefully before voting.

Members who do not receive their ballots by November 4 must call the AAA toll free at (800) 529-5218, Monday through Friday between 9 a.m. and 5 p.m. eastern time for a duplicate. Duplicates can only be requested from

Members will choose between two complete slates each fielding candidates for the six positions to be filled for the two-year term beginning January 1. Those positions are the three officers—president, executive vice president and treasurer—and three directors-at-large.

The candidates for president are James C. Durrah and Stephen Ferrer. Running with Mr. Durrah as *Members First* are, Edward M. Yood for executive vice president and Lal Motwani for treasurer. Frederick Ewald, Anthony Rini and Kirk Leon are the director-at-large candidates.

Eleanor Armstrong and Warren Lewis

Important Election Dates

Monday, October 27-Election debate, 6:00 p.m., 125 Worth Street, Second floor auditorium, Manhattan.

Thursday, October 30-Ballots mailed to members.

Tuesday, November 4-First day to request duplicate ballots. Requests must be made to (800) 529-5218, Monday through Friday between 9 a.m. and 5 p.m. eastern time.

Wednesday, November 12-Last day to request duplicate ballots.

Thursday, November 20-Ballots must be received by 5:00 p.m., eastern time to be counted.

Friday, November 21-Ballots counted.

MEA meets the mayor

From left, treasurer Steve Ferrer, president Bill Dworkin, and executive director Sandra Taylor Griffin meeting with mayor Michael Bloomberg. A story is on page 3.



MEA well received by agency heads

Following up on a suggestion made by mayor Bloomberg at the city hall meeting on August 4, executive director Sandra Taylor Griffin accompanied by other MEA officials has begun a series of meetings with commissioners of city agencies.

Dr. Griffin reported, "We are being well received and assured that consideration will be given to the concerns we are raising. These matters include professional development opportunities, training to enhance and improve skills, salary inequities and a meaningful evaluation and appeals process. We hope to establish an approach where middle managers have a role developing policy. This approach offers commissioners the opportunity to build stronger management teams."

In agencies where the Bloomberg administration has appointed new agency heads, Dr. Griffin has been explaining the continuing role of the MEA as advocate and facilitator for the aspirations of career managers in their agencies.

So far, Dr. Griffin has met with Christopher Ward, commissioner of the Department of Environmental Protection, and acting commissioner Anne Papageorge of the Department of Design and Construction. Accompanying Dr. Griffin to the DDC meeting were chapter director Anthony Rini, assistant director Denis Lartin and member Jagadishbhai Patel. Jeffery Bonne, deputy DDC commissioner for administration, also participated.

Another meeting took place at the Department of Homeless Services with Marcia Stevenson, first deputy commissioner for operations, Thailia Edwards, deputy commissioner for administration, and Philip Crowe, assistant commissioner for human resources. Chapter director Ronald Wilkerson and assistant director Thomas Mullins helped Dr. Griffin present concerns voiced by managers in that agency.

Meetings scheduled for October are with the Administration for Children's Services, the housing authority, the Department of Housing Preservation and Development and the Department of Health and Mental Hygiene. Meetings with other agencies are being scheduled.

Letters wanted

Letters to the editor and suggestions for newsletter articles are welcome. Send yours to Bob Pfefferman at the office. (Letters may be edited for length and clarity.)



At the Department of Homeless Services are, front from left, Thailia Edwards and Marcia Stevenson. Behind, Philip Crowe, Ron Wilkerson, Sandra Taylor Griffin and Tom Mullins

Retired managers paid for leave

After the MEA took the first steps to sue the city because dozens of managers who had retired with last fall's incentive had not received the first payment of their accrued leave, several retirees called the MEA office to advise that they had received their money.

President Bill Dworkin said, "In the weeks following authorization to file this suit by our executive board, all of the potential plaintiffs received their money. If any member has not, we believe it is an individual situation rather than a systemic failure and that retiree should contact the office."

The threat of the lawsuit seems to have obtained the payments. One involved administrator said, "We got the job done after reading of the MEA's plans in *The Chief*."

Union's quest remains unresolved

The petitions filed by Local 1180 of the Communications Workers of America, AFL-CIO, to represent coordinating managers and administrative managers remain unresolved.

An administrator at the New York City Office of Collective Bargaining expected a meeting between Local 1180 and the Health and Hospitals Corporation about the coordinating manager petition at the end of September and one for Local 1180 and the city on the administrative manager proceeding in early October.

At these meetings, agreement will be sought between the parties which employees perform managerial duties according to criteria specified in the law and which are eligible for collective bargaining based on the surveys employees completed last spring. If the parties cannot agree, the Board of Collective Bargaining, a neutral third party empowered by the New York City Collective Bargaining Law to decide such matters, may have to make a ruling.

Hotline has the latest news

The MEA "hotline," (212) 946-1455, has the latest news affecting municipal managers and confidentials, and group 11 employees in the Health and Hospitals Corporation. The message is changed every two weeks, more often where necessary.

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225 Broadway - Suite 1407
New York, NY 10007
Phone: (212) 964-0035 • Fax: (212) 964-6458
Recorded Message: (212) 946-1455
e-mail: nycmanager@aol.com
Closing date: October 1

William H. Dworkin...President
Roy W. Durig...Executive Vice President
Stephen M. Ferrer...Treasurer
Joseph Ramaglia...Secretary
Sandra Taylor Griffin, Ph.D...Executive Director
Bob Pfefferman...Editor

Managers' issues presented to mayor at city hall

President Bill Dworkin, treasurer Steve Ferrer and executive director Sandra Taylor Griffin had a productive and cordial meeting with mayor Michael Bloomberg and his top executives at city hall on Monday, August 4.

Mr. Dworkin said, "It was a great meeting during which they acknowledged that the issues we raised had merit. No notion we raised was dismissed."

Dr. Griffin added, "The mayor was very gracious. He listened, did not rush us and showed respect for the organization."

The MEA leaders pointed out several weaknesses in the current compensation structure for managers which leaves some earning less than their subordinates, limits managerial raises by the pattern of collective bargaining agreements and puts career managers in the same salary plan as the higher paid senior executives who serve at the mayor's pleasure.

They proposed that career managers' salaries be reviewed annually regardless of collective bargaining agreements with the unionized workforce or of salary adjustments for senior executives. Managers should not make less than their subordinates, Dr. Griffin said, and she called for additional increases based on merit as funds allowed.

In response to Mr. Bloomberg's inquiry, first deputy mayor Marc Shaw, labor relations commissioner Jim Hanley and deputy commissioner Pam Silverblatt, all of whom were in attendance, gave various salary figures for middle managers and elaborated on the points the MEA raised.

After the MEA officials pointed out the unfavorable treatment given to the leave accrued by managers at retirement compared to union members the mayor asked Mr. Shaw and Mr. Hanley for an explanation. A general discussion followed about a city policy that pays retiring managers only one day's salary for three days' accrued sick leave and then only if the manager has a balance of at least 60 sick leave days at retirement. Another policy that was discussed does not always allow calculation of the value of managers' annual leave accruals at their last rate of pay. The practice in the Health and Hospitals Corporation where a manager's leave balance at retirement is audited only for the last three years of service was

pointed to by the MEA as a model for the city. Retiring managers in mayoral agencies now have their leave history examined from the day they were hired.



Sandra Taylor Griffin, Steve Ferrer and Bill Dworkin entering city hall to meet with mayor Bloomberg

Dr. Griffin explained that some commissioners don't share their administrative goals with their managers or brief them about their expectations. Mr. Bloomberg asked for examples and discussion of experiences with several individuals followed. The mayor asked his associates at the meeting to include the importance of communicating with career managers in a retreat for commissioners.

The MEA suggested there was a need to train managers how to manage and how to

be part of the management team but pointed out that there is no dedicated money for training in the budget comparable to the education funds that some unions have. The mayor supports training of managers and programs such as the leadership academy operated by the Department of City-wide Administrative Services. The academy teaches leadership skills in full day sessions spread over a period of several weeks.

The MEA reported that a committee of retirees is developing cost-savings proposals and the mayor indicated that a forum would be provided for that committee to present its recommendations.

The MEA suggested that the current adverse action appeals procedure would be more equitable if a review outside the agency would be included. The procedure now ends with the head of the agency involved. The mayor indicated that the point would be explored.

Peter Madonia, the mayor's chief of staff, also attended the meeting.

Less paperwork for managers

Because of city council legislation long sought by the MEA, most managers will no longer have to file annual disclosure forms with the New York City conflicts of interest board.

Beginning with the filings due next spring for the year 2003, only managers who hold "policymaking" positions or who are "involved" with contracting or procurement will have to file. Currently all members of the managerial pay plan have to do so.

Mark Davies, executive director of the COIB, explained that the new requirements would eliminate filing by those at managerial pay plan levels I-III "who are not otherwise required to file."

According to former executive director Ed Perlmutter, "We first raised the issue of requiring M's I-III to file several years ago during mayor Guiliani's first term. Most people recognized the absurdity of the requirement and I doubt that anyone seriously objected to the change."

The COIB wants to reduce the scope of the form for most of the remaining filers below the level of deputy commissioner. However, state legislation is needed to do that and Mr. Davies said that such legislation would be sought.

The board estimates that about 1,500 people will now be required to file. There are about 12,000 persons in the managerial pay plan.

Holiday party

Save the date! Monday, December 8, for the semi-annual general membership meeting and annual holiday party. The party will be at Captain's Ketch, in the financial district of lower Manhattan, following the meeting. Time and location of the meeting is to be announced. The meeting agenda will include reports by the officers, a vote on a retirees chapter proposal to increase retirees' dues by \$10 per year (from \$30 to \$40) and swearing in the new MEA officers.

State of MEA finances is good

“The state of the MEA finances is good!” treasurer Steve Ferrer emphatically states. “Despite retirement incentives and other losses of membership, we continue to provide services to our members while operating as close as possible to a balanced budget.”



Financial advisor Robert Albano (r) discussing possible investments for MEA funds with treasurer Steve Ferrer (c) and audit committee chair Warren Lewis

Mr. Ferrer said that at the end of June, halfway through the current MEA fiscal year, there was actually a surplus of income over expenses of \$5,700. He expects that surplus to be sustained at year’s end because of the aggressive membership recruitment drive sought by presi-

dent Bill Dworkin and led by executive director Sandra Taylor Griffin that has added 255 members since April.

In addition, the MEA’s substantial cash reserves, which were \$90,000 at the end of 2001, received a big boost when the association’s expenses and costs for the successful *Yourman v Dinkins* lawsuit were reimbursed last year as part of the case’s settlement.

The current Comparative Statement of Activities was prepared by MEA’s certified public accountants. It is being printed for the members at the recommendation of the audit committee that was established to ensure that the expenditures of the association conform to its policies. The members are Warren Lewis, chair, and Frederick Ewald.

Mr. Ferrer notes that the *Yourman* settlement money in the amount of \$131,316 is shown as “other income” in the statement and that “general and administrative” expenses are operating costs, which

Comparative Statement of Activities for the years ended December 31, 2002 and 2001

INCOME	2002	2001
Dues, etc.:		
Actives	\$ 288,418	\$ 297,553
Retirees	<u>7,857</u>	<u>11,520</u>
Total Dues Income	<u>296,275</u>	<u>309,073</u>
Other Income:		
Interest and dividends	1,437	2,233
Other income	<u>131,316</u>	<u>0</u>
Total Income	<u>429,028</u>	<u>311,306</u>
EXPENSES		
General and administrative	257,775	261,785
Other expenses	<u>53,172</u>	<u>49,530</u>
Total Expenses	<u>310,947</u>	<u>311,315</u>
Net gain (loss)	118,081	(0)
Net assets:		
Beginning	<u>123,300</u>	<u>123,309</u>
Ending	\$ <u>241,381</u>	\$ <u>123,300</u>

include staff salaries and office rent. “Other expenses” are mostly the subscriptions to *The Chief-Leader*.

“We manage and spend our money wisely,” continued Mr. Ferrer. “We are working with an investment counselor so we can maximize the return on the *Yourman* reimbursement until the funds are put to work more directly on better services and benefits for our members.”

Member is enthusiastic about work at Department of Health

“We do some real work that affects most New Yorkers on a day to day basis,” is as close as Allan Goldberg comes to saying how proud he is of his work as assistant commissioner for management in the division of environmental health at the Department of Health and Mental Hygiene.

But he does not conceal his enthusiasm, “I’m in the health department because, as a child of the 60s, I wanted to say that I’ve made a contribution. I tried my hand in the garment trade but I didn’t think it was of lasting value. After 30 years in the public sector, I still enjoy what I do.

“Food safety—inspections of restaurants and food carts—is the function my division performs that probably is best known to the public but we also ensure the quality of water at the city’s beaches, help protect children from lead paint poisoning and more.”

He goes to the DOHMH website

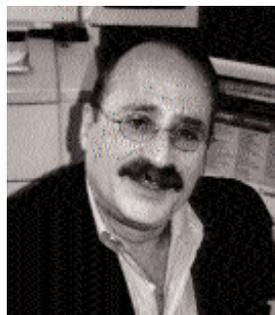
This is the first of a series profiling individual members of the MEA.

(www.nyc.gov/health) as quickly as some sportscasters go to the videotape. He pulls up a recent press release about the epidemic of obesity among school-age children in New York City as an example of the agency’s attempts to raise awareness of health issues. The press release also contains recommendations of what people can do before obesity turns into a chronic health condition such as diabetes. Another press release he produces announces a free exercise program in conjunction with the department of parks as part of the anti-obesity campaign.

“We have a broad-based responsibility to get out the message about major public health problems such as asthma and the importance of people having colonoscopies as they age,” he explains. Mr. Goldberg himself was the recipient of a public health message when he and his wife recently

became former smokers.

Mr. Goldberg is a big advocate of the website, “We post the results of restaurant inspections. The public can report violations of the no smoking law. You can get our latest health alerts and advisories. It is there to be used.”



Allan Goldberg

Mr. Goldberg serves as the division of environmental health’s chief management officer. What exactly does that mean in a division of 700 employees with a budget of \$45 million? “I gather data and use the numbers to identify how we can perform our mission more effectively. I’m a good listener and a facilitator. I use my knowledge of the system to make things happen,” he replies.

“I appreciate the advocacy of the MEA for recognition of our needs as managers and for salary increases,” Mr. Goldberg, a member since 1990, says, “but I would like to see activities organized that will help us learn from one another and further enhance our skills as managers.”