



New MEA Officers Elected

The official vote totals were:

President

Stephen M. Ferrer	414
James C. Durrah	310
Blank, void	9

Executive Vice President

Eleanor Armstrong	453
Edward M. Yood	270
Blank, void	10

Treasurer

Warren Lewis	470
Lal Motwani	252
Blank, void	11

Director-at-Large

William H. Dworkin	479
Roberta Gonzalez	418
Joseph Ramaglia	412
Frederick Ewald	282
Anthony Rini	263
Kirk Leon	254
Blank, void	91

In an historic election, Stephen M. Ferrer (ACS) of *The Leadership Team* slate was elected MEA president by the membership in a mail ballot with 414 votes to 310 for James C. Durrah (DOH) of the *Members First* slate. Mr. Ferrer's two-year term of office began January 1, 2004. Elected with Mr. Ferrer were executive vice president Eleanor Armstrong (HRA), treasurer Warren Lewis (Comptroller/retiree) and directors-at-large William H. Dworkin (HRA/retiree), Roberta Gonzalez (DOH) and Joseph Ramaglia (DEP).

Mr. Durrah's *Members First* slate included Edward M. Yood (Sanitation) who ran for executive vice president, Lal Motwani (HA) for treasurer, Frederick Ewald (Education/retiree), Anthony Rini (DDC) and Kirk Leon (HHC) for directors-at-large.

The election was the first in MEA history where members voted by mail ballot. Seven hundred and thirty-three members (733), about 42 percent of the membership, returned valid ballots, including several dozen retirees living as far away as California and Florida. By contrast, in the fiercely contested election of two years ago, only 219 ballots were cast and members had to vote in person at designated polling places.

The election was administered by a five-member committee chaired by Daniel Agostini (HRA). Serving with him were committee members Scott Caplan (HRA), Gerald McCormick (HRA/retiree), Vincent Norman (HRA/retiree) and Veronica Stevens (ACS). And, for the first time, the American Arbitration Association, a highly respected outside neutral party with years of experience in conduct-



L to r; back row: Joseph Ramaglia, Roberta Gonzalez, William H. Dworkin, front row: Eleanor Armstrong, Stephen M. Ferrer, Warren Lewis.

ing elections, was retained by the committee to print, mail, store, tabulate and ratify the ballots. Assisting the election committee were designated liaisons from each slate to work with the election committee. Representing the *Members First* slate were Lea Fiorino (Finance) as liaison and Edward Yood (Sanitation) as alternate. William Dworkin represented *The Leadership Team* slate.

The mail ballot allowed slates to bring suggestions and complaints to the committee through the liaisons. The use of the AAA was instituted by changes to the by-laws and actions of the executive board since the last election. After that election, there had been widespread dissatisfaction with the by-laws requiring voting in person and complaints from both slates that they had no way of bringing suggestions or problems to the election committee.

This election showed that further technical adjustments were needed to the by-laws. As a result, Mr. Agostini introduced two amendments to the by-laws on behalf of the election committee at the December 8, 2003 general membership meeting. One amendment will require at least 20 days written notice be given to the members for the date of the nominations meeting and the other will prohibit any sitting president from being a member of the election committee. Currently the by-laws do not require the membership to be notified of office nominations and also, the laws place the president as an ex-officio member of all MEA committees. The executive board and the membership will consider these as amendments as required.

The election committee is considering several proposals to modify the election code to further democratize the election process. The committee plans to convene in the spring to draft those proposals for consideration by the executive board.



President's Corner

I am honored to have been elected as your new president in the first election of officers by mail ballot in MEA's history. I am also honored to succeed Bill Dworkin, our president for the past eight years.

I have a vision for the future of the MEA and the passion to help us succeed. Passion is the critical link between vision and accomplishment. I see an MEA that will:

- Promote the highest standards of mana-

- Encouraging members to be involved in the public interest
- Protect the civil service and other rights of municipal managers
- Seek adequate compensation and benefits to allow the recruitment and retention of the best qualified managers
- Obtain improvements in managerial working conditions

To translate this vision to reality, my goals include:

- Encouraging members to be involved in setting the direction for the organization the MEA will sponsor quarterly leadership seminars to be held on weekends and/or in the evening

- Encouraging members to be involved in MEA chapter and committee activities and in increasing our membership.
- Advocating for a new pay plan for career managers that includes across-the-board increases, merit increases, increased minimums and longevity differentials
- Advocating for equity in terminal leave benefits
- Improving the performance evaluation system and establishing a meaningful adverse action process
- Exploring legal plan options and the possibility of increasing scholarships for members and their families.

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Ongoing Threat to Manager Titles

As our readers are aware, MEA has been reporting on the petitions filed with the Office of Collective Bargaining (OCB) by unions to take over the titles of **coordinating manager** and **administrative manager**.

The Taylor Law, while it authorizes collective negotiations for most of New York State, including New York City's public employees, does not permit managerial/confidential (M/C) employees to organize or to bargain collectively on terms and conditions of employment due to the nature of the work their positions require, as defined by that law.

The law also indicates that M/C employees may be designated "managerial" if they (1) formulate policy, (2) assist the employer directly in preparing for or conducting collective negotiations, or (3) play a major role (involving independent judgment) in administering labor agreements.

In view of the law, OCB distributed an extensive survey to the coordinating managers, a title that is exclusive to HHC. OCB is attempting to pin down the duties they actually perform in order to determine which duties are considered managerial and which are not. The MEA offered advice to those managers who sought assistance. Of the 1,600 existing coordinating managers whose duties are being evaluated, HHC officials conceded that there are a number of employees working under this title who are performing managerial duties and, therefore should remain managers. However, those employees who remain managers in a supervisory but non-managerial capacity will ultimately be reclassified.

The attempt by Local 1180 of the Communication Workers of America to recruit certain administrative managers is a long way from being resolved. No agreement has been reached between the city and Local 1180 concerning the 450 administrative managers working in some mayoral and non-mayoral agencies. The city administration contends that there are only approximately fifty administrative managers or confidential employees who hold this title without the appropriate responsibility assigned. Individual managers or their supervisors can be expected to testify. A hearing process that could possibly take months is expected to begin in the near future.

President's Corner

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- Communicating to city officials that career managers have the experience and expertise to be more involved in the overall planning process of agency government.
- Establishing an MEA Women's Issues committee that will address the unique needs of women managers.

The article in the *Chief* of October 17 said that the MEA race offered two futures. The membership spoke loudly and clearly as my entire *Leadership* slate was elected by an overwhelming majority. Ms. Eleanor Armstrong of HRA will make an outstanding executive vice president. Her calm demeanor and sharp mind will be great assets to MEA. Warren Lewis, as an accountant and chair of MEA's Audit committee, is a natural to replace me as Treasurer. Joe Ramaglia and

Roberta Gonzalez will fill the director-at-large positions. Joe has served MEA excellently as secretary for the past 8 years. Roberta's experience in human services will help me to create an aggressive, professional development package for MEA members. Last, but not least, Bill Dworkin was elected for director-at-large. Now retired, he will have time to help me shape the future of our organization in the difficult and changing times ahead.

Our plan for MEA is future focused. We must help develop the future leaders of this great city of New York. We can only do that by representing the current leaders in the most effective manner. My administration will formulate a direction and a destination.

I also envision an MEA that is dedicated to managerial excellence, personal and professional growth, and leadership development. An MEA that:

- Believes in the highest standards of personal and organizational integrity and respect for the individual manager
- Believes in lifelong learning, continuous improvement, and the development of a managerial workforce capable of sustaining exemplary service to the public
- Champions the belief that managerial responsibility is shared between all managers, at all levels of the organization and the leadership is critical to management success.
- Communicates that career managers are creative, dynamic, and essential partners in the process that enables all city employees to achieve personal and organizational objectives.

I want to thank all of you who voted for us and I want to reach out to those who did not. Our large membership turnout voted for *Leadership*, and I promise, that is what my administration will deliver.

Retirees Membership Dues Changed

Back in 1998 active membership dues were increased by \$2 annually while retirees dues remained unchanged. At the December 8th general membership meeting a recommendation to raise the dues for retirees from \$30 annually to \$40 was approved by a vote of 39-25. The new dues rate became effective on January 1, 2004.

The Retirees Chapter had been studying the issue for approximately two years. Its long-standing policy recommends that dues for retirees equal the costs of MEA membership services to retirees so that retirees don't subsidize or are subsidized by employed members. A cost analysis by a chapter committee showed that the cost of retirees to the MEA was about \$56.

The chapter was reluctant to increase the dues by such a large amount at once so it recommended the lesser amount. The executive board concurred and recommended that the membership approve the new dues rate.

Dr. Sandra T. Griffin meets with city's agency heads.

Since taking the reins as MEA executive director in mid-March 2003, Dr. Sandra Taylor Griffin has been on a mission to present to commissioners and staff the long-term concerns of the city's career managers. The latest meeting was on March 8, 2004, with the city's largest agency, the Human Resources Administration. The MEA plans to continue its efforts to meet as many agency heads as possible. The following meetings were held in 2003 on behalf of our membership:



- 03/05/03 DCAS
- 03/10/03 HHC
- 05/14/03 OLR
- 05/16/03 Comptroller
- 06/05/03 OLR
- 06/11/03 HHC
- 08/04/03 Mayor Bloomberg
- 09/17/03 DDC
- 09/26/03 DHS
- 10/03/03 DOH
- 10/08/03 ACS
- 10/16/03 HA

Taking advantage that MEA's lease was up in mid-2003 and having the good fortune to have a terrific opportunity fall into our laps, we now are comfortably settled in at 50 Broad Street, one block from the famous New York Stock Exchange. This location is a God-send, for it affords the organization a much higher profile and greater visibility, while still remaining in close proximity to City Hall, the Municipal Building and the central offices of the many city agencies that are located in the downtown Manhattan area. The new space has 2,700 usable square feet while, at 225 Broadway we were working in 1,100 square feet. Many windows give our new quarters a sunny, upbeat atmosphere.

"I'm very pleased," commented executive director Dr. Sandra Taylor Griffin, "The purposes of our move, aside from enhancing our visibility to recruit other managers is to be located amongst the prime movers, some of whom can assist us in fund raising and find-

MEA Moves Office



MEA staff in their new office space are, (from left), Marie Cairoli, Diana Tyree and Dr. Sandra Griffin.

ing other potential partnerships and associations on behalf of our members."

Each staff member now has private workspace which enables them to better organize and structure their work flow. "The new office is roomy, clean, professional and upscale," commented Ms Cairoli, "and it puts me in a better frame of mind and helps me organize and prioritize more efficiently." Ms Tyree who keeps track of our members, com-

ing and going, has the look of being master of her new spacious quarters and very hands-on in performing her important duties.

There is a separate, large conference room where board meetings can be held, chapter meetings can take place, classes for managers can be conducted, volunteers can work, and those members who wish to participate in financial or retirement seminars can do so under more comfortable circumstances.

The area is convenient to subways from the four boroughs and, if you work or reside on Staten Island, the ferry is in walking distance of Broad Street. There is also a large choice of eateries to choose from and shops to browse in.

The new office has been wired for a computer network and the MEA has purchased new hardware for its upgraded local area network. Each staff member now has a terminal on her desk with internet access and e-mail.

Members are invited to drop in and see for themselves. Trust us, you will all hate to leave.

MEA Scholarships Awarded to Seven Students



From left, Ronald Wilkerson, Girish Shelat (holding photo of daughter, Meenakshi), Burjor Kharivala with his wife, Carol (daughter, Joan) and William Dworkin.

Seven children of NYC managers who will be attending college in the fall were each awarded \$500 scholarships towards their academic endeavors.

Scholarship recipients this year were: Justin Brown, Julian Keogh, Meenakshi Shelat, Richard Quick, Joan Kharivala, Emile W. Talbott and Daniel Kerr.

The criteria used in the selection process were high school transcripts, SAT scores, letters of recommendation and an essay giving additional information about the candidate.

The membership recruitment and scholarship committee chaired by Ron Wilkerson (DHS) and committee members: Joel Fishelson (HRA/retiree), Mary Richardson (HHC) and Veronica Stevens (ACS) developed the criteria and decided which applicants would get the

scholarships. MEA makes available 10 scholarships each year for the children of MEA members who are attending college. However, in 2003, for the first time two additional scholarships were made available to managers themselves who were attending or planning to attend college and wanted to upgrade their management skills. Unfortunately, MEA managers chose not to apply for the scholarships.

Ron Wilkerson indicated, "Overall, we feel that there is a serious need for MEA to take a more proactive role in the advancement of career managers and their children." As a result, the committee recommended that MEA broaden qualifications for adult and student applicants and increase the amount of the scholarship funding from \$500 to \$1,000 for 2004 applicants.

Members should look for the 2004 applications in late Spring.

Health Benefits News

An agreement between the municipal labor committee and the city was recently reached regarding health insurance and the prescription drug benefit program (PICA) for the city's employees. The advisory board of the Management Benefits Fund followed up by drafting its proposals last November. Programs under scrutiny are GHI/Blue Cross, GHI/Blue Cross Senior Care and PICA with a view toward the need to adjust the annual administrative fee and the increasing of co-pays and deductibles. MBF will shortly announce the final details in their newsletter which is expected to be in the mail to members prior to April 1.

Details of changes in the PICA program have already been announced in a flyer that answers most often asked questions by the membership. If you have not received it yet you can visit the MBF website at www.nyc.gov/html/olr.

Biography

Your New Officers

Stephen M. Ferrer, President—2004-05; Treasurer—2002-03. Mr. Ferrer has been in city service for more than thirty years. He joined MEA in 1987 when he was working at the Human Resources Administration and shortly thereafter was elected chapter director. In 2000, he transferred to the Administration for Children's Services and in 2001 was asked to fill in as acting chapter director. Mr. Ferrer served as MEA chair of the managerial compensation & professional development committee, the legislative committee in 2002 and on the finance committee in 2003. Prior to joining the managerial ranks, Local 1180 members elected him to the post of treasurer. Currently, he is deputy executive director of the Satterwhite Training Academy at the Administration for Children's Services. Mr. Ferrer holds a bachelors degree in business administration from Baruch College and a masters in public administration from Brooklyn College. Among his other credentials, he has found time over the years to share his talents with students attending CCNY, Queens College and at Pace University in public administration. In addition to his many other activities he is now vice president of a national staff development association.

Eleanor Armstrong, Executive Vice President—2004-05. For the past thirty-five years, she has been honorably serving the citizens of our city at Human Resources Administration where her current assignment is deputy director of fair hearing representation. Ms Armstrong has been a member of MEA since 1990. The MEA members at the Human Resources Administration elected her as MEA assistant chapter director in 2003 following her appointment as acting assistant in the previous year. Ms Armstrong served briefly on the MEA election committee and provided some valuable input while serving on the finance committee in 2003. She is a graduate of the College of New Rochelle where she earned her bachelors degree and certificates in advanced management skills. Prior to her positions in management her former co-workers selected her to be their shop steward in both union Locals 1549 and 1180.

Warren Lewis, Treasurer—2004-05. Mr. Lewis' city career spanned the past thirty-two years. He joined the MEA while working at the Comptroller's Office and, upon retirement, he joined the Retirees Chapter. Mr. Lewis was selected to fill in the vacant position of assistant chapter director and in 2001 was elected to a two-year term. He also is one of our representatives to the Council of Municipal Retiree Organizations and has served as chair of the audit committee in 2002-2003. When asked to volunteer to become MEA's coordinator, he gladly accepted. While actively employed at the City Comptroller's Office, he held the position of division chief and administrative accountant. Mr. Lewis holds a bachelors degree in accounting and a masters degree in economics from Brooklyn College. He currently works part time as a tax accountant. As if all of these activities were not enough, he is active in civic groups and is a New York City Big Apple Greeter.

Bob Pfefferman



MEA Director of Communications Bob Pfefferman left his post in late January 2004 following a year of assisting executive director Dr. Sandra Taylor Griffin. One of Bob's primary functions was to publish the MEA newsletter, *The NYC Manager*. He became a member of the MEA in 1995, while employed at the Human Resources Administration's Print Shop. This led to our newsletter editor inviting him to accept the role of co-editor. In 1999, Bob assumed the post of senior editor of the newsletter, a position he has held up to our latest edition. His boundless energy came in very handy when our office moved from Broadway to Broad Street, especially in overseeing the new installation of our computer system. His volunteer activities over the years have been numerous, notably he served as chair of the by-laws committee charged with amending the MEA Constitution. He also was a member of the election code committee charged with outlining procedures for elections of the executive board, and also sat as a member of other committees. Bob replaced assistant executive director John Boden as MEA representative for the Management Benefits Fund's board. We wish him well in his retirement.

Congratulations!

MEA congratulates
President Stephen M. Ferrer
on the birth
of his new son,
Daniel Lucas
born on
October 1, 2003



News Wanted

Members, we'd like to hear from you too and we are planning to include a new section dedicated to you as managers. If you'd like to share your good news with *NYC Manager*; births, promotions, graduations, birthdays or good fortune, write us.

Remember
to check the
MEA
hotline
for
late breaking
news



212-946-1455

PASS THE WORD TO YOUR
FELLOW MANAGERS TO
JOIN THE MEA

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