



# PRESIDENT'S REPORT

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2021-2022

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# President's Statement



It is an honor to be the NYC Managerial Employees Association's new President. As a 2020 retiree from the Department of Housing Preservation and Development with a thirty-nine-year tenure as an architect and manager since 1993, I have been a member of the MEA for over twenty-five years. Having served as chapter director, assistant chapter director, director at large under two slates, and as a member of several committees; I plan to use my experience as well as advice from the executive board and MEA members to provide leadership for this uniquely great advocacy organization.

I am proud to introduce my slate, the Independence in Action Team (IAT): Edgar Landas, Executive Vice President; Bernard Orlan, Treasurer; Stephen Fisher, Recording Secretary; and Sam Borkow, Peter Kontogiannis, Cesare Lucido, and Pamela Ross-Barnes, Director(s) at Large. Each expresses his or her honor and commitment to fulfilling their responsibilities. We will provide leadership in conjunction with the Executive Board, Committees, and our Executive Director to address topics such as, pay raises, fair and equitable compensation, career development, and human resources / personnel issues that affect and adversely impact managers throughout their careers.

MEA's 2022 Budget was approved by the Executive Board in May. I extend appreciation to the Finance Committee for its work with our Executive Director in preparation of the Budget. Additionally, I express gratitude to our Executive Director Alice Wong and her office team, Matthew Conley, Erin Jordan, and Cynthia Ross, who perform the everyday operations to maintain MEA's services for all.

During this unprecedented time in modern-day history, it is essential for career managers to provide extraordinary leadership to address the adverse impact of the COVID-19 pandemic on municipal government operations. Managers are tasked with accomplishing more with fewer resources because of the economic downturn prompting the Administration to mandate a three percent cut from the budgets of most agencies.

The Administration's mandate for municipal employees to be vaccinated or be terminated has resulted in over 1,400 civil service employees being terminated for non-compliance with the mandate. In addition to terminations, many civil service employees have re-evaluated their live / work environments and family requirements during the pandemic and have resigned from their jobs for employment in the private sector. Private sector employment is attractive because salaries are often higher and there is greater flexibility in addressing pandemic health risks and accommodating family situations with teleworking and work from home options for employees.

Pursuant to a member survey with overwhelming support for teleworking, MEA recently sent a letter to NYS Assembly and NYS Senate endorsing the New York City Teleworking Expansion Act: Senate Bill S5536 and Assembly Bill A457. MEA strongly believes teleworking will help agencies, particularly in times of crisis, by allowing alternative work sites for many employees. It will also establish new means of attracting highly qualified employees who have been able to work remotely in the private sector during, and even before, the COVID-19 pandemic to civil service employment. In addition, there are the benefits of limited commuting and decreased exposure to crime in the transit system.

After writing to Mayor Adams requesting a meeting without any response, the MEA is requesting meetings with various City agencies who are responsible for policies which are relevant to the Independence In Action Team Platform. We are scheduled to meet with the Office of Labor Relations (OLR). The MEA has had a continuous discussion with OLR regarding the Paid Parental Leave (PPL) Program. Because of the unfair and inequitable implementation of the PPL Program, MEA sued the City in 2016. We will continue to advocate for restoration of the two annual leave days taken from managers who earn 27 days per year to fund the PPL Program. Additionally, MEA will advocate for a Paid Family Leave Program in lieu of continuation of the PPL Program. A Paid Family Leave Program would be more appropriate and practical for use by a greater number of managers than the Paid Parental Leave Program.

Additionally, the MEA will request critical and productive follow-up to the "Pay Equity in NYC" August 2021 report by the NYC Council on pay disparity among women and minority civil service employees when compared to white male salaries for the same work in the same civil service titles with the same seniority. Based on stunning data, salaries for women and minorities are substantially less than the salaries of their white male counter-parts. Disparity in salaries not only affects victims with lesser pay today, it lessens the perpetuity value of the victims' monthly pension incomes. Pay disparity creates an artificial and inferior sub-servant identity in the workplace for the victims. It is possible for employees who are victims of pay disparity discrimination to suffer from unwarranted stress and financial hardship. The MEA advocates for abolishment of pay disparity.

The schedule for chapter elections has been finalized by Executive Director Alice Wong. Approximately half of the chapter elections will take place this year and approximately half will take place next year. Because of the pandemic, all chapter elections will be conducted remotely via Zoom. Please be reminded, that at least five chapter members must RSVP prior to the meeting to satisfy the quorum requirement for a chapter election to be conducted.

We encourage members to participate in chapter elections and volunteer as candidates to fill chapter officer positions - especially vacant positions. It is extremely important for all agency chapters to be represented on the Executive Board. As chapter director, you are an ambassador for your agency and MEA - sharing managerial concerns and issues, and having a vote as a member of the Executive Board. We also encourage members to invite non-MEA managers to chapter meetings in an effort to recruit new members for your chapter as well as to increase MEA's membership. Please remember, recruitment leading to membership growth is the MEA's life blood - "There is strength in numbers".

The MEA acknowledges and appreciates the hard work of our members and continues to represent NYC managers to the best of our abilities. We wish everyone a Safe, Healthy, and Happy Summer that is full of achievable hopes and dreams.

Sincerely,

*Danell L. Sims*





Dear Friends:

It is an honor to serve as the Executive Director of NYC MEA. I am extraordinarily proud of the achievements and advancements made during my first year - because we invested in MEA and our members.

We invested via: technology modernization software and a new CRM program, creation of online application portals for scholarships, launched the bi-weekly eBulletin for members, developed new initiatives and programs for member services, and forged community partnerships. Additionally, several updates including: unified communication, new office policies and procedures, streamlined processes for maximum efficiency, renegotiation of contracts, and mobilization of office to be fully remote enabled.

There were also challenges for the organization due to a shortage of personnel that plagued us for eleven months, unionization of members, limited outreach to visit agencies onsite, COVID-19, and financial stability. We met these challenges successfully and will continue to strengthen and invest in MEA for our members.

A special thanks to Matt Conley, our Member Services Representative, and Cynthia Ross our Bookkeeper who provided additional coverage at the office. Thank you also to the entire Board for their support, dedication, and tireless efforts during our transition. In 2022, we welcomed the newest member of our team, Erin Jordan as Office Manager.

I am excited for the next phase of advancements for MEA. Be on the lookout for exciting new developments and announcements!



**ALICE WONG**  
Executive Director

#### Member Services | Partnerships

- Northwell Hospital
- FINRA
- US Department of Labor
- Vote NYC

#### Technology Investment

- Cloud Server
- Digital Voicemail
- Salesforce CRM
- CDP Application Portal
- Software (Filezilla, Kleopatra, Jitterbit)

#### Financial | Audit

- annual audit/compliance
- renegotiated contracts to reduce overhead

#### MEA Policy | Procedure

- MEA telework policy
- MEA time leave policy
- MEA equipment policy
- MEA timesheet procedures



NEW YORK CITY  
MANAGERIAL EMPLOYEES  
ASSOCIATION

# 2790

## TOTAL MEMBERS

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In 2021, MEA experienced a high volume of unionization, early retirement, and members who left city service. The COVID-19 pandemic continued to create chaos due to the City/Mayor's mandate of vaccination requirements.

Total membership reflects a 0.99% decrease from 2020. Unionization will continue to be an attrition challenge.

## WINNERS

### CHAPTER RECRUITMENT

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Congratulations! The following chapters achieved their recruitment targets in 2021. The Chapter Incentive Program aims to recruit new members into MEA and awards the winning chapters with monetary funds. The usage of funds are voted by the chapter members.

Comptroller, 19.23% increase

Design & Construction, 16.67% increase

Housing Authority, 26.19% increase

Housing Preservation, 20.60% increase

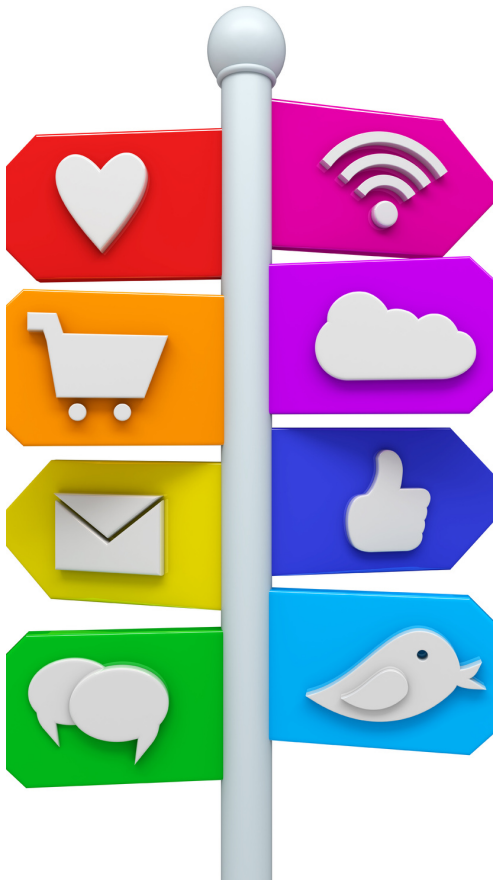
DOITT (OTI), 18% increase

New Chapter Award, Mayoral

Birth to new Chapter Award, Municipal

# MEMBER SHIP





## PUBLIC ENGAGEMENT

#nycmea #nycmanagers

MEA's launch into social media platforms (IG, Twitter, & LinkedIn) along with our existing platform (FB) was overwhelmingly successful.

In 2021, MEA made significant strides to improve its digital footprint, optimize its SEO, and expand its social media presence. As a result, the number of unique pageviews to MEA's website rose by 973% between 2020 and 2021.

This gain in pageviews can be primarily attributed to an increase in both organic search results for MEA's services and referrals to MEA's website via social media channels Facebook, LinkedIn, Twitter, and Instagram.

Facebook remained MEA's most popular social media platform with a total of 13,198 pageviews in 2021. LinkedIn and Twitter, meanwhile, demonstrated the fastest growth with an increase in engagement rates by 8,547% and 12,625%, respectively.

Traffic to MEA's website via MEA's members only E-Bulletin increased a whopping 25,997% from 2020 to 2021. These sharp gains can be attributed to the launching of our new digital outreach initiatives, the repeated circulation and sharing of MEA content, and the accessing of Medicare Advantage Plus Program (MAPP) information by those outside of MEA's immediate network.

**313K**

UNIQUE WEBSITE  
PAGEVIEWS  
+973% INCREASE

**59K**

DIRECT ORGANIC SEARCH  
FOR MEA'S WEBSITE  
+889% INCREASE

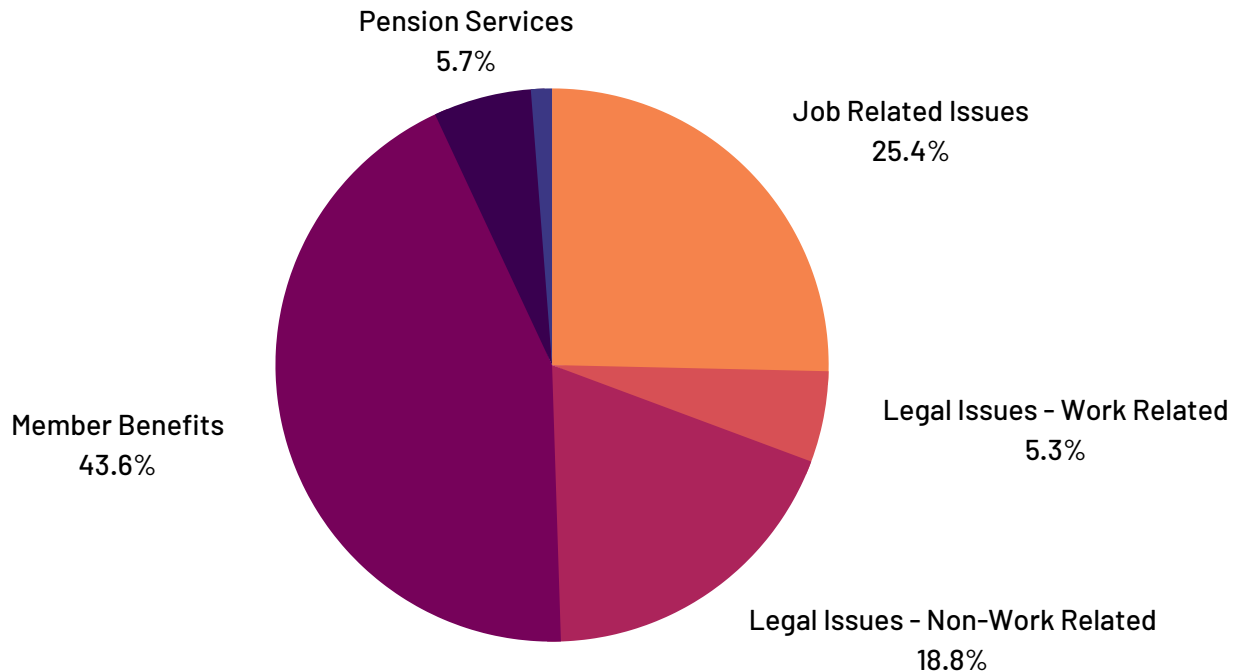
**9K**

SOCIAL MEDIA REFERS  
TO MEA'S WEBSITE  
+3,956% INCREASE

*like, follow, comment, and share with us*



# MEMBER SERVICES



Requests for services relating to job performance appeals, EEO (Equal Employment Opportunity), pay parity, and DOI (Department of Investigation) continued to be the dominant needs for MEA assistance. Advocacy related to PPE, COVID-19 safety procedures, COVID-19 related adaptations, Furlough, Early Retirement Incentive, Medicare Advantage Plus Plan, Back-To-Work issues, and Telework flooded the MEA office. As the representative of the NYC Management Benefits Fund for our members, the MEA continues to successfully appeal adverse health and benefit claim determinations. We encourage our members to contact the office regarding such situations.

*advocacy for our members*

*Dear Ms. Wong and Mr. Conley: Thank you very much for all you did to resolve our insurance matter so quickly after the problem was brought to your attention. Frank and I are very grateful. It's a Christmas present bonus! It can be frightening to have computers mess you up. Matt, you were wonderful. I have no doubt that without MEA, I would be battling this into 2022. Happy holidays to you and yours, and thanks again. ~VG*

## 2021 BY THE NUMBERS

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489 Individual Cases

MEA assisted our members in various matters and all cases are kept confidential.

# 124

Job Related Cases

# 124

Legal Cases

# 241

Member Benefit Cases



# MEA SCHOLARSHIPS

## 6 STUDENT SCHOLARSHIPS

**Oluchukwu Amadife**, Harvard College  
(Daughter of Justina Amadife, NYCHHC)

**Edan Marcial**, Binghamton University  
(Son of Edan Marcial, ACS)

**Jeremy Edmond Scotto**, St John's University  
(Son of Dina Desiderio, DOITT)

**Daniel Wang**, Harvard College  
(Son of Roger Wang, DOITT)

**Yasha Zaman**, Hofstra University  
(Daughter of Kazi Zaman, Corrections)

**Lina Zigha**, University of Montreal  
(Daughter of Toufik Zigha, DOITT)

## 3 MEA MEMBERS

**Deepthi Desiraju**  
Deputy Director of Development/Operations, NYCHA  
Rutgers Business School

**Khalida Nisimova**  
Assistant Director of Pharmacy Services, NYCHHC  
Columbia University

**Karene Slowley**  
Director of Field Operations, ACS  
CUNY – Hunter College

The Compensation, Benefits, and Professional Development Committee continues to strive to implement and improve new and existing MEA members-only benefits. The MEA's Scholarship Program remains available to both members and their dependents. Our Tuition Reimbursement Program remains available to our members.

Through December 2021, the Career Development Program funded numerous scholarships. Members and their dependents received Scholarship awards totaling \$6,700. Members may also apply for tuition reimbursements. The Committee continues to work with CUNY to identify educational opportunities to expand the curriculum eligible for tuition reimbursement.

The launching (April 2021) of our web-based application portal for the submission of Scholarship applications along with the required supporting documents was a HUGE success and paved the way for this year's enrollment period. The guidelines for rating each applicant will introduce a new update, which is being finalized.

A special thanks to the Committee members for their insight, fortitude, and willingness to make improvements to better the lives and careers of our members.

# MEMBER SUPPORT

I contacted the MEA because I was in need of some additional objective insight and support. I had received a promotion but was having an issue with my supervisor related to the challenges faced by the department before my tenure. While I came into the position we had some operational challenges and I was addressing them successfully. Our metrics were improving and so it came as a surprise when the idea of a less than satisfactory performance evaluation and an improvement plan was even broached. One can't help but think: What can I do? Can I go back to my old role? Am I being set up to fail? I contacted the MEA for insight and received support and useful feedback. When this was happening, it was good to have a sounding board – to even determine what is obvious vs. those things which may not be so obvious but need to be discussed. I worked with the advice and guidance that we discussed, and I am pleased that the situation was de-escalated. ~CG

My name is Peter Early, and I am a Member of the MEA Retirees Chapter. I retired in 2015 after 43 years at Human Resources Administration as a Computer Operations Manager. I have been just trying to understand this Medicare Advantage situation because there has been a great deal of confusion and controversy. What a relief that there has been a direct line for me for assistance and to ask questions – it is the MEA. We have talked on several occasions as I try to determine what is best for my family. Matt has been helpful when I needed it and I have someone I can depend on. It has been a relief to have a connection to whom I may bounce off my questions and concerns. I also appreciate the E-bulletin that we receive now. It keeps us informed and up to date. ~ Regards, Pete

Over the years as an active and retired manager, I am the recipient of guidance as well as help from MEA. When I got promotion from a union position to a manager, I was more than worried about losing representation that union provides. A colleague introduced me to MEA and it's workings and I was assured that I would receive representation, if needed. Little did I know, how helpful this organization is. It is my experience that everyone at MEA is working for all managers and help with every issue. Even after retirement, as a retiree, you have access to their support. The best example in recent days is the help to understand the new Medicare plan being implemented. I really have no words to express my thanks to all, especially Alice, Matt and Stu for documents, discussions and explanations regarding this new complicated plan and enabling me to make a decision. I will ask all present and past managers to consider being members of MEA and avail themselves of the support and guidance offered by them. ~ Purnima Dixit

# COMMITTEE MEMBERS

*Congratulations to the newly appointed committee members.*

## Advisory Board

Sam Borkow, HRA (retired)  
Stuart Eber, HRA (retired)  
Stephen Fisher, HRA (retired)  
Peter Kontogiannis, DEP  
Edgar Landas, Mayoral Office (retired)  
Cesare Lucido, Housing Authority (retired)  
Bernard Orlan, DOE  
Pamela Ross-Barnes, HRA  
Stuart Salles, MEA  
**Darrell Sims (CHAIR), HPD (retired)**  
Shelly Shulman, Health & Hospitals (retired)  
Alice Wong, MEA

## Finance Committee

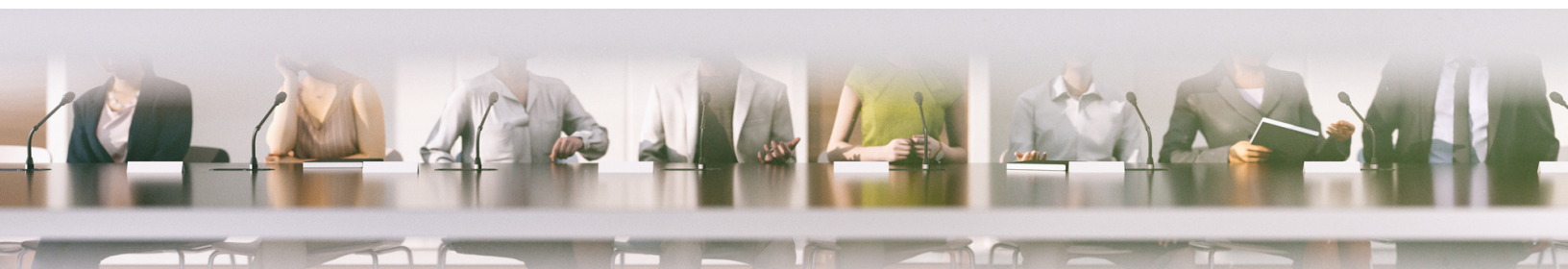
Sam Borkow, HRA (retired)  
Peter Kontogiannis, DEP  
**Bernard Orlan (CHAIR), DOE**  
Fredric Sachs, Health & Hospitals (retired)  
Patrick Toner, Comptroller's Office (retired)

## Compensation, Benefits & Professional Development Committee

Katy Diaz-Espinal, DOI  
Michael Eitingon, SCA (retired)  
Cesare Lucido, Housing Authority (retired)  
Andrew Mandell, (HRA retired)  
**Tina Ramsey (CHAIR), DCAS**  
Pamela Ross-Barnes, HRA  
Monique Scales, DOE  
Matthew Weber, Health & Hospitals (retired)  
Cassandra White-Hemphill, DHS

## Financial Services Seminar Series-Sub Committee

Sam Borkow, HRA (retired)  
Sandra Bryce, (ACS)  
**Tina Ramsey (CHAIR), DCAS**



# COMMITTEE MEMBERS

*Congratulations to the newly appointed committee members.*

## Organization Committee

Eric Ambrose, ACS (retired)

Sam Borkow, HRA (retired)

Stuart Eber, HRA (retired)

**Edgar Landas (CHAIR), Mayoral Office (retired)**

Adrienne Leaf, HRA (retired)

Shelly Shulman, Health & Hospitals (retired)

Lisa Yee, HPD (retired)

## Legislative Analysis Committee

**Stuart Eber (CHAIR), HRA (retired)**

Lawrence Konstan, HRA (retired)

Stephen Koulish, HRA (retired)

Robert Pfefferman, HRA (retired)

Lawrence Roth, HRA (retired)

## Events/Fundraising Committee

Marie Delus, Mayoral Office

Evelyn Dresler, Comptroller's Office (retired)

**Cesare Lucido (CHAIR), Housing Authority (retired)**

Pamela Ross-Barnes, HRA

Lisette Saravia, DOE

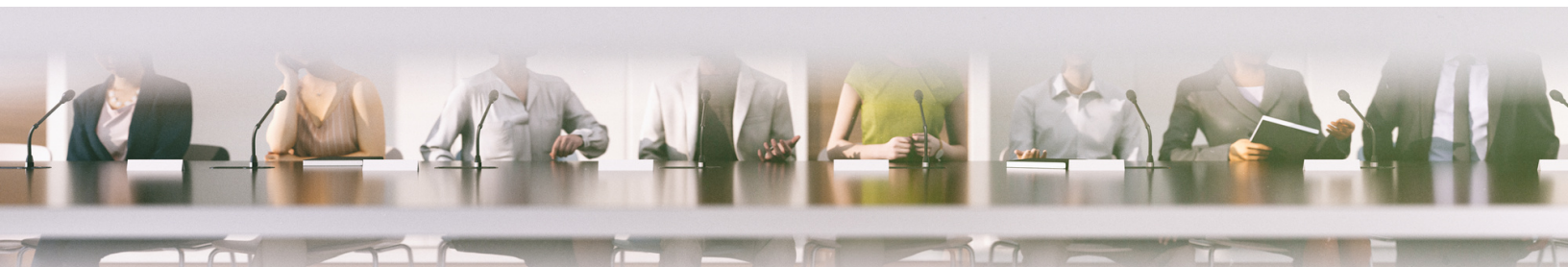
## Council of Municipal Retiree Organizations

**Stuart Eber (CHAIR), HRA (retired)**

Stephen Fisher, HRA (retired)

Adrienne Leaf, HRA (retired)

Warren Lewis, Comptroller's Office (retired)







# Voluntary Insurance Program

MEA membership has provided the opportunity to purchase enhanced insurance coverage. These benefits, called our Voluntary Insurance Program (VIP) provide members with comprehensive options and greater choices to meet their individual lifestyle and family security needs. They have been designed to enhance and complement the benefits already in place through the Management Benefits Fund.

Our members continue to have access to an outstanding portfolio of voluntary benefits, all offered on a guaranteed-issue basis (i.e. no exams, no tests or even medical questions). Members will not be turned down for coverage regardless of past or present health problems. Universal Life Insurance with Long Term Care Benefits and Lay-off Waiver, Short Term Disability Income Protection Plan, Discount Dental & Optical, a no-cost EPIC discount Hearing Aid Benefit, and Critical Illness Benefit are all available. We continue to explore new areas for program expansion.

# LEADERSHIP TEAM & OFFICE



**DARRELL SIMS**  
President



**EDGAR LANDAS**  
Vice President



**ALICE WONG**  
Executive Director



**BERNARD ORLAN**  
Treasurer



**STEVE FISHER**  
Recording Secretary



**SAM BORKOW**  
Director-at-Large



**PETER KONTOGIANNIS**  
Director-at-Large



**CESARE LUCIDO**  
Director-at-Large



**PAMELA ROSS**  
Director-at-Large



**STUART SALLES**  
Legal Counsel



**MATT CONLEY**  
Member Services



**ERIN JORDAN**  
Office Manager



**CYNTHIA ROSS**  
Bookkeeper



**JAY WARSHOFSKY**  
Pension Counseling



**WARREN LEWIS**  
Treasurer Emeritus



**SHELLY SHULMAN**  
President Emeritus



**STU EBER**  
President Emeritus



**BILL DWORKIN**  
President Emeritus



**KYLE CHEN**  
Intern



**HELEN HUNG**  
Intern

# CHAPTERS

## MEET YOUR REPRESENTATIVES



### Administration for Children's Services (ACS)

Sandra Bryce, Chapter Director  
Jamel Nedderman, Assistant Chapter Director

### Department of Buildings (DOB)

Graham Rabinowitsch, Chapter Director  
Yegal Shamash, Assistant Chapter Director

### Department of City-Wide Administrative Services (DCAS)

Tina Ramsey, Chapter Director  
Vacant, Assistant Chapter Director

### Comptroller's Office

Ernestine Rivers-Merritt, Chapter Director  
Vacant, Assistant Chapter Director

### Community Boards

Vacant, Chapter Director  
Celestine Leon, Assistant Chapter Director

### Design & Construction (DDC)

Vacant, Chapter Director  
Vacant, Assistant Chapter Director

### Department of Corrections (DOC)

Rabiah Gaynor, Chapter Director  
Vacant, Assistant Chapter Director

### Department of Education (DOE)

Dennis Tompkins, Chapter Director  
Umrn Malik, Assistant Chapter Director

### Department of Environmental Protection (DEP)

James Caggiano, Chapter Director  
Vacant, Assistant Chapter Director

### Department of Finance (DOF)

Vacant, Chapter Director  
Cheslyn Lorde, Assistant Chapter Director

### Department of Investigations (DOI)

Alania Infantino, Chapter Director  
Margaret Reveira, Assistant Chapter Director

### Department of Parks and Recreation (PARKS)

Laurence Major, Chapter Director  
Iris Rodriguez-Rosa, Assistant Chapter Director

### Department of Probation (DOP)

Nora Santos, Chapter Director  
Rodney Levy, Assistant Chapter Director

### Department of Youth and Community Development (DYCD)

Peta-Gay Campbell, Chapter Director  
Eulin Inverary-Dejonge, Assistant Chapter Director

### Fire Department of New York (FDNY)

Charles Jackson, Chapter Director  
Sophie Worrell, Assistant Chapter Director

### Financial Information Service Administration (FISA)

Eric Reitzel, Chapter Director  
Loydy Linares, Assistant Chapter Director

### Health + Hospitals (H+H)

Vacant, Chapter Director  
Vacant, Assistant Chapter Director

### Dept. of Health & Mental Hygiene (DOHMH)

Vacant, Chapter Director  
Vacant, Assistant Chapter Director

### Homeless Service (DHS)

Cindy Teta, Chapter Director  
John Hammond, Assistant Chapter Director

### Housing Authority (NYCHA)

Carl Walton, III, Chapter Director  
Tajhma Carroll, Assistant Chapter Director

### Housing Preservation & Development (HPD)

Mario Guerrero, Jr., Chapter Director  
Vacant, Assistant Chapter Director

### Human Resources Administration (HRA)

Pamela Ross, Chapter Director  
Sandy Bryant, Assistant Chapter Director

### IT & Technology & Telecommunications (DOITT)

John May, Chapter Director  
Vacant, Assistant Chapter Director

### Mayoral Chapter

Vacant, Chapter Director  
Barbara Difiore, Assistant Chapter Director

### Municipal Chapters

Sabrina Middleton, Chapter Director  
Vacant, Assistant Chapter Director

### Pension Systems

Shelliann Walters, Chapter Director  
Vacant, Assistant Chapter Director

### Police Department (NYPD)

Vacant, Chapter Director  
Kenneth Clark, Assistant Chapter Director

### Retirees Chapter

Adrienne A. Leaf, Chapter Director  
Sam Borkow, Memberships

### Sanitation (DSNY)

Chudi Chiejina, Chapter Director  
Vacant, Assistant Chapter Director

### School Construction Authority (SCA)

Annelle Grayon, Chapter Director  
Audrey Dunlap, Assistant Chapter Director

### Transportation (DOT)

Raynard Edwards, Chapter Director  
Vacant, Assistant Chapter Director