



**NEW YORK CITY  
MANAGERIAL EMPLOYEES  
ASSOCIATION**

# **PRESIDENT'S REPORT**

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2022-2023

# PRESIDENT'S STATEMENT



From testifying at public hearings, writing letters and meeting with the Administration and public officials, as well as participating in protest rallies in support of our membership, MEA continues to be steadfast in advocacy for our members. The past twelve months have been filled with challenges for our members. Dire economic conditions caused by the COVID-19 pandemic, high inflation, skyrocketing health care costs, and the influx of asylum seekers have caused the City Administration to impose budget cuts and proposed reductions and changes in health insurance and benefits. MEA continues to advocate for overdue and well-deserved pay raises and work-life improvements for managers. We vehemently oppose the involuntary enrollment of municipal retirees and their dependents into the inferior Aetna Insurance Company Medicare Advantage Plan (MAP).

During this unprecedented time in modern-day history, it is essential for career managers to provide extraordinary leadership to address the adverse effect of budget cuts on municipal government operations and budgets. With an abnormally high municipal employee vacancy rate close to 8% or over 20,000 unfilled positions, the delivery of some essential services reflects the impact of staff vacancies. Our members have been at the forefront in ensuring the delivery of essential services while taking on more responsibility with a reduced workforce. They are tasked with accomplishing more with fewer resources because of the economic downturn prompting the Administration to mandate a 4% cut from most agencies for Fiscal Year 2024 on top of the 3% budget cut for Fiscal Year 2023. Additionally, the cost of providing accommodations for more than 60% of the approximately 95,000 asylum seekers has caused additional strain on the budget with insufficient affordable housing and shortages in the shelter system.

# PRESIDENT'S STATEMENT

MEA Executive Director Alice Wong, our legal counsel Stuart Salles and I have met numerous times with the Office of Labor Relations (OLR). At these meetings, we emphatically expressed the need for manager pay raises, proposed that the Paid Parental Leave Program be changed to a Paid Family Leave Program with the two annual leave days taken from managers earning 27 days of annual leave per year be restored. We also presented and led discussions on other items from the Independence In Action Team (IAT) Platform to improve manager work-life balance. MEA stressed that managers should be treated fairly and there should be parity of benefits with unionized municipal employees. MEA also voiced our opposition to the involuntary transfer of municipal retirees and their dependents into the Aetna Insurance Company Medicare Advantage Plan (MAP). As a continuum of efforts to effectuate pay raises and work-life improvements for managers including hybrid work options, the MEA has been in contact with the Mayor's Office and with First Deputy Mayor's Office requesting assistance. MEA will continue to advocate for our members with open communication with City Hall.

The MEA testified at City Council hearings that employee morale is low because of no pay raises and the Mayor's return to work mandate for the entire City workforce without a hybrid work option. We stressed the need to develop incentives to retain the existing workforce as well as to attract candidates from the private sector to fill vacant positions. We presented the City Council Committees with copies of MEA's proposed work-life improvement advocacy letters that were addressed to the City Administration as well as copies of our July 2022 MEA Telework / WFH Survey for their review and use. In addition, we also provided City Council testimony in opposition to the Administration's proposed amendment Intro 0874-2023 to The Administrative Code, Section 12-126 enabling the City to impose Medicare Advantage as the only premium-free retiree health insurance plan.

# PRESIDENT'S STATEMENT

We also testified in support "Exit Surveys For Resigning and Retiring Employees of City Agencies: Intro 0877-2023 Version A". The bill would require agencies to have resigning and retiring employees submit exit surveys upon departure. Information collected could be used to improve civil service employment in an effort to attract workers from the private sector to city government and to retain the existing workforce because of the high vacancy rate. It is proposed that agencies submit exit surveys to the Dept. of Citywide Administrative Services for distribution to the Human Rights Commission and City Council Speaker for review and follow up when appropriate.

On May 31, 2023, a lawsuit was filed in the NYS Supreme Court by the NYC Organization of Public Service Retirees and several municipal retirees (plaintiffs) against The City of New York in opposition to the Aetna Insurance Company Medicare Advantage Plan. By mutual agreement of all parties to the lawsuit, the deadline for opting-out / waiving City retiree health care programs was extended from June 30, 2023 to July 10, 2023. However, on July 6, 2023, a hearing on the case was held with all parties present, and the following day, Judge Frank issued a preliminary injunction based on the merits of the lawsuit - "irreparable harm" to plaintiffs. Accordingly, the schedules to opt-out / waive City retiree health care programs and for implementation of the Medicare Advantage Plan were suspended by the Court.

Subsequent to the preliminary injunction, a final court decision was rendered in favor of the plaintiffs on August 11, 2023. Judge Frank, found that the involuntary switch in health care insurance violated long-established, decades-old City promises and guarantees that every active and retired municipal employee is entitled to City-funded healthcare through a combination of original Medicare and other supplemental insurance.

# PRESIDENT'S STATEMENT

Therefore, he ordered New York City to be “permanently enjoined from requiring any City retirees, and their dependents from being removed from their current health insurance plan(s), and from being required to either enroll in an Aetna Medicare Advantage Plan or seek their own health coverage.” Thereby, The City of New York is “permanently” banned from switching retired municipal employees and their dependents to the for-profit, privatized Aetna Medicare Advantage Plan. The City will most likely appeal the NYS Supreme Court decision.

In light of the Covid-19 pandemic remission, chapter election meetings are being conducted in-person at agency locations unless scheduled specifically as a Zoom meeting. We encourage members to participate in chapter elections and volunteer as candidates to fill chapter officer positions. Please remember, recruitment leading to membership growth is the MEA’s life blood - “There is strength in numbers”.

Member participation in the Organization Committee; Compensation, Benefits and Professional Development Committee; and the Events and Fundraising Committee is also highly encouraged. These committees provide the opportunity for members to become proactively involved in the MEA.

Our legal team has continued its success in representing and resolving members’ legal issues by providing alternative solutions and ensuring job security among various other legal matters. MEA also saw an increase with pension counseling services in preparation for retirement and exit from City government employment.

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.



*Danell L. Sims*

# ALICE WONG

## Executive Director



Dear Friends:

What a year! MEA has been in full force representing our members. We testified numerous times at City Council hearings, met multiple times with the Office of Labor Relations, the Comptroller's Office, and City Council Speaker's Office, participated in rallies, returned to in-person chapter meetings and elections, and hosted several financial, wellness, and informational programs.

Our Telework and Employee Survey provided valuable insight to City Hall and was picked up by The New York Times and The Chief newspapers.

THANK YOU! to the entire office team who works tirelessly behind the scenes: Matt Conley, Erin Jordan, Cynthia Ross, Stuart Salles, and Jay Warshofsky. Also, thanks to our amazing interns: Zach Fortin and Chi Tran.

I am extraordinary proud of the accomplishments made this year and eager to see the results of these initiatives come to fruition.

### HIGHLIGHTS

- office space repairs & upgrades
- developed new internal procedures
- dedicated network/AV platform for virtual meeting
- invested in new technology
- renegotiated contracts for cost reductions

### MEA IN THE MEDIA, 2023

- **"City managers look for fair share"** *The Chief*, June 14.
- **MEA Testimony on "Int. 0877-2023 Version A"** *Committee on Civil Service and Labor*, May 31.
- **MEA Testimony on "Administrative Code 12-126"** *Committee on Civil Service and Labor*, January 9.

### MEA IN THE MEDIA, 2022

- **"Adams: City departments must cut budgets"** *The Chief*, September 22.
- **"New York City Faces Potential Fiscal Crisis as \$10 Billion Deficit Looms"** *NY Times*, September 20.
- **MEA Testimony on "Oversight: Maintaining New York City's Municipal Workforce"** *Committee on Oversight and Investigation & Civil Service and Labor*, September 12.

# MEMBER HIGHLIGHTS

MEA is proud to recognize three of our members who are recipients of the 2023 Sloan Public Service Award. This is a prestigious recognition of the City's best of the best in public service. Thank you for your service, dedication, and selfless care to our city.



**Kenneth Cobb**

Department of Records  
& Information Services



**Yolanda Johnson-Peterkin**

Office of  
Criminal Justice



**Jennifer Lenihan**

Office of Media and  
Entertainment



**Iris Rodriguez**  
Parks



**Annie George**  
H+H



**Gardea Caphart**  
HPD

Congratulations!  
MEA members on  
their promotions  
and awards.



**Terrance Stroud**  
DSS



**Cheryl Beamon**  
ACS



**Deborah Gray**  
DHS



**Cassandra Alvarez**  
DVS



**Jason Loughran**  
DVS



**James Caggiano**  
DEP



**Chastity Coleman**  
DHS



**Derrick Aiken**  
DHS

# MEA CHAPTER MEETINGS

*community of members*



Department of Homeless Services (DHS) Chapter



Department of Environmental Protection (DEP) Chapter



Department of Youth and Community Development (DYCD) Chapter





In 2022, MEA welcomed 457 new members with 2,798 members at year-end. We experienced another round of high volume unionization, early retirement, and members who left city service. While the COVID-19 pandemic continued to create chaos, various city mandates also contributed. Total membership reflects a 0.01% increase from 2021 and unionization will continue to be an attrition challenge for us.

## WINNERS

### CHAPTER RECRUITMENT

Congratulations! The following chapters achieved their recruitment targets in 2022. 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 on by chapter members.

School Construction Authority, 15% increase  
Retirees Chapter, 5% increase



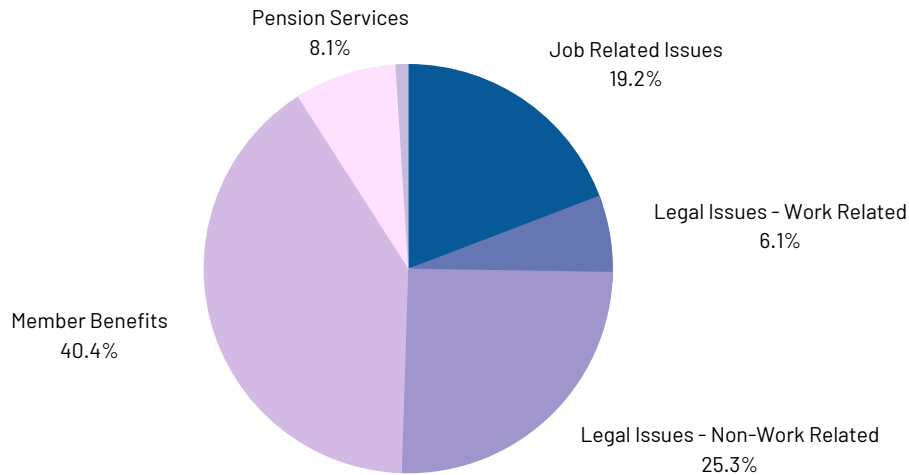
*"Member engagement is the key to our success.*

*We need members to be active with their chapter by interacting with their colleagues and helping with recruitment. Join a committee, participate in our surveys and attend rallies to be heard by City Hall.*

*We are stronger in numbers."*

# MEMBER SERVICES

*advocacy for our members*



Legal services and counsel related to job performance and appeals, including Equal Employment Opportunity (EEO), pay parity, and Department of Investigation (DOI) cases continued to be the dominant needs for MEA member assistance. As the advocate to 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.

## Job related guidance

- strategic communication
- work place problem resolutions
- relationship management supervisor/subordinate
- demotions/promotions
- crafting a solution

## 2022 BY THE NUMBERS

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418 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 CHAPTER MEETINGS

*community of members*



Department of Corrections (DOC) Chapter



Department of Investigation (DOI) Chapter



Department of Parks and Recreation (Parks) Chapter



Department of Buildings (DOB) Chapter



## **BERNARD ORLAN**

### **TREASURER**

I am proud to have been your Treasurer for the last 5 years. Although it has been a period of unprecedented challenges, among them COVID-19, unionization efforts, long overdue managerial salary increases, remote working options, etc., MEA has more than held its own. Over the past several years, we have concluded with balanced budgets. Our financial health has been excellent, and our external audits by a CPA have been conducted with results that should make all members proud. With our conservative yearly budgets, we have been able to fund the development of a more user-friendly web site and have been able to increase the number of webinars and various educational subjects that aim to support the overall physical and financial health of members. Looking toward the future, MEA will continue to improve benefits for our members.



## **CESARE LUCIDO**

### **DIRECTOR AT LARGE**

The Events and Fundraising Committee plans networking opportunities and the annual Joel Fishelson Scholarship Awards program (our holiday party). We are excited to return to in-person events and kick start our fundraising for the next Scholarship cycle. Stay tuned for our announcements.

# ORGANIZATIONAL COMMITTEE



## EDGAR LANDAS

### EXECUTIVE VICE PRESIDENT

On behalf of the Organization Committee, I am happy to announce an improved and streamlined MEA website. These changes, coming soon in late Summer 2023, will move the organization to a fully paperless application and membership renewal process for all members.

Currently, only new MEA members or Retirees can submit applications online only if paying by dues deductions. Associates or Retirees paying annually by check have to manually download the application, sign it with a wet signature, and mail the completed application with a check to the MEA.

Once the new website is live, all types of MEA members - New / Associate / Retiree - will be able to sign up online and pay for their membership directly via Credit Card or payroll deductions (when applicable). Applicants will no longer need to print or email a signed membership form or mail a check for membership dues. Moreover, those who pay by credit card will be able to subscribe and renew every year so their membership stays current without having to call the MEA office or mail a check.

I would like to thank the MEA Executive Director Alice Wong, Director-at-Large Sam Borkow, Adrienne Leaf, Lisa Yee, the MEA Organization Committee, and the MEA Retirees Chapter for their participation and advocacy to get this website project off the ground.

Stay tuned for the website launch by subscribing to our social media channels *LinkedIn*, *Facebook*, *Instagram*, *Twitter*, checking the MEA website *nycmea.org*, and reading our biweekly MEA email bulletins.

# MEA CHAPTER MEETINGS

*community of members*



School Construction Authority (SCA) Chapter



Department of Housing Preservation and Development (HPD) Chapter



Department of Probation (DOP) Chapter



# BE ACTIVE

We are looking for a few good leaders.

MEA is looking for volunteers to be leaders and representatives.

## **Technology Project**

- this is a temporary project and it will be 100% remote
- we need experienced, tech savvy volunteers

## **Chapter Representatives**

Members are elected by their colleagues to be representatives for each agency chapter. Three roles are available.

- Chapter Director
- Assistant Chapter Director
- Recording Secretary

## **Organization Committee**

- plan/implement member recruitment/retention strategies
- provide training/guidance to chapter officials/members
- administer chapter/individual incentive awards programs

## **Compensation, Benefits, Professional Development Committee**

- develop/implement compensation, benefits and professional development program
- perform research; administer existing dues-funded benefits related to scholarship, professional development and member education programs
- review existing benefits for members, develop proposals and recommendations to enhance member benefits and special programs

## **Events & Fundraising Committee**

- plan special events to foster networking opportunities
- identify and solicit donations for scholarship program

# PUBLIC ENGAGEMENT

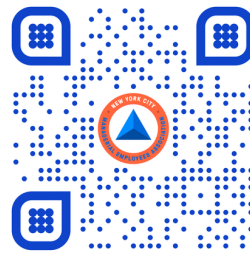
#nycmea #nycmanagers

Since our launch into social media, MEA continues to make significant strides to improve its digital footprint, optimize its Search Engine Optimization (SEO), and expand its social media presence.

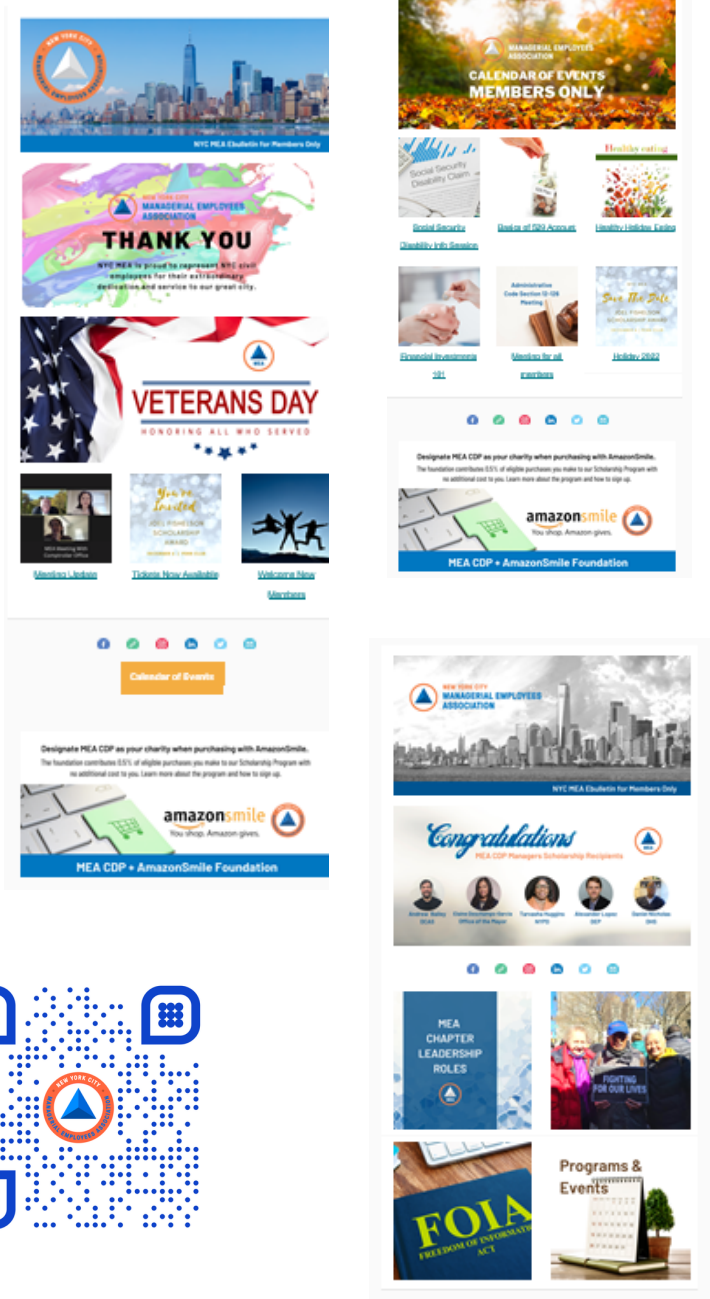
The primary engagement is our biweekly eBulletin, driving an increase in the number of unique pageviews to MEA's website with an average of 5,000 unique user each month. The gain in pageviews can be primarily attributed to an increase in both organic search results for MEA's services and referrals to MEA's website via social media channels: Facebook, LinkedIn, Twitter, and Instagram.

LinkedIn has outpaced Facebook, as the professional platform source for leads and communication to potential members.

Be sure to connect with us with our our new QR Code!



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





# MEA CDP Scholars

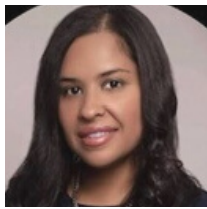
## TINA RAMSEY

### COMPENSATION COMMITTEE

The Compensation, Benefits, and Professional Development Committee continues to identify ways to enhance existing MEA members-only benefits, as well as discover new benefits to offer to our members. The MEA's Scholarship Program remains available to both members and their children/dependents. Our Tuition Reimbursement Program remains available to our members only.



Andrew Baily  
DCAS



Elaine Deschamps-Garcia  
Mayor's Office



Tarvasha Huggins  
NYPD



Daniel Nicholas  
DHS



Alexander Lopez  
DEP

Through the Career Development Program (CDP), the MEA financed the Joel Fishelson Scholarship Awards for a combined total of \$13,900 for our Members and the child/dependent winners, which accounted for Members scholarship awards in the amount of \$3,900 and the child/dependent scholarship awards in the amount of \$10,000. Members may also apply for tuition reimbursements. The Committee continues to partner with CUNY to identify educational opportunities to expand the curriculum eligible for tuition reimbursement.

The successful launch (April 2021) of our web-based application portal for the submission of Scholarship applications continues to meet our expectations in an electronic format that was traditionally handled in a manual paper format by regular mail in the past. For the 2022-2023 scholarship application enrollment process, the Committee introduced a required video interview for scholarship applicants to answer 3-predetermined questions that were shared prior to the scheduling of the interview. Scholarship applicants were rated by their professionalism and their responses to the 3-predetermined questions. Reviewing the video interviews was successful and will be continued for the 2023-2024 scholarship application enrollment process. In closing, I would like to express my personal gratitude and appreciation to our Committee members for their tireless efforts, support, and willingness to make improvements to better the lives and careers of our members.

# 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



ZACH FORTIN  
Intern



Chi Tran  
Intern



# CHAPTERS

## MEET YOUR REPRESENTATIVES



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

Sandra Bryce, Chapter Director  
Jamel Nedderman, Assistant Chapter Director  
Marilyn Melgar-Miranda, Recording Secretary

### Department of Buildings (DOB)

Graham Rabinowitsch, Chapter Director  
Yegal Shamash, Assistant Chapter Director  
Matthew Sienkiewicz, Recording Secretary

### 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

Celestine Leon, Chapter Director  
George Torres, Assistant Chapter Director  
Shawn Campbell, Co-Recording Secretary  
Susan Stetzer, Co-Recording Secretary

### Design & Construction (DDC)

Vacant, Chapter Director  
Vacant, Assistant Chapter Director

### Department of Corrections (DOC)

Yanique Calvert, Chapter Director  
Anne Penson, Assistant Chapter Director  
Ronald Brash, Recording Secretary

### Department of Education (DOE)

Umran Malik, Chapter Director  
Giancarlo Vinciguerra, Assistant Chapter Director

### Department of Environmental Protection (DEP)

Vacant, Chapter Director  
James Caggiano, Assistant Chapter Director

### Department of Finance (DOF)

Vacant, Chapter Director  
Cheslyn Lorde, Assistant Chapter Director

### Department of Investigation (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  
Eileen Dalton, Recording Secretary

### Department of Probation (DOP)

Rodney Levy, Chapter Director  
Robert Eusebio, Assistant Chapter Director  
Randy Williams, Recording Secretary

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

Ebony Jordan-Wilson, Chapter Director  
Judith Sam, Assistant Chapter Director  
Kathleen Almanzar, Recording Secretary

### Fire Department of New York (FDNY)

Charles Jackson, Chapter Director  
Vacant, 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

### Department of Health & Mental Hygiene (DOHMH)

Vacant, Chapter Director  
Vacant, Assistant Chapter Director

### Department of Homeless Services (DHS)

Cindy Teta, Chapter Director  
Jorge Fernandez, Assistant Chapter Director  
Patricia Britton, Recording Secretary

### Housing Authority (NYCHA)

Vacant, Chapter Director  
Vacant, Assistant Chapter Director

### Department of Housing Preservation & Development (HPD)

Mario Guerrero, Jr., Chapter Director  
Amiel Weisblum, Assistant Chapter Director  
Catherine Mapp, Recording Secretary

### Human Resources Administration (HRA)

Pamela Ross, Chapter Director  
Sandy Bryant, Assistant Chapter Director

### Mayoral Chapter

Vacant, Chapter Director  
Vacant, Assistant Chapter Director

### Municipal Chapters

Sabrina Middleton, Chapter Director  
Vacant, Assistant Chapter Director

### Office of Technology and Innovation

Vacant, Chapter Director  
Lisa Maluf, Acting Assistant Chapter Director

### Pension Systems

Dorothea Dowling, Chapter Director  
Suzanne Alleyne, Assistant Chapter Director  
Valerie Briot, Recording Secretary

### New York Police Department (NYPD)

Vacant, Chapter Director  
Kenneth Clark, Assistant Chapter Director

### Retirees Chapter

Leela Fazio Fiorino, Chapter Director  
Sam Borkow, Assistant Chapter Director  
James Durrah, Recording Secretary

### Department of Sanitation (DSNY)

Chudi Chiejina, Chapter Director  
Vacant, Assistant Chapter Director

### School Construction Authority (SCA)

Audrey Dunlap, Chapter Director  
Taneish Graham-Peart, Assistant Chapter Director

### Department of Transportation (DOT)

Raynard Edwards, Chapter Director  
Vacant, Assistant Chapter Director