



MAY 15, 2017



A message from MCMEA President Eric Swift

Hello MCMEA members and welcome to your May newsletter! I hope everyone is enjoying the spring weather. We are aiming to publish these newsletters quarterly, with possible quick updates in between.

In the meantime, please make sure to like us on “Facebook!” We will be posting the latest news there. You can find us at <https://www.facebook.com/newmcmea/>.

Thanks,

Eric Swift

ERIC SWIFT, PRESIDENT

Former MCMEA VP appointed to Personnel Commission

Carla Halyard,
retired MCMEA

VP and IST analyst

for the BOS and CAO’s office, was unanimously appointed by the BOS to the Personnel Commission on April 25. Carla will join Commissioners Leonor Noguez, Lawrence Kaplan, Jennifer Gotti and newly appointed Patrice Goldman for her 4-year term. Congratulations Carla!



HOW TO REACH THE MCMEA BOARD

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TREASURER: Felix Meneau (415) 473-3223;
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VISIT: <http://newmcmea.org/about-us/mcmea-committees> to view MCMEA committees and committee roster.

If you have any questions or issues with the website, please email:
webmaster@newmcmea.org.

ATOM Negotiations

MCMEA and the Labor Coalition met with County representatives several times over the past few months in an effort to negotiate the effects of the new Tyler software implementation. Here's a summary of highlights:

RDOs Moving forward there will be no moving of your RDO in a modified work schedule. While very controversial, this has to do with the system having the FLSA laws programmed into the payroll software and nothing more. While most MCMEA members are exempt, for those who are not, moving an RDO is no longer an option unless your department agrees to any overtime. It's a challenge to explain briefly but working more than 40 hours in a week produces overtime. The start of your work week must then be in the middle of your RDO, thus allowing no more than 40 hours on either side of the work week. It cannot fluctuate in future weeks without triggering overtime. For those with Monday RDO's, a typical day for a holiday, the holiday actually moves to Tuesday for you. This will certainly challenge some departments, but in the spirit of improved quality of life and traffic concerns, MCMEA hopes that staff and managers can work together to maintain this treasured benefit.

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Seniority Seniority shall be based upon an employee's date of hire, not hours worked. Seniority for part-time employees shall be based upon the employee's date of hire and the employee's Full-Time Equivalent (FTE). An employee's seniority shall not be broken by an unpaid leave of up to twelve weeks.

Vacation Accrual MCMEA's MoAs now show the first tier of vacation accrual as "0 up to 3 years of service." Vacation accrual will now be based on months. The sticky point here was that the unions successfully defended a proposed change that would not let you accrue until the tier was complete. Labor argued that this accrual has been longstanding and that we would need to accrue hours in order to have them available when a person reached the next tier. For example, employees covered by the MCMEA MoA begin accruing three weeks of vacation at the beginning of their third year of employment, not after the completion of their third year of employment. Tyler Munis will be programmed so that employees continue to accrue vacation at the same rates as they currently do.

PMRs CONTINUE TO BE NEGOTIATED

Now in our seventh year, the Union Coalition led by attorney Michael Allen continues to negotiate the PMRs. We have only one remaining to discuss, PMR 23, which is electronic media. With technology changing by the day, the County is taking its time rolling this one out. In the meantime, we work painstakingly at proofreading each PMR. I'd like to acknowledge the hard work of MAPE's Executive Director, Roland Katz, who prepares us each week and who has reviewed every spot of ink on each PMR repeatedly looking for errors. HR representatives Esteban Cudas and Chris Schubach continue to be great sports as we consistently give them a hard time in a process that Michael noted was to last about six months. I suspect this will take us out another six months, unfortunately.

PMR 34: SAY GOODBYE TO EXTRA HIRES

Completely effective July 1, 2017, PMR 34 demonstrates a collaborative effort with Human Resources and the Union Coalition to revamp the types of appointments. Extra Hire employees will now be a thing of the past. Types of appointments we will now see:

AT WILL APPOINTMENTS Include employees on probation and those excluded from the Merit System.

REGULAR APPOINTMENTS Passed initial probation and works 25%-100% of a FT position.

REGULAR FIXED TERM Frequently grant funded — limited to 3 years with a 2 year maximum extension.

PROVISIONAL APPOINTMENT Regular position without examination process for less than 4 months with a 4 month maximum extension.

CONTINGENT APPOINTMENT Employee serves "at will," meets MQ's and has no benefits unless specified by law or MOA. There are a few variations of this appointment:

- **Short Term Appointment** Back-filling a position for less than 6 months or for special projects.
- **Special Appointment** A position with no existing classification; 1,040/975 hours max.

- **Emergency Appointment** To prevent stoppage of public business, loss of life or property damage.

- **Seasonal Appointment** Employed 9 of 12 months except in cases of extreme fire season.

- **Intermittent Appointment** Special events; 520 hours over a 12 month period.

- **Essential Services Appointment** Participates in an on-call pool; 1,800 hours over a 12 month period.

- **Retired Annuitant** Retired employee limited to 960 hours per year.

ADDITIONAL APPOINTMENT

A department may increase the hours of a part-time regular hire employee.

AT WILL APPOINTMENT OF MERIT SYSTEM EMPLOYEE

Appointed department head, assistant department head or chief deputy subject to provisions of the Merit System.

Bilingual Pay Changes

Last November, our newsletter mentioned the unannounced changes in bilingual pay by the County that were never discussed with labor. It seems staff have been noting the effects throughout the organization recently. MAPE has organized a petition (which can be supported by any staff regardless of which bargaining unit you belong to), noting concerns about the real pay of members. MCMEA will be working with our labor coalition in preserving negotiated benefits you are entitled to. Please contact one of your MCMEA representatives if this has negatively impacted you.



MCMEA MEMBER SPOTLIGHT: James Villella

Public Health Program Manager in Health & Human Services

What is your official title and which department do you work with?

Public Health Program Manager in Health & Human Services

How long have you been with Marin County? Over 15 years.

Could you please describe your work and your department?

The Department of Health and Human Services (HHS) is the County's principal agency for protecting the health of our citizens and providing essential human services, especially for those who are least able to help themselves. HHS:

- Promotes patient safety and health care quality in health care settings and by health care providers by assuring the safety, effectiveness, quality, and security of foods, drugs, vaccines, and medical devices;
- Eliminates disparities in health, as well as health care access and quality, and protects vulnerable individuals and communities from poor health, public health, and human services outcomes;
- Supports wellness efforts across the life span, from protecting mental health, to preventing risky behaviors such as tobacco use and substance abuse, to promoting better nutrition and physical activity;
- Prevents and manages the impacts of infectious diseases and chronic diseases and conditions, including the top causes of disease, disability, and death;
- Prepares Americans for, protects Americans from, and provides comprehensive responses to health, safety, and security threats, both foreign and domestic, whether natural or man-made. [CONTINUES ON NEXT PAGE](#)

We'll be featuring
MCMEA members
in our newsletters.
Have a suggestion
of who should be
featured next?

Send it to
[webmaster@
newmcmea.org!](mailto:webmaster@newmcmea.org)

Check out our website at www.newmcmea.org.

Make sure to click "register" in the upper right hand corner to gain full member access!

I currently oversee the County's dental clinics, a safety net service for the uninsured and underinsured populations of Marin County. In addition, I oversee the facilities team. The facilities team provides oversight for all department buildings and coordinates facility needs and issues with other County departments, such as Public Works. The facilities team coordinates employee moves, preventative ergonomic reviews and is part of the employee onboarding process.

What brought you into this line of work?

The economy. I was in the dotcom bubble when it collapsed, so I looked into government work as a way to provide more job security.

What's your favorite part of your job?

My favorite part of the job is the relationships you build. You don't make a lot of money in government per se, but people come to public service with hopes of helping others in need and to give back to the community. I find working with my colleagues and the citizens of this county to be very rewarding.

What is a challenging part of your job?

An ongoing challenge is trying to help the community as best you can within the constraints of the budget. You can only do so much with your resources

and I find it both rewarding and challenging to leverage those resources and make the largest impact possible.

Why did you become a MCMEA member?

A colleague of mine who passed away was a union steward. I was asked if I would be willing to join and thought it would bring a lot of experience. I joined as a branch steward, moved up to 2nd Vice President and now to 1st Vice President. I have been doing union work with MCMEA for almost 11 years.

What is the best piece of advice you've received that you can share with your colleagues?

Interpersonal communication is the most challenging and most important aspect of human interaction. Most misunderstandings can be avoided if we all show each other respect and talk things over with an open mind. Everyone communicates differently, has a different background, education and life experience. You should approach each conversation with that in mind. No one person's perception is more important than another's. During a conversation, if you are formulating responses in your head when someone else is talking, you are not truly listening.

What is your favorite thing to do outside of work? I love to go skiing.