

Board elections start in less than two weeks!

Candidates for Vice President:

- Janna Beard, Incumbent
- Lindsey Silas

Candidates for Secretary:

- Ann Thelen, Incumbent
- Rebecca Gaida

Candidates for two At-Large positions:

- Eric Gustafson, Incumbent
- James Coleman
- Tate Nguyen
- Isaac Prehall

Watch for candidate biographies and ballot by email on Monday February 26. If you will be away from work from February 26th to March 8th, make sure you have access to your city email for voting. All ballots must be submitted from your city email.

Interested in the mechanics of the election?

The Board has adopted additional procedures to ensure election fairness as we utilize a third party for ballot counting. The third party is our attorney Jim Michels, along with his office manager, Kim Furlano.

In overview, the process will provide for:

- Tracking the eligibility of voters
- Preserving ballots
- Two independent tallies
- An automatic recount in close races
- A period of about five weeks following the election before the declared winners are seated on the board (During this time an unsuccessful candidate may request to inspect the ballots and, if they believe there are improprieties, to contest the results)

The specific steps of the 2024 MPEA election procedure adopted are:

1. Ann Thelen will share the list of members eligible to vote with the board on February 20, 2024, or if not received [from Payroll] by that date, as soon as it is received.
2. Ann will send the same list of members eligible to vote to Kim Furlano prior to February 26, 2024.
3. As emails come in from voters, Kim Furlano will log the name, date, and time received from each voter. She will also open the email to see if the voter attached a ballot. She will not look at the ballot. She will add to the summary spreadsheet whether a ballot was attached or not. If a ballot were not attached, Kim would email the person back and let them know their ballot was missing.
4. At the end of each day, Kim Furlano will verify that each voter who sent a ballot that day is on the list of members eligible to vote. If the “voter” is not on the list, she will confirm with Ann Thelen whether they are in fact not eligible to vote.
5. Upon verification that a voter is eligible, Kim Furlano will go to the email from that voter, open the ballot, save it as an electronic document and name the document based on the date and time received (excluding the voter’s

name to maintain confidentiality). Each ballot will be saved in an electronic “ballot box” (basically an e-file folder).

6. Kim Furlano will keep a log of all emails received and emails from ineligible voters would be saved in an electronic file.
7. On Sunday, March 10, 2024, Kim Furlano and Jim Michels will each separately count the ballots. They will then compare their results. Any race for which the vote margin between the candidates is less than 15 will be recounted by both Kim and Jim.
8. After completing the vote count for all offices, the results, including the total vote count for each candidate, will be communicated to Ann Thelen who will then inform the Board, the candidates, and the membership of the results.

MPEA Happy Hour is March 12.

[Pryes Brewing Company](#)

1401 West River Road N

Tuesday, March 12, 2024

We'll have plenty of appetizers to share, and drawings for gift cards throughout the evening. If your name is drawn after you leave, we'll get your gift card to you. Pryes has both alcoholic and non-alcoholic beverages for you to purchase, and there is free parking. This event is open to non-dues paying MPEA employees, so invite your co-workers who have not yet joined.

Know your rights.

These reminders come from recent experiences by MPEA employees.

If you are informed of a meeting about your performance that could lead to a Performance Improvement Plan or to disciplinary action, you have the right to MPEA representation. A meeting that is underway can be paused; a meeting that is scheduled too soon can be delayed. See our [Labor Agreement](#), Section 4.02 and Section 6.07.

A Performance Improvement Plan (PIP) is an interactive process to help employees succeed who are having difficulty with performance. Our contract and Human Resources policy direct how a PIP is to be initiated and implemented.

If your position's pay or salary range is to be adjusted due to salary market study, inform the board right away. Typically, salary market studies are completed as part of a reclassification process; on rare occasion such a study might be done without a reclassification. It's critical that we make sure the pay or salary for such adjustments is negotiated between MPEA and the City, rather than City HR choosing an arbitrary range or arbitrary pay steps for individual employees.

We want your input!

If you have ideas you'd like to share or any questions, contact us from [MPEA.net](#) or reach out to any [board member](#) directly.