

File No. 120509

Committee Item No. 16

Board Item No. \_\_\_\_\_

## COMMITTEE/BOARD OF SUPERVISORS

### AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight Date June 14, 2012

Board of Supervisors Meeting Date \_\_\_\_\_

#### Cmte Board

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| <input type="checkbox"/>            | <input type="checkbox"/> | Motion                                       |
| <input type="checkbox"/>            | <input type="checkbox"/> | Resolution                                   |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | Ordinance                                    |
| <input type="checkbox"/>            | <input type="checkbox"/> | Legislative Digest                           |
| <input type="checkbox"/>            | <input type="checkbox"/> | Budget and Legislative Analyst Report        |
| <input type="checkbox"/>            | <input type="checkbox"/> | Legislative Analyst Report                   |
| <input type="checkbox"/>            | <input type="checkbox"/> | Youth Commission Report                      |
| <input type="checkbox"/>            | <input type="checkbox"/> | Introduction Form (for hearings)             |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | Department/Agency Cover Letter and/or Report |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | MOU  |
| <input type="checkbox"/>            | <input type="checkbox"/> | Grant Information Form                       |
| <input type="checkbox"/>            | <input type="checkbox"/> | Grant Budget                                 |
| <input type="checkbox"/>            | <input type="checkbox"/> | Subcontract Budget                           |
| <input type="checkbox"/>            | <input type="checkbox"/> | Contract/Agreement                           |
| <input type="checkbox"/>            | <input type="checkbox"/> | Form 126 – Ethics Commission                 |
| <input type="checkbox"/>            | <input type="checkbox"/> | Award Letter                                 |
| <input type="checkbox"/>            | <input type="checkbox"/> | Application                                  |
| <input type="checkbox"/>            | <input type="checkbox"/> | Public Correspondence                        |

#### OTHER (Use back side if additional space is needed)

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Completed by: Alisa Miller Date June 8, 2012

Completed by: \_\_\_\_\_ Date \_\_\_\_\_

An asterisked item represents the cover sheet to a document that exceeds 25 pages.  
The complete document can be found in the file.

1 [Memorandum of Understanding - San Francisco Deputy Sheriffs' Association]

2  
3 **Ordinance adopting and implementing the arbitration award establishing the**  
4 **Memorandum of Understanding between the City and County of San Francisco**  
5 **and the San Francisco Deputy Sheriffs' Association, to be effective July 1, 2012,**  
6 **through June 30, 2014.**

7 NOTE: Additions are *single-underline italics Times New Roman*;  
8 deletions are *strike-through italics Times New Roman*.  
9 Board amendment additions are double-underlined;  
Board amendment deletions are ~~strikethrough normal~~.

10 Be it ordained by the People of the City and County of San Francisco:

11 Section 1. The Board of Supervisors hereby adopts and implements the  
12 arbitration award establishing the Memorandum of Understanding between the City  
13 and County of San Francisco and the San Francisco Deputy Sheriffs' Association, to  
14 be effective July 1, 2012, through June 30, 2014.

15  
16 The arbitration award establishing the Memorandum of Understanding so  
17 implemented is on file in the office of the Board of Supervisors in Board File No.  
18 120509.

19  
20 APPROVED AS TO FORM:  
DENNIS J. HERRERA, City Attorney

21 By:   
22 ELIZABETH S. SALVESON  
23 Chief Labor Attorney



**Deputy Sheriffs'  
Association**

**DSA BARGAINING HIGHLIGHTS**

**Term** – Two year term (July 1, 2012 to June 30, 2014).

**Wages** –

Fiscal Year 2012-2013: No wage increases

Fiscal Year 2013-2014:

- 1% on July 1, 2013
- 1% on January 4, 2014
- 1% on March 29, 2014

The parties maintained much of the wage formula language in the current MOU, providing a wage increase each year of the agreement based upon the average total compensation of Deputy Sheriff positions in the 10 county CSA. However, this formula increase is suspended for the term of the MOU.

**Structural Reform of the City's Healthcare Benefit and Cost-Sharing Structures** –

- Health care cost sharing effective January 1, 2014:
  - For “medically single employees” (Employee Only) enrolled in any plan other than the highest cost plan, the City shall only contribute ninety percent (90%) of the “medically single employee” (Employee Only) premium for the plan in which the employee is enrolled.
  - For “medically single employees” (Employee Only) enrolled in the highest cost plan, the City shall only contribute ninety percent (90%) of the “medically single employee” (Employee Only) premium for the second highest cost plan. However, in calendar year 2014 only, the City will subsidize half of the amount of this increased premium cost for “medically single employees” who elect to enroll in the highest cost plan.
- Payment of Delta Dental premiums for bargaining unit members beginning 1/1/13: \$5/month for employee-only, \$10/month for employee + 1 dependent, or \$15/month for employee + 2 or more dependents

**CalPERS Proposition C Contribution** – Effective July 1, 2012, covered employees who are members of CalPERS agree to make pre-tax contributions similar to those being made by members of SFERS, as required under Charter section A8.590-9.



**Deputy Sheriffs'  
Association**

**Tuition Reimbursement Program** – The City will contribute up to \$5,000 each year to reimburse employees for qualified expenses for programs and courses which will enhance their job performance.

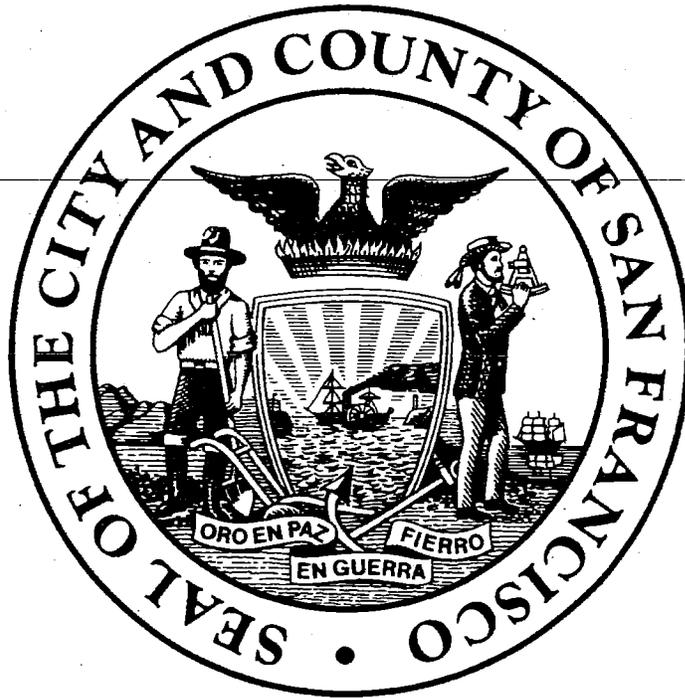
**Additional Compensation –**

- **Standby Pay** – The parties agreed to eliminate the 25% standby premium and maintain only the 10% standby premium when the Department outfits the employee with an electronic communication device..
- **Emergency Services Unit** – At the request of the Union, the parties will reopen the agreement in the second year for the sole purpose of evaluating Emergency Services Unit issues within the scope of representation.

**Release Time Bank** – Members of the DSA Board of Directors will have access to a release time bank of 1000 hours per fiscal year to negotiate, attend meetings with the City, handle grievances, or attend training.

**Compensatory Time Off** – DSA members may now accrue up to 160 hours of CTO per year, up from 80 hours.

**Vacation Slots** – The parties adopted a mutually agreeable formula to determine the number of vacation slots available to the unit for each watch.



# COLLECTIVE BARGAINING AGREEMENT

between

THE CITY AND COUNTY OF SAN FRANCISCO

and

THE SAN FRANCISCO  
DEPUTY SHERIFFS' ASSOCIATION

July 1, 2012 - June 30, 2014

\*\* Complete copy of document is  
located in

File No. 1205D9

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