

File No. 120505

Committee Item No. 12

Board Item No. 32

### COMMITTEE/BOARD OF SUPERVISORS

#### AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight Date June 14, 2012

Board of Supervisors Meeting Date 6/19/12

#### 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 checked="" 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 checked="" type="checkbox"/> | Department/Agency Cover Letter and/or Report |
| <input checked="" type="checkbox"/> | <input checked="" 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.

BOARD of SUPERVISORS



City Hall  
Dr. Carlton B. Goodlett Place, Room 244  
San Francisco 94102-4689  
Tel. No. 554-5184  
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TDD/TTY No. 554-5227

## MEMORANDUM

### GOVERNMENT AUDIT AND OVERSIGHT COMMITTEE

#### SAN FRANCISCO BOARD OF SUPERVISORS

TO: Supervisor Mark Farrell, Chair  
Government Audit and Oversight Committee

FROM: Rana Calonsag, Committee Clerk

DATE: June 15, 2012

SUBJECT: **COMMITTEE REPORT, BOARD MEETING**  
Tuesday, June 19, 2012

The following file should be presented as a **COMMITTEE REPORT** at the Board meeting, Tuesday, June 19, 2012. This item was acted upon at the Committee Meeting on June 14, 2012 at 1:00 p.m., by the votes indicated.

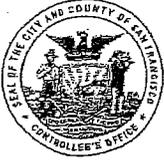
**Item No. 12**                      **File No. 120505**

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the San Francisco Institutional Police Officers' Association, to be effective July 1, 2012, through June 30, 2014.

#### RECOMMENDED AS A COMMITTEE REPORT

Vote: Supervisor Mark Farrell - Aye  
Supervisor Sean Elsbernd - Aye  
Supervisor David Chiu - Aye

cc: Board of Supervisors  
Angela Calvillo, Clerk of the Board  
Rick Caldeira, Legislative Deputy Director  
Cheryl Adams, Deputy City Attorney  
Binder Copy



**CITY AND COUNTY OF SAN FRANCISCO**  
**OFFICE OF THE CONTROLLER**

**Ben Rosenfield**  
**Controller**

**Monique Zmuda**  
**Deputy Controller**

June 14, 2012

Ms. Angela Calvillo  
Clerk of the Board of Supervisors  
City Hall, Room 244  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

RE: File Number 120505: Memorandum of Understanding (MOU) with the San Francisco Institutional Police Officers' Association.

Dear Ms. Calvillo,

In accordance with Ordinance 92-94, I am submitting a cost analysis of the MOU between the City and County of San Francisco and the San Francisco Institutional Police Officers' Association (IPOA). The amendment applies to the period commencing July 1, 2012 through June 30, 2014, affecting 3 authorized positions with a salary base of approximately \$0.3 million and an overall pay and benefits base of approximately \$0.4 million.

As seen in Attachment A, our analysis projects that this agreement will be cost neutral to the City during FY 2012-2013 and result in \$9,000 of increased costs in FY 2013-14. Our analysis assumes a scenario where premiums, overtime, step, and attrition grow consistent with wage changes.

If you have additional questions or concerns please contact me at 554-7500 or Drew Murrell of my staff at 554-7647.

Sincerely,

A handwritten signature in black ink, appearing to read "Ben Rosenfield", written over a large, horizontal, oval-shaped scribble.

Ben Rosenfield  
Controller

cc: Martin Gran, ERD  
Harvey Rose, Budget Analyst

**Attachment A**

**Memorandum of Understanding from July 1, 2012 - June 30, 2014**

**San Francisco Institutional Police Officers' Association**

**Estimated Costs/(Savings) FY 2012-2014**

**Controller's Office**

<b>Annual Costs/(Savings)</b>	<b><u>FY 2012-2013</u></b>	<b><u>FY 2013-2014</u></b>
<b>Wages</b>		
1% Wage increases effective July 1, 2013, January 4, 2014, and March 29, 2014 for all employees	\$ -	\$ 7,000
<b>Wage-Related Fringe Increases/(Decreases)</b>	\$ -	\$ 2,000
<b>Benefits</b>		
Increased premiums ranging from \$5 to \$15 per month for employees enrolled in the Delta Dental PPO effective January 1, 2013.	\$ -	\$ -
For "Medically Single" employees, the City will pay 90% of the cost of the medical premium capped at 90% of the cost of the second highest cost plan, effective January 1, 2014.	\$ -	\$ -
<b>Annual Amount Increase/(Decrease)</b>	<b><u>\$ -</u></b>	<b><u>\$ 9,000</u></b>

Controller's Office Summary of 2012 - 2014 Labor Agreements Costing  
6/14/2012

Citywide Patterns

1) Wage Increases: Three 1 % wage increases in FY 2013-14, projected to result in a 1.75% wage and variable fringe-cost increase during FY 2013-14

2) Step Savings: Effective July 1, 2012 postpone advancement from Step 1 to Step 2 until the completion of 12 months of service rather than 6 months

3) Health Contributions: Effective January 2014, For "Medically Single" employees, the City will pay 90% of the cost of the medical premium capped at 90% of the cost of the second highest cost plan.

Table Name	FY 2012-13 Total				FY 2013-14 Total			
	Wages & Premium	Variable Fringe	Health & Dental	Total	Wages & Premium	Variable Fringe	Health & Dental	Total
000 Consolidated Crafts	\$ 30,000	\$ -	\$ -	\$ 30,000	\$ 844,000	\$ 229,000	\$ (94,000)	\$ 979,000
001 Unrepresented Employees	\$ 14,000	\$ 3,000	\$ (15,000)	\$ 2,000	\$ -	\$ -	\$ -	\$ -
003 Operating Engineers, Local 3	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
006 Electrical Workers, Local 6	\$ 492,000	\$ 108,000	\$ (17,000)	\$ 583,000	\$ 981,000	\$ 255,000	\$ (81,000)	\$ 1,155,000
021 Local 21	\$ 62,000	\$ (16,000)	\$ -	\$ 46,000	\$ 5,878,000	\$ 1,643,000	\$ (797,000)	\$ 6,724,000
038 Plumbing and Pipefitting Industry	\$ 16,000	\$ -	\$ -	\$ 16,000	\$ 518,000	\$ 136,000	\$ (40,000)	\$ 614,000
039 Stationary Engineers	\$ -	\$ -	\$ (35,000)	\$ (35,000)	\$ 1,000,000	\$ 265,000	\$ (168,000)	\$ 1,097,000
121 Service Employees International Union	\$ 6,048,000	\$ (39,000)	\$ (6,051,000)	\$ -	\$ 12,390,000	\$ 1,981,000	\$ -	\$ 14,371,000
130 Machinists Union	\$ 12,000	\$ -	\$ (9,000)	\$ 3,000	\$ 209,000	\$ 55,000	\$ (33,000)	\$ 231,000
163* Physicians and Dentists	\$ 2,514,000	\$ 486,000	\$ -	\$ 2,999,000	\$ 2,663,000	\$ 589,000	\$ (151,000)	\$ 3,101,000
200 TWU Local 200	\$ -	\$ -	\$ -	\$ -	\$ 28,000	\$ 8,000	\$ (1,000)	\$ 35,000
251 TWU Local 250-A, TWU - Miscellaneous	\$ 7,000	\$ -	\$ -	\$ 7,000	\$ 137,000	\$ 38,000	\$ (23,000)	\$ 152,000
252 TWU Local 250-A, TWU - Auto Service Worker	\$ (9,000)	\$ -	\$ -	\$ (9,000)	\$ 33,000	\$ 12,000	\$ (6,000)	\$ 39,000
261 Laborers	\$ (69,000)	\$ 144,000	\$ (47,000)	\$ 28,000	\$ 953,000	\$ 444,000	\$ (299,000)	\$ 1,098,000
311 Municipal Attorneys	\$ (2,000)	\$ (1,000)	\$ -	\$ (3,000)	\$ 1,065,000	\$ 286,000	\$ (102,000)	\$ 1,249,000
351 Municipal Executives Association	\$ -	\$ -	\$ (79,000)	\$ (79,000)	\$ 2,019,000	\$ 541,000	\$ (323,000)	\$ 2,237,000
419 DA Investigators	\$ -	\$ -	\$ (2,000)	\$ (2,000)	\$ 61,000	\$ 13,000	\$ (12,000)	\$ 62,000
498 SF Deputy Sheriff's Association	\$ 5,000	\$ -	\$ (47,000)	\$ (42,000)	\$ 1,352,000	\$ 268,000	\$ (231,000)	\$ 1,389,000
499 SF Sheriff's Managers and Supervisors	\$ -	\$ -	\$ (6,000)	\$ (6,000)	\$ 325,000	\$ 45,000	\$ (23,000)	\$ 347,000
651 SF Probation Officers	\$ 873,000	\$ (849,000)	\$ -	\$ 24,000	\$ 1,105,000	\$ (773,000)	\$ (22,000)	\$ 310,000
791 Staff / Per Diem Nurses	\$ (54,000)	\$ -	\$ -	\$ (54,000)	\$ 1,481,000	\$ 412,000	\$ -	\$ 1,893,000
856 Teamsters - Multi - Unit	\$ 113,000	\$ (108,000)	\$ -	\$ 5,000	\$ 259,000	\$ (78,000)	\$ (12,000)	\$ 169,000
858** Supervising Nurses	\$ 25,000	\$ -	\$ (5,000)	\$ 20,000	\$ 361,000	\$ 85,000	\$ (265,000)	\$ 181,000
965 Supervising Probation Officers	\$ -	\$ -	\$ (3,000)	\$ (3,000)	\$ 36,000	\$ 7,000	\$ (6,000)	\$ 37,000
969 Institutional Police Officers	\$ -	\$ -	\$ -	\$ -	\$ 7,000	\$ 2,000	\$ -	\$ 9,000
<b>Costs/(Savings)</b>	<b>\$ 3,489,000</b>	<b>\$ 37,571,000</b>		<b>\$ 37,571,000</b>				<b>\$ 37,571,000</b>

\* The MOUs with the Physicians and Dentists are split into two groups, one for bargaining unit 17 and one for bargaining unit 18 and run for three years from July 1, 2012 through June 30, 2015  
\*\* The MOU with Supervising Nurses is for three years from July 1, 2012 through June 30, 2015

1 [Memorandum of Understanding- San Francisco Institutional Police Officers' Association]

2  
3 Ordinance adopting and implementing the Memorandum of Understanding  
4 between the City and County of San Francisco and the San Francisco  
5 Institutional Police Officers' Association, to be effective July 1, 2012, through  
6 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 Memorandum of Understanding between the City and County of San Francisco and the  
13 San Francisco Institutional Police Officers' Association, to be effective July 1, 2012,  
14 through June 30, 2014.

15  
16 The Memorandum of Understanding so implemented is on file in the office of the  
17 Board of Supervisors in Board File No. 120505.

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

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



**IPOA BARGAINING HIGHLIGHTS**

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

**Wages** – continuing previously negotiated base wage relationship between represented classifications and corresponding sworn classifications in the Sheriff's Department.

**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.
  - Exception: for “medically single employees” (Employee Only) who are permanently assigned to work in remote locations outside of the health coverage areas of Kaiser and Blue Shield, the City will continue to contribute one hundred percent (100%) of the cost of the Employee-Only premium.
- The parties will form a Joint Labor-Management Healthcare Committee to discuss healthcare issues, including a possible wellness program, with a re-opener in the second year of the contract by mutual agreement

**Increase in Time to Advance from Step 1 to Step 2** – Employees appointed on or after July 1, 2012 must now complete one year (increased from 6 months) of required service before advancing to the second step of the salary range.

**CalPERS Prop 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 A8.409-9.

**Standby Pay** – The City and the Union agreed to eliminate 25% standby pay when an employee is not provided with a cell phone or other electronic communications device.

**Paid Sick Leave Ordinance** - San Francisco Administrative Code, Chapter 12W, Paid Sick Leave Ordinance, is waived.

**MEMORANDUM OF UNDERSTANDING**

**BETWEEN AND FOR**

**THE CITY AND COUNTY OF SAN FRANCISCO**

**AND**

**THE SAN FRANCISCO INSTITUTIONAL POLICE OFFICERS' ASSOCIATION**

**JULY 1, 2012 – JUNE 30, 2014**

\*\* Complete copy of document is  
located in

File No. 120505