

File No. 100612

Committee Item No. 6

Board Item No. 09

# COMMITTEE/BOARD OF SUPERVISORS

## AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight Date June 18, 2010

Board of Supervisors Meeting Date 06/29/10

### Cmte Board

- |                                     |                                     |  |
|-------------------------------------|-------------------------------------|--|
| <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 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 |
| *                                   | *                                   | 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)

- |                          |                                     |                            |
|--------------------------|-------------------------------------|----------------------------|
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <u>Controller's Report</u> |
| <input type="checkbox"/> | <input type="checkbox"/>            | _____                      |
| <input type="checkbox"/> | <input type="checkbox"/>            | _____                      |
| <input type="checkbox"/> | <input type="checkbox"/>            | _____                      |
| <input type="checkbox"/> | <input type="checkbox"/>            | _____                      |

Completed by: Alisa Somera Date June 11, 2010

Completed by: Alisa Somera Date June 21, 2010

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 – Municipal Attorneys’ Association]

2  
3 **Ordinance adopting and implementing the Memorandum of Understanding between the**  
4 **City and County of San Francisco and the Municipal Attorneys’ Association, to be**  
5 **effective July 1, 2010, through June 30, 2012.**

6  
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;  
10 Board amendment deletions are ~~strikethrough normal~~.

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

12 Section 1. The Board of Supervisors hereby adopts and implements the Memorandum  
13 of Understanding between the City and County of San Francisco and the Municipal Attorneys’  
14 Association, to be effective July 1, 2010, through June 30, 2012.

15 The Memorandum of Understanding so implemented is on file in the office of the Board  
16 of Supervisors in Board File No. 100612.

17  
18 APPROVED AS TO FORM:  
19 DENNIS J. HERRERA, City Attorney

20 By:   
21 ELIZABETH S. SALVESON  
22 Chief Labor Attorney  
23  
24  
25



**MEMORANDUM OF UNDERSTANDING**

**between**

**THE CITY AND COUNTY OF SAN FRANCISCO**

**and**

**MUNICIPAL ATTORNEYS ASSOCIATION**

**FOR THE PERIOD**

**JULY 1, 2010 to JUNE 30, 2012**



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

**Ben Rosenfield**  
**Controller**

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

June 16, 2010

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 100612: Memorandum of Understanding (MOU) with Municipal Attorneys 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 Municipal Attorneys Association (MAA). The MOU applies to the period commencing July 1, 2010 through June 30, 2012, affecting 429 authorized positions with a salary base of approximately \$63.5 million and an overall pay and benefits base of approximately \$75.7 million. With the exception of layoff or shifting employment language, MAA has agreed to the terms outlined in the summary letter as agreed to by the Public Employees Committee of the San Francisco Labor Council (PEC).

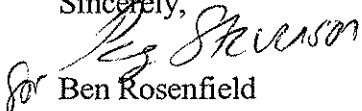
Based on our analysis, the MOU will result in a \$3.5 million savings in FY 2010-2011. These savings are a result of the furlough days and wage-based fringe savings resulting from lower wage payments. The MAA agreed to have employees take furloughs in no less than four hour increments. The same concessions continue in FY2011-12.

The MOU provides that employees who retire during the term of the agreement whose compensation is impacted by the furlough will receive a payment equaling the pensionable value of the unpaid days that impact the retirement benefit. This will result in a cost to the City that will be determined by San Francisco Employees' Retirement System and is dependent on each retiree's circumstances.

Should the PEC and City be unable to find \$3 million in health care savings next year, the PEC health benefits provision applies and could result in \$69,000 in savings in FY2011-12 under this bargaining unit. Additionally, in exchange for their Professional Services Reimbursement allowance, MAA agreed to an expansion of dependent benefits.

The cost of continuing existing health and dental benefits provided in the MOU will increase by approximately \$170,000 in FY 2010-2011. If you have additional questions or concerns please contact me at 554-7500 or Peg Stevenson of my staff at 554-7522.

Sincerely,

  
Ben Rosenfield  
Controller

cc: Martin Gran, ERD  
Harvey Rose, Budget Analyst

**Memo of Understanding July 1, 2010 through June 30, 2012**  
**Municipal Attorneys Association**  
**Estimated Costs/(Savings) FY 2010-2012**  
**Controller's Office**

<u>Annual Costs/(Savings)</u>	<u>FY 2010-2011</u>	<u>FY 2011-2012</u>
<b>Wages</b>		
July 1, 2010 - June 30, 2011: 12 furlough days	(\$2,928,916)	\$0
July 1, 2011 - June 30, 2012: 12 furlough days		
<b>Wage-Related Fringe Increases/(Decreases)</b>	<u>(\$543,333)</u>	<u>\$0</u>
<b>Benefits</b>		
Cap on City contribution for medically single City Plan employees	-	(\$68,550)
<b>Annual Amount Increase/(Decrease)</b>	<u>(\$3,472,248)</u>	<u>(\$68,550)</u>
Budgeted Estimates for Cost Increase in Existing Benefits	\$170,263	\$182,611