

File No. 140602

Committee Item No. 29

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

# COMMITTEE/BOARD OF SUPERVISORS

## AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight Date June 12, 2014

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"/> | Youth Commission Report                      |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | Introduction Form                            |
| <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 6, 2014

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

1 [Memorandum of Understanding - Amendment No. 1 to Teamsters, Local 856: Supervising  
2 Registered Nurses]

3 **Ordinance adopting and implementing Amendment No. 1 to the 2012-2015**

4 **Memorandum of Understanding between the City and County of San Francisco and the**  
5 **Teamsters, Local 856: Supervising Registered Nurses, by implementing specified**  
6 **terms and conditions of employment for FYs 2014-2015 and 2015-2016.**

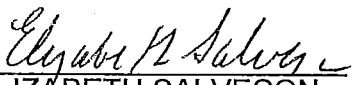
7  
8 **NOTE:** **Unchanged Code text and uncodified text** are in plain Arial font.  
9 **Additions to Codes** are in *single-underline italics Times New Roman font*.  
10 **Deletions to Codes** are in *strikethrough italics Times New Roman font*.  
11 **Board amendment additions** are in double-underlined Arial font.  
12 **Board amendment deletions** are in ~~strikethrough Arial font~~.  
13 **Asterisks (\* \* \* \*)** indicate the omission of unchanged Code  
14 subsections or parts of tables.

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

16 Section 1: The Board of Supervisors hereby adopts and implements Amendment No.  
17 1 to the 2012-2015 Memorandum of Understanding between the City and County of San  
18 Francisco and the Teamsters, Local 856: Supervising Registered Nurses, by implementing  
19 specified terms and conditions of employment for FYs 2014-2015 and 2015-2016.

20 Amendment No. 1 to the Memorandum of Understanding so implemented is on file with  
21 the Clerk of the Board of Supervisors in Board File No. 140602.

22 APPROVED AS TO FORM:  
23 DENNIS J. HERRERA, City Attorney

24 By:   
25 ELIZABETH SALVESON  
Chief Labor Attorney

C:\Users\lucy.chu\Desktop\Ordinance - Teamsters RNs 14.doc



Edwin M. Lee  
Mayor

Micki Callahan  
Human Resources Director

2014 JUN -2 AM 10: 06

June 2, 2014

TO: Angela Calvillo, Clerk of the Board  
Board of Supervisors

FROM: Martin Gran, Employee Relations Director  
Department of Human Resources

RE: Memoranda of Understanding

1. Service Employees International Union, Local 1021: Staff & Per Diem Nurses (July 1, 2014 through June 30, 2016)
2. Amendment #1 to Teamsters, Local 856: Supervising Registered Nurses (Amends 2012-2015 MOU)
3. Amendment #5 to Municipal Executives' Association: Fire (Amends 2007-2015 MOU)
4. Amendment #5 to Municipal Executives' Association: Police (Amends 2007-2015 MOU)

Please find enclosed for each new Memorandum of Understanding:

- 1 original FINAL MOU w/attached Ordinance
- 2 copies FINAL MOU
- 1 original REDLINE MOU w/attached arbitration decision/award (if awarded)
- 2 copies REDLINE MOU

For each Amendment:

- 1 original AMENDMENT w/attached Ordinance
- 2 copies AMENDMENT

There are also twelve (12) CDs containing Microsoft Word and PDF versions of the final version of the MOUs, Redlines, and Ordinances. Electronic copies have been sent via e-mail today, too. Please refer to the appropriate Committee at your earliest convenience.

Copies of the MOUs and Amendments have been sent to the Controller, and by copy hereof, I request that costing information be submitted directly to the Board with copies to the Employee Relations Division.

Thank you.

Enclosures

cc: Ben Rosenfield, Controller  
Kate Howard, Mayor's Budget Director

Angela Calvillo  
May 15, 2014  
Page 2 of 2

Jason Elliott, Director of Legislative & Government Affairs  
Jermain Jones, Mayor's Liaison to the Board of Supervisors  
Rick Caldeira, Legislative Deputy Director  
Members, Government, Audit and Oversight Committee  
File

**AMENDMENT NO. 1**  
**TO THE 2012-2015 MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**THE CITY AND COUNTY OF SAN FRANCISCO**  
**AND**  
**TEAMSTERS, LOCAL 856 REGISTERED SUPERVISING NURSES (Unit 47)**

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The parties hereby amend and extend the Memorandum of Understanding as follows:

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**III.A. SCHEDULES OF COMPENSATION**

71. The compensation rate for all represented classifications of employment subject to the provisions of Section A8.403 of the Charter and covered by this collective bargaining agreement shall be increased on the first day of the closest pay period as follows:

~~December 7, 2013~~ ————— 3%

**Effective October 11, 2014: 3%**

**Effective October 10, 2015: 3.25%**

72. In the event the City negotiates improved general base wage increases that become effective between July 1, 2013~~15~~ through June 30, 2014~~16~~, inclusive, for staff nurses, that are exclusive of base wage increases provided in exchange for paying the required employee retirement contribution, those improved base wage increases will be extended to the Union's represented employees in a manner consistent with the overall economic agreement between the City and the Union.

~~FY 2014-2015 Wage Reopener~~

73. ~~No later than April 15, 2014, the parties agree to reopen the contract for the purpose of adjusting base wages only for fiscal year 2014-2015. Any base wage adjustments will be made with reference to the City's fiscal and budget constraints. The parties may mutually agree to reopen other portions of this contract in order to accommodate these principles.~~

74. The compensation rate for Class 2324 Nursing Supervisor with a Master's Degree shall be the same as the compensation rate for Class 2326 Nursing Supervisor, Psychiatric with a Master's Degree.

75. An employee who holds an appointment in a classification in this bargaining unit in addition to an appointment as a Class 2324 as-needed Nursing Supervisor shall be compensated at the top step of the 2324 salary range for hours worked as a Class 2324 as-needed Nursing Supervisor. The Appointing Authority shall have the ability to appoint all other Class 2324 as-needed Nursing Supervisors at any step.



**AMENDMENT NO. 1  
TO THE 2012-2015 MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE CITY AND COUNTY OF SAN FRANCISCO  
AND  
TEAMSTERS, LOCAL 856 REGISTERED SUPERVISING NURSES (Unit 47)**

---

The parties hereby amend and extend the Memorandum of Understanding as follows:

---

**III.A. SCHEDULES OF COMPENSATION**

71. The compensation rate for all represented classifications of employment subject to the provisions of Section A8.403 of the Charter and covered by this collective bargaining agreement shall be increased ~~on the first day of the closest pay period~~ as follows:

~~December 7, 2013~~ ————— 3%

**Effective October 11, 2014: 3%**

**Effective October 10, 2015: 3.25%**

72. In the event the City negotiates improved general base wage increases that become effective between July 1, 2013~~15~~ through June 30, 2014~~16~~, inclusive, for staff nurses, that are exclusive of base wage increases provided in exchange for paying the required employee retirement contribution, those improved base wage increases will be extended to the Union's represented employees in a manner consistent with the overall economic agreement between the City and the Union.

~~FY 2014-2015 Wage Reopener~~

73. ~~No later than April 15, 2014, the parties agree to reopen the contract for the purpose of adjusting base wages only for fiscal year 2014-2015. Any base wage adjustments will be made with reference to the City's fiscal and budget constraints. The parties may mutually agree to reopen other portions of this contract in order to accommodate these principles.~~

74. The compensation rate for Class 2324 Nursing Supervisor with a Master's Degree shall be the same as the compensation rate for Class 2326 Nursing Supervisor, Psychiatric with a Master's Degree.

75. An employee who holds an appointment in a classification in this bargaining unit in addition to an appointment as a Class 2324 as-needed Nursing Supervisor shall be compensated at the top step of the 2324 salary range for hours worked as a Class 2324 as-needed Nursing Supervisor. The Appointing Authority shall have the ability to appoint all other Class 2324 as-needed Nursing Supervisors at any step.





**AMENDMENT NO. 1  
TO THE 2012-2015 MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE CITY AND COUNTY OF SAN FRANCISCO  
AND  
TEAMSTERS, LOCAL 856 REGISTERED SUPERVISING NURSES (Unit 47)**

---

The parties hereby amend and extend the Memorandum of Understanding as follows:

---

**III.A. SCHEDULES OF COMPENSATION**

71. The compensation rate for all represented classifications of employment subject to the provisions of Section A8.403 of the Charter and covered by this collective bargaining agreement shall be increased ~~on the first day of the closest pay period~~ as follows:

December 7, 2013 ————— 3%

**Effective October 11, 2014: 3%**

**Effective October 10, 2015: 3.25%**

72. In the event the City negotiates improved general base wage increases that become effective between July 1, 2013~~15~~ through June 30, 2014~~16~~, inclusive, for staff nurses, that are exclusive of base wage increases provided in exchange for paying the required employee retirement contribution, those improved base wage increases will be extended to the Union's represented employees in a manner consistent with the overall economic agreement between the City and the Union.

**FY 2014-2015 Wage Reopener**

73. ~~No later than April 15, 2014, the parties agree to reopen the contract for the purpose of adjusting base wages only for fiscal year 2014-2015. Any base wage adjustments will be made with reference to the City's fiscal and budget constraints. The parties may mutually agree to reopen other portions of this contract in order to accommodate these principles.~~

74. The compensation rate for Class 2324 Nursing Supervisor with a Master's Degree shall be the same as the compensation rate for Class 2326 Nursing Supervisor, Psychiatric with a Master's Degree.

75. An employee who holds an appointment in a classification in this bargaining unit in addition to an appointment as a Class 2324 as-needed Nursing Supervisor shall be compensated at the top step of the 2324 salary range for hours worked as a Class 2324 as-needed Nursing Supervisor. The Appointing Authority shall have the ability to appoint all other Class 2324 as-needed Nursing Supervisors at any step.



BOARD of SUPERVISORS



City Hall  
Dr. Carlton B. Goodlett Place, Room 244  
San Francisco 94102-4689  
Tel. No. 554-5184  
Fax No. 554-5163  
TDD/TTY No. 554-5227

## MEMORANDUM

TO: Ben Rosenfield, City Controller

FROM: Alisa Miller, Clerk, Government Audit and Oversight Committee  
Board of Supervisors

DATE: June 4, 2014

SUBJECT: LEGISLATION INTRODUCED

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The Board of Supervisors' Government Audit and Oversight Committee has received the following proposed legislation, introduced by Mayor Lee on June 2, 2014:

**File No. 140601**

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and Service Employees International Union, Local 1021: Staff & Per Diem Nurses, to be effective July 1, 2014, through June 30, 2016.

**File No. 140602**

Ordinance adopting and implementing Amendment No. 1 to the 2012-2015 Memorandum of Understanding between the City and County of San Francisco and the Teamsters, Local 856: Supervising Registered Nurses, by implementing specified terms and conditions of employment for FYs 2014-2015 and 2015-2016.

**File No. 140603**

Ordinance adopting and implementing Amendment No. 5 to the 2007-2015 Memorandum of Understanding between the City and County of San Francisco and the Municipal Executives Association: Fire, by implementing specified terms and conditions of employment for FYs 2014-2015, 2015-2016, 2016-2017, and 2017-2018.

**File No. 140604**

Ordinance adopting and implementing Amendment No. 5 to the 2007-2015 Memorandum of Understanding between the City and County of San Francisco and the Municipal Executives Association: Police, by implementing specified terms and conditions of employment for FYs 2014-2015, 2015-2016, 2016-2017, and 2017-2018.

This matter is being forwarded to you for a cost analysis.

Please forward your analysis to me at the Board of Supervisors, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102.

c: Drew Murrell, City Controller's Office

OFFICE OF THE MAYOR  
SAN FRANCISCO



EDWIN M. LEE  
MAYOR

TO: Angela Calvillo, Clerk of the Board of Supervisors  
FROM: Mayor Edwin M. Lee *EL*  
RE: Memorandum of Understanding  
DATE: June 4, 2014

RECEIVED  
BOARD OF SUPERVISORS  
SAN FRANCISCO  
2014 JUN -4 AM 11:10

Attached for introduction to the Board of Supervisors are the Memoranda of Understanding for the following labor unions:

Municipal Executives Association: Fire  
Municipal Executives Association: Police  
Service Employees International Union, Local 1021: Staff & Per Diem Nurses  
Teamsters, Local 856: Supervising Registered Nurses

I request that this item be calendared in Government Audit and Oversight Committee.

Should you have any questions, please contact Jason Elliott (415) 554-5105.

