

File No. 140602

Committee Item No. 29

Board Item No. 33

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight Date June 12, 2014

Board of Supervisors Meeting Date June 24, 2014

Cmte Board

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Completed by: Alisa Miller Date June 6, 2014

Completed by: Alisa Miller Date June 16, 2014

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.**

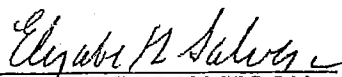
7
8 NOTE: **Unchanged Code text and uncodified text** are in plain Arial font.
9 **Additions to Codes** are in *single-underline italics Times New Roman font*.
10 **Deletions to Codes** are in ~~*strikethrough italics Times New Roman font*~~.
11 **Board amendment additions** are in double-underlined Arial font.
12 **Board amendment deletions** are in ~~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



**Teamsters Local 856
Supervising Nurses**

Teamsters Supervising Nurses Highlights

Term	Extended contract for one year, through June 30, 2016. Expiration will now coincide with RNs.	
Wages	Effective October 11, 2014:	3%
	Effective October 10, 2015:	3.25%



CITY AND COUNTY OF SAN FRANCISCO
OFFICE OF THE CONTROLLER

Ben Rosenfield
Controller

Monique Zmuda
Deputy Controller

June 12, 2014

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 Numbers 140527, 140601, and 140602: Memoranda of Understanding (MOU) between the City and County of San Francisco and the Committee of Interns and Residents, Local 1021 Staff & Per Diem Nurses, and Amendment No. 1 to the MOU with Supervising Registered Nurses.

Dear Ms. Calvillo,

In accordance with Ordinance 92-94, I am submitting a cost analysis of two MOUs between the City and County of San Francisco and the Nurses and Supervising Nurses bargaining groups. The amendments apply to MOUs for the period commencing July 1, 2014 through June 30, 2016, affecting 1,890 authorized positions with a salary base of approximately \$301.1 million and an overall pay and benefits base of approximately \$389.8 million.

Employees in the Physicians and Dentists Union are included in our analysis even though their MOU is not currently open because provisions in their MOU grant salary increases contingent upon salary increases for Nurse Practitioners in SEIU Local 1021. Employees with the Committee of Interns and Residents union are excluded from our analysis due to a longstanding settlement agreement between the City and the Union which limits the scope of bargaining to working conditions.

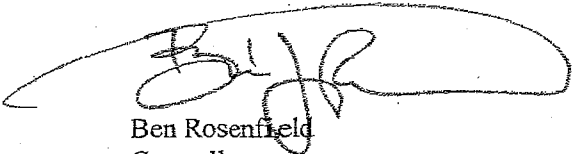
Our analysis finds that the amendments to the MOUs result in increased costs to the City of approximately \$11.4 million in FY 2014-15, and \$27.6 million in FY 2015-16. As a percentage of FY 2014-15 base wage and fringe costs these represent cost increases of 2.9%, and 7.1% respectively. Our cost estimates assume that premiums, overtime, and other adjustments grow consistently with wage changes.

These costs are driven by general wage increases to all of the 1,890 authorized positions, in addition to other various other provisions affecting terms and conditions of employment, employer paid health

benefits and special pay for members of the collective bargaining units. See Attachments A and B for a detailed listing and analysis of the costs for the affected MOUs.

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 "B. Rosenfield", enclosed within a large, loopy oval flourish.

Ben Rosenfield
Controller

cc: Martin Gran, ERD
Harvey Rose, Budget Analyst

ATTACHMENT A

Amendments to the Memoranda of Understanding of listed units from July 1, 2014 - June 30, 2017
 Controller's Office Estimate of Total Costs/(Savings) FY 2014-15, FY 2015-16 and FY 2016-17

Nurses Summary

	<u>FY 2014-15</u>	<u>FY 2015 - 16</u>
Wages		
3.00% Effective first full pay-period of October 2014	\$ 6,110,000	\$ 8,770,000
3.25% Effective first full pay-period of October 2015	\$ 6,110,000	\$ 7,040,000
	<u>\$ 6,110,000</u>	<u>\$ 15,810,000</u>
Wage-Related Fringe Increases		
3.00% Effective first full pay-period of October 2014	\$ 1,660,000	\$ 2,380,000
3.25% Effective first full pay-period of October 2015	\$ 1,660,000	\$ 1,920,000
	<u>\$ 1,660,000</u>	<u>\$ 4,300,000</u>
Wage and Wage-Related Fringe Increases	<u>\$ 7,770,000</u>	<u>\$ 20,110,000</u>
1.90% Effective October 11, 2014 in Exchange for Removal of 2.5% Employer Retirement Pick-Up	\$ (170,000)	\$ 1,290,000
Total Wage and Wage-Related Fringe Increases	<u>\$ 7,600,000</u>	<u>\$ 21,400,000</u>
Side Letter: Additional Nurse Staffing	\$ 3,300,000	\$ 5,100,000
Health Premium & Other Contribution Changes	\$ 520,000	\$ 1,075,000
Annual Amount Increase (Decrease)	<u>\$ 11,420,000</u>	<u>\$ 27,575,000</u>
Percent of FY 2014-15 Salary and Fringe	2.9%	7.1%

Union Detail

<u>File Number</u>	<u>Union</u>	<u>FY 2014-15</u>	<u>FY 2015 - 16</u>
140601	Staff and Per Diem Nurses, SEIU Local 1021	<u>\$10,110,000</u>	<u>\$23,695,000</u>
	Percent of FY 2014-15 Salary and Fringe	3.3%	7.7%
	Wages	\$5,070,000	\$12,750,000
	Wage-Related Fringe Increases/(Decreases)	\$1,390,000	\$3,480,000
	Wages - 1.9% for Retirement Contribution Pickup Effective 10/11/2014	\$3,310,000	\$4,560,000
	Wage-Related Fringe Increases/(Decreases) for Retirement Contribution Pickup	\$900,000	\$1,250,000
	Premium Increases/(Decreases) from Elimination of 2.5% Retirement Pick-Up	(\$4,380,000)	(\$4,520,000)
	Increased Tuition Reimbursement Program Funding	\$0	\$25,000
	Side Letter: 26.6 Additional Nurses in Stepdown, Medical-Surgical, and Emergency Units)	\$3,300,000	\$5,100,000
	Health Contribution Model Changed from 90/10 to 95/90/50	\$520,000	\$1,050,000

<u>File Number</u>	<u>Union</u>	<u>FY 2014-15</u>	<u>FY 2015 - 16</u>
140602	Local 856 Registered Supervising Nurses	<u>\$590,000</u>	<u>\$1,480,000</u>
	Percent of FY 2014-15 Salary and Fringe	2.1%	5.2%
	Wages	\$470,000	\$1,170,000
	Wage-Related Fringe Increases/(Decreases)	\$120,000	\$310,000

Union Detail - Physicians and Dentists Parity Related Wage Increases

N/A	UAPD, UNION OF AMER PHYS & DEN	<u>\$720,000</u>	<u>\$2,400,000</u>
	Percent of FY 2014-15 Salary and Fringe	1.4%	4.6%
	Wage changes from existing parity provisions	\$570,000	\$1,890,000
	Wage-Related Fringe Increases/(Decreases)	\$150,000	\$510,000

ATTACHMENT B

In accordance with Ordinance 92-94, the Office of the Controller conducted a cost analysis of MOUs between the City and County of San Francisco and Service Employees International Union (SEIU), Local 1021: Staff & Per Diem Nurses (File Number 140601) and Amendment No. 1 to Teamsters, Local 856: Supervising Registered Nurses (File Number 140602). The scope of the MOU between the City and Committee of Interns and Residents SEIU is limited to working conditions (File Number 140527) and is not included in our analysis. The information below details the results of the analysis of the costs or savings resulting from amendments to the affected MOUs.

File Number 140601- Staff and Per Diem Nurses, SEIU Local 1021 (Staff Nurse & Per Diem)

This agreement applies to the period commencing July 1, 2014 through June 30, 2016, affecting 1,580 authorized positions with a salary base of approximately \$237.8 million and an overall pay and benefits base of approximately \$308.7 million.

Our analysis projects that this agreement will result in cost increases of approximately \$10.1 million, or 3.3% of base salary and fringe, in FY 2014-15, and approximately \$23.7 million, or 7.7% of base salary and fringe costs, in FY 2015-16. Our analysis assumes that premiums, overtime, step, and attrition grow consistent with wage changes.

Costs are driven primarily from wage adjustments following the citywide pattern for the two year term of the contract. Additionally, this agreement increases base wages for members by an additional 1.9% effective October 11, 2014 in exchange for employees assuming responsibility for paying 2.5% of the SFERS Employer Paid Member Contribution (EPMC), which is currently paid by the City. Our analysis finds that this swap will save \$0.2 million in FY 2014-15 and cost the City \$1.3 million in FY 2015-16.

Provisions in a side agreement between the Department of Public Health (DPH) and the union provide for 26.6 additional Registered Nurses full time equivalents (FTE) to be hired not later than November 30, 2014 at San Francisco General Hospital. Two of these positions are to be hired from existing ranks of temporary Special Nurses creating a net new position cost of 24.6 positions beginning November 2014. These provisions are not included in the MOU but were a product of the same negotiations and are therefore assumed as a cost in our analysis.

Provisions in the existing MOU with Physicians and Dentists grant salary increases to most members in that unit contingent upon salary increases for Nurse Practitioners in SEIU Local 1021. These salary increases are effective January 3, 2015 and October 10, 2015 and are equal to 3.0% and 3.25%, respectively. Our analysis finds that the cost of increases for Physicians and Dentists will be \$0.7 million, or 1.4% of base salary and fringe, in FY 2014-15, and \$2.4 million, or 4.6% of base salary and fringe, in FY 2015-16. Note that because the current MOU with Physicians and Dentists concludes on June 30, 2015, FY 2015-16 costs are subject to change.

File Number 140602 - Teamsters, Local 856 Registered Supervising Nurses (Unit 47)

The amendments to the MOU apply to the period commencing July 1, 2014 through June 30, 2017, affecting 117 authorized positions with a salary base of approximately \$22.1 million and an overall pay and benefits base of approximately \$28.4 million.

Our analysis projects that this agreement will result in cost increases of approximately \$0.6 million, or 2.1% of base salary and fringe, in FY 2014-15, and approximately \$1.5 million, or 5.2% of base salary and fringe costs, in FY 2015-16. Our analysis assumes that premiums, overtime, step, and attrition grow consistent with wage changes.



Edwin M. Lee
Mayor

Micki Callahan
Human Resources Director
SAN FRANCISCO

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

MG

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)**

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.

V.D DURATION OF AGREEMENT

225. This MOU shall be in effect from July 1, 2012 through and inclusive of June 30, 201516 with no reopeners except as specifically provided herein.

FOR THE CITY

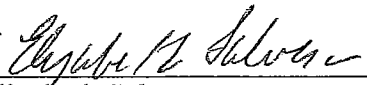
FOR THE UNION

Carol Isen Date
Chief Negotiator

Tim Jenkins Date
Labor Representative

Micki Callahan Date
Human Resources Director

APPROVED AS TO FORM:
DENNIS J. HERRERA
City Attorney

 6-1-14
Elizabeth Salveson Date
Chief Labor Attorney,
City Attorney

**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.

V.D DURATION OF AGREEMENT

225. This MOU shall be in effect from July 1, 2012 through and inclusive of June 30, 201516 with no reopeners except as specifically provided herein.

FOR THE CITY

FOR THE UNION

Carol Isen Date
Chief Negotiator

Tim Jenkins Date
Labor Representative

Micki Callahan Date
Human Resources Director

APPROVED AS TO FORM:
DENNIS J. HERRERA
City Attorney

Elizabeth M. Salveson 6-1-14

Elizabeth Salveson Date
Chief Labor Attorney,
City Attorney

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.

V.D DURATION OF AGREEMENT

225. This MOU shall be in effect from July 1, 2012 through and inclusive of June 30, 201516 with no reopeners except as specifically provided herein.

FOR THE CITY

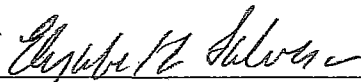
FOR THE UNION

Carol Isen Date
Chief Negotiator

Tim Jenkins Date
Labor Representative

Micki Callahan Date
Human Resources Director

APPROVED AS TO FORM:
DENNIS J. HERRERA
City Attorney

 6-1-14

Elizabeth Salveson Date
Chief Labor Attorney,
City Attorney

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

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 *[Signature]*
RE: Memorandum of Understanding
DATE: June 4, 2014

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO
2014 JUN -4 AM 11:18

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.

