File No. 110636	File	No.	110636	
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Committee Item No.	9	
Board Item No		

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee:	Government Audit and Oversigh	<u>t</u> Date: <u>June 9, 2011</u>
Board of Su	pervisors Meeting	Date:
Cmte Boa	rd	
	Motion	
	Resolution	
\boxtimes \square	Ordinance	
	Legislative Digest	
	Budget Analyst Report	
	Legislative Analyst Report	
	Introduction Form (for hearings)	
	Department/Agency Cover Letter	r and/or Report
	MOU	
	Grant Information Form	
	Grant Budget	
	Subcontract Budget	
	Contract/Agreement (Approved a	as to Form)
	Award Letter	
	Application	
	Public Correspondence	
OTHER	(Use back side if additional spac	e is needed)
	(Coo buok olao ii dadilional opao	10 1100ubu)
		
<u> </u>		
Completed b	y: Andrea S. Ausberry D	Date June 2, 2011
Completed b		Date

asterisked item represents the cover sheet to a document that exceeds 25 pages. The complete document is in the file.

-	
1	[Memorandum of Understanding, Amendment No. 1 - Municipal Attorneys' Association]
2	
3	Ordinance adopting and implementing Amendment No. 1 to the 2010-2012
4	Memorandum of Understanding between the City and County of San Francisco and the
5	Municipal Attorneys' Association by implementing specified terms and conditions of
6	employment for FY2011-2012.
7 8 9 10	NOTE: Additions are <u>single-underline italics Times New Roman</u> ; deletions are <u>strike-through italics Times New Roman</u> . Board amendment additions are <u>double-underlined</u> ; 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 Amendment No.
13	1 to the 2010-2012 Memorandum of Understanding between the City and County of San
14	Francisco and the Municipal Attorneys' Association by implementing specified terms and
15	conditions of employment for fiscal year 2011-2012.
16	
17	Amendment No. 1 to the Memorandum of Understanding so implemented is on file in
18	the office of the Board of Supervisors in Board File No. 110636.
19	
20 21	APPROVED AS TO FORM: DENNIS J. HERRERA, City Attorney
22 23	By: <u>Chybert Jahren</u> ELIZABETH S. SALVESON Chief Labor Attorney
24 25	
-	

OFFICE OF THE MAYOR SAN FRANCISCO



EDWIN M. LEE Mayor

TO:

Angela Calvillo, Clerk of the Board of Supervisors

FROM:

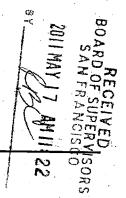
Mayor Edwin M. Lee

RE:

Amendments to Various Memoranda of Understanding

DATE:

May 17, 2011



Dear Madame Clerk:

Attached for introduction to the Board of Supervisors are the following amendments to 23 different Memoranda of Understanding, listed below.

- 10629 1. Consolidated Crafts, (July 1, 2010 through June 20, 2012)
- Deputy Probation Officers' Association, (July 1, 2010 through June 30, 2012)
- 10631 3. Fire, Unit 1, (July 1, 2007 through June 30, 2013)
- 10632 4. Fire, Unit 2, (July 1, 2007 through June 30, 2013)
- 5. SEIU, Local 1021, H1 Fire Rescue Paramedics, (July 1, 2007 through June 30, 2013)
- // 0 6 3 4 6. IFPTE, Local 21, (July 1, 2006 through June 30, 2012)
- 110 635 7. Institutional Police Officers' Association, (July 1, 2010 through June 30, 2012)
- /10 6 3 6 8. MAA, (July 1, 2010 through June 30, 2012)
- 1/0637 9. MEA Misc., (July 1, 2006 through June 30, 2012)
- 110638 10. MEA Fire, (July 1, 2007 through June 30, 2013)
- 110 639 11 MEA Police, (July 1, 2007 through June 30, 2013)
- 10 640 12. Operating Engineers, Local 3 (July 1, 2010 through June 30, 2012)
- //0 64/ 13 Plumbers, Local 38, (July 1, 2010 through June 30, 2012)
- 1/06/42 14. POA P1&P2A, (July 1, 20007 through June 30, 2013)
- 11 0 6 43 15 POA P2B, (July 1, 2007 through June 30, 2013)
- 115 644 16. SEIU, Local 1021, (July 1, 2010 through June 30, 2012)
- 110645 17. Operating Engineers, Supervising Probation Officers, (July 1, 2010 through June 30, 2012)
- 10646 18. Teamsters, Local 856 Multi-Unit, (July 1, 2010 through June 30, 2012)
- 110647-19. TWU Local 200 (Non-MTA), (July 1, 2010 through June 30, 2012)
- 110649 21.TWU Local 250-A (Multi-Unit), (July 1, 2010 through June 30, 2012)
- // 656 22.UAPD Unit 8CC, (July 1, 2006 through June 30, 2012)
- //065/ 23.UAPD Unit 11AA, (July 1, 2006 through June 30, 2012)

I request that these items be calendared in Government Audit & Oversight Committee.

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

Amendment No. 1 TO THE 2010-2012 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY AND COUNTY OF SAN FRANCISCO AND THE MUNICIPAL ATTORNEYS' ASSOCIATION

The parties hereby amend the Memorandum of Understanding as follows:

III.L. HEALTH CARE BENEFITS

- 155. The level of the City's contribution to health benefits will be set annually in accordance with the requirements of Charter Sections A8.423 and A8.428.
- 156. Dental. The City shall continue to provide the current level of dental coverage for each member and family dependents through the term of this agreement.
- Effective July 1, 2011, employees who enroll in the Delta Dental PPO Plan shall pay the following premiums for the respective coverage levels: \$5/month for employee-only, \$10/month for employee + 1 dependent, or \$15/month for employee + 2 or more dependents.
- 157. Dependent Health Benefits. The City shall contribute up to 75% of the dependent rate charged by the City to employees for Kaiser coverage at the dependent plus two or more level. For the term of the agreement, the cost of this coverage will be paid for by covered employees waiving Professional Services Reimbursement allowance as described in paragraph 186, as well as an additional contribution for Fiscal Years 2010-2011 and 2011-2012 by all "new plan" employees as described in paragraph 89 of fourteen hundredths of a percent (0.14%) through uniform payroll smoothing.

Fiscal Year 2010-11

158. For "medically single"/Employee Only employees (i.e., benefited employees not receiving the contribution paid by the City for dependent health care benefits), the City shall contribute all of the premium for the employee's own health care benefit coverage.

Fiscal Year 2011-12

159. The City and the Public Employees Committee of the San Francisco Labor Council (PEC) will establish a labor management committee to begin meeting no later than October 1, 2010, concluding before December 31, 2010, to identify changes to MOU negotiated premium payments that would be anticipated to yield approximately \$3 million in savings annually in the City's employee health care cost, beginning Fiscal Year 2011-12. Should a mutual agreement be reached through the labor management committee, MAA shall adopt such agreement. If a

mutual agreement is not reached, MAA agrees to adopt the provisions described in paragraph 160 below.

- Should the committee not reach mutual agreement on another option, the following goes into effect: for Fiscal Year 2011-12 and thereafter, for all employees enrolled in the City Plan in the medically single/Employee-Only category, the City's contribution will be capped at an amount equivalent to the cost of the second highest cost plan for medically single/Employee-Only enrollees. Employees who elect to enroll in the City Plan in this category must pay the difference between the capped amount of the City Plan described above and the cost of City Plan coverage in the medically single/Employee-Only category.
- 161. The City will cease payment of any and all contributions for represented attorneys health and dental benefits for those represented attorneys who remain on unpaid status in excess of twelve (12) continuous weeks, with the exception of approved sick leave (paid or unpaid), workers' compensation, family care leave, Family Medical Leave Act leave, and/or California Family Rights Act leave.

Date

FOR THE CITY		FOR THE UNION
Micki Callahan Human Resources Director	Date	Sean Connolly I Municipal Attorneys' Association
Martin R. Gran Employee Relations Director	Date	
APPROVED AS TO FORM: DENNIS J. HERRERA, City Atto	rney	
Mut 5/	12/11	
Marisa Moret	Date	

Managing Attorney,

Office of the City Attorney

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