



FAM 35/40 hour Guards presentation to GAO/BOS

Operational Explanation for 35 hour
Business model at the Fine Arts
Museums of San Francisco

de Young Legion of Honor

Good morning Supervisor Peskin, Supervisor Kim, and Supervisor Breed. (Open with an appreciation of the guards hard work, your 20 years of service 10 of which have been at the Museums, and how much the hard work and dedication of the guards is appreciated by the Museums.

City Staff Museum Org Chart



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Key Points

- The Fine Arts Museums, the Legion of Honor and the de Young, are a public private partnership.
- The Museums budget are comprised of approximately 22% Public funds and 78% private funding.

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Public/Private funds partnership and operational model history and current

- 2008-City-wide Budget deficit.
- City asked all departments including the Museums for budget cuts.
- Museums evaluated our use of its public funds and determined the most fiscally sound operational use of of those would be to move to the 35 hour week.
- Prior to the budget deficit of 2008, Museum guards began work at 8:30 AM even though the Museums are not open to the public until 9:30am.
- By eliminating the this hour of work, we were able to preserve the staffing levels and not impact the hours of operation for the general public.

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This history is important to note because a lot of thought a analysis went into the decision to reduce the guard staff to 35 hours. Faced with the decision to lay off guards or re-organize to meet the operational needs, the 35 hour model was chosen as a viable solution. The results have been very positive for 10 years.

Security Staffing

- Permanent Guards:
 - 40/hours week 17 positions
 - 35 hour/week 53 positions
- 35 hour employees earn an annual salary between \$53,351-\$64,876 without overtime.
- 40 hour employee earn an annual salary between \$56,628-\$68,848 without overtime.
 - (2 have not been filled, awaiting 8202 exam)

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The City provides basic funding for the Security staff. The City provides funding for the base salary, health benefits, retirement, and some City expensed overtime IE call outs, vacation coverage, and sick time.

Overtime earned 15/16

- FAM guards have a total of 21,504 overtime hours totaling **\$899,566**, most of which is paid by COFAM for special events.
- 35 hour guards earned **\$671,527** of the overtime total.
- This additional overtime cannot be guaranteed due to the variable scheduling of special events and fluctuates year to year, but it is available to the guards who sign up for it.

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Overtime earned (continued)

The top five 35 hour earners made:

\$96,886
\$91,000
\$86,998
\$86,767
\$85,361

The top five 40 hour earners made:

\$98,055
\$97,521
\$97,305
\$96,886
\$93,692

- Overall Security Total earnings numbers:
 - 17 individuals made between \$70-\$79k
 - 9 individuals made between \$80-\$89k
 - 6 individuals made between \$90-\$99k.

Conclusion

- Museums have a commitment to the protect the City's Art in a fiscally prudent and efficient way.
- 1.5 million visitors projected for de Young and Legion of honor this fiscal year.
- Museum Guards do a great job protecting the art and the public and the 35 hour model works well for the Museums.

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Thank them one last time.