

File No. 110630

Committee Item No. 3  
Board Item No. \_\_\_\_\_

**COMMITTEE/BOARD OF SUPERVISORS**  
AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight      Date: June 9, 2011

Board of Supervisors Meeting      Date: \_\_\_\_\_

**Cmte Board**

- |                                     |                          |  |
|-------------------------------------|--------------------------|--|
| <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 Analyst Report                        |
| <input type="checkbox"/>            | <input type="checkbox"/> | Legislative Analyst Report                   |
| <input type="checkbox"/>            | <input type="checkbox"/> | Introduction Form (for hearings)             |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | Department/Agency Cover Letter and/or Report |
| <input 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 checked="" type="checkbox"/> | <input type="checkbox"/> | Contract/Agreement (Approved as to Form)     |
| <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 type="checkbox"/>	_____
<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: Andrea S. Ausberry  
Completed by: \_\_\_\_\_

Date June 2, 2011  
Date \_\_\_\_\_

An 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 - San Francisco Deputy Probation  
2 Officers' Association]

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 **San Francisco Deputy Probation Officers' Association, implementing specified terms**  
6 **and conditions of employment for FY2011-2012.**

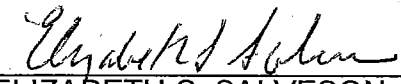
7  
8 NOTE: Additions are *single-underline italics Times New Roman*;  
9 deletions are *strike through italics Times New Roman*.  
10 Board amendment additions are double-underlined;  
Board amendment deletions are ~~strikethrough normal~~.

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. 1  
13 to the 2010-2012 Memorandum of Understanding between the City and County of San  
14 Francisco and the San Francisco Deputy Probation Officers' Association, by implementing  
15 specified terms and 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. 110630.

19  
20 APPROVED AS TO FORM:  
21 DENNIS J. HERRERA, City Attorney

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

OFFICE OF THE MAYOR  
SAN FRANCISCO



EDWIN M. LEE  
MAYOR

TO: Angela Calvillo, Clerk of the Board of Supervisors  
FROM: *rom* Mayor Edwin M. Lee *ok*  
RE: Amendments to Various Memoranda of Understanding  
DATE: May 17, 2011

RECEIVED  
BOARD OF SUPERVISORS  
SAN FRANCISCO  
2011 MAY 17 AM 11:22  
BY *[Signature]*

Dear Madame Clerk:

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

- 110629 1. Consolidated Crafts, (July 1, 2010 through June 20, 2012)
- 110630 2. Deputy Probation Officers' Association, (July 1, 2010 through June 30, 2012)
- 110631 3. Fire, Unit 1, (July 1, 2007 through June 30, 2013)
- 110632 4. Fire, Unit 2, (July 1, 2007 through June 30, 2013)
- 110633 5. SEIU, Local 1021, H1 Fire Rescue Paramedics, (July 1, 2007 through June 30, 2013)
- 110634 6. IFPTE, Local 21, (July 1, 2006 through June 30, 2012)
- 110635 7. Institutional Police Officers' Association, (July 1, 2010 through June 30, 2012)
- 110636 8. MAA, (July 1, 2010 through June 30, 2012)
- 110637 9. MEA Misc., (July 1, 2006 through June 30, 2012)
- 110638 10. MEA Fire, (July 1, 2007 through June 30, 2013)
- 110639 11. MEA Police, (July 1, 2007 through June 30, 2013)
- 110640 12. Operating Engineers, Local 3 (July 1, 2010 through June 30, 2012)
- 110641 13. Plumbers, Local 38, (July 1, 2010 through June 30, 2012)
- 110642 14. POA - P1&P2A, (July 1, 2007 through June 30, 2013)
- 110643 15. POA - P2B, (July 1, 2007 through June 30, 2013)
- 110644 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)
- 110646 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)
- 110648 20. TWU Local 250-A (Non-MTA Class 7410), (July 1, 2010 through June 30, 2012)
- 110649 21. TWU Local 250-A (Multi-Unit), (July 1, 2010 through June 30, 2012)
- 110650 22. UAPD - Unit 8CC, (July 1, 2006 through June 30, 2012)
- 110651 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  
SAN FRANCISCO DEPUTY PROBATION OFFICERS' ASSOCIATION**

The parties hereby amend the Memorandum of Understanding as follows:

RECEIVED  
BOARD OF SUPERVISORS  
SAN FRANCISCO  
2011 MAY 17 AM 11:23  
BY \_\_\_\_\_

**III.U. ADDITIONAL BENEFITS**

1. EMPLOYEE HEALTH CARE COVERAGE

262. The City shall maintain the level of health insurance and dental benefits as determined by the Health Service System Board and shall contribute the applicable amount per month for employee coverage and, as appropriate for dependent coverage.

2. DEPENDENT HEALTH CARE COVERAGE

263. The City shall contribute 75% of the dependent rate charged by the City to employees for Kaiser coverage at the employee plus two or more level.

3. DENTAL COVERAGE

264. Each employee covered by this agreement shall be eligible to participate in the City's dental program.

**264a. 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.**

265. The aforesaid contributions shall not be considered as part of an employee's compensation for the purpose of computing straight time earnings, compensation for overtime worked, premium pay, or retirement benefits, nor shall such contributions be taken into account in determining the level of any other benefit which is a function of or percentage of salary.

4. CONTRIBUTIONS WHILE ON UNPAID LEAVE

266. As set forth in Administrative Code section 16.701(b), covered employees who are not in active service for more than twelve (12) continuous weeks, shall be required to pay the Health Service System for the full premium cost of membership in the Health

Service System, unless the employee shall be on sick leave, workers' compensation, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list where the employee verifies he/she have no alternative coverage.

5. MEDICALLY SINGLE EMPLOYEES

Fiscal Year 2010-2011

267. 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 and Thereafter

- ~~268. The City and the Public Employee 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.~~

- ~~269. 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.~~

- ~~270. If no mutual agreement on another option is reached as described in paragraph 268, and if an employee's work location reasonably requires him or her to reside in a county in which there is no City HMO available, then the City shall pay for medically single/Employee Only coverage under the City plan.~~

FOR THE CITY

FOR THE UNION

\_\_\_\_\_  
Micki Callahan Date  
Human Resources Director

\_\_\_\_\_  
Armando Garcia Date  
San Francisco Deputy Probation Officers'  
Association



