

File No. 110852

Committee Item No. 9  
Board Item No. 13

## COMMITTEE/BOARD OF SUPERVISORS AGENDA PACKET CONTENTS LIST

Committee: Budget and Finance Committee

Date: September 7, 2011

Board of Supervisors Meeting

Date 9/20/11

### 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 checked="" type="checkbox"/> | Ordinance                                    |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Legislative Digest                           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Budget & Legislative Analyst Report          |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Ethics Form 126                              |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Introduction Form (for hearings)             |
| <input checked="" type="checkbox"/> | <input checked="" 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 checked="" type="checkbox"/> | Contract/Agreement                           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Award Letter                                 |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Application                                  |

### OTHER

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Completed by: Victor Young

Date: Sept 2, 2011

Completed by: Victor Young

Date: 9-5-11

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. 4 - Municipal Executives' Association,  
2 Police]

3 **Ordinance adopting and implementing Amendment No. 4 to the 2007-2013**

4 **Memorandum of Understanding between the City and County of San Francisco and the**  
5 **Municipal Executives' Association, Police, by extending the term of the MOU to June**  
6 **30, 2015, and by implementing specified terms and conditions of employment for FYs**  
7 **2011-2012, 2012-2013, 2013-2014 and 2014-2015.**

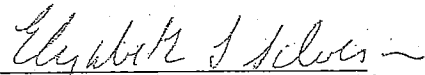
8 NOTE: Additions are single-underline italics Times New Roman;  
9 deletions are ~~strike-through italics Times New Roman~~.  
10 Board amendment additions are double-underlined;  
11 Board amendment deletions are ~~strikethrough normal~~.

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

13 Section 1. The Board of Supervisors hereby adopts and implements Amendment No. 4  
14 to the 2007-2013 Memorandum of Understanding between the City and County of San  
15 Francisco and the Municipal Executives' Association, Police, by extending the term of the  
16 MOU to June 30, 2015, and by implementing specified terms and conditions of employment  
17 for fiscal years 2011-2012, 2012-2013, 2013-2014 and 2014-2015.

18  
19 Amendment No. 4 to the Memorandum of Understanding so implemented is on file in  
20 the office of the Board of Supervisors in Board File No. 110852

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

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



**CITY AND COUNTY OF SAN FRANCISCO**  
**OFFICE OF THE CONTROLLER**

**Ben Rosenfield**  
**Controller**

**Monique Zmuda**  
**Deputy Controller**

# 9  
amended

September 7, 2011

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 Number 110852 - Corrected Analysis: Amendment to the Memorandum of Understanding (MOU) with the San Francisco Municipal Executives Association - Police

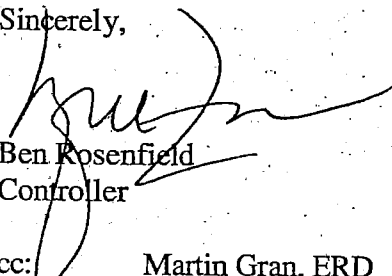
Dear Ms. Calvillo,

In accordance with Ordinance 92-94, I am submitting a cost analysis of the MOU between the City and County of San Francisco and the Municipal Executives Association - Police. The amendment applies to the period commencing July 1, 2011 through June 30, 2015, affecting 2 authorized positions with a salary base of approximately \$0.5 million and an overall pay and benefits base of approximately \$0.6 million. This letter updates our letter dated August 2, 2011.

Based on our analysis, the ordinance will result in a \$13,763 cost savings in FY 2011-12, \$15,468 in FY 2012-13, and negligible increased costs in both FY 2013-14 and FY 2014-15. The savings will be realized through increased pension contributions.

If you have additional questions or concerns please contact me at 554-7500 or Michelle Allersma of my staff at 554-4792.

Sincerely,

  
Ben Rosenfield  
Controller

cc: Martin Gran, ERD  
Harvey Rose, Budget Analyst

Attachment A  
 MEA - Police - 353  
 Estimated Costs/(Savings) FY 2011-12 through FY 2014-15  
 Controller's Office

<u>Annual Costs/(Savings)</u>	<u>FY 2011-2012</u>	<u>FY 2012-13</u>	<u>FY 2013-14</u>	<u>FY 2014-15</u>
<b>Wages</b>				
increased pension contributions	\$ -	\$ (1,936)	\$ 29	\$ 29
<b>Wage-Related Fringe Increases/(Decreases)</b>	<u>(11,617)</u>	<u>(12,231)</u>	<u>8</u>	<u>8</u>
<b>Overtime</b>	<u>-</u>	<u>(623)</u>	<u>9</u>	<u>9</u>
<b>Overtime-Related Fringe Increases/(Decreases)</b>	<u>(1,807)</u>	<u>(9)</u>		
<b>Premium Pay</b>	<u>-</u>	<u>(308)</u>	<u>5</u>	<u>5</u>
<b>Premium Pay-Related Fringe Increases/(Decreases)</b>	<u>(339)</u>	<u>(361)</u>	<u>-</u>	<u>-</u>
<b>Total Estimated Incremental Costs/(Savings)</b>	<u>\$ (13,763)</u>	<u>\$ (15,468)</u>	<u>\$ 51</u>	<u>\$ 51</u>

**Amendment No. 4  
TO THE 2007-2013 MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE CITY AND COUNTY OF SAN FRANCISCO  
AND  
THE MUNICIPAL EXECUTIVES' ASSOCIATION, POLICE**

The parties hereby amend the Memorandum of Understanding as follows:

**III.A. WAGES**

53. Established wage rate differentials, including any special payments based exclusively on service, between covered job-codes (ranks) and the highest paid Deputy Chief rank shall be maintained for the duration of this Agreement, exclusive of the additional 4% in wages received by the Deputy Chiefs on July 1, 2007 pursuant to the 2007-2011 POA P-2B MOU, Article III.2.A. Overtime.
54. The City shall continue to implement a merit pay based recognition program. Subject to the recommendation and approval of the Police Commission for the Police Chief and subject to the approval of the Police Chief for the other represented job-codes (ranks), merit pay base annual adjustments may be awarded to an employee ranging from 0% to 5% of an employee's base annual salary.
55. Employees shall receive the following base wage increases:
- ~~July 1~~ September 29, 2012 - 2%
56. Effective July 1, 2007, a one-time adjustment of one percent (1%) shall be included in the base rate of pay, reflecting the provisions of Article III, Section C of the 2003-2007 MOU.

**III.P. RETIREMENT BENEFITS**

98. Employees shall pay their own retirement contributions in an amount equal to 7.0% (old plan) or 7.5% (new plan) of covered gross salary. The parties acknowledge that said contributions satisfy the requirements of Charter Sections A8.595-11(d) and A8.597-11(d).
- 98a. Notwithstanding paragraph 98 above, the parties agree to further extend employee cost sharing by increasing the retirement contribution for all employees by three percent (3%) for the two year period beginning July 1, 2011, and ending June 30, 2013. As of July 1, 2013, the parties agree to effectuate any applicable cost sharing provisions of a Charter amendment initiated by the Mayor, approved by the Board of Supervisors, and approved by the voters in the November 2011 election.

99. If the majority of City & County of San Francisco employees agree to an employee contribution to fund retiree health benefits, the parties agree to reopen the MOU on the subject of an employee contribution to fund retiree health benefits. This reopener is subject to the impasse resolution procedures as set forth in Charter Section A8.590-1 et seq.

### **III.T. RETIREMENT RESTORATION**

107. Effective July 1, 2010, for Tier I employees who retire prior to July 1, 2013 and whose final compensation for retirement purposes is impacted by the economic concessions described in paragraph ~~4255~~ said employees' final compensation for retirement purposes shall be calculated at the rate of remuneration that would have been attached to the rank or position held by the employee, at the time of retirement, had there been no economic concessions for Fiscal Years 2010-2011 and 2011-2012.
108. Effective July 1, 2010, for Tier II employees who retire prior to July 1, 2013, and whose final compensation for retirement purposes is impacted by the pensionable economic concessions described in paragraph ~~4255~~ for the period from July 1, 2010 through June 30, ~~2012~~2013, the City will make available restoration pay in a lump sum equivalent to the pensionable economic concessions for the period used by the San Francisco Employees Retirement System to determine the employee's final compensation for retirement purposes (Final Compensation Period). Only pensionable economic concessions deferred from July 1, 2010 through June 30, ~~2012~~2013, are eligible for restoration.
109. For Tier I and Tier II employees who retire prior to July 1, 2013, payouts of vacation, vested sick leave, compensatory time and wellness pay shall be at the employee's normal (non-deferred) hourly wage rate, although nothing herein requires the San Francisco Employees Retirement System to include payouts of vacation, vested sick leave, compensatory time or wellness pay in retirement calculations.

### **V.C. DURATION OF AGREEMENT**

119. This Agreement shall be effective July 1, 2007, and shall remain in full force and effect through June 30, ~~2013~~2015.

FOR THE CITY

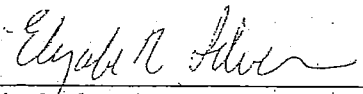
FOR THE UNION

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

\_\_\_\_\_  
Rebecca Rhine                      Date  
Municipal Executives' Association

\_\_\_\_\_  
Martin R. Gran                      Date  
Employee Relations Director

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

        7/18/11  
\_\_\_\_\_  
Elizabeth Salveson                      Date  
Chief Labor Attorney,  
Office of the City Attorney



**MEA POLICE  
MOU Amendment  
Highlights/Summary**

**MOU Amendment – Changes to Existing Provisions**

Economic Terms:

- a. Delay for three months a 2% wage increase previously scheduled to be effective on 7/1/12.
- b. Effective 7/1/12, employees will pay an additional 3% employee retirement contribution for 2011-12 and 2012-13. Thereafter, employees will pay additional retirement contributions (or receive relief) according to the Consensus Pension Charter Amendment, assuming voters approved the measure in November.
- c. Other wage increases will occur as scheduled.

Term: MOU will expires 6/30/2015