

File No. 111085

Committee Item No. 8
Board Item No. 21

COMMITTEE/BOARD OF SUPERVISORS
AGENDA PACKET CONTENTS LIST

Committee: Budget and Finance Committee

Date: October 26, 2011

Board of Supervisors Meeting

Date 11/1/2011

Cmte Board

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| <input type="checkbox"/> | <input type="checkbox"/> | Motion |
| <input type="checkbox"/> | <input type="checkbox"/> | Resolution |
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| <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 |
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OTHER

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Completed by: Victor Young

Date: October 21, 2011

Completed by: Victor Young

Date: 10-22-11

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 - Service Employees International Union,
2 Local 1021 (H-1 Fire Rescue Paramedics)]

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 **Service Employees International Union, Local 1021, H-1 Fire Rescue Paramedics, by**
6 **extending its term to June 30, 2015, and implementing specified terms and conditions**
7 **of employment for FYs 2011-2012, 2012-2013, 2013-2014, and 2014-2015.**

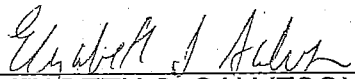
8
9 NOTE: Additions are *single-underline italics Times New Roman*;
10 deletions are ~~*strike through italics Times New Roman*~~.
11 Board amendment additions are double-underlined;
12 Board amendment deletions are ~~strikethrough normal~~.

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

14 Section 1. The Board of Supervisors hereby adopts and implements Amendment No. 4
15 to the 2007-2013 Memorandum of Understanding between the City and County of San
16 Francisco and the Service Employees International Union, Local 1021, H-1 Fire Rescue
17 Paramedics, by extending its term to June 30, 2015 and implementing specified terms and
18 conditions of employment for fiscal years 2011-2012, 2012-2013, 2013-2014 and 2014-2015.

19 Amendment No. 4 to the Memorandum of Understanding is on file in the office of the
20 Board of Supervisors in Board File No. 111085.

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

24 By: 
25 ELIZABETH S. SALVESON
Chief Labor Attorney

Amendment No. 4
TO THE 2007-2013 MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY AND COUNTY OF SAN FRANCISCO
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021
FOR THE H-1 FIRE RESCUE PARAMEDICS

The parties hereby amend the Memorandum of Understanding as follows:

SECTION 8. RETIREMENT

A. Employees shall pay their own employee 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 A8.596-11(e) and A8.598-11(d).

A.a. Notwithstanding paragraph A above, the parties agree to further extend employee cost sharing by increasing the retirement contribution for all employees by 4% for the period October 1, 2011 through June 30, 2012 and by 3% for the period July 1, 2012 through 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.

A.b. In the event that any of the circumstances set forth below in subsections (1) or (2) occur during any of the economic concession periods set forth in section A.c, any parity salary deferrals and increased pension contributions described in section A.a, shall terminate at the close of business on the last day of the applicable economic concession period during which said circumstance occurs, and no subsequent parity salary deferrals or increased pension contributions shall become effective during the term of this Agreement:

- (1) a violation of Administrative Code section 2A.97 (Proposition F, which requires the Fire Department to fully maintain, staff and operate neighborhood firehouses and emergency apparatus) as adopted on November 8, 2005;
- (2) a City Charter amendment (other than a retirement benefits ballot measure adopted by the voters in the November 2011 election) or a State ballot measure or State legislation is implemented by the City during any economic concession period set forth in section A.c, resulting in any reduction in represented employee wages or fringe benefits; In such event, the parties will thereafter meet and confer in good faith regarding the impact of any such Charter amendment, State ballot measure or State legislation, pursuant to Government Code section 3505 and Charter section A8.590 et seq.

A.c. Economic concession periods are as follows:

(3) October 1, 2011 to December 23, 2011.

(4) December 24, 2011 to June 30, 2012.

(5) July 1, 2012 to December 21, 2012.

(6) December 22, 2012 to June 30, 2013.

B. Any member may purchase the time worked prior to the permanent date by paying the contributions which would have been made at the full rate of interest through the date of payment according to the procedures of the San Francisco Retirement Board and applicable law.

C. Payments Upon Retirement. The City shall include the Rescue Premium in vacation, compensatory time off, and pilot wellness lump sum payouts due after retirement. With regard to vested sick leave, to the extent that Civil Service Commission Rules now or in the future do not include the Rescue Premium in the calculation of post-retirement vested sick leave payouts, members shall receive a supplemental payment, which, when combined with their vested sick leave payment, will be equivalent to the amount they would have received if Rescue Premium had been included in the calculation of vested sick leave.

The City shall make its best efforts to pay all accrued vested sick leave, pilot wellness pay, compensatory time (time coming) and vacation within thirty (30) days of the effective date of the employee's retirement.

D. 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 wage increase deferrals or the parity salary deferrals of the Memorandum of Understanding between the City and County of San Francisco and San Francisco Firefighters, Local 798 for the period from July 1, 2010 through June 30, 2012, the City will make available restoration pay in a lump sum equivalent to the pensionable wage increase deferrals and the pensionable parity salary deferrals 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 wages deferred from July 1, 2010 through June 30, 2012 are eligible for restoration.

E. For 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.

SECTION 38. TERM

This Agreement shall be effective as of July 1, 2007 and shall remain in full force and effect through June 30, ~~2013~~ 2015 and from year to year thereafter unless either party serves written notice on the other at least sixty (60) days prior to June 30, ~~2013~~ 2015, or June 30 of any subsequent year, of its desire to open the Agreement for the purpose of meeting and conferring on proposed changes.

FOR THE CITY

FOR THE UNION

Micki Callahan Date
Human Resources Director

Larry Bradshaw Date
SEIU, Local 1021

Martin R. Gran Date
Employee Relations Director

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

Elizabeth Salveson 10-4-11
Elizabeth Salveson Date
Chief Labor Attorney,
Office of the City Attorney



CITY AND COUNTY OF SAN FRANCISCO
OFFICE OF THE CONTROLLER

Ben Rosenfield
Controller

Monique Zmuda
Deputy Controller

October 25, 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 111085: Amendment No. 4 to the Memorandum of Understanding (MOU) with the Service Employees International Union, Local 1021, H-1 Fire Rescue Paramedics

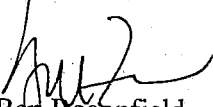
Dear Ms. Calvillo,

In accordance with Ordinance 92-94, I am submitting a cost analysis of the amendment of MOU between the City and County of San Francisco and the Service Employees International Union, Local 1021, H-1 Fire Rescue Paramedics. The amendment applies to the period commencing July 1, 2011 through June 30, 2015, effecting 12 authorized positions with a salary base of approximately \$1.4 million and an overall pay and benefits base of approximately \$1.8 million.

Based on our analysis, increases to employee retirement contributions will result in savings to the City of \$43,013 in FY 2011-12 and \$44,450 in FY 2012-13.

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

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO
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AK

Attachment A
SEIU 1021 H-1 Fire Rescue Paramedics
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>
Changes to Pension Contributions				
Additional 4% employee contribution effective 10/1/11-6/30/12, 3% effective 7/1/12-6/30/13	\$ (43,013)	\$ (44,450)	\$ -	\$ -