

File No. 110642

Committee Item No. 15  
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"/>	_____
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Completed by: Andrea S. Ausberry

Date June 2, 2011

Completed by: \_\_\_\_\_

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. 3 - San Francisco Police Officers'  
2 Association (Units P-1 and P-2A)]

3 **Ordinance adopting and implementing Amendment No. 3 to the 2007-2013**  
4 **Memorandum of Understanding between the City and County of San Francisco and the**  
5 **San Francisco Police Officers' Association (Units P-1 and P-2A), by implementing**  
6 **specified terms and conditions of employment for FYs 2011-2012 and 2012-2013.**

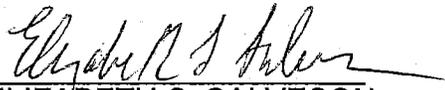
7  
8 NOTE: Additions are single-underline italics Times New Roman;  
9 deletions are ~~strike-through italics Times New Roman~~.  
10 Board amendment additions are double-underlined;  
11 Board amendment deletions are ~~strikethrough-normal~~.

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. 3  
14 to the 2007-2013 Memorandum of Understanding between the City and County of San  
15 Francisco and the San Francisco Police Officers' Association (Units P-1 & P-2A), by  
16 implementing specified terms and conditions of employment for fiscal years 2011-2012 and  
17 2012-2013.

18 Amendment No. 3 to the Memorandum of Understanding so implemented is on file in  
19 the office of the Board of Supervisors in Board File No. 110642.

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: Mayor Edwin M. Lee  
RE: Amendments to Various Memoranda of Understanding  
DATE: May 17, 2011

RECEIVED  
BOARD OF SUPERVISORS  
SAN FRANCISCO  
2011 MAY 17 AM 11:22

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)
- 10630 2. 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)
- 10633 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. 3  
TO THE 2007-2013 MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE CITY AND COUNTY OF SAN FRANCISCO  
AND  
SAN FRANCISCO POLICE OFFICERS' ASSOCIATION  
UNITS P-1 AND P-2A**

RECEIVED  
BOARD OF SUPERVISORS  
SAN FRANCISCO

2011 MAY 17 AM 11:30  
RBC

The parties hereby amend the Memorandum of Understanding as follows:

Section 8. Health and Dental Coverage.

A. Employee Health Coverage.

286. The City shall contribute annually for employee health benefits, the contribution required under the Charter.
287. In addition, except as otherwise provided in this section, the City shall contribute the full premium for the employee's own health care benefit coverage for "medically single" employees (i.e., employees not receiving a City contribution for dependent health care benefits).

~~287a. Fiscal Year 2011-12 and Thereafter~~

~~It is understood that the City and the Public Employees Committee of the San Francisco Labor Council (PEC) have agreed to 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.~~

- ~~287b. 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.~~

- ~~287c. If no mutual agreement on another option is reached as described in paragraph 287b, 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.~~

B. Dependent Health Coverage.

288. The City shall contribute the greater amount of \$225 per month or 75% of the dependent rate charged by the City to employees for Kaiser coverage at the dependent plus two or more level.

289. C. The aforesaid contributions shall be paid to the City Health Services System, not be considered as a part of an employee's salary for the purposes of computing straight time earnings, compensation for overtime worked, premium pay, retirement benefits, or retirement contributions; 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.

D. Dental Coverage.

290. The City shall continue to provide dental benefits at the existing level.

**290a. 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.**

291. E. Employees shall be permitted to choose which available City plan they wish to participate in.

292. F. Benefits that are made available by the City to the domestic partners of other City employees shall simultaneously be made available to the domestic partners of members of the Department.

G. Hepatitis B Vaccine.

293. The City shall provide, at its cost, Hepatitis B vaccine immunization for employees whose health plans do not provide the benefit.

H. Annual Tuberculosis Screening.

294. The City will provide, at its cost, annual tuberculosis screening for employees.

I. Employee Assistance Program.

295. The City shall continue to provide the existing or equivalent employee assistance benefits presently provided by United Behavioral Health.



