

File No. 101156

Committee Item No. 2  
Board Item No. 24

## COMMITTEE/BOARD OF SUPERVISORS

### AGENDA PACKET CONTENTS LIST

Committee Government Audit and Oversight

Date October 14, 2010

Board of Supervisors Meeting

Date October 26, 2010

#### Cmte Board

- |                                     |                                     |  |
|-------------------------------------|-------------------------------------|--|
| <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 Analyst Report                        |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Legislative Analyst Report                   |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Youth Commission Report                      |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Introduction Form (for hearings)             |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Department/Agency Cover Letter and/or Report |
| <input checked="" type="checkbox"/> | <input checked="" 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 type="checkbox"/>            | <input type="checkbox"/>            | Contract/Agreement                           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Form 126 – Ethics Commission                 |
| <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"/>	_____
<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: LaTonia Stokes

Date October 14, 2010

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

Date \_\_\_\_\_

An asterisked item represents the cover sheet to a document that exceeds 20 pages. The complete document is in the file.



AMENDMENT No. 2  
TO THE 2007-2012 MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE CITY AND COUNTY OF SAN FRANCISCO  
AND  
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021  
H-1 FIRE RESCUE PARAMEDICS

The parties hereby amend and extend 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).
- 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

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.

**SECTION 38. TERM**

This Agreement shall be effective as of July 1, 2007 and shall remain in full force and effect through June 30, ~~2012~~ **2013** and from year to year thereafter unless either party serves written notice on the other at least sixty (60) days prior to June 30, ~~2012~~ **2013**, 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

Date \_\_\_\_\_

Date \_\_\_\_\_

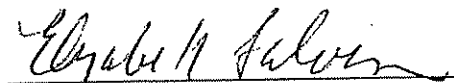
\_\_\_\_\_  
Micki Callahan  
Human Resources Director

\_\_\_\_\_  
Greg Cross  
Worksite Organizer

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

*APPROVED AS TO FORM:*

DENNIS J. HERRERA  
City Attorney

  
\_\_\_\_\_  
Elizabeth Salveson  
Chief Labor Attorney

1 [Memorandum of Understanding, Amendment No. 2 - Service Employees International Union,  
2 Local 1021 (H-1 Fire Rescue Paramedics)]

3 **Ordinance adopting and implementing Amendment No. 2 to the 2007-2012**

4 **Memorandum of Understanding between the City and County of San Francisco and**

5 **Service Employees International Union, Local 1021, H-1 Fire Rescue Paramedics, by**

6 **extending the term of the parties' agreement through June 30, 2013, and by**

7 **implementing specified terms and conditions of employment for FY's 2010-2011, 2011-**

8 **2012, and 2012-2013.**

9 Note: Additions are single-underline italics Times New Roman;  
10 deletions are ~~strikethrough italics Times New Roman~~.  
11 Board amendment additions are double underlined.  
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. 2  
14 amending the 2007-2012 Memorandum of Understanding between the City and County of  
15 San Francisco and the Service Employees International Union, Local 1021, H-1 Fire Rescue  
16 Paramedics, by extending the term of the parties' Agreement through June 30, 2013, and by  
17 implementing specified terms and conditions of employment for fiscal years 2010-2011, 2011-  
18 2012 and 2012-2013.

19 Amendment No. 2 to the Memorandum of Understanding so implemented is on file in  
20 the office of the Board of Supervisors in Board File No. 101156.

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

23  
24 By: Julie Van Noorden for  
CHERYL ADAMS  
25 Deputy City Attorney



CITY AND COUNTY OF SAN FRANCISCO  
OFFICE OF THE CONTROLLER

✓ EMO-Committee  
File

Ben Rosenfield  
Controller

Monique Zmuda  
Deputy Controller

October 8, 2010

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 No. 101156: Amendment to Memorandum of Understanding (MOU) with SEIU 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 (amendment) to the MOU between the City and County of San Francisco and SEIU Local 1021, H-1 Fire Rescue Paramedics. The amendment applies to the period commencing July 1, 2010 through June 30, 2013, affecting 12 authorized positions with a salary base of approximately \$1.4 million and an overall pay and benefits base of approximately \$1.7 million.

The amendment extends the existing MOU through FY2012-13. Because covered employees' salaries are set to be 5% below Level 3 of the H-3 Firefighter classification, employees will defer a July 1, 2010 4% wage increase to July 1, 2011, resulting in a \$66,000 savings in FY2010-11. The union will continue to receive a previously-deferred wage increase of 2% on January 8, 2011. However, any parity salary increases (between 3% and 5% of wages) scheduled for July 1, 2011 will be deferred until July 1, 2012.

The agreement provides that employees who retire during the term of the amended MOU whose compensation is impacted by wage deferrals or salary parity deferrals will receive a payment equaling the pensionable value of the wage reductions that impact the retirement benefit. This will result in a cost to the City that will be determined by San Francisco Employees' Retirement System and is dependent on each retiree's circumstances.

The MOU refers to provisions regarding health benefits similar to other provisions agreed to earlier in the calendar year. Should the PEC and City be unable to find \$3 million in health care savings next year, the PEC health benefits provision applies. However, this bargaining unit will not realize any savings because no employees currently in the bargaining unit have the most costly coverage. If you have additional questions or concerns please contact me at 554-7500 or Peg Stevenson of my staff at 554-7522.

Sincerely,

Ben Rosenfield  
Controller

cc: Martin Gran, ERD  
Harvey Rose, Budget Analyst

RECEIVED  
BOARD OF SUPERVISORS  
SAN FRANCISCO  
2010 OCT 12 AM 9:38  
BY