

File No. 130935

Committee Item No. 24

Board Item No. _____

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight Date October 10, 2013

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 and Legislative Analyst Report |
| <input type="checkbox"/> | <input type="checkbox"/> | Youth Commission Report |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | Introduction Form |
| <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 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 checked="" type="checkbox"/> | <input type="checkbox"/> | <u>PRESIDENT'S SU-DAY WAIVER</u> |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <u>REQUEST FOR COST ANALYSIS MEAL</u> |
| <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: Erica Dayrit Date October 4, 2013
Completed by: _____ Date _____

1 [Collective Bargaining Agreement, Amendment No. 1 - Union of American Physicians and
2 Dentists (Unit 17)]

3 **Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective**
4 **Bargaining Agreement between the City and County of San Francisco and the Union of**
5 **American Physicians and Dentists (Unit 17) by implementing specified terms and**
6 **conditions of employment for FY2013-2014.**

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

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

11 Section 1. The Board of Supervisors hereby adopts and implements Amendment No. 1
12 to the 2012-2014 Collective Bargaining Agreement between the City and County of San
13 Francisco and the Union of American Physicians and Dentists (Unit 17) by implementing
14 specified terms and conditions of employment for FY2013-2014.

15 Amendment No. 1 to the Collective Bargaining Agreement so implemented is on file in
16 the office of the Board of Supervisors in Board File No. 130935.

17
18 APPROVED AS TO FORM:
19 DENNIS J. HERRERA, City Attorney

20 By: 
21 ELIZABETH S. SALVESON
22 Chief Labor Attorney

23
24
25
Mayor Lee
BOARD OF SUPERVISORS

BOARD of SUPERVISORS



City Hall
Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. 554-5184
Fax No. 554-5163
TDD/TTY No. 554-5227

MEMORANDUM

TO: Ben Rosenfield, City Controller

FROM: Erica Dayrit, Clerk, Government Audit and Oversight Committee
Board of Supervisors

DATE: October 1, 2013

SUBJECT: LEGISLATION INTRODUCED

The Board of Supervisors' Government Audit and Oversight Committee has received the following proposed legislation, introduced by Mayor Lee on September 24, 2013:

File No. 130912

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the Automotive Machinists Union, Local 1414, Machinists Automotive Trades District 190, International Association of Machinists and Aerospace Workers, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130913

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the Bricklayers and Allied Crafts, Local 3; Hod Carriers, Local 166; Building Inspectors' Association; The Northern California Carpenters Regional Council, Local 22; Carpet, Linoleum, and Soft Tile Workers, Local 12; Plasterers and Cement Masons, Local 300; Glaziers, Architectural Metal and Glass Workers, Local Union No. 718; International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artist and Allied Crafts of the United States, Its Territories and Canada, Local 16; International Association of Bridge, Structural, Ornamental, Reinforcing Iron Workers, Riggers and Machinery Movers, Local 377; Pile Drivers, Divers, Carpenters, Bridge, Wharf and Dock Builders, Local Union No. 34; Plasterers and Shophands, Local 66; United Union of Roofers, Waterproofers and Allied Workers, Local 40; Sheet Metal Workers International Union, Local 104; Teamsters, Local 853, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130914

Ordinance adopting and implementing Amendment No. 2 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the Bricklayers and Allied Crafts, Local 3; Hod Carriers, Local 166; Building Inspectors' Association; The Northern California Carpenters Regional Council, Local 22; Carpet, Linoleum and Soft Tile Workers, Local 12; Plasterers and Cement Masons, Local 300; Glaziers, Architectural Metal and Glass Workers, Local Union No. 718; International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artist and Allied Crafts of the United States, Its Territories and Canada, Local 16; International Association of Bridge, Structural, Ornamental, Reinforcing Iron Workers, Riggers and Machinery Movers, Local 377; Pile Drivers, Divers, Carpenters, Bridge, Wharf and Dock Builders, Local Union No. 34; Plasterers and Shophands, Local 66; United Union of Roofers, Waterproofers and Allied Workers, Local 40; Sheet Metal Workers International Union, Local 104; Teamsters, Local 853, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130915

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and San Francisco District Attorney Investigators' Association by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130916

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and San Francisco Deputy Probation Officers' Association by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130917

Ordinance adopting and implementing Amendment No. 2 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and San Francisco Deputy Probation Officers' Association by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130918

Ordinance adopting and implementing Amendment No. 2 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the San Francisco Deputy Sheriffs' Association by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130919

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the International Brotherhood of Electrical Workers, Local 6, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130920

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the International Federation of Professional and Technical Engineers, AFL-CIO, Local 21, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130921

Ordinance adopting and implementing Amendment No. 2 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the International Federation of Professional and Technical Engineers, AFL-CIO, Local 21, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130922

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the San Francisco Institutional Police Officers' Association by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130923

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the Municipal Attorneys' Association by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130924

Ordinance adopting and implementing Amendment No. 2 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and San Francisco Sheriffs' Managers and Supervisors Association by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130925

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130926

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and San Francisco City Workers United by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130927

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 38, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130928

Ordinance adopting and implementing Amendment No. 2 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 38, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130929

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and Stationary Engineers, Local 39, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130930

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO, Supervising Probation Officers, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130931

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and Teamsters, Local 856 (Multi-Unit) by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130932

Ordinance adopting and implementing Amendment No. 2 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and Teamsters, Local 856 (Multi-Unit) by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130933

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and The Transport Workers Union, AFL-CIO, Local 200, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130934

Ordinance adopting and implementing Amendment No. 2 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and The Transport Workers Union, AFL-CIO, Local 200, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130935

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the Union of American Physicians and Dentists (Unit 17) by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130936

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the Union of American Physicians and Dentists (Unit 18) by implementing specified terms and conditions of employment for FY2013-2014.

This matter is being forwarded to you for a cost analysis.

Please forward your analysis to me at the Board of Supervisors, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102.

c: Drew Murrell

Electronically
305-11 COB, Leg Dep, GAO
Clerk
Revised Memo

President, District 3
BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. 554-7450
Fax No. 554-7454
TDD/TTY No. 544-5227

DAVID CHIU
邱信福
市參事會主席

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO
2013 OCT -2 PM 4:30
AK

PRESIDENTIAL ACTION

Date: 10/2/2013
To: Angela Calvillo, Clerk of the Board of Supervisors

Madam Clerk,

Pursuant to Board Rules, I am hereby:

Waiving 30-Day Rule (Board Rule No. 3.23)

File No. 130912 - 130936 Mayor
(Primary Sponsor)

Transferring (Board Rule No. 3.3)

File No. _____
(Primary Sponsor)

From: _____ Committee

To: _____ Committee

Assigning Temporary Committee Appointment (Board Rule No. 3.1)

Supervisor _____

Replacing Supervisor _____

For: _____ Meeting
(Date) (Committee)

David Chiu

David Chiu, President
Board of Supervisors

CAB, (BOS-IT) Leg Dep
3/1/2013

President, District 3
BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. 554-7450
Fax No. 554-7454
TDD/TTY No. 544-5227

DAVID CHIU
邱信福
市參事會主席

PRESIDENTIAL ACTION

Date: 10/2/2013

To: Angela Calvillo, Clerk of the Board of Supervisors

Madam Clerk,

Pursuant to Board Rules, I am hereby:

Waiving 30-Day Rule (Board Rule No. 3.23)

File No. 130912 and 130936 Mayor
(Primary Sponsor)

Transferring (Board Rule No. 3.3)

File No. _____
(Primary Sponsor)

From: _____ Committee

To: _____ Committee

Assigning Temporary Committee Appointment (Board Rule No. 3.1)

Supervisor _____

Replacing Supervisor _____

For: _____ Meeting
(Date) (Committee)

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO
2013 OCT -2 PM 3:52
PN

David Chiu

David Chiu, President
Board of Supervisors

Amendment No. 1
TO THE 2012-2015 COLLECTIVE BARGAINING AGREEMENT
Between and For
UNION OF AMERICAN PHYSICIANS AND DENTISTS (UNIT 17)
And
THE CITY AND COUNTY OF SAN FRANCISCO

Consistent with the Tentative Agreement signed on July 31, 2013, the parties hereby amend the Agreement as follows:

III.N. HEALTH AND WELFARE

158. The City shall contribute annually for employee health benefits, the contribution required under the Charter. Any contributions the City makes 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.

a. Health Coverage Effective Through December 31, 2013

a.1) Medically Single (Employee Only)

159. From July 1, 2012, to December 31, 2013, for "medically single"/Employee Only employees, i.e., benefited employees who do not receive dependent health care benefits paid by the City, the City shall contribute all of the premium for the employee's own health care benefit coverage.

2) Dependent Coverage (Employee Plus One; Employee Plus Two or More)

159a. From July 1, 2012 through December 31, 2013, 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.

b. Health Coverage Effective January 1, 2014 Through December 31, 2014

1) Medically Single (Employee Only)

160. Effective January 1, 2014 through December 31, 2014, for "medically single employees" (Employee Only) enrolled in any plan other than the highest cost plan, the City shall contribute ninety percent (90%) of the "medically single employee" (Employee

italics = moved existing language

~~struck-out, italics~~ = existing language prior section

bold, double underline = new language

~~struck-out~~ = removed language

Only) premium for the plan in which the employee is enrolled; provided, however, that the City's premium contribution will not fall below the lesser of: (a) the "average contribution" as determined by the Health Service Board pursuant to Charter Sections A8.423 and A8.428(b)(2); or (b), if the premium is less than the "average contribution," one hundred percent (100%) of the premium.

161. For the period January 1, 2014 through December 31, 2014 only, for "medically single employees" (Employee Only) who elect to enroll in the highest cost plan, the City shall contribute ninety percent (90%) of the premium for the second highest cost plan, plus fifty percent (50%) of the difference between: (a) ninety percent (90%) of the premium for the second highest cost plan, and (b) one hundred percent (100%) of the premium for the highest cost plan. ~~Thereafter, the City shall contribute ninety percent (90%) of the premium for the second highest cost plan for such employees.~~

2) b. Dependent Coverage (Employee Plus One; Employee Plus Two or More)

162. ~~Effective January 1, 2014 through December 31, 2014, the~~ 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.

c. Health Coverage Effective January 1, 2015

- 162a. Effective January 1, 2015, the contribution model for employee health insurance premiums will be based on the City's contribution of a percentage of those premiums and the employee's payment of the balance (Percentage-Based Contribution Model), as described below:**

1) Employee Only:

- 162b. For medically single employees (Employee Only) who enroll in any health plan offered through the Health Services System, the City shall contribute ninety-three percent (93%) of the total health insurance premium, provided however, that the City's contribution shall be capped at ninety-three percent (93%) of the Employee Only premium of the second-highest-cost plan.**

2) Employee Plus One:

- 162c. For employees with one dependent who elect to enroll in any health plan offered through the Health Services System, the City shall contribute ninety-three percent (93%) of the total health insurance premium, provided however, that the City's contribution shall be**

italics = moved existing language

~~struck-out, italics~~ = existing language prior section

bold, double underline = new language

~~struck-out~~ = removed language

capped at ninety-three percent (93%) of the Employee Plus One premium of the second-highest-cost plan.

3) Employee Plus Two or More:

162d.

For employees with two or more dependents who elect to enroll in any health plan offered through the Health Services System, the City shall contribute eighty-three percent (83%) of the total health insurance premium, provided however, that the City's contribution shall be capped at eighty-three percent (83%) of the Employee Plus Two or More premium of the second-highest-cost plan.

4) Contribution Cap

162e.

In the event HSS eliminates access to the current highest cost plan for active employees, the City contribution under this agreement for the remaining two plans shall not be affected.

5) Average Contribution Amount

162f.

For purposes of this agreement, and any resulting agreements under paragraph 162g, to ensure that all employees enrolled in health insurance through the City's Health Services System (HSS) are making premium contributions under the Percentage-Based Contribution Model, and therefore have a stake in controlling the long term growth in health insurance costs, it is agreed that, to the extent the City's health insurance premium contribution under the Percentage-Based Contribution Model is less than the "average contribution," as established under Charter section A8.428(b), then, in addition to the City's contribution, payments toward the balance of the health insurance premium under the Percentage-Based Contribution Model shall be deemed to apply to the annual "average contribution." The parties intend that the City's contribution toward employee health insurance premiums will not exceed the amount established under the Percentage-Based Contribution Model.

d. Agreement Not to Renegotiate Contributions in 2014

162g.

The terms described in paragraphs 162a through 162f above will be effective in calendar year 2015, and the parties agree not to seek to modify this agreement through the term of any MOU entered into prior to, or in the spring of, 2014.

italics = moved existing language

~~struck out, italics~~ = existing language prior section

bold, double underline = new language

~~struck out~~ = removed language

e. Other Terms Negotiable

162h. While the parties have agreed in paragraph 162g not to negotiate any changes to the Percentage-Based Contribution Model, the parties are free to make economic proposals to address any alleged impact of the health contribution levels described above or other health related issues not involving the percentage-based contribution model (e.g. wellness and transparency).


f. Other Agreements

162i. Should the City and any recognized bargaining unit reach a voluntarily bargained agreement that results in City contributions to health insurance premiums exceeding those provided by the Percentage-Based Contribution Model, the City agrees to offer the entire alternate model to the Union as a substitute.

FOR THE CITY

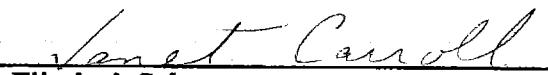
FOR THE UNION

Micki Callahan Date
Human Resources Director

 9/4/13
Jeff Duritz Date
Union of American Physicians & Dentists

Martin R. Gran Date
Employee Relations Director

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

 9/23/13
Elizabeth Salvesson Date
Deputy City Attorney,
Office of the City Attorney

italics = moved existing language **bold, double underline** = new language
~~struck out, italics~~ = existing language prior section ~~struck out~~ = removed language



TO: Angela Calvillo, Clerk of the Board of Supervisors
FROM: Mayor Edwin M. Lee
RE: Memoranda of Understanding – Health Contribution Amounts and Substance Abuse Testing Program
DATE: September 24, 2013

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO
2013 SEP 24 PM 3:15
Lee

Attached for introduction to the Board of Supervisors are the ordinances amending health contribution amounts and substance abuse testing program for the following:

- ~~30910~~ 1. Automotive Machinists Local 1414 Amendment 1 ✓
- ~~30913~~ 2. Crafts Amendment 1 ✓
- ~~30914~~ 3. Crafts Amendment 2 ✓
- ~~30915~~ 4. DAIA Amendment 1 ✓
- ~~30916~~ 5. DPOA Amendment 1 ✓
- ~~30917~~ 6. DPOA Amendment 2 ✓
- ~~30918~~ 7. DSA Amendment 2 ✓
- ~~30919~~ 8. IBEW Local 6 Amendment 1 ✓
- ~~30920~~ 9. IFPTE Local 21 Amendment 1 ✓
- ~~30921~~ 10. IFPTE Local 21 Amendment 2 ✓
- ~~130922~~ 11. IPOA Amendment 1 ✓
- ~~130923~~ 12. MAA Amendment 1 ✓
- ~~130924~~ 13. MSA Amendment 2 ✓
- ~~130925~~ 14. OE Local 3 Amendment 1 ✓
- ~~130926~~ 15. Painters Amendment 1 ✓
- ~~130927~~ 16. Plumbers Local 38 Amendment 1 ✓
- ~~130928~~ 17. Plumbers Local 38 Amendment 2 ✓
- ~~130929~~ 18. Stationary Engineers Local 39 Amendment 1 ✓
- ~~130930~~ 19. Supervising Probation Officers Amendment 1 ✓
- ~~130931~~ 20. Teamsters Local 856 Amendment 1 ✓
- ~~130932~~ 21. Teamsters Local 856 Amendment 2 ✓
- ~~130933~~ 22. TWU Local 200 Amendment 1 ✓
- ~~130934~~ 23. TWU Local 200 Amendment 2 ✓
- ~~130935~~ 24. UAPD Unit 17 Amendment 1 ✓
- ~~130936~~ 25. UAPD Unit 18 Amendment 1 ✓

I request that this item be calendared in Government Audit and Oversight Committee.

Should you have any questions, please contact Jason Elliott (415) 554-5105.