

BOARD of SUPERVISORS



City Hall  
1 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

### GOVERNMENT AUDIT AND OVERSIGHT COMMITTEE

#### SAN FRANCISCO BOARD OF SUPERVISORS

TO: Supervisor Norman Yee, Chair  
Government Audit and Oversight Committee

FROM: Erica Major, Assistant Committee Clerk

DATE: June 12, 2015

SUBJECT: **COMMITTEE REPORT, BOARD MEETING**  
Tuesday, June 16, 2015

The following file should be presented as a **COMMITTEE REPORT** at the Board meeting, Tuesday, June 16, 2015. This item was acted upon at the Government Audit and Oversight Committee Meeting on June 11, 2015, at 12:00 p.m., by the votes indicated.

**Item No. 37 File No. 150518**

Ordinance adopting and implementing Amendment No. 5 to the 2007-2015 Memorandum of Understanding between the City and County of San Francisco and Service Employees International Union, Local 1021: H-1 Fire Rescue Paramedics, by extending the term of the Memorandum of Understanding to June 30, 2018, and implementing specified terms and conditions of employment for FYs 2015-2016, 2016-2017, and 2017-2018.

RECOMMENDED AS A COMMITTEE REPORT

Vote: Supervisor Norman Yee - Aye  
Supervisor Julie Christensen - Aye  
Supervisor London Breed - Aye

cc: Board of Supervisors  
Angela Calvillo, Clerk of the Board  
Rick Caldeira, Legislative Deputy Director  
Jon Givner, Deputy City Attorney

File No. 150518 Committee Item No. 5  
 Board Item No. 37

**COMMITTEE/BOARD OF SUPERVISORS**  
 AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight Date June 11, 2015

Board of Supervisors Meeting Date JUNE 16, 2015

**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 and Legislative Analyst Report        |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Youth Commission Report                      |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Introduction Form                            |
| <input checked="" type="checkbox"/> | <input checked="" 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 checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>Department of Human Resource Memo - 05/15/2015</u>        |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>Amendment No. 5, MOU between CCSF and Local 1021</u>      |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>Presidential Action, Waiving 30-Day Rule - 05/21/2015</u> |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>Referral FYI - 05/27/2015</u>                             |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>Referral MOU - 05/27/2015</u>                             |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>COMMITTEE REPORT REQUEST - 06/03/2015</u>                 |
| <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <u>COMMITTEE REPORT MEMO - 06/12/2015</u>                    |
| <input type="checkbox"/>            | <input type="checkbox"/>            | _____  |
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Completed by: Erica Major Date June 5, 2015  
 Completed by: ERICA MAJOR Date JUNE 12, 2015

1 [Memorandum of Understanding - Service Employees International Union, Local 1021: H-1  
2 Fire Rescue Paramedics]

3 **Ordinance adopting and implementing Amendment No. 5 to the 2007-2015**

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 Memorandum of Understanding to June 30, 2018, and**  
7 **implementing specified terms and conditions of employment for FYs 2015-2016,**  
8 **2016-2017, and 2017-2018.**

9 NOTE: **Unchanged Code text and uncodified text** are in plain Arial font.  
10 **Additions to Codes** are in *single-underline italics Times New Roman font*.  
11 **Deletions to Codes** are in *strikethrough italics Times New Roman font*.  
12 **Board amendment additions** are in double-underlined Arial font.  
13 **Board amendment deletions** are in ~~strikethrough Arial font~~.  
14 **Asterisks (\* \* \* \*)** indicate the omission of unchanged Code  
15 subsections or parts of tables.


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

17 Section 1. The Board of Supervisors hereby adopts and implements Amendment No. 5  
18 to the 2007-2015 Memorandum of Understanding between the City and County of San  
19 Francisco and Service Employees International Union, Local 1021: H-1 Fire Rescue  
20 Paramedics by extending the term of the Memorandum of Understanding to June 30, 2018,  
21 and implementing specified terms and conditions of employment for FYs 2015-2016, 2016-  
22 2017, and 2017-2018.

23 Amendment No. 5 to the 2007-2015 Memorandum of Understanding so implemented is  
24 on file with the Clerk of the Board of Supervisors in Board File No. 150518.  
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APPROVED AS TO FORM:  
DENNIS J. HERRERA, City Attorney

By:   
ELIZABETH SALVESON  
Chief Labor Attorney  
n:\labor\as2015\0200064\01004724.docx



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

**Ben Rosenfield**  
**Controller**

**Todd Rydstrom**  
**Deputy Controller**

June 11, 2015

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 Numbers 150515 through 150519: Memoranda of Understanding (MOU) between the City and County of San Francisco and various collective bargaining units.

Dear Ms. Calvillo,

In accordance with Ordinance 92-94, I am submitting a cost analysis of three new MOUs and two amendments to existing MOUs between the City and County of San Francisco and various employee collective bargaining units. The amendments apply to MOUs for the period commencing July 1, 2015 through June 30, 2018, affecting 1,311 authorized positions with a salary base of approximately \$121.8 million and an overall pay and benefits base of approximately \$156.8 million.

Our analysis finds that the combined the new and amended MOUs will increase costs to the City by approximately \$1.6 million in FY 2015-16, \$1.9 million in FY 2016-17 and \$1.9 million in FY 2017-18. Our cost estimates assume that premiums, overtime, and other adjustments grow consistently with wage changes.

Increased costs are driven by general wage increases agreed to in the new MOUs with the Union of American Physicians and Dentists (UAPD) Units 17 and 18 and Unrepresented Employees. In both cases wage agreements match the pattern of citywide wage adjustments agreed to by most miscellaneous employee groups in 2014. See Attachments A and B for a detailed listing and analysis of the costs for the affected MOUs.

If you have additional questions or concerns please contact me at 554-7500 or Drew Murrell of my staff at (415) 554-7647.

Sincerely,

Ben Rosenfield  
Controller

cc: Martin Gran, ERD  
Harvey Rose, Budget Analyst

ATTACHMENT A

Amendments to the Memoranda of Understanding of listed units from July 1, 2015 - June 30, 2018  
 Controller's Office Estimate of Total Costs/(Savings) FY 2015-16, FY 2016-17 and FY 2017-18

**Summary**

	<u>FY 2015-16</u>	<u>FY 2016 - 17</u>	<u>FY 2017 - 18</u>
Wages	<u>\$1,270,000</u>	<u>\$1,470,000</u>	<u>\$1,470,000</u>
Wage-Related Fringe Increases	<u>\$290,000</u>	<u>\$330,000</u>	<u>\$330,000</u>
Total Wage and Wage-Related Fringe Increases	<u>\$1,560,000</u>	<u>\$1,800,000</u>	<u>\$1,800,000</u>
Other Miscellaneous Adjustments	\$65,000	\$60,000	\$50,000
Annual Amount Increase (Decrease)	<u>\$1,625,000</u>	<u>\$1,860,000</u>	<u>\$1,850,000</u>

**Union Detail**

<u>File Number</u>	<u>Union</u>	<u>FY 2015-16</u>	<u>FY 2016 - 17</u>	<u>FY 2017 - 18</u>
150515/150516	<b>Union of American Physicians and Dentists (UAPD)</b>	<u>\$1,250,000</u>	<u>\$1,840,000</u>	<u>\$1,870,000</u>
	Percent of FY 2015-16 Salary and Fringe	2.41%	3.54%	3.60%
	Wages - Unit 17	\$930,000	\$1,290,000	\$1,290,000
	Wage-Related Fringe Increases/(Decreases) - Unit 17	\$210,000	\$290,000	\$290,000
	Wages - Unit 18	\$60,000	\$180,000	\$180,000
	Wage-Related Fringe Increases/(Decreases) - Unit 18	\$10,000	\$40,000	\$40,000
	Longevity Premium/Bonus (Dentists)	\$20,000	\$0	\$0
	Long-Term Disability Plan Beginning January 1, 2015	\$20,000	\$20,000	\$20,000
	Increased Employee Development Fund Contribution	\$0	\$20,000	\$50,000
150517	<b>Laborers International Union, Local 261</b>	<u>\$30,000</u>	<u>\$30,000</u>	<u>\$0</u>
	Percent of FY 2015-16 Salary and Fringe	0.03%	0.03%	0.00%
	Arborist Apprenticeship Program	\$30,000	\$30,000	
150518	<b>SEIU, Local 1021: H-1 Fire Rescue Paramedics</b>	<u>(\$10,000)</u>	<u>(\$10,000)</u>	<u>(\$20,000)</u>
	Percent of FY 2015-16 Salary and Fringe	0.69%	0.69%	1.38%
	Health Contribution Model Changed from 100/75 to 93/93/83	(\$10,000)	(\$10,000)	(\$20,000)
150519	<b>Unrepresented</b>	<u>\$355,000</u>		
	Percent of FY 2015-16 Salary and Fringe	2.35%		
	Wages	\$280,000		
	Wage-Related Fringe Increases/(Decreases)	\$70,000		
	Increased Employee Development Fund Contribution	\$5,000		

**The contract for Unrepresented employees extends from July 1, 2015 through June 30, 2016, subsequent wage increases are not yet determined.**

## ATTACHMENT B

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In accordance with Ordinance 92-94, the Office of the Controller conducted a cost analysis of five MOUs between the City and County of San Francisco and various employee unions. The attached analysis reviews the MOUs listed below:

- 150515 – Union of American Physicians and Dentists (UAPD) Unit 17
- 150516 – Union of American Physicians and Dentists (UAPD) Unit 18
- 150517 – Laborers, Local 261
- 150518 – SEIU, Local 1021 – H-1 Fire Rescue Paramedics
- 150519 – Unrepresented

File Nos. 150517 and 150518 are not full Memorandums of Understanding, and instead are amendments to the respective unit's MOU agreed to by the City and the collecting bargaining unit.

The information below details the results of the analysis of the costs or savings resulting from amendments to the affected MOUs:

### **File Numbers 150515 and 150516 – Union of American Physicians and Dentists (UAPD) Units 17 and 18**

The amendments to the MOUs apply to the period commencing July 1, 2015 through June 30, 2018, affecting 181 funded positions with a salary base of approximately \$41.5 million and an overall pay and benefits base of approximately \$51.9 million.

Our analysis projects that this agreement will result in approximately \$1.25 million of increased costs to the City during FY 2015-16, \$1.8 million of increased costs in FY 2016-17 and \$1.9 million of increased costs in FY 2017-18. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes. Parity provisions between UAPD members and Nurse Practitioners in SEIU Local 1021 cause the 3.25% wage increase included in our analysis. Parity provisions will also trigger additional costs contingent on further salary increases received by Nurse Practitioners in subsequent bargaining.

### **File Number 150517 – Laborers International Union, Local 261 (Laborers, Local 261)**

The amendment to the MOU applies to the period commencing July 1, 2014 through June 30, 2017, affecting 991 funded positions with a salary base of approximately \$67.2 million and an overall pay and benefits base of approximately \$88.3 million.

Our analysis projects that this agreement will result in less than \$0.1 million of increased costs to the City during FY 2015-16 and FY 2016-17.

**File Number 150518 – SEIU, Local 1021 – H-1 Fire Rescue Paramedics**

The amendment to the MOU applies to the period commencing July 1, 2007 through June 30, 2015 and year to year thereafter, affecting 10 funded positions with a salary base of approximately \$1.2 million and an overall pay and benefits base of approximately \$1.45 million.

Our analysis projects that this agreement will result in less than \$0.1 million savings to the City during FY 2015-16, FY 2016-17 and FY 2017-18.

**File Number 150519 - Unrepresented**

The amendments to the MOU apply to the period commencing July 1, 2015 through June 30, 2016, affecting 129 funded positions with a salary base of approximately \$11.9 million and an overall pay and benefits base of approximately \$15.1 million.

Our analysis projects that this agreement will result in approximately \$0.4 million of increased costs to the City during FY 2015-16 as a result of a 3.25% wage increase effective October 10, 2015, which is consistent with the citywide pattern of wage increases for FY 2015-16 established during the 2014 bargaining cycle. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.



Member, Board of Supervisors  
District 7



City and County of San Francisco

**NORMAN YEE**

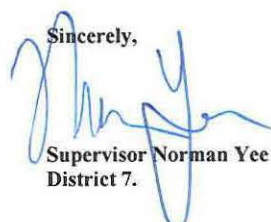
DATE: June 2, 2015  
TO: Angela Calvillo  
Clerk of the Board of Supervisors  
FROM: Supervisor Yee  
Chairperson  
RE: Government Audit and Oversight Committee  
COMMITTEE REPORT

RECEIVED  
BOARD OF SUPERVISORS  
SAN FRANCISCO  
216 JUN -3 PM 3:02  
W

Pursuant to Board Rule 4.20, as Chair of the Government Audit and Oversight Committee, I have deemed the following matter is of an urgent nature and request it be considered by the full Board on June 16, as a Committee Report:

- 150515 Memorandum of Understanding - Union of American Physicians and Dentists, Unit 17**  
Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and Union of American Physicians and Dentists, Unit 17, to be effective July 1, 2015, through June 30, 2018.
- 150516 Memorandum of Understanding - Union of American Physicians and Dentists, Unit 18**  
Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and Union of American Physicians and Dentists, Unit 18, to be effective July 1, 2015, through June 30, 2018.
- 150517 Memorandum of Understanding - Laborers International Union, Local 261**  
Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Laborers International Union, Local 261, by implementing specified terms and conditions of employment for FYs 2015-2016 and 2016-2017.
- 150518 Memorandum of Understanding - Service Employees International Union, Local 1021: H-1 Fire Rescue Paramedics**  
Ordinance adopting and implementing Amendment No. 5 to the 2007-2015 Memorandum of Understanding between the City and County of San Francisco and Service Employees International Union, Local 1021: H-1 Fire Rescue Paramedics, by extending the term of the Memorandum of Understanding to June 30, 2018, and implementing specified terms and conditions of employment for FYs 2015-2016, 2016-2017, and 2017-2018.
- 150519 Compensation for Unrepresented Employees**  
Ordinance fixing compensation for persons employed by the City and County of San Francisco whose compensations are subject to the provisions of Charter, Section A8.409, in job codes not represented by an employee organization, and establishing working schedules and conditions of employment and, methods of payment, effective July 1, 2015.

This matter will be heard in the Government Audit and Oversight Committee on June 11, 2015, at 12:00 p.m.

Sincerely,  
  
Supervisor Norman Yee  
District 7.

BOARD of SUPERVISORS



City Hall  
1 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, Office of the Controller

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

DATE: May 27, 2015

SUBJECT: LEGISLATION INTRODUCED

---

The Board of Supervisors' Government Audit and Oversight Committee has received the following proposed legislation, introduced by Mayor Lee on May 19, 2015:

**File No. 150518**

**Ordinance adopting and implementing Amendment No. 5 to the 2007-2015 Memorandum of Understanding between the City and County of San Francisco and Service Employees International Union, Local 1021: H-1 Fire Rescue Paramedics, by extending the term of the Memorandum of Understanding to June 30, 2018, and implementing specified terms and conditions of employment for FYs 2015-2016, 2016-2017, and 2017-2018.**

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:  
Todd Rydstrom, Office of the Controller  
Drew Murrell, Office of the Controller

## Major, Erica (BOS)

---

**From:** Major, Erica (BOS)  
**Sent:** Wednesday, May 27, 2015 2:02 PM  
**To:** Rosenfield, Ben (CON)  
**Cc:** Somera, Alisa (BOS); Rydstrom, Todd (CON); Murrell, Drew (CON)  
**Subject:** REFERRAL MOU - Cost Analysis Request (150518) Memorandum of Understanding - Service Employees International Union, Local 1021: H-1 Fire Rescue Paramedics  
**Attachments:** 150518 MOU.pdf

Greetings:

Attached is referral for the above Collective Bargaining Agreement, which is being referred to the Controller for a cost analysis. Please forward your cost analysis to me as soon as it is available.

Thank You.

**Erica Major**

**Assistant Committee Clerk**

Board of Supervisors

1 Dr. Carlton B. Goodlett Place, City Hall, Room 244

San Francisco, CA 94102

Phone: (415) 554-4441 | Fax: (415) 554-5163

[Erica.Major@sfgov.org](mailto:Erica.Major@sfgov.org) | [www.sfbos.org](http://www.sfbos.org)



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*Disclosures: Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors website or in other public documents that members of the public may inspect or copy.*

BOARD of SUPERVISORS



City Hall  
1 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: Harvey Rose, Budget Analyst, Budget and Legislative Analyst's Office  
Joanne Hayes-White, Chief, Fire Department  
Micki Callahan, Director, Department of Human Resources

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

DATE: May 27, 2015

SUBJECT: LEGISLATION INTRODUCED

---

The Board of Supervisors' Government Audit and Oversight Committee has received the following proposed legislation, introduced by Mayor Lee on May 19, 2015:

**File No. 150518**

**Ordinance adopting and implementing Amendment No. 5 to the 2007-2015 Memorandum of Understanding between the City and County of San Francisco and Service Employees International Union, Local 1021: H-1 Fire Rescue Paramedics, by extending the term of the Memorandum of Understanding to June 30, 2018, and implementing specified terms and conditions of employment for FYs 2015-2016, 2016-2017, and 2017-2018.**

If you have any comments or reports to be included with the file, please forward them to me at the Board of Supervisors, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102.

c:  
Debra Newman, Budget and Legislative Analyst's Office  
Severin Campbell, Budget and Legislative Analyst's Office  
Gabriela Loeza, Budget and Legislative Analyst's Office  
Susan Gard, Department of Human Resources

## Major, Erica (BOS)

---

**From:** Major, Erica (BOS)  
**Sent:** Wednesday, May 27, 2015 2:05 PM  
**To:** Rose, Harvey (BUD); Callahan, Micki (HRD)  
**Cc:** Somera, Alisa (BOS); Newman, Debra (BUD); Campbell, Severin (BUD); Loeza, Gabriela (BUD); Gard, Susan (HRD)  
**Subject:** REFERRAL FYI (150518) Memorandum of Understanding - Service Employees International Union, Local 1021: H-1 Fire Rescue Paramedics  
**Attachments:** 150518 FYI.pdf

Greetings:

This matter is being forwarded to your department for informational purposes. If you have any comments or reports to be included with the file, please forward them to me at the Board of Supervisors, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102.

Thank you.

**Erica Major**

**Assistant Committee Clerk**

Board of Supervisors

1 Dr. Carlton B. Goodlett Place, City Hall, Room 244

San Francisco, CA 94102

Phone: (415) 554-4441 | Fax: (415) 554-5163

[Erica.Major@sfgov.org](mailto:Erica.Major@sfgov.org) | [www.sfbos.org](http://www.sfbos.org)



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BOS II, COB, Leg Dep,  
GAO, Dep CA  
Mazprs

President, District 5  
BOARD of SUPERVISORS



City Hall  
1 Dr. Carlton B. Goodlett Place, Room 244  
San Francisco 94102-4689  
Tel. No. 554-7630  
Fax No. 554-7634  
TDD/TTY No. 544-5227

London Breed

**PRESIDENTIAL ACTION**

Date: May 21, 2015  
To: Angela Calvillo, Clerk of the Board of Supervisors

RECEIVED  
BOARD OF SUPERVISORS  
5/21/15 10:30 AM  
AK

Madam Clerk,  
Pursuant to Board Rules, I am hereby:

Waiving 30-Day Rule (Board Rule No. 3.23)  
File No. 150518 Mayor  
(Primary Sponsor)  
Title. Memorandum of Understanding - Service Emr.

Transferring (Board Rule No. 3.3)  
File No. \_\_\_\_\_  
(Primary Sponsor)  
Title. \_\_\_\_\_

From: \_\_\_\_\_ Committee  
To: \_\_\_\_\_ Committee

Assigning Temporary Committee Appointment (Board Rule No. 3.1)  
Supervisor \_\_\_\_\_  
Replacing Supervisor \_\_\_\_\_  
For: \_\_\_\_\_ Meeting  
(Date) (Committee)

London Breed, President  
Board of Supervisors

City and County of San Francisco



Department of Human Resources

Edwin M. Lee  
Mayor

Micki Callahan  
BOARD OF SUPERVISORS  
Human Resources Director  
SAN FRANCISCO

May 15, 2015

2015 MAY 15 PM 3:37

BJ

TO: Angela Calvillo, Clerk of the Board  
Board of Supervisors

FROM: Martin Gran, Employee Relations Director  
Department of Human Resources

MG

RE: Memoranda of Understanding

1. Union of American Physicians and Dentists, Unit 17 (July 1, 2015 through June 30, 2018)
2. Union of American Physicians and Dentists, Unit 18 (July 1, 2015 through June 30, 2018)
3. Unrepresented Ordinance (July 1, 2015 through June 30, 2016)
4. Amendment #1 to Laborers, Local 261 (Amends 2014-2017 MOU)
5. Amendment #5 to Service Employees International Union, Local 1021: H-1 Fire Rescue Paramedics (Amends 2007-2015 MOU)

Please find enclosed for each new Memorandum of Understanding:

- 1 original FINAL MOU w/attached Ordinance
- 2 copies FINAL MOU
- 1 original REDLINE MOU
- 2 copies REDLINE MOU
- Highlights covering both UAPD MOUs

Please find enclosed for each Amendment:

- 1 original AMENDMENT w/attached Ordinance
- 2 copies AMENDMENT

There are also twelve (12) CDs containing Microsoft Word and PDF versions of the final version of the MOUs, Redlines, and Ordinances. Electronic copies have been sent via e-mail today, too. Please refer to the appropriate Committee at your earliest convenience.

Copies of the MOUs and Amendments have been sent to the Controller, and by copy hereof, I request that costing information be submitted directly to the Board with copies to the Employee Relations Division.

Thank you.

Enclosures

150515 - 150519

Angela Calvillo  
May 15, 2014  
Page 2 of 2

cc: Ben Rosenfield, Controller  
Kate Howard, Mayor's Budget Director  
Nicole Wheaton, Legislative Director  
Andrew Dayton, Deputy Director of Legislative and Government Affairs  
Rick Caldeira, Legislative Deputy Director  
Members, Government, Audit and Oversight Committee  
File



**Amendment No. 5**  
**TO THE 2007-2015 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 5. UNION BUSINESS**

H-1 Labor Management Committee:

Seek to find economic and operational efficiencies throughout the term of this agreement.

**SECTION 17. WORKING OUT OF CLASSIFICATION**

- C. Daily acting assignments offered to an H-1 shall be made according to the member based on his/her seniority in the H-1 rank. Employees assigned by the Chief of the Department or designee to perform the full range of duties and responsibilities of a higher rank ~~for a minimum of one full watch~~ shall be paid at the rate of that rank while assigned. If disabled while working at a higher classification as described above, the employee shall receive disability benefits at the level attached to the rank at which the employee was assigned at the time of such disability. Daily acting assignments shall be made according to an employee's seniority at the applicable lower permanent civil service rank absent an active promotional list.

**SECTION 20. SICK LEAVE PAY**

The Pilot "wellness incentive program" shall ~~be in effect for the term of this Agreement~~ sunset at 11:59 PM on June 30, 2018.

**23. UNIFORMS**

- A. All uniforms required of employees in the performance of their duties shall be furnished without cost to the employees by the employer. The employees shall maintain their uniforms in serviceable condition.

B. Uniforms shall be issued on a repair or replace basis. Paramedic uniform specifications may be reviewed annually and changed if necessary when the uniform contract is updated.

~~C. All Relets~~ DRP 1/30/15  
DRP 1/30/15  
DRP 1/20/15

**SECTION 26. HEALTH AND DENTAL INSURANCE**

- A. Employee Health Coverage: Except as provided below, the The City shall contribute annually for employee health benefits, the contribution required under the Charter.
- 1) "Medically Single Employees" (Employees with no dependents enrolled in the Health Service System): Except as provided below, the The City shall contribute the total amount for the employees' own health care premium coverage.
- B. Dependent Health Coverage: Except as provided below, the The City shall contribute up to \$225.00 per month towards member's dependent (including domestic partners) health coverage. However, in the event that the cost of dependent care exceeds \$225 per month, the City will adjust its pick-up level up to 75% of the cost of Kaiser's dependent health care medical premium coverage for the employee plus two or more dependents category.

C. Health Coverage Effective January 1, 2016.

1. Effective January 1, 2016, 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:

Employee Only:

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.

Employee Plus One:

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 capped at ninety-

Effective on a date to be established by the Controller, but not sooner than September 1, 2015, the City shall implement a Citywide "Paperless Pay" Policy. This policy will apply to all City employees, regardless of start date.

Under the policy, all employees shall be able to access their pay advices electronically on a password protected site, and print them in a confidential manner, using City Internet, computers and printers. Such use of City equipment shall be free of charge to employees, is expressly authorized under this section of the Agreement, and shall not be considered "inappropriate use" under any City policy. Pay advices shall also be available to employees on a password protected site that is accessible from home or other non-worksites computers, and that allows the employees to print the pay advices. Employees shall receive assistance to print hard copies of their pay advices through their payroll offices upon request. Upon implementation of the policy, other than for employees described in the preceding sentence, paper pay advices will no longer be available through Citywide central payroll distribution.

In addition to payroll information already provided, the pay advices shall reflect usage and balance (broken out for vacation, sick leave, etc.) the employee's hours of compensatory time, overtime, and premiums earned during the relevant payroll period. The City shall maintain electronic pay advices and/or wage statements for at least seven (7) years.

Under the policy, all employees (regardless of start date) will have two options for receiving pay: direct deposit or pay card. Employees not signing up for either option will be defaulted into pay cards.

Every employee shall possess the right to do the following with any frequency and without incurring any cost to the employee:

1. Change the account into which the direct deposit is made;
2. Switch from the direct deposit option to the pay card option, or vice versa;
3. Obtain a new pay card the first time the employee's pay card is lost, stolen or misplaced;

The City assures that the pay card shall be FDIC insured. The City further assures that in the event of an alleged overpayment by the City to the employee, the City shall not unilaterally reverse a payment to the direct deposit account or pay card.

Prior to implementing the "Paperless Pay Policy," the City will give all employee organizations a minimum of 30-days' advance notice. Prior to implementation of the policy, the City shall notify employees regarding the policy, including how to access and print their pay advices at work or elsewhere. Training shall be available for employees who need additional assistance.

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

Employee Plus Two or More:

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.


2. For purposes of this agreement, to ensure that all employees enrolled in health insurance through the City's Health Services System (HSS) are making premium contributions under this 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.
3. 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 as a substitute.
4. 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. Upon implementation of new contribution rates effective on January 1, 2015, section C shall supersede sections A. and B., and those sections will no longer be effective.

**The City will work with the vendor to evaluate options to provide no-cost ATMs available at large worksites and remote worksites.**

**SECTION 38-39. TERM**

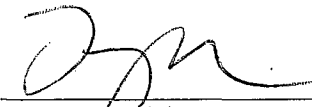
This Agreement shall be effective as of July 1, 2007 and shall remain in full force and effect through June 30, ~~2015~~ **2018** and from year to year thereafter unless either party serves written notice on the other at least sixty (60) days prior to June 30, ~~2013~~**2018**, or June 30 of any subsequent year, of its desire to open the Agreement for the purpose of meeting and conferring on proposed changes.

FOR THE CITY

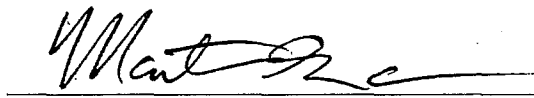
  
\_\_\_\_\_  
Micki Callahan  
Human Resources Director

3/31/15  
Date

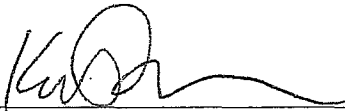
FOR THE UNION

  
\_\_\_\_\_  
Larry Bradshaw  
SEIU, Local 1021

1/30/15  
Date

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

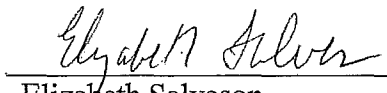
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Date

  
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Kirt Thomason  
President, SEIU Paramedics

1/30/15  
Date

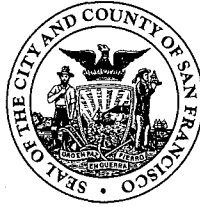
APPROVED AS TO FORM:

DENNIS J. HERRERA, City Attorney

  
\_\_\_\_\_  
Elizabeth Salvesson  
Chief Labor Attorney,  
Office of the City Attorney

3/30/15  
Date

OFFICE OF THE MAYOR  
SAN FRANCISCO



RECEIVED EDWIN M. LEE  
BOARD OF SUPERVISORS MAYOR  
SAN FRANCISCO  
2015 MAY 15 PM 3:38

TO: Angela Calvillo, Clerk of the Board of Supervisors  
FROM: Mayor Edwin M. Lee  
RE: Memorandum of Understanding - Service Employees International Union,  
Local 1021: H-1 Fire Rescue Paramedics  
DATE: May 15, 2015

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Attached for introduction to the Board of Supervisors is an ordinance adopting and implementing Amendment No. 5 to the 2007-2015 Memorandum of Understanding between the City and County of San Francisco and Service Employees International Union, Local 1021: H-1 Fire Rescue Paramedics by extending the term of the Memorandum of Understanding to June 30, 2018, and implementing specified terms and conditions of employment for FYs 2015-2016, 2016-2017, and 2017-2018.

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

Should you have any questions, please contact Nicole Elliott (415) 554-7940.

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