

File No. 130917

Committee Item No. 6  
Board Item No. 7

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

Committee: Government Audit and Oversight Date October 10, 2013

Board of Supervisors Meeting Date OCTOBER 29, 2013

#### CMTE BOARD

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| <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 type="checkbox"/>            | <input type="checkbox"/>            | MOU  |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Grant Information Form                       |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Grant Budget                                 |
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#### OTHER (Use back side if additional space is needed)

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| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>REQUEST FOR COST ANALYSIS MEMO</u> |
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Completed by: Erica Dayrit Date October 4, 2013  
Completed by: ERICA DAYRIT Date OCTOBER 16, 2013

1 [Collective Bargaining Agreement, Amendment No. 2 - San Francisco Deputy Probation  
2 Officers' Association]

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

15 Amendment No. 2 to the Collective Bargaining Agreement so implemented is on file in  
16 the office of the Board of Supervisors in Board File No. 130917.

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

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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.



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

**Ben Rosenfield**  
**Controller**

**Monique Zmuda**  
**Deputy Controller**

October 8, 2013

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 130914, 130915, 130917, 130918, 130921, 130922, 130923, 130924, 130925, 130928, 130929, 130930, 130932, 130934, 130935, and 130936: Various amendments to Memoranda of Understanding (MOU) to change the City's contribution on medical premiums effective January 1, 2015

Dear Ms. Calvillo,

In accordance with Ordinance 92-94, I am submitting a cost analysis of 16 amendments to MOUs between the City and County of San Francisco and various employee unions, see Attachment A for a detailed listing of affected groups. The amendments apply to MOUs for the period commencing July 1, 2012 through June 30, 2014, effecting 6,509 authorized positions with a salary base of approximately \$800.5 million and an overall pay and benefits base of approximately \$1,149.0 million.

Our analysis finds that from FY 2014-15 through FY 2015-16 the amendments to the MOUs result in increased costs to the City of approximately \$0.9 million in FY 2014-15 and \$1.6 million in FY 2015-16. These costs are exclusively the result of an increase to the employer share of costs for health plan premiums. The changes to employer share of costs are intended to stabilize plan membership in order to preserve competition in rate setting amongst insurers, resulting in savings to net employee and employer health contributions beginning in 2016.

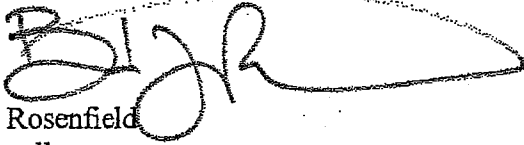
In addition to the costs listed above and detailed in Attachment A, a provision in the recently approved MOU with the San Francisco Police Officer's Association (POA) extends the increase in employer share of health premium costs to POA members at a savings of approximately \$17,000 in FY 2014-15 and \$250,000 in FY 2015-16.

Note that all of the amended MOUs conclude June 30, 2014, six months before the rates become effective. However, they include language indicating that the parties agree to not negotiate on the rates during the next round of contract negotiations. Also, in order to convert health plan costs which are calculated on a calendar year basis to fiscal year costs our analysis assumes that the rate structure for calendar year 2016 remains consistent with the rates agreed on for 2015 in the current amendments.

To develop costs our analysis uses Health Service System (HSS) projected rate amounts for 2014 – 2016 and HSS enrollment numbers for calendar year 2013. Our analysis does not include changes in enrollment number as a result of migration, separation, or new hires.

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

Sincerely,

A handwritten signature in black ink, appearing to read 'B. Rosenfield', with a long horizontal flourish extending to the right.

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, 2012 - June 30, 2014  
 Controller's Office Estimate of Costs/(Savings) FY 2014-2015 and FY 2015-2016

<u>Annual Costs/(Savings)</u>	<u>File Number</u>	<u>Union</u>	<u>FY 2014-2015</u>	<u>FY 2015 - 2016</u>	
<b>Benefits</b>					
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 employees payment of the balance (Percentage-Based Contribution Model), as described below:	130914	Crafts Coalition	\$ 68,000	\$ 133,000	
	130915	SFDA INVESTIGATORS ASSN	\$ 6,000	\$ 13,000	
	130917	SF PROBATION OFFICERS ASSN	\$ 7,000	\$ 12,000	
	130918	SF DEPUTY SHERIFFS ASSN	\$ 109,000	\$ 219,000	
	130921	LOCAL 21, PROFESSIONAL AND TECHNICAL ENG	\$ 347,000	\$ 625,000	
	For medically single employees the City shall contribute 93% of the total premium , provided however, that the City's contribution shall be capped at 93% of the employee only premium of the second highest cost plan.	130922	SFIPOA, INSTITUTIONAL POLICE OFFIC ASSOC	\$ -	\$ 1,000
		130923	MUNICIPAL ATTORNEYS ASSOCIATION	\$ 103,000	\$ 195,000
		130924	SF SHERIFFS MANAGERS and SUPERVISRS ASSN	\$ 26,000	\$ 53,000
	For employees with one dependent the City shall contribute 93% of the total premium , provided however, that the City's contribution shall be capped at 93% of the employee plus one premium of the second highest cost plan.	130925	LOCAL 3, OPERATING ENGINEERS	\$ 7,000	\$ 13,000
		130928	LOCAL 38, PLUMBERS	\$ 75,000	\$ 149,000
		130929	LOCAL 39, STATIONARY ENGINEERS	\$ 51,000	\$ 105,000
		130930	SUPERVISING PROBATION OFFICERS	\$ 3,000	\$ 7,000
		130932	LOCAL 856, TEAMSTERS - MULTI-UNIT	\$ 7,000	\$ 14,000
For employees with two or more dependents the City shall contribute 83% of the total premium, provided however, that the City's contribution shall be capped at 83% of the employee plus two or more premium of the second highest cost plan.	130934	TWU LOCAL 200, SEAM, TWU - SEAM	\$ 2,000	\$ 5,000	
	130935	UAPD, UNION OF AMER PHYS & DEN 11-AA	\$ 5,000	\$ 8,000	
	130936	UAPD, UNION OF AMER PHYS & DEN 8-CC	\$ 39,000	\$ 72,000	
	<b>Total</b>		<b>\$ 855,000</b>	<b>\$ 1,624,000</b>	
Amendment 5 to the MOU with the Police Officer's Association contained a provision automatically adopting any Percentage-Based Contribution Model agreed to by the City and the Public Employee Committee (PEC) of the San Francisco Labor Council before July 1, 2014.	n/a	POLICE OFFICERS ASSOCIATION	\$ (17,000)	\$ (250,000)	

**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

President, District 3  
BOARD of SUPERVISORS



*Electronically  
505-11, COB, Leg Dep, GAO  
Clerk*  
Revised Memo

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

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

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

COB (BOS-II) Leg Dep  
electronically

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  
PJ

David Chiu  
David Chiu, President  
Board of Supervisors

Amendment No. 2  
TO THE 2012-2014 MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE CITY AND COUNTY OF SAN FRANCISCO  
AND  
SAN FRANCISCO DEPUTY PROBATION OFFICERS' ASSOCIATION

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

**III.U. ADDITIONAL BENEFITS**

1. EMPLOYEE HEALTH CARE COVERAGE

240. The City shall maintain the level of health insurance and dental benefits as determined by the Health Service System Board and shall contribute the applicable amount per month for employee coverage and, as appropriate, for dependent coverage.

~~2. DEPENDENT HEALTH CARE COVERAGE~~

~~241. The City shall contribute 75% of the dependent rate charged by the City to employees for Kaiser coverage at the employee plus two or more level.~~

~~3. DENTAL COVERAGE~~

~~242. Each employee covered by this agreement shall be eligible to participate in the City's dental program.~~

~~243. 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.~~

~~244. The aforesaid contributions 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.~~

~~4. CONTRIBUTIONS WHILE ON UNPAID LEAVE~~

<i>italics</i> = moved existing language	<b><u>bold, double underline</u></b> = new language
<del>struck out, italics</del> = existing language prior section	<del>struck out</del> = removed language

~~245. As set forth in Administrative Code section 16.701(b), covered employees who are not in active service for more than twelve (12) continuous weeks, shall be required to pay the Health Service System for the full premium cost of membership in the Health Service System, unless the employee shall be on sick leave, workers' compensation, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list where the employee verifies he/she have no alternative coverage.~~

**a. Health Coverage Effective Through December 31, 2013**

**1) MEDICALLY SINGLE EMPLOYEES**

246. From July 1, 2012 to December 31, 2013 for "medically single employees" (Employee Only) (i.e., benefited employees not receiving contributions paid by the City for dependent health care benefits), the City shall contribute all of the premium for the employees' own health care benefit coverage.

**2) DEPENDENT HEALTH CARE COVERAGE**

**246a. From July 1, 2012 to December 31, 2013, for Dependent Coverage (Employee Plus One; Employee Plus Two More), the City shall contribute 75% of the dependent rate charged by the City to employees for Kaiser coverage at the employee plus two or more level.**

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

**1) MEDICALLY SINGLE EMPLOYEES**

247. 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 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 A8.426 and A8.428(b)(2); or (b), if the premium is less than the "average contribution," one hundred percent (100%) of the premium.

248. 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

*italics* = moved existing language

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

**bold, double underline** = new language

~~struck out~~ = removed language

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) DEPENDENT HEALTH CARE COVERAGE

248a. Effective January 1, 2014 through December 31, 2014, for Dependent Coverage (Employee Plus One; Employee Plus Two More), the City shall contribute 75% of the dependent rate charged by the City to employees for Kaiser coverage at the employee plus two or more level.

c. Health Coverage Effective January 1, 2015

248b. 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:

248c. 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:

248d. 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-three percent (93%) of the Employee Plus One premium of the second-highest-cost plan.

3) Employee Plus Two or More:

248e. 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

*italics* = moved existing language

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**bold, double underline** = new language

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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

248f.

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

248g.

For purposes of this agreement, and any resulting agreements under paragraph 248h, 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

248h.

The terms described in paragraphs 248b through 248g 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.

e. Other Terms Negotiable

248i.

While the parties have agreed in paragraph 248h 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

*italics* = moved existing language

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

**bold, double underline** = new language

~~struck out~~ = removed language



involving the percentage-based contribution model (e.g. wellness and transparency).

f. Other Agreements

248j. 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.

~~2.3.~~ DENTAL COVERAGE

248k. *Each employee covered by this agreement shall be eligible to participate in the City's dental program.*

248l. *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.*

248m. *The aforesaid contributions 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.*

~~3.4.~~ CONTRIBUTIONS WHILE ON UNPAID LEAVE

248n. *As set forth in Administrative Code section 16.701(b), covered employees who are not in active service for more than twelve (12) continuous weeks, shall be required to pay the Health Service System for the full premium cost of membership in the Health Service System, unless the employee shall be on sick leave, workers' compensation, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list where the employee verifies he/she have no alternative coverage.*

*italics* = moved existing language

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

**bold, double underline** = new language

~~struck out~~ = removed language

FOR THE CITY

FOR THE UNION

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

\_\_\_\_\_  
Armando Garcia Date  
San Francisco Deputy Probation Officers  
Association

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

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

\_\_\_\_\_  
Elizabeth Salvesson Date  
Deputy City Attorney,  
Office of the City Attorney

*Saret Carroll Richardson* for  
9/23/13

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

OFFICE OF THE MAYOR  
SAN FRANCISCO



EDWIN M. LEE  
MAYOR

TO: Angela Calvillo, Clerk of the Board of Supervisors  
FROM: Mayor Edwin M. Lee *EL*  
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  
*le*

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

- ~~130912~~ 1. Automotive Machinists Local 1414 Amendment 1
- ~~130913~~ 2. Crafts Amendment 1
- ~~130914~~ 3. Crafts Amendment 2
- ~~130915~~ 4. DAIA Amendment 1
- ~~130916~~ 5. DPOA Amendment 1
- ~~130917~~ 6. DPOA Amendment 2
- ~~130918~~ 7. DSA Amendment 2
- ~~130919~~ 8. IBEW Local 6 Amendment 1
- ~~130920~~ 9. IFPTE Local 21 Amendment 1
- ~~130921~~ 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.

