

File No. 100613

Committee Item No. 7

Board Item No. 23

## COMMITTEE/BOARD OF SUPERVISORS

### AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight Date June 18, 2010

Board of Supervisors Meeting Date June 22, 2010

#### 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 Analyst Report                        |
| <input type="checkbox"/>              | <input type="checkbox"/>              | Legislative Analyst Report                   |
| <input type="checkbox"/>              | <input type="checkbox"/>              | Youth Commission Report                      |
| <input type="checkbox"/>              | <input type="checkbox"/>              | Introduction Form (for hearings)             |
| <input type="checkbox"/>              | <input type="checkbox"/>              | Department/Agency Cover Letter and/or Report |
| * <input checked="" type="checkbox"/> | * <input checked="" type="checkbox"/> | MOU  |
| <input type="checkbox"/>              | <input type="checkbox"/>              | Grant Information Form                       |
| <input type="checkbox"/>              | <input type="checkbox"/>              | Grant Budget                                 |
| <input type="checkbox"/>              | <input type="checkbox"/>              | Subcontract Budget                           |
| <input type="checkbox"/>              | <input type="checkbox"/>              | Contract/Agreement                           |
| <input type="checkbox"/>              | <input type="checkbox"/>              | Form 126 – Ethics Commission                 |
| <input type="checkbox"/>              | <input type="checkbox"/>              | Award Letter                                 |
| <input type="checkbox"/>              | <input type="checkbox"/>              | Application                                  |
| <input type="checkbox"/>              | <input type="checkbox"/>              | Public Correspondence                        |

#### OTHER

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| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <u>Controller's Report</u> |
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Completed by: Alisa Somera Date June 11, 2010

Completed by: Alisa Somera Date June 21, 2010

An asterisked item represents the cover sheet to a document that exceeds 25 pages.  
The complete document can be found in the file.

[Memorandum of Understanding – Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, Supervising Probation Officers]

**Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO, Supervising Probation Officers, to be effective July 1, 2010, through June 30, 2012.**

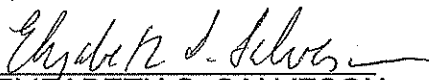
NOTE: Additions are single-underline italics Times New Roman;  
deletions are ~~strike-through italics Times New Roman~~.  
Board amendment additions are double-underlined;  
Board amendment deletions are ~~strikethrough-normal~~.

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

Section 1. The Board of Supervisors hereby adopts and implements the Memorandum of Understanding between the City and County of San Francisco and the Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO, Supervising Probation Officers, to be effective July 1, 2010, through June 30, 2012.

The Memorandum of Understanding so implemented is on file in the office of the Board of Supervisors in Board File No. 100613.

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

By:   
ELIZABETH S. SALVESON  
Chief Labor Attorney

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN AND FOR**  
**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**  
**JULY 1, 2010 - JUNE 30, 2012**



CITY AND COUNTY OF SAN FRANCISCO  
OFFICE OF THE CONTROLLER

Ben Rosenfield  
Controller

Monique Zmuda  
Deputy Controller

June 16, 2010

Ms. Angela Calvillo  
Clerk of the Board of Supervisors  
City Hall, Room 244  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

RE: File Number 100613: Memorandum of Understanding (MOU) with Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO, Supervising Probation Officers (Supervising Probation Officers)

Dear Ms. Calvillo,

In accordance with Ordinance 92-94, I am submitting a cost analysis of the MOU between the City and County of San Francisco and the Supervising Probation Officers. The MOU applies to the period commencing July 1, 2010 through June 30, 2012, affecting 21 authorized positions with a salary base of approximately \$1.8 million and an overall pay and benefits base of approximately \$2.1 million. As members of the Public Employees Committee of the San Francisco Labor Council (PEC), the Supervising Probation Officers have agreed to the terms outlined in the summary letter.

Based on our analysis, the MOU will result in a \$96,000 savings in FY 2010-11 as compared to base budget. During the term of the agreement, represented employees shall observe 12 unpaid furlough days in FY2010-11 and an additional 12 days in FY2011-12. Wages will be reduced by 4.5% during FY2010-11, increasing to 5% on July 9, 2011, resulting in an additional \$4,000 in savings in FY2011-12. These reductions end on June 8, 2012.

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

The health benefits provisions the Supervising Probation Officers agreed to as a PEC member would not result in savings in FY2011-12, as there are currently no employees in the bargaining unit that fall under the most expensive plan.

The cost of continuing existing health and dental benefits provided in the MOU will increase by approximately \$96,000 in FY 2010-2011. If you have additional questions or concerns please contact me at 554-7500 or Peg Stevenson of my staff at 554-7522.

Sincerely,

for Ben Rosenfield  
Controller

cc: Martin Gran, ERD  
Harvey Rose, Budget Analyst

**Memo of Understanding, July 1, 2010 - June 30, 2012**  
**Supervising Probation Officers, Local 3**  
**Estimated Costs/(Savings) FY 2010-2012**  
**Controller's Office**

<u>Annual Costs/(Savings)</u>	<u>FY 2010-2011</u>	<u>FY 2011-2012</u>
12 furlough days smoothed:		
July 1, 2010 - July 8, 2011 wage reduced by 4.5%	(\$81,569)	(\$3,660)
July 9, 2011 - June 8, 2012 wage reduced by 5%		
<b>Wage-Related Fringe Increases/(Decreases)</b>	<u>(\$14,912)</u>	<u>(\$669)</u>
<b>Benefits</b>		
Cap on City contribution for medically single City Plan employees if \$3 million in savings can't be found	-	-
<b>Total Estimated Incremental Costs/(Savings)</b>	<u>(\$96,481)</u>	<u>(\$4,329)</u>
Budgeted Estimates for Cost Increase in Existing Benefits	\$5,227	\$5,550