

File No. 110651

Committee Item No. 24
Board Item No. 35

COMMITTEE/BOARD OF SUPERVISORS
AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight Date: June 9, 2011

Board of Supervisors Meeting Date: 6.21.11

Cmte Board

- | | | |
|-------------------------------------|-------------------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> | Motion |
| <input type="checkbox"/> | <input type="checkbox"/> | Resolution |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Ordinance |
| <input type="checkbox"/> | <input type="checkbox"/> | Legislative Digest |
| <input type="checkbox"/> | <input type="checkbox"/> | Budget Analyst Report |
| <input type="checkbox"/> | <input type="checkbox"/> | Legislative Analyst Report |
| <input type="checkbox"/> | <input type="checkbox"/> | Introduction Form (for hearings) |
| <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 |
| <input type="checkbox"/> | <input type="checkbox"/> | Subcontract Budget |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Contract/Agreement (Approved as to Form) |
| <input type="checkbox"/> | <input type="checkbox"/> | Award Letter |
| <input type="checkbox"/> | <input type="checkbox"/> | Application |
| <input type="checkbox"/> | <input type="checkbox"/> | Public Correspondence |

OTHER (Use back side if additional space is needed)

<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____

Completed by: Andrea S. Ausberry

Date June 2, 2011

Completed by: AA

Date 6-13-11

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

1 [Memorandum of Understanding, Amendment No. 4 - Union of American Physicians and
2 Dentists (Unit 11-AA)]

3
4 **Ordinance adopting and implementing Amendment No. 4 to the 2006-2012**
5 **Memorandum of Understanding between the City and County of San Francisco and the**
6 **Union of American Physicians and Dentists (Unit 11-AA), by implementing specified**
7 **terms and conditions of employment for FY2011-2012.**

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

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

13 Section 1. The Board of Supervisors hereby adopts and implements Amendment No. 4
14 to the 2006-2012 Memorandum of Understanding between the City and County of San
15 Francisco and the Union of American Physicians and Dentists (Unit 11-AA) by implementing
16 specified terms and conditions of employment for fiscal year 2011-2012.

17 Amendment No. 4 to the Memorandum of Understanding so implemented is on file in
18 the office of the Board of Supervisors in Board File No. 110651.

19
20 APPROVED AS TO FORM:
21 DENNIS J. HERRERA, City Attorney

22 By: 
23 ELIZABETH S. SALVESON
24 Chief Labor Attorney
25



CITY AND COUNTY OF SAN FRANCISCO
OFFICE OF THE CONTROLLER

Ben Rosenfield
Controller

Monique Zmuda
Deputy Controller

June 9, 2011

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 110630 through 110651: Memoranda of Understanding (MOU) Increasing Dental Premium Contributions by Employees and Reducing City Contributions on Behalf of Medically Single Employees Enrolled in the City Health Plan

Dear Ms. Calvillo,

In accordance with Ordinance 92-94, I am submitting a cost analysis of ordinances contained in the file numbers above. The ordinances cover the period July 1, 2011 through June 30, 2012, affecting 14,117 authorized positions with an overall salary base of approximately \$1.3 billion.

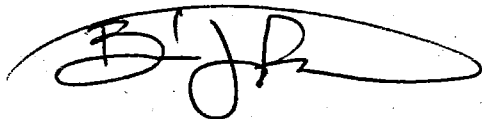
The City and Public Employee Committee (PEC) agreed to establish a labor management committee to identify changes to MOU negotiated premium payments that would be anticipated to yield approximately \$3 million in savings annually in the City's employee health care costs, beginning in FY 2011-12. PEC member union MOUs all contained a default provision should the labor management committee not reach mutual agreement on such changes, which was that for all medically single employees enrolled in the City Plan, the City's contribution would be capped at an amount equivalent to the cost of the second highest cost plan for medically single enrollees. Had the dental premium change not been negotiated, employees who elected to enroll in the City Plan would have had to pay the difference between the capped amount and the City Plan amount.

Attachment A shows the estimated savings by union for those unions that agreed to have their members pay premiums ranging from \$5 to \$15 per month for employees enrolled in the Delta Dental PPO effective July 1, 2011. Based on our analysis, the ordinances will result in savings of approximately \$2.3 million due to employee premium contributions. Had the parties chosen the default option of capping the City's contribution at the cost of the second most expensive HMO for employee-only enrollment in the City Plan, the savings in FY 2011-12 would have yielded approximately \$3.8 million.

These estimates are based on February 2011 enrollment data. A preliminary review of FY 2011-12 data does not indicate a significant shift in enrollment from Delta Dental to lower cost dental HMO plans during the April 2011 open enrollment period, which would result in additional savings.

If you have additional questions or concerns please contact me at 554-7500 or Michelle Allersma of my staff at 554-4792.

Sincerely,

A handwritten signature in black ink, appearing to read 'B. Rosenfield', enclosed within a large, loopy oval flourish.

Ben Rosenfield
Controller

cc: Micki Callahan, ERD
Harvey Rose, Budget Analyst

Attachment A
 Various Labor Organizations
 Estimated Costs/(Savings) FY 2011-2012
 Controller's Office

File No.	Union	Costs/(Savings) from Employee Dental Premium Contributions	Costs/(Savings) from Eliminating the Cap on City Contributions for Medically Single City Plan Enrollees
110629	Consolidated Crafts Organizations	(\$52,329)	\$131,410
110640	Operating Engineers Local 3 of the International Union of Operating Engineers	(\$6,900)	\$6,258
110634	International Federation of Professional and Technical Engineers, AFL-CIO, Local 21	(\$413,327)	\$894,843
110641	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 38	(\$38,881)	\$56,319
110651	Union of American Physicians and Dentists, Unit 11-AA	(\$2,340)	\$12,515
110650	Union of American Physicians and Dentists, Unit 8-CC	(\$20,704)	\$143,926
110647	Transport Workers Union of America, AFL-CIO, Local 200	(\$33,122)	\$43,803
110644	SEIU 1021 (Locals 250, 535, 790)	(\$1,074,664)	\$1,295,331
110649	Transport Workers Union of America, AFL-CIO, Local 250-A (Multi-Unit)	(\$9,302)	31,288.20
110648	Transport Workers Union of America, AFL-CIO, Local 250-A (Non-MTA Auto Service Workers)	(\$17,282)	\$37,546
110636	Municipal Attorneys' Association	(\$48,664)	\$87,607
110637	Municipal Executives' Association, Misc.	(\$104,844)	\$212,760
110638	Municipal Executives' Association, Fire	(\$1,081)	\$6,258
110639	Municipal Executives' Association, Police	(\$120)	\$6,258
110630	Deputy Probation Officers' Association	(\$13,863)	\$31,288
110633	Local 793, Fire Rescue Paramedic	(\$240)	\$0
110632	Local 798, Firefighters	(\$177,841)	\$369,201
110632	Local 798, Firefighters	(\$5,520)	\$12,515
110646	Local 856, Teamsters Multi-Unit	(\$1,922)	\$0
110642 110643	SFPOA (Local 911) , Q 2 - Q 50, & 0380	(\$282,252)	\$456,808
110645	International Union of Operating Engineers, Local 3, AFL-CIO, Supervising Probation Officers	(\$1,920)	\$0
110635	SFIPOA, Institutional Police Officers Association	(\$180)	\$0
TOTAL		(\$2,307,300)	\$3,835,933

OFFICE OF THE MAYOR
SAN FRANCISCO



EDWIN M. LEE
MAYOR

TO: Angela Calvillo, Clerk of the Board of Supervisors
FROM: Mayor Edwin M. Lee
RE: Amendments to Various Memoranda of Understanding
DATE: May 17, 2011

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO
2011 MAY 17 AM 11:22

Dear Madame Clerk:

Attached for introduction to the Board of Supervisors are the following amendments to 23 different Memoranda of Understanding, listed below.

- 10629 1. Consolidated Crafts, (July 1, 2010 through June 20, 2012)
- 10630 2. Deputy Probation Officers' Association, (July 1, 2010 through June 30, 2012)
- 10631 3. Fire, Unit 1, (July 1, 2007 through June 30, 2013)
- 10632 4. Fire, Unit 2, (July 1, 2007 through June 30, 2013)
- 10633 5. SEIU, Local 1021, H1 Fire Rescue Paramedics, (July 1, 2007 through June 30, 2013)
- 110634 6. IFPTE, Local 21, (July 1, 2006 through June 30, 2012)
- 110635 7. Institutional Police Officers' Association, (July 1, 2010 through June 30, 2012)
- 110636 8. MAA, (July 1, 2010 through June 30, 2012)
- 110637 9. MEA Misc., (July 1, 2006 through June 30, 2012)
- 110638 10. MEA Fire, (July 1, 2007 through June 30, 2013)
- 110639 11. MEA Police, (July 1, 2007 through June 30, 2013)
- 110640 12. Operating Engineers, Local 3 (July 1, 2010 through June 30, 2012)
- 110641 13. Plumbers, Local 38, (July 1, 2010 through June 30, 2012)
- 110642 14. POA - P1&P2A, (July 1, 2007 through June 30, 2013)
- 110643 15. POA - P2B, (July 1, 2007 through June 30, 2013)
- 110644 16. SEIU, Local 1021, (July 1, 2010 through June 30, 2012)
- 110645 17. Operating Engineers, Supervising Probation Officers, (July 1, 2010 through June 30, 2012)
- 110646 18. Teamsters, Local 856 Multi-Unit, (July 1, 2010 through June 30, 2012)
- 110647 19. TWU Local 200 (Non-MTA), (July 1, 2010 through June 30, 2012)
- 110648 20. TWU Local 250-A (Non-MTA Class 7410), (July 1, 2010 through June 30, 2012)
- 110649 21. TWU Local 250-A (Multi-Unit), (July 1, 2010 through June 30, 2012)
- 110650 22. UAPD - Unit 8CC, (July 1, 2006 through June 30, 2012)
- 110651 23. UAPD - Unit 11AA, (July 1, 2006 through June 30, 2012)

I request that these items be calendared in Government Audit & Oversight Committee.

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

Amendment No. 4
TO THE 2006-2012 MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY AND COUNTY OF SAN FRANCISCO
AND
UNION OF AMERICAN PHYSICIANS AND DENTISTS (UNIT 11-AA)

The parties hereby amend the Memorandum of Understanding as follows:

III.N. HEALTH AND WELFARE

180. The City shall contribute annually for employee health benefits, the contribution required under the Charter.
181. For "medically single" 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.
182. 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 for Fiscal Year 2010-2011.
- 182a. Effective July 1, 2011, 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.**
- ~~183. The City and the Union will meet no later than January 1, 2011, concluding before January 31, 2011, to identify changes to MOU negotiated premium payments that would yield anticipated savings similar to those achieved in paragraph 184.~~
- ~~184. Should the City and the Union not reach mutual agreement on another option, the following goes into effect: for Fiscal Year 2011-12 and thereafter, for all employees enrolled in the City Plan in the medically single/Employee Only category, the City's contribution will be capped at an amount equivalent to the cost of the second highest cost plan for medically single/Employee Only enrollees. Employees who elect to enroll in the City plan in this category must pay the difference between the capped amount of the City plan described above and the cost of City plan coverage in the medically single/Employee Only category.~~
- ~~185. If no mutual agreement on another option is reached as described in paragraph 184, and if an employee's work location reasonably requires him or her to reside in a county in which there is no City HMO available, then the City shall pay for medically single/Employee Only coverage under the City plan.~~

186. 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.
187. Each employee and dependent family member covered by this Agreement shall be eligible to participate in the City dental program at no additional cost.
188. As set forth in Administrative Code Section 16.701(b), covered employees who are not in active service for more than twelve weeks, shall be required to pay the Health Service System for the full premium cost of membership in the Health Service System to continue benefits, unless the employee is on sick leave, workers' compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list where the employee verifies that they have no alternative coverage.
189. 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, not shall such contributions be taken into account in determining the level of any other benefit which is a function of or percentage of salary.

FOR THE CITY

FOR THE UNION

Micki Callahan Date
Human Resources Director

Patricia Hernandez Date
Union of American Physicians and Dentists

Martin R. Gran Date
Employee Relations Director

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

Elizabeth Salveson 6-2-11

Elizabeth Salveson Date
Chief Labor Attorney,
Office of the City Attorney

