

File No. 091434

Committee Item No. 3
Board Item No. _____

COMMITTEE/BOARD OF SUPERVISORS
AGENDA PACKET CONTENTS LIST

Committee: Rules

Date February 4, 2010

Board of Supervisors Meeting

Date _____

Cmte Board

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OTHER

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Completed by: Linda Wong
Completed by: _____

Date January 29, 2010
Date _____

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[Setting Transit Operator Wages and Benefits Solely Through Collective Bargaining]

CHARTER AMENDMENT

PROPOSITION _____

Describing and setting forth a proposal to the qualified voters of the City and County of San Francisco to amend the Charter of the City and County of San Francisco by amending Sections 8A.104, A8.409-1, A8.409-4 and A8.428 and deleting Section A8.404 of the Charter to eliminate the formula setting a floor for transit operator wages and providing that wages and benefits for transit operators shall be set through collective bargaining and that any impasse in collective bargaining shall be resolved through interest arbitration.

The Board of Supervisors hereby submits to the qualified voters of the City and County, at an election to be held on June 8, 2010 a proposal to amend the Charter of the City and County by deleting Section A8.404 and amending Sections 8A.104 and A8.409 to read as follows:

NOTE: Additions are single-underline italics Times New Roman;
deletions are ~~strike-through italics Times New Roman~~.

Section 1. The San Francisco Charter is hereby amended by amending Sections 8A. 104 and A8.409-1, A8.409-4 and A8.428 to read as follows:

SEC. 8A.104. PERSONNEL AND MERIT SYSTEM.

(a) The Agency shall establish its own personnel/labor relations office. The Director of Transportation shall appoint a personnel/labor relations manager, who shall serve at the pleasure of the Director of Transportation and shall establish regular meetings with labor to discuss issues within the scope of representation on terms to be determined through collective bargaining.

(b) Except as otherwise provided in this Section, the Agency shall be governed by the rules of the civil service system administered by the City and appeals provided in civil service rules shall be heard by the City's Civil Service Commission. Unless otherwise agreed by the Agency and affected employee organizations, appeals to the Civil Service Commission shall include only

affected employee organizations, appeals to the Civil Service Commission shall include only those matters within the jurisdiction of the Civil Service Commission which establish, implement, and regulate the civil service merit system as listed in Section A8.409-3.

(c) Effective July 1, 2000, except for the administration of health services, the Agency shall assume all powers and duties vested in the Department of Human Resources and the Director of Human Resources under Articles X and XI of this Charter in connection with job classifications within the Agency performing "service-critical" functions. Except for the matters set forth in subsection (f), the Department of Human Resources and the Director of Human Resources shall maintain all powers and duties under Articles X and XI as to all other Agency employees.

(d) On or before April 15, 2000, the Agency shall designate "service-critical" classifications and functions for all existing classifications used by the Municipal Railway; provided, however, that employees in classifications designated as "service-critical" shall continue to be covered by any Citywide collective bargaining agreement covering their classifications until the expiration of that agreement.

(e) For purposes of this Article, "service-critical" functions are:

1. Operating a transit vehicle, whether or not in revenue service;
2. Controlling dispatch of, or movement of, or access to, a transit vehicle;
3. Maintaining a transit vehicle or equipment used in transit service, including both preventive maintenance and overhaul of equipment and systems, including system-related infrastructure;
4. Regularly providing information services to the public or handling complaints; and
5. Supervising or managing employees performing functions enumerated above.

The Agency shall consult with affected employee organizations before designating particular job classifications as performing "service-critical" functions. If an employee organization disagrees with the Agency's designation of a particular job classification as "service-critical" pursuant to the above standards, the organization may, within seven days of the Agency's decision, request immediate arbitration. The arbitrator shall be chosen pursuant to the procedures for the selection

of arbitrators contained in the memorandum of understanding of the affected employee organization. The arbitrator shall determine only whether the Agency's designation is reasonable based on the above standards. The arbitrator's decision shall be final and binding.

The Agency may designate functions other than those listed above, and the job classifications performing those additional functions, as "service-critical," subject to the consultation and arbitration provisions of this Section. In deciding a dispute over such a designation, the arbitrator shall decide whether the job functions of the designated classes relate directly to achievement of the goals and milestones adopted pursuant to Section 8A.103 and are comparable to the above categories in the extent to which they are critical to service.

(f) In addition, the Agency shall, with respect to all Agency employees, succeed to the powers and duties of the Director of Human Resources under Article X to review and resolve allegations of discrimination, as defined in Article XVII, against employees or job applicants, or allegations of nepotism or other prohibited forms of favoritism. To the extent resolution of a discrimination complaint or request for accommodation involves matters or employees beyond the Agency's jurisdiction, the Agency shall coordinate with and be subject to applicable determinations of the Director of Human Resources.

(g) The Agency shall be responsible for creating and, as appropriate, modifying Agency bargaining units for classifications designated by the Agency as "service-critical" and shall establish policies and procedures pursuant to Government Code sections 3507 and 3507.1 for creation and modification of such bargaining units. When the Agency creates or modifies a bargaining unit, employees in existing classifications placed in such bargaining unit shall continue to be represented by their current employee organizations.

(h) The Agency may create new classifications of Agency employees . Such classifications shall be subject to the civil service provisions of the Charter unless exempted pursuant to Section 10.104, or subsection (i).

(i) The Agency may create new classifications and positions in those classifications exempt from the civil service system for managerial employees in MTA bargaining units M and EM in addition to those exempt positions provided in Section 10.104; provided, however, that the total number of such exempt managerial positions within the Agency shall not exceed 2.75 percent of the Agency's total workforce, exclusive of the exempt positions provided in Section 10.104. This provision shall not be utilized to eliminate personnel holding existing permanent civil service managerial positions on November 2, 1999.

Persons serving in exempt managerial positions shall serve at the pleasure of the Director of Transportation. Such exempt management employees, to the extent they request placement in a bargaining unit, shall not be placed in the same bargaining units as non-exempt employees of the Agency.

(j) The Civil Service Commission shall annually review both exempt and non-exempt classifications of the Agency to ensure compliance with the provisions of subsections (h) and (i).

(k) Upon the expiration of labor contracts negotiated by the Department of Human Resources and approved by the Board of Supervisors, and except for retirement benefits, the wages, hours, working conditions, and benefits of the employees in classifications within the Municipal Railway designated by the Agency as "service-critical" shall be fixed by the Agency after meeting and conferring as required by the laws of the State of California and this Charter, including Sections A8.346, ~~A8.404~~ and A8.409. These agreements shall utilize, and shall not alter or interfere with, the health plans established by the City's Health Service Board; provided, however, that the Agency may contribute toward defraying the cost of employees' health premiums. For any job classification that exists both as a "service-critical" classification in the Agency and elsewhere in City service, the base wage rate negotiated by the Agency for that classification shall not be less than the wage rate set in the Citywide memorandum of understanding for that classification.

(l) Notwithstanding subsection (k), the Agency may, in its sole discretion, utilize the City's collective bargaining agreements with any employee organization representing less than 10 percent of the Agency's workforce.

(m) ~~Notwithstanding any limitations on compensation contained in Section A8.404, and in~~ In addition to the base pay established in collective bargaining agreements, all agreements negotiated by the Agency relating to compensation for Agency managers and employees in classifications designated by the Agency as "service-critical" shall provide incentive bonuses based upon the achievement of the service standards in Section 8A.103(c) and other standards and milestones adopted pursuant to Section 8A.103. Such agreements may provide for additional incentives based on other standards established by the Board of Directors, including incentives to improve attendance. The Board of Directors shall also establish a program under which a component of the compensation paid to the Director of Transportation and all exempt managers shall be based upon the achievement of service standard adopted by the Board of Directors.

(n) For employees whose wages, hours and terms and conditions of employment are set by the Agency pursuant to ~~Sections A8.404 or~~ Section A8.409 et seq., the Agency shall exercise all powers of the City and County, the Board of Supervisors, the Mayor, and the Director of Human Resources under those sections. For employees covered by Section A8.409 et seq., the mediation/arbitration board set forth in Section A8.409-4 shall consider the following additional factors when making a determination in any impasse proceeding involving the Agency: the interests and welfare of transit riders, residents, and other members of the public; and the Agency's ability to meet the costs of the decision of the arbitration board without materially reducing service. Notwithstanding the timelines described in Section A8.409-4, to be effective the beginning of the next succeeding fiscal year, all collective bargaining agreements must be submitted to the Board of Directors no later than June 15 for final adoption on or before June 30.

~~For employees whose wages, hours and terms and conditions of employment are set by the Agency pursuant to Sections A8.404, the Agency shall perform the functions of the Civil Service~~

~~Commission with respect to certification of the average of the two highest wage schedules for transit operators in comparable jurisdictions pursuant to Section A8.404(a), and conduct any actuarial study necessary to implement Section A8.404(f).~~

(o) The voters find that unscheduled employee absences adversely affect customer service. Accordingly, not later than January 1, 2001, the agency shall create a comprehensive plan for the reduction of unscheduled absences. In addition, the Agency shall take all legally permitted steps to eliminate unexcused absences. The Agency shall have no authority to approve any memorandum of understanding or other binding agreement which restricts the authority of the Agency to administer appropriate discipline for unexcused absences.

(p) Before adopting any collective bargaining agreement, the Agency shall, ~~no later than June 15,~~ at a duly noticed public meeting, disclose in writing the contents of such collective bargaining agreement, a detailed analysis of the proposed agreement, a comparison of the differences between the agreement reached and the prior agreement, and an analysis of all costs for each year of the term of such agreement. Such agreement between the Agency and employee organization shall not be approved by the Agency until ~~15~~ 10 days after the above disclosures have been made.

(q) Any agreement reached between the designated representatives for the Agency and the representatives of a recognized employee organization that is approved by the Board of Directors on or before June 30, and any decision of an arbitration/mediation board that is adopted by the Board of Directors on or before June 30, shall be effective at the beginning of the next fiscal year. Any agreement reached between the designated representatives for the Agency and the representatives of a recognized employee organization that is adopted by the Board of Directors after June 30, and any decision of an arbitration/mediation board that is approved by the Board of Directors after June 30, shall not be effective until the beginning of the succeeding fiscal year unless the agreement is reached during the term of an existing memorandum of understanding and reduces or has no impact on the existing economic provisions in the existing

memorandum of understanding. Economic provisions include, but are not limited to wages, premium pay rates, overtime, any employer pickup of the employees' retirement contribution, paid time off, and other compensation.

A8.409-1 EMPLOYEES COVERED

These Sections A8.409 through A8.409-6, inclusive, shall apply to all miscellaneous officers and employees except as set forth in Section A8.590-1 et seq. and including employees of San Francisco Unified School District and San Francisco Community College District to the extent authorized by state law. The provisions of Charter sections 8.400(h), 8.401-1, and 8.407 are hereby repealed and shall be of no further force and effect. Employee organizations representing employees in classifications covered by section A8.403 ~~and A8.404~~ of this Charter may elect to include those classifications within the coverage of this part as a separate bargaining unit, provided however, that the election shall not become effective without the written approval of the Mayor and Board of Supervisors. The election shall be irrevocable and such employees shall not thereafter be subject to the provisions of section A8.403 ~~and A8.404~~.

Employees in classifications not represented by a recognized employee organization shall be entitled to represent themselves with the City and County over wages, hours and other terms and conditions of employment to the extent required by state law and shall not be subject to the arbitration provisions of Section A8.409-4 of this Charter. The Mayor annually shall propose all forms of compensation for unrepresented employees including salaries, hours, benefits, and other terms and conditions of employment subject to approval or disapproval of the Board of Supervisors. Consistent with other provisions of this Charter, the civil service commission may adopt rules and procedures relating to said unrepresented employees.

Except as otherwise provided by this Charter the Civil Service Commission shall set the wages and benefits of all elected officials of the City and County of San Francisco as follows: The Commission shall conduct a salary survey of the offices of chief executive officer, county counsel, district attorney, public defender, assessor-recorder, treasurer, and sheriff, in the

counties of Alameda, Contra Costa, Marin, San Mateo, and Santa Clara. The Commission shall then average the salaries for each of those offices to determine respectively the base five-year salaries for the Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff.

If any of the aforementioned counties do not have an office of public defender, that county shall be omitted from the salary survey for purposes of determining the base five-year salary of the Public Defender. Among the aforementioned counties, any freestanding county assessor's office or any county office in which the assessor's function is combined with other county functions, shall be deemed comparable to the office of Assessor-Recorder for purposes of determining the base five-year salary of the Assessor-Recorder. If any of the aforementioned counties do not have a comparable county office of treasurer, the county office whose functions most closely resemble the Treasurer's functions in San Francisco shall be deemed comparable to the office of Treasurer for purposes of determining the base five-year salary of the Treasurer.

The initial base five-year salary determination for the respective salaries of the Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff shall apply to the period from July 1, 2007 through June 30, 2012. Subsequent base five-year salary determinations for those offices shall apply to subsequent five-year periods, for example, July 1, 2012 through June 30, 2017.

For the second, third, fourth, and fifth years of the period for which any base five-year salary has been set, the Commission shall annually adjust the respective salaries of the Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff, to account for upward annual movement in the Consumer Price Index during the prior calendar year; provided, that whenever the upward movement in the Consumer Price Index during the prior calendar year exceeds 5%, the cost-of-living adjustment shall not be the actual increase in the Consumer Price Index for the prior calendar year but instead shall be 5%. The annual cost-of-

living adjustment shall take effect July 1 of the second, third, fourth, and fifth years of the period for which the base five-year salary has been set.

Except as noted below, in setting the initial and subsequent base five-year salary determinations for the offices of Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff, the Commission may not reduce the respective salaries of any of those offices. If implementation of the process for setting the base five-year salary would otherwise result in a salary reduction for any of those offices, the base five-year salary for the affected office or offices shall be the existing salary for the office.

If the City and County of San Francisco and employee organizations agree to amend the compensation provisions of existing memoranda of understanding to reduce costs, the Commission shall review and amend the respective salaries of the Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff as necessary to achieve comparable cost savings in the affected fiscal year or years.

The Commission shall annually set the benefits of elected officials, to take effect July 1 of each year. Benefits of elected officials may equal but may not exceed those benefits provided to any classification of miscellaneous officers and employees as of July 1 of each year.

In addition, subject to the approval or disapproval of the Board of Supervisors, the Mayor may create, for employees designated as management, a management compensation package that recognizes and provides incentives for outstanding managerial performance contributing to increased productivity and efficiency in the work force. In formulating such a package, the Mayor shall take into account data developed in conjunction with the civil service commission regarding the terms of executive compensation in other public and private jurisdictions.

A8.409-4 IMPASSE RESOLUTION PROCEDURES

(a) Subject to Section A8.409-4(g), disputes pertaining to wages, hours, benefits or other terms and conditions of employment which remain unresolved after good faith bargaining between the City and County of San Francisco, on behalf of its departments, boards and

commissions, and a recognized employee organization representing classifications of employees covered under this part shall be submitted to a three-member mediation/arbitration board ("the board") upon the declaration of an impasse either by the authorized representative of the City and County of San Francisco or by the authorized representative of the recognized employee organization involved in the dispute; provided, however, that the arbitration procedures set forth in this part shall not be available to any employee organization that engages in a strike unless the parties mutually agree to engage in arbitration under this section. Should any employee organization engage in a strike either during or after the completion of negotiations and impasse procedures, the arbitration procedure shall cease immediately and no further impasse resolution procedures shall be required.

(b) Not later than January 20 of any year in which bargaining on an MOU takes place, representatives designated by the City and County of San Francisco and representatives of the recognized employee organization involved in bargaining pursuant to this part shall each select and appoint one person to the board. The third member of the board shall be selected by agreement between the City and County of San Francisco and the recognized employee organization, and shall serve as the neutral chairperson of the board.

In the event that the City and County of San Francisco and the recognized employee organization involved in bargaining cannot agree upon the selection of the chairperson within ten (10) days after the selection of the City and County and employee organization members of the board, either party may then request the American Arbitration Association or California State Mediation Service to provide a list of the seven (7) persons who are qualified and experienced as labor interest arbitrators. If the City and County and the employee organization cannot agree within three (3) days after receipt of such list on one of the seven (7) persons to act as the chairperson, they shall randomly determine which party strikes first, and shall alternately strike names from the list of nominees until one name remains and that person shall then become the chairperson of the board.

(c) Any proceeding convened pursuant to this section shall be conducted in conformance with, subject to, and governed by Title 9 of Part 3 of the California Code of Civil Procedure. The board may hold public hearings, receive evidence from the parties and, at the request of either party, cause a transcript of the proceedings to be prepared. The board, in the exercise of its discretion, may meet privately with the parties to mediate or mediate/arbitrate the dispute. The board may also adopt other procedures designed to encourage an agreement between the parties, expedite the arbitration hearing process, or reduce the cost of the arbitration process.

(d) In the event no agreement is reached prior to the conclusion of the arbitration hearings, the board shall direct each of the parties to submit, within such time limit as the board may establish, a last offer of settlement on each of the remaining issues in dispute. The board shall decide each issue by majority vote by selecting whichever last offer of settlement on that issue it finds by a preponderance of the evidence presented during the arbitration most nearly conforms to those factors traditionally taken into consideration in the determination of wages, hours, benefits and terms and conditions of public and private employment, including, but not limited to: changes in the average consumer price index for goods and services; the wages, hours, benefits and terms and conditions of employment of employees performing similar services; the wages, hours, benefits and terms and conditions of employment of other employees in the City and County of San Francisco; health and safety of employees; the financial resources of the City and County of San Francisco, including a joint report to be issued annually on the City's financial condition for the next three fiscal years from the Controller, the Mayor's budget analyst and the budget analyst for the Board of Supervisors; other demands on the City and County's resources including limitations on the amount and use of revenues and expenditures; revenue projections; the power to levy taxes and raise revenue by enhancements or other means; budgetary reserves; and the City's ability to meet the costs of the decision of the arbitration board. In addition, the board shall issue written findings on each and every one of the above factors as they may be

applicable to each and every issue determined in the award. Compliance with the above provisions shall be mandatory.

(e) To be effective the beginning of the next succeeding fiscal year, an agreement shall be reached or the board shall reach a final decision no later than sixty days before the date the Mayor is required to submit a budget to the Board of Supervisors, except by mutual agreement of the parties. After reaching a decision, the board shall serve by certified mail or by hand delivery a true copy of its decision to the parties. The decision and findings of the arbitration board shall not be publicly disclosed until ten (10) days after it is delivered to the parties. During that ten (10) day period the parties shall meet privately, attempt to resolve their differences, and by mutual agreement amend or modify the decision and findings of the arbitration board. At the conclusion of the ten (10) day period, which may be extended by mutual agreement between the parties, the decision and findings of the arbitration board, as it may be modified or amended by the parties, shall be publically disclosed for a period of fourteen (14) days after which time the decision shall be final and binding. Except as otherwise provided by this part, the arbitration decision shall supersede any and all other relevant formulae, procedures and provisions of this Charter relating to wages, hours, benefits and terms and conditions of employment, and it shall be final and binding on the parties to the dispute. However, the decision of the board may be judicially challenged by either party.

Thereafter, the City and County of San Francisco, its designated officers, employees and representatives and the recognized employee organization involved in the dispute shall take whatever action necessary to carry out and effectuate the final decision.

(f) The expenses of any proceedings convened pursuant to this part, including the fee for the services of the chairperson of the board, the costs of preparation of the transcript of the proceedings and other costs related to the conduct of the proceedings, as determined by the board, shall be borne equally by the parties. All other expenses which the parties may incur are to be borne by the party incurring such expenses.

(g) The impasse resolution procedures set forth in Section A8.409-4, or in any other provision of the Charter, ordinance or state law shall not apply to any rule, policy, procedure, order or practice which relates or pertains to the purpose, goals or requirements of a consent decree, or which is necessary to ensure compliance with federal, state or local laws, ordinances or regulations. In the event the City acts on a matter it has determined relates to or pertains to a consent decree, or in the event the City acts to ensure compliance with federal, state, or local laws, ordinances or regulations, and the affected employee organization disputes said determination, that determination or action shall not be subject to arbitration, but may be challenged in a court of competent jurisdiction.

(h) The impasse resolution procedures set forth in section A8.409-4, or in any other section of the Charter, shall not apply to any proposal pertaining to the right to strike.

(i) Charter sections A8.590-1 through A8.590-7 shall remain in full force and effect; provided, however, that the wages and other economic benefits and compensation of all classifications of employees covered by these sections shall be frozen for fiscal year 1995-96 at the rates in effect on June 30, 1995, except that wages and other economic benefits and compensation of all classifications of Airport Police shall be frozen for the fiscal year following expiration of the Memorandum of Understanding covering those classifications in effect on the effective date of this amendment.

(j) Subject to the election provisions of section A8.409-1, Charter sections A8.403 *and* A8.404 shall remain in full force and effect; ~~provided, however, that the wages and other economic benefits and compensation of all classifications of employees covered by section A8.404 shall be frozen for fiscal year 1995-96 at the rates in effect on June 30, 1995.~~

A8.428 HEALTH SERVICE SYSTEM TRUST FUND

There is hereby created a health service system trust fund. The costs of the health service system shall be borne by the members of the system and retired persons, the City and County of San Francisco because of its members and retired persons, the Parking Authority of the City and

County of San Francisco because of its members and retired persons, the San Francisco Unified School District because of its members and retired persons and the San Francisco Community College District because of its members and retired persons.

(a) Definitions.

"Credited Service" means years of employment with the Employers.

"Employers " as used in this section means the City and County of San Francisco ("City and County"), the San Francisco Unified School District ("School District") and/or the San Francisco Community College District ("Community College District"). Employers shall also include the Superior Court of California, County of San Francisco ("Superior Court"), to the extent the Superior Court participates in the City's Health Service System, under A8.428(e).

"Hired on or Before January 9, 2009" as used in this section means employees of the City and County, the School District and/or the Community College District who were hired on or before January 9, 2009, excluding the following categories of employees: (1) as-needed employees who have, never earned 1,040 or more hours of compensation during any 12-month period ending on or before January 9, 2009; and/or (2) employees who have separated from the Employers on or before January 9, 2009, and have less than 5 years of Credited Service.

"PERS" as used in this section shall mean the Public Employees' Retirement System of the State of California.

"Registered as Domestic Partners " as used in this section means persons who have established a domestic partnership according to the provisions of Chapter 62 of the San Francisco Administrative Code, as amended from time to time. Domestic partners who have formed their domestic partnership only by notarization of a declaration of Domestic Partnership as provided in Chapter 62 of the San Francisco Administrative Code shall not be recognized or treated as a domestic partnership under this Section unless and until the domestic partnership is registered or certified.

"Retirement System" as used in this section shall mean the San Francisco City and County Employees' Retirement System.

"Retired under the San Francisco City and County Employees' Retirement System" as used in this section includes persons who retire for service; retire for disability; or who receive a retirement or vesting allowance from the Retirement System.

A "Retired Person" as used in this section means:

(1) A former member of the health service system, hired by the Employers on or before January 9, 2009, retired under the San Francisco City and County Employees' Retirement System or PERS (hereinafter, "Retired Employee who was Hired on or Before January 9, 2009"); and,

(2) The surviving spouse or surviving domestic partner of an active employee hired on or before January 9, 2009, provided that the surviving spouse or surviving domestic partner and the active employee have been married or Registered as Domestic Partners for a period of at least one year prior to the death of the active employee;

(3) The surviving spouse or surviving domestic partner of a Retired Employee who was Hired on or Before January 9, 2009, provided that the surviving spouse or surviving domestic partner and the Retired Employee who was Hired on or Before January 9, 2009 have been married or Registered as Domestic Partners for a period of at least one year prior to the death of the Retired Employee who was Hired on or Before January 9, 2009;

(4) A former member of the health service system, hired by the Employers on or after January 10, 2009, and retired under the Retirement System or PERS for disability or retired under the Retirement System or PERS: (i) within 180 days of separation from employment from the Employers; and (ii) with 10 or more years of Credited Service with the Employers (hereinafter, "Retired Employee who was Hired on or After January 10, 2009");

(5) The surviving spouse or surviving domestic partner of an active employee hired on or after January 10, 2009, with 10 or more years of Credited Service with the Employers, or who died in the line of duty where the surviving spouse or surviving domestic partner is entitled to a

death allowance as a result of the death in the line of duty, provided that the surviving spouse or surviving domestic partner and the active, employee have been married or Registered as Domestic Partners for a period of at least one year prior to the death of the active employee; or

(6) The surviving spouse or surviving domestic partner of a Retired Employee who was Hired on or After January 10, 2009, provided that the surviving spouse or surviving domestic partner and the Retired Employee who was Hired on or After January 10, 2009, have been married or Registered as Domestic Partners for a period of at least one year prior to the death of the Retired Employee who was Hired on or After January 10, 2009.

(b) Employer Contributions.

The City and County, the School District and the Community College District shall each contribute to the health service fund amounts sufficient for the following purposes, and subject to the following limitations:

(1) All funds necessary to efficiently administer the health service system.

(2) The City and County, the School, District and the Community College District shall contribute to the health service system fund with respect to each of their members an amount equal to "the average contribution," as certified by the health service board in accordance with the provisions of Section A8.423.

(3) Retired Employees Who Were Hired on or Before January 9, 2009.

For Retired Persons identified in A8.428 Subsections (a)(1), (a)(2) and (a)(3), the Employers shall contribute to the health service fund, amounts subject to the following limitations: Monthly contributions required from Retired Persons and the surviving spouses and surviving domestic partners of active employees and Retired Persons participating in the system shall be equal to the monthly contributions required from members in the system for health coverage excluding health coverage or subsidies for health coverage paid for active employees as a result of collective bargaining, with the following modifications:

(i) the total contributions required from Retired Persons who are also covered under Medicare shall be reduced by an amount equal to the amount contributed monthly by such persons to Medicare;

(ii) because the monthly cost of health coverage for Retired Persons may be higher than the monthly cost of health coverage for active employees, the City and County, the School District and the Community College District shall contribute funds sufficient to defray the difference in cost to the system in providing the same health coverage to Retired Persons and the surviving spouses and surviving domestic partners of active employees and Retired Persons as is provided for active employee members excluding health coverage or subsidies for health coverage paid for active employees as a result of collective bargaining;

(iii) after application of Subsections (3), (3)(i) and (3)(ii), the City and County, the School District and the Community College District shall contribute 50% of Retired Persons' remaining monthly contributions.

(4) Retired Employees Who Were Hired on or After January 10, 2009 - Categories of Employees Eligible for 100% Employer Contribution.

For Retired Persons identified in A8.428 Subsections (a)(4), (a)(5) and (a)(6), the Employers shall contribute 100% of the employer contribution established in A8.428 Subsection (b)(3) for:

(i) A Retired Employee who was Hired on or After January 10, 2009, with 20 or more years of Credited Service with the Employers; and their surviving spouses or surviving domestic partners:

(ii) The surviving spouses or surviving domestic partners of active employees hired on or after January 10, 2009, with 20 or more years of Credited Service with the Employers;

(iii) Retired Persons who retired for disability; and their surviving spouses or surviving domestic partners; and

(iv) The surviving spouses or surviving domestic partners of active employees who died in the line of duty where the surviving spouse or surviving domestic partner is entitled to a death allowance as a result of the death in the line of duty.

(5) Retired Employees Who Were Hired on or After January 10, 2009 - Categories of Employees Eligible for 50%--75% Employer Contribution.

For Retired Persons identified in A8.428 Subsections (a)(4), (a)(5) and (a)(6), the Employers shall contribute:

(i) 50% percent of the employer contribution established in A8.428 Subsection (b)(3) for a Retired Employee who was Hired on or After January 10, 2009, with, at least 10 but less than 15 years of Credited Service with the Employers: their surviving spouses or surviving domestic partners: and the surviving spouses or surviving domestic partners of active employees hired on or after January 10, 2009, with at least 10 but less than 15 years of Credited Service with the Employers; and

(ii) 75% percent of the employer contribution established in A8.428 Subsection (b)(3) for a Retired Employee who was Hired on or After January 10, 2009, with at least 15 but less than 20 years of Credited Service with the Employers; their surviving spouses or surviving domestic partners; and the surviving spouses or surviving domestic partners of active employees hired, on or after January 10, 2009, with at least 15 but less than 20 years of Credited Service with the Employers.

(6) Employees Hired on or After January 10, 2009 - Categories of Employees Eligible for Access to Retiree Medical Benefits Coverage.

An employee hired on or after January 10, 2009, and retired under the Retirement System or PERS with five (5) or more years Credited Service with the Employers, shall be eligible to receive health benefits as a member of the health service system, provided that he or she makes monthly contributions equal to one hundred percent, (100%) of the total premiums for health coverage as established by the Health, Service Board, including the total cost for dependent

coverage. At such time as he or she becomes eligible to receive benefits under A8.428 Subsection (a)(4), the Employers shall contribute the amounts established in A8.428 Subsections (b)(4), (b)(5), and (c), as applicable.

(7) Chart Summarizing Employer Contributions Under A8.428 Subsections (b)(4), (b)(5) and (b)(6) For Employees Hired on or After January 10, 2009.

TABLE INSET:

Years of Credited Service At Retirement	Percentage of Employer Contribution Established in A8.428 Subsection (b)(3)
1. Less than 5 years of Credited Service with the Employers (except for the surviving spouses or surviving domestic partners of active employees who died in the line of duty)	No Retiree Medical Benefits Coverage
2. At least 5 but less than 10 years of Credited Service with the Employers; or greater than 10 years of Credited Service with the Employers but not eligible to receive benefits under Subsections (a)(4), (b)(4) and (b)(5) (A8.428 Subsection (b)(6))	0% Access to Retiree Medical Benefits Coverage, Including Access to Dependant Coverage, But No Employer Contribution; Employee Pays Health Insurance Premium
3. At least 10 but less than 15 years of Credited Service with the Employers (A8.428 Subsection (b)(5))	50%

<p>4. At least 15 but less than 20 years of Credited Service with the Employers (A8.428 Subsection (h)(5))</p>	<p>75%</p>
<p>5. At least 20 years of Credited Service with the Employers; Retired Persons who retired for disability; surviving spouses or surviving domestic partners of active employees who died in the line of duty (A8.428 Subsection (b)(4))</p>	<p>100%</p>

The above chart is a simplified summary of Employer contributions under A8.428 Subsections (b)(4), (b)(5) and (b)(6) for employees hired on or after January 10, 2009. The express language of Subsections (b)(4), (b)(5) and (b)(6), and not the summary chart or its content, shall determine Employer contributions.

(c) The City and County, the San Francisco Unified School District and the San Francisco Community College District shall contribute to the health service system fund 50% of the monthly contributions required for the first dependent of Retired Persons in the system. Except as hereinbefore set forth, the City and County, the School District and the Community College District shall not contribute to the health service system fund any sums on account of participation in the benefits of the system by members' dependents, except surviving spouses and surviving domestic partners, Retired Persons' dependents, except surviving spouses and surviving domestic partners, persons who retired and elected not to receive benefits from the Retirement System; resigned employees and teachers defined in Section A8.425, and any employee whose compensation is fixed in accordance with Sections A8.401, or A8.403, ~~or~~ ~~A8.404~~ of this Charter and whose compensation therein includes an additional amount for health and welfare benefits or whose health service costs are reimbursed through any fund established for said purpose by ordinance of the Board of Supervisors.

(d) It shall be the duty of the Board of Supervisors, the Board of Education and the Governing Board of the Community College District annually to appropriate to the health service system fund such amounts as are necessary to cover the respective obligations of the City and County, the School District and the Community College District hereby imposed. Contributions to the health service system fund of the City and County, of the School District and of the Community College District shall be charged against the general fund or the school, utility, bond or other special fund concerned.

(e) To the extent the Superior Court elects to participate in the City's Health Service System for the provision of active and retiree health care benefits, Superior Court employees shall be treated the same as City employees for the purposes of vesting, employer contribution rates, and benefit levels, in accordance with the Trial Court Employment Protection and Governance Act and applicable State law. The Superior Court shall pay all administrative and health care costs related to the Superior Court's covered employees or retirees as a participating Employer. The Superior Court may withdraw from participation in the City's Health Service System at any time, which shall not require an amendment to this Charter.

The amendments of this section contained in the proposition therefore submitted to the electorate on June 3, 2008 shall be operative January 10, 2009. The purpose of the January 10, 2009, Charter amendment is to amend Section A8.428 to change the required years of service and employer retiree health care contribution amounts for employees hired on or after January 10, 2009. Nothing in this Charter amendment shall expand or contract the groups of employees eligible for retiree health care benefits beyond, those groups eligible as of June 3, 2008.

Section 2. The San Francisco Charter is hereby amended by repealing Section A8.404 in its entirety:

~~A8.404 SALARIES AND BENEFITS OF CARMEN~~

~~The wages, conditions and benefits of employment as provided for in this section of the various classifications of employment of platform employees and coach or bus operators of the municipal railway as compensation, shall be determined and fixed annually as follows:~~

~~(a) On or before the first Monday of August of each year, the civil service commission shall certify to the Board of Supervisors for each classification of employment the average of the two highest wage schedules in effect on July 1st of that year for comparable platform employees and coach or bus operators of other surface street railway and bus systems in the United States operated primarily within the municipalities having each a population of not less than 500,000 as determined by the then most recent census taken and published by the director of the census of the United States, and each such system normally employing not less than 400 platform employees or coach or bus operators, or platform employees; coach and bus operators.~~

~~(b) The Board of Supervisors shall thereupon fix a wage schedule for each classification of platform employees and coach and bus operators of the municipal railway which shall not be less than the average of the two highest wage schedules so certified by the civil service commission for each such classification.~~

~~(c) When, in addition to their usual duties, such employees are assigned duties as instructors of platform employees or coach or bus operators they shall receive additional compensation that shall be subject to negotiation in addition to the rate of pay to which they are otherwise entitled under the wage schedule as herein provided.~~

~~(d) The rates of pay fixed for platform employees and coach and bus operators as herein provided shall be effective from July 1st of the year in which such rates of pay are certified by the civil service commission.~~

~~(e) The terms "wage schedule" and "wage schedules" wherever used in this section are hereby defined and intended to include only the maximum rate of pay provided in each such wage schedule.~~

~~(f) At the time the Board of Supervisors fixes the wage schedule as provided in (b) above, the Board of Supervisors may fix as conditions and benefits of employment other than wages as compensation for platform employees and coach or bus operators of the municipal railway, conditions and benefits not to exceed those conditions and benefits granted by collective bargaining agreements to the comparable platform employees and coach or bus operators of the two systems used for certification of the average of the two highest wage schedules by the civil service commission. The Board of Supervisors may establish such conditions and benefits notwithstanding other provisions or limitations of this Charter, with the exception that such conditions and benefits shall not involve any change in the administration of, or benefits of the Retirement System, health service system or vacation allowances as provided elsewhere in this Charter. For all purposes of the Retirement System as related to this section, the word "compensation" as used in Section 8.509 of this Charter shall mean the "wage schedules" as fixed in accordance with paragraphs (a) and (b) above, including those differentials established and paid as part of wages to platform employees and coach and bus operators of the municipal railway, but shall not include the value of those benefits paid into the fund established as herein provided. Provided that when in the two systems used for certification as provided above, vacation, retirement and health service benefits are greater than such similar benefits provided by this Charter for platform employees, coach or bus operators of the municipal railway, then an amount not to exceed the difference of such benefits may be converted to dollar values and the amount equivalent to these dollar values shall be paid into a fund. The fund shall be established to receive and to administer said amounts representing the differences in values of the vacation, retirement and health service benefits, and to pay out benefits that shall be jointly determined by representatives of the City and County government and the representatives of the organized platform employees and coach and bus operators of the municipal railway. The civil service commission shall adopt rules for the establishment and general administration of the fund as herein provided. Such rules shall provide for a joint administration of the fund by~~

~~representatives of the City and County government, which shall include representatives of the administrator of the agency responsible for the municipal railway and representatives of the organized platform employees, coach and bus operators of the municipal railway. Such rules may provide a procedure for final and binding arbitration of disputes which may arise between representatives of the City and County government and the representatives of the organized platform employees and coach and bus operators of the municipal railway. Such rules shall provide that all investments of the fund shall be of the character legal for insurance companies in California. Such rules and any amendments thereto shall be effective upon approval by the Board of Supervisors by ordinance.~~


~~(g) Notwithstanding any provisions of this Charter, including other subparts of this section, the Board of Supervisors may, after meeting and conferring with and reaching agreement with the employee organization certified as the representative for municipal railway operators, fix wages and benefits of employment other than wages for platform employees and coach and bus operators of the municipal railway under this section for periods in excess of one year. Any ordinance fixing wages and benefits of employment other than wages adopted pursuant to this section for a period of more than one year shall contain a provision to the effect that during said period of time it shall be unlawful for the employees receiving the compensation so fixed to engage in a strike; work stoppage or conduct delaying or interfering with work at City and County facilities. Wages and benefits of employment other than wages established under this section shall not in any year exceed the limits established under paragraphs (b) and (f) of this section.~~

~~(h) Not later than the 25th day of August, the Board of Supervisors shall have the power and it shall be its duty, subject to the fiscal provisions of the Charter but, without reference or amendment to the annual budget, to amend the annual appropriation ordinance and the annual salary ordinance as necessary to include the provisions for paying the rates of compensation and~~

~~conditions and benefits other than wages fixed by the Board of Supervisors as in this section provided for platform employees and coach or bus operators for the then current fiscal year. On recommendation of the civil service commission the Board of Supervisors shall establish a rate of pay for trainee platform men and bus or coach operators at a level reflecting the current labor market but below the basic hourly rate for motorman, conductor and bus operator.~~

Section 3. This measure shall govern setting of wages and benefits for transit operators to be effective July 1, 2011 and thereafter. Before July 1, 2011, transit operator wages shall be set and payments into the transit operator trust fund shall be made in accordance with the provisions of Section A8.404 of the Charter as it read immediately preceding the effective date of this measure and payments into the Health Service System Trust Fund shall be made in accordance with the provisions of Section A8.428 of the Charter as it read immediately preceding the effective date of this measure. Any funds remaining in the fund established by the former Section A8.404 shall be paid out according to the requirements of Section A8.404 as it read immediately preceding the effective date of this measure.

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

By: 
Julia M. C. Friedlander
Deputy City Attorney

LEGISLATIVE DIGEST

[Setting Transit Operator Wages and Benefits Solely Through Collective Bargaining]

Describing and setting forth a proposal to the qualified voters of the City and County of San Francisco to amend the Charter of the City and County of San Francisco by amending Sections 8A.104, A8.409-1, A8.409-4 and A8.428 and deleting Section A8.404 of the Charter to eliminate the formula setting a floor for transit operator wages and providing that wages and benefits for transit operators shall be set through collective bargaining and that any impasse in collective bargaining shall be resolved through interest arbitration.

Existing Law

Under current law transit operator base wages are set after an annual survey of comparable transit agencies. The average of the two highest paid transit operators serves as a floor for Muni operator base wages. In addition, if the transit agencies with the two highest wage scales provide benefits with an actuarial value exceeding the value of City benefits, the City is required to make a payment into a trust fund for the benefit of transit operators that is governed by a board consisting of both City and union representatives.

Amendments to Current Law

The proposed Charter amendment would eliminate the wage survey and allow transit operator wages to be set through collective bargaining without any floor. If the parties reach an impasse in collective bargaining, the dispute would be settled through arbitration. In addition, the proposed Charter amendment would eliminate the trust fund and any required payments to such funds. The proposed Charter amendment would also clarify the deadlines by which a collective bargaining agreement must be approved and makes technical changes to eliminate any references to the wage survey and trust fund provisions.

City Rules members



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

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO
2010 JAN 19 PM 3:19
BY PC

**Ben Rosenfield
Controller**

**Monique Zmuda
Deputy Controller**

January 19, 2010

Ms. Angela Calvillo
Clerk of the Board of Supervisors
1 Dr. Carlton B. Goodlett Place Room 244
San Francisco, CA 94102-4689

RE: File 091434 – Charter amendment providing that transit operator wages be set through collective bargaining


Dear Ms. Calvillo,

Should the proposed charter amendment be approved by the voters, in my opinion, it would not in and of itself affect the cost of government.

The amendment provides for changes to the method by which wages are set for the Municipal Transportation Agency's (MTA) transit operators. Currently, wages for these employees are set through a national survey of comparable transit agencies, averaging the two highest wage levels found in the survey and setting that amount as a floor. In addition, if benefits for the comparable agencies exceed the actuarial value of those provided by the City, a payment is made to a trust fund for transit operator benefits. The proposed charter amendment would instead have wage levels set through collective bargaining and impasse arbitration procedures as are used with other City employee unions, and would eliminate the trust fund.

Currently, MTA transit operators' wage rate is set at \$27.92 per hour using the method described above. For the last five years, the City has been required to make deposits averaging \$5 to \$7 million annually to the transit operators benefit trust fund. Negotiation and collective bargaining methods could result in either a decrease or an increase to these wage and benefit levels.

Sincerely,


Ben Rosenfield
Controller

Note: This analysis reflects our understanding of the proposal as of the date shown. At times further information is provided to us which may result in revisions being made to this analysis before the final Controller's statement appears in the Voter Information Pamphlet.



"We Move America"

*Received in
Committee, 1/28/10*

January 26, 2010

City of San Francisco
City Hall, Room 200
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689
Attention: Mayor Gavin Newsom

Honorable Mayor Newsom:

In your State of the City Address on January 20, 2010, I note that you and your Administration take great pride in creating jobs, especially "Green Collar Jobs", and in having a better unemployment rate than the rest of the United States. You also praised MUNI for its on time performance last year, the decrease in accidents, and announced that ridership increased by a record of 6 million more boardings; the only Transit Authority in the USA that saw such an increase.

These statistics are a result of the hard working, dedicated, professional men and women who are members of the Transport Workers Union of America, AFL-CIO, Local 250A. As you are aware, Muni drivers have one of the toughest jobs in town. Not only does the terrain in San Francisco pose a unique challenge to drivers but Muni workers operate six different modes of equipment – from motor coaches to light rail to the historic cable cars.

The Muni Transportation System is a "green job" and the use of mass transit cuts down on pollution and congestion in the City. We, at the International, are concerned about the proposed service cuts and proposed Charter changes. The Officers and members of Local 250A are cognizant of the City's budget crisis and have done their part in finding ways to save city services – including wage freezes. These cost reduction measures total over \$4.5 million in salary savings, due to service cuts and other modifications. Future service cuts would lead to rising unemployment and a further strain to your great City.

Therefore, economic fairness is an issue of utmost importance. San Francisco voters, in 1967, concluded that Muni operations were too vital to the life of the City to risk disruption or stoppage because of labor disputes, and Proposition G was approved. As you know, this is a measure intended to avoid labor disputes by basing pay on a survey of other transit systems. This legislation has served the City and the riding public well because, unlike virtually every other major transit district in the country, there has not been a strike over a new contract for Muni drivers in the last 41 years and counting.

JAMES C. LITTLE
International President

HARRY LOMBARDO
International Executive Vice
President

JOSEPH C. GORDON
International Secretary-Treasurer

HUBERT SNEAD
Administrative Vice President

SUSAN RESCH
Administrative Vice President

JEFFREY L. BROOKS, SR.
Administrative Assistant to the
International President

TRANSPORT WORKERS
UNION OF AMERICA
AFL-CIO

International Headquarters
& Offices of the Railroad
Division & Transit, Utility,
Universities and Service
Division
1700 Broadway, Floor 2
New York, NY 10019
212.259.4900

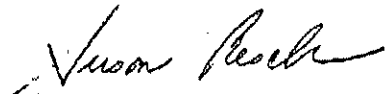
Regional Headquarters Air
Transport Division
1791 Hurstview Dr.
Hurst, TX 76054
817.282.2544

www.TWU.org

- 2 -

Local 250A has committed all its resources to fight the attack of its members and we, the TWU International, pledge to support them. During these tough economic times, we hope that we can work together to secure transit funding and do what is necessary to preserve our jobs and benefits and to maintain San Francisco as a truly "Transit First City".

Very truly yours,



Susan Resch
Int'l Administrative Vice President
Transit Division Director

SR:bu
opeiu-153

c: Supervisor Sean Elsbernd & Commissioners
Debra Johnson SFMUA
Dennis Herrera City Attorney
Irwin Lum, President Local 250A/Int'l. Staff Representative

Lum, Irwin

*Received in
Committee, 1/28/10*

From: Bruce Oka [bruce_oka@yahoo.com]
Sent: Thursday, January 21, 2010 8:37 AM
To: Irwin@twusf.org
Cc: David Campos; Michela Alioto-Pier; Eric Mar
Subject: MTA budgetary issues

Good morning Irwin,

I'm sorry that I am unable to attend this morning's Rules committee hearing. I do not believe it is necessary to go to the ballot to resolve the issues concerning the budgetary issues facing the SFMTA. I believe that we can resolve our differences amicably.

All the best,

Bruce

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Version: 8.5.432 / Virus Database: 270.14.149/2631 - Release Date: 01/21/10 07:34:00

Lum, Irwin

Received in Committee
1/28/10

From: Bob Planthold [political_bob@att.net]
Sent: Wednesday, January 20, 2010 11:43 PM
To: David Campos; michela.alioto-pier@sfgov.org; eric.l.mar@sfgov.org
Cc: Irwin Lum; linnette.peraltahaynes@sfgov.org; sheila.chung.hagen@sfgov.org; linshao.chin@sfgov.org; cassandra.costello@sfgov.org; bill.barnes@sfgov.org; catherine.stefani@sfgov.org
Subject: Oppose 21 Jan. Rules agenda Item 5 on Retirement Benefit Costs

I ask you Rules Committee Supervisors to not pass the draft of Item 5 on to the full Board.

The publicity about this proposed legislation has distorted the record on why these practices were first negotiated and approved.

This item may be portrayed as a "good government" or fiscally prudent measure, but it actually serves to divide city employees from each other and potentially cause antagonisms within organized labor.

Where previously there was a disparity or inequity in fringe benefits, legislation and formulae were approved, after careful negotiations, to partially compensate different bargaining units for these differences.

Though the city may be in a difficult financial situation, trying to solve it on the backs of labor is not the way.

It may be worth instead looking at the Mayor's practice of hiring so many white-collar / management staff and placing these favorites in various city departments. And also in looking at all the personal services contracts issued to some retirees.

Beyond that, this item takes the view that the first way to solve a budget problem is to cut back. That's a view based on fear, on feelings of powerlessness, on lack of hope. Instead, for a city that supposedly knows how, you ought to be looking at ways to maximize current revenue sources.

Please, don't recommend this proposed legislation.

Bob Planthold

Please, don't recommend an item that makes No virus found in this incoming message.

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Received in Committee
1/28/10

MEMORANDUM

DATE: June 4, 2009

TO: SFMTA Board of Directors
Tom Nolan, Chairman
Rev. Dr. James McCray, Jr., Vice Chairman
Cameron Beach, Director
Shirley Breyer Black, Director
Malcolm Heinicke, Director
Jerry Lee, Director
Bruce Oka, Director

THROUGH: Nathaniel P. Ford, Sr.
Executive Director/CEO



FROM: Debra A. Johnson
Chief of Staff/Director, Administration



SUBJECT: FY 2009-10 and FY 2010-11 SFMTA Labor Cost Analysis

Pursuant to the discussion with SFMTA staff regarding the June 2, 2009 Labor Agreements memorandum, please see the attached spreadsheet for your use and reference.

The attached document contains detailed information regarding each collective bargaining unit; the proposal, i.e., concessions, made by each, if applicable; the FY 2010 full-time employee (FTE) count; FY 2010 projected savings; FY 2011 projected savings; and the two-year projected savings.

Attachment

**FY 2009-10 AND FY 2010-11 SFMTA LABOR
COST ANALYSIS**

UNIONS/UNION TITLE	PROPOSALS	FY 2010 FTE COUNT	FY 2010 PROJECTED SAVINGS *	FY 2011 PROJECTED SAVINGS *	TWO YEAR PROJECTED SAVINGS
LOCAL 3 OPERATING ENGINEERS	One year extension to 6/30/10 with five unpaid furlough days in FY2009-10	4.00	(\$6,486)	NA	(6,486)
LOCAL 6, ELECTRICAL WORKERS	One year extension to 6/30/10	537.01	NA	NA	NA
LOCAL 21 PROFESSIONAL AND TECHNICAL ENG	Two year extension to 6/30/11 with five unpaid furlough days in FY2009-10 and three unpaid furlough days in FY2010-11	503.16	(\$457,014)	(\$279,997)	(737,011)
LOCAL 21 SFAPP	Two year extension to 6/30/11 with five unpaid furlough days in FY2009-10 and three unpaid furlough days in FY2010-11	49.39	(\$92,972)	(\$279,997)	(372,968)
LOCAL 22 CARPENTERS	One year extension to 6/30/10 with five unpaid furlough days in FY2009-10	14.00	(\$27,784)	NA	(27,784)
LOCAL 38 PLUMBERS	One year extension to 6/30/10 with five unpaid furlough days in FY2009-10	3.00	(\$6,675)	NA	(6,675)
LOCAL 39 STATIONARY ENGINEERS	One year extension to 6/30/10	51.00	NA	NA	NA
LOCAL 104 SHEET METAL WORKERS	One year extension to 6/30/10 with five unpaid furlough days in FY2009-10	3.00	(\$6,965)	NA	(6,965)
LOCAL 200, SEAM, TWU - SEAM	One year extension to 6/30/10 with one unpaid furlough day in FY2009-10	318.50	(\$136,699)	NA	(136,699)
LOCAL 250-A, TWU - AUTO SERV WORKER CLASS 9132	One year extension to 6/30/10	93.00	NA	NA	NA
LOCAL 250-A, TWU - AUTO SERV WORKER CLASS 7410	One year extension to 6/30/10	84.00	NA	NA	NA
LOCAL 250-A, TWU - TRANSPORT OPERATOR CLASS 9163	NA	2,054.75	NA	NA	NA
LOCAL 261 LABORERS INTERNATIONAL	Two year extension to 6/30/11 with Wellness Program sunsets 6-30-2010	83.00	NA	NA	NA

* Non applicable (NA) because the contract extension is only for one fiscal year; therefore salary/cost is not applicable at the previous rate

**FY 2009-10 AND FY 2010-11 SFMTA LABOR
COST ANALYSIS**

UNIONS/UNION TITLE	PROPOSALS	FY 2010 FTE COUNT	FY 2010 PROJECTED SAVINGS *	FY 2011 PROJECTED SAVINGS *	TWO YEAR PROJECTED SAVINGS
LOCAL 718 GLAZIERS	One year extension to 6/30/10 with five unpaid furlough days in FY2009-10	7.00	(\$9,661)	NA	(9,661)
LOCAL 853 BUILD WATER & CONST TEAMSTERS	One year extension to 6/30/10 with five unpaid furlough days in FY2009-10	15.00	(\$24,326)	NA	(24,326)
LOCAL 856 TEAMSTERS - MULTI-UNIT	NA	19.00	NA	NA	NA
LOCAL 1021 SEIU SERVICE CRITICAL CLASSES	Two year extension to 6/30/11 with eight unpaid legal holidays in FY2009-10 and two unpaid legal holidays in FY2010-11	292.77	(\$665,616)	(\$169,707)	(835,322)
LOCAL 1021 SEIU CITYWIDE CLASSES	Two year extension to 6/30/11 with eight unpaid legal holidays in FY2009-10 and two unpaid legal holidays in FY2010-12	763.37	(\$1,597,921)	(\$407,409)	(2,005,329)
LOCAL 1176 (I4) PAINTERS & ALLIED TRADES	One year extension to 6/30/10 with five unpaid furlough days in FY2009-10	36.00	(\$34,842)	NA	(34,842)
LOCAL 1414 MACHINISTS	Two year extension to 6/30/11 with four unpaid furlough days in FY2009-10 and three unpaid furlough days in FY2010-11	260.00	(\$370,383)	(\$283,682)	(654,065)
LOCAL 1414 Wellness Program	Two year extension to 6/30/11 with Wellness Program discontinued in FY2010-11	NA	NA	(\$42,079)	(42,079)
MEA MUNICIPAL EXECUTIVES ASSOCIATION	Two year extension to 6/30/11 with five unpaid furlough days in FY2009-10 and five in FY2010-11	122.00	(\$291,209)	(\$297,389)	(588,598)
MEA Wellness Program	Two year extension to 6/30/11 with Wellness Program discontinued in FY2010-11	NA	NA	(\$152,897)	(152,897)
TOTALS		5,312.95	(\$3,728,552)	(\$1,913,155)	(5,641,708)

* Non applicable (NA) because the contact extension is only for one fiscal year, therefore salary/cost is not applicable at the previous rate

*Revised Committee
1/28/10*

**KEY MISCONCEPTIONS REGARDING SUPERVISOR ELSBERND'S
PROPOSAL TO AMEND CHARTER SECTION 8.404**

- The current formula for determining wage rates and increases for Transit Operators has not resulted in any inflated increases for Muni Operators, in fact the rate of increase over the last 10 years has been no greater than, and in some years less than, the increases the City gave to other Miscellaneous City Workers through collective bargaining. [Exhibit A, Dept of Human Resources wage comparison chart; Exhibit B Graph showing Pay Growth]. This strongly indicates that the elimination of the wage setting formula will not generate any savings to the City in either the short or the long run. It would not in any event take effect until mid-2011.
- Transit Operators do not get a “bonus” at the end of the year as Supervisor Elsbernd has claimed. The year end payment is designed to reimburse the Operators for some, but not all, of the extra out-of-pocket costs they pay each bi-monthly pay period for health insurance premiums. An Operator who needs health benefits for his/her family must pay from \$415.91 to \$768.14 twice a month, depending on which health plan is selected, compared to \$210.46 to \$562.59 that other City Workers contribute. The supplemental payment at the end of the year – which has been rhetorically called a “bonus” – is to offset some of that extra cost and bring the Operators closer to parity in out-of-pocket health benefits costs with other City Workers
- The supplemental year-end payment is funded from the Trust Fund which is jointly administered with City appointed trustees so the City has control over the allocation of the supplemental payment and which operators should get it. Supervisor Elsbernd has criticized the allocation of the payments in 2009 to include Operators who did not have family health coverage. That can and will be changed by the trustees so that future reimbursements are limited to Operators who pay the highest amounts of health premiums.

- The elimination of the formula for determining the City's annual contribution into the Trust Fund will not produce any significant savings to the City in the cost of health care for Operators. If the Trust Fund formula was eliminated the payments that would have to be made to equalize the health benefits costs for Operators with other City workers would be approximately the same.
- The wage setting formula has been in effect for 41 years, but it has not resulted in making the City the highest labor cost market for transit operators in the country – not even close. Labor costs for our transit operators are lower than those in other major cities such as Boston, New York, Chicago. More importantly, San Francisco ranks fourth among major Bay Area transit agencies as to wage rates alone, and is the *lowest* when wages and fringe benefits are combined. [Exhibits C and D demonstrate this]
- It is misleading to argue that the elimination of the formula will provide important “flexibility” to the MTA in bargaining. The historical data clearly establishes that the core economic terms --- wages and health care costs – will not be affected and the same results will be achieved through collective bargaining as under the existing formula. The difference will be the City could be at risk for higher costs through arbitration, certainly there will be more instability introduced into the bargaining relationship and there will be costs associated with the interest arbitration proceedings.
- Flexibility comes through bargaining over other issues, such as work rules and secondary cost components which are not subject to the formula included in section 8.404. The transit operators are required now to bargain over these subjects and have a history of cooperation in doing so. For example, we agreed to a wage freeze last year --- notwithstanding the existence of the formula. We gave back 1 million dollars which should have gone into the Trust Fund; we offered additional concessions which the MTA did not accept.

In summary, the proposed Charter Amendment to eliminate Section 8.404 will not give any relief to the budgetary crisis now facing the City. It would introduce further risk into the wage determination process for transit operators – ultimately leaving it to a third-

party arbitrator to set the wages and benefits, while at the same time leading to instability in the labor relations with Muni drivers at a time when they should be getting recognition for the hard work they do and the stress they endure as service cuts continue to frustrate the riders.

The Union remains willing to find solutions that work and to pursue real “reform” that will improve the MTA and the muni system, as well as dealing with the economic issues facing the City. But it makes no sense to eliminate a method for wage setting that has worked well for the City and Union, without giving the transit operators any windfall in wages or benefits, and especially when it will not produce a dime in costs savings to the City. This part of the system is not broken and should not be used to divert attention from the real areas where reform in the MTA is needed.

EXHIBIT C

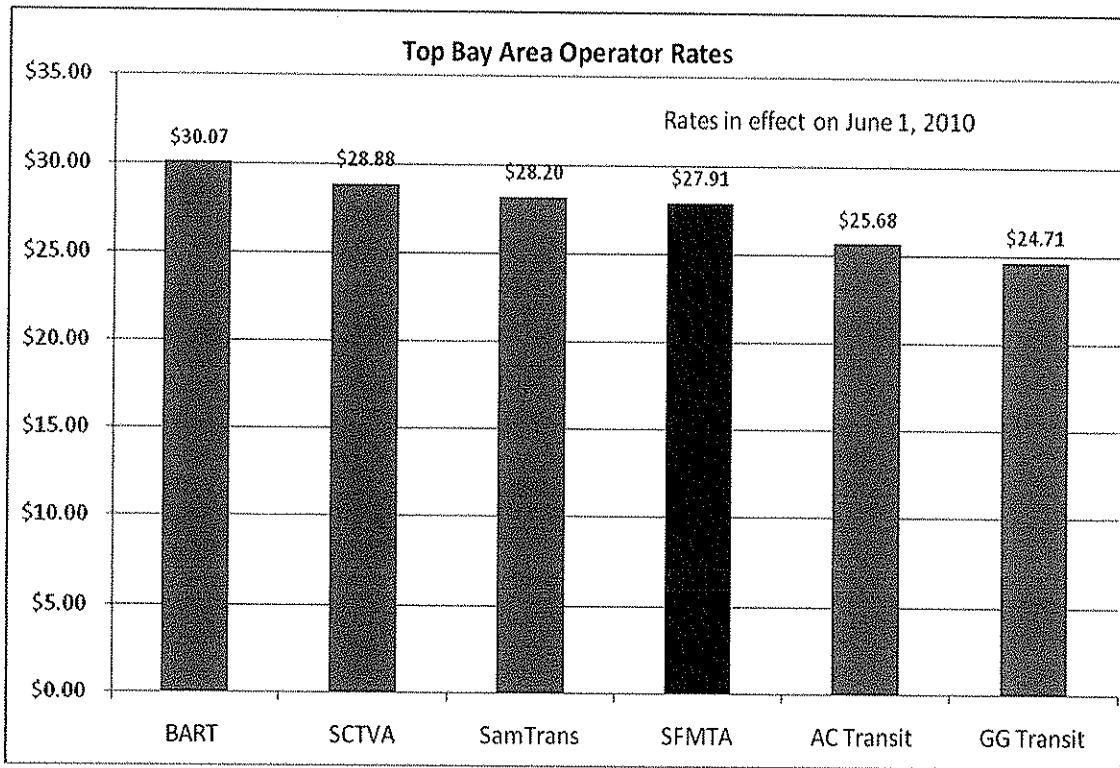


EXHIBIT B

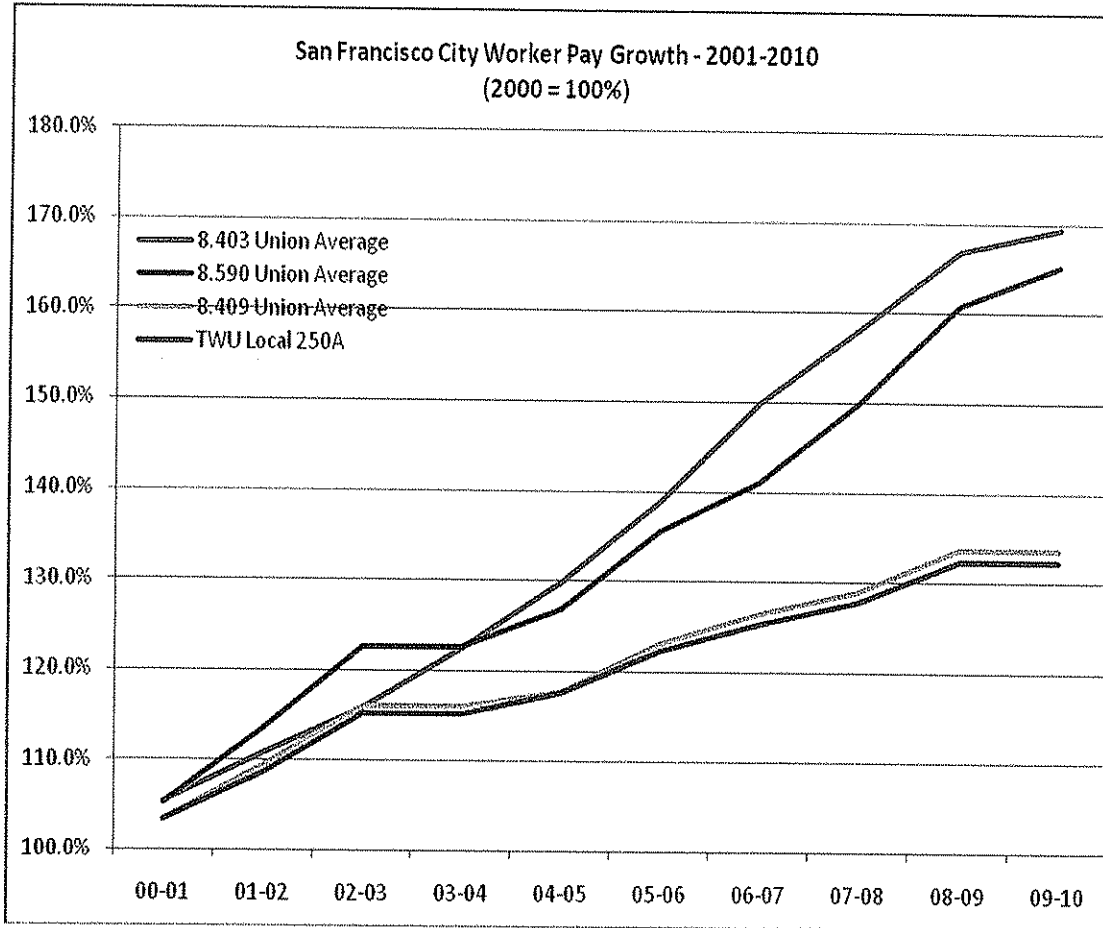


EXHIBIT D

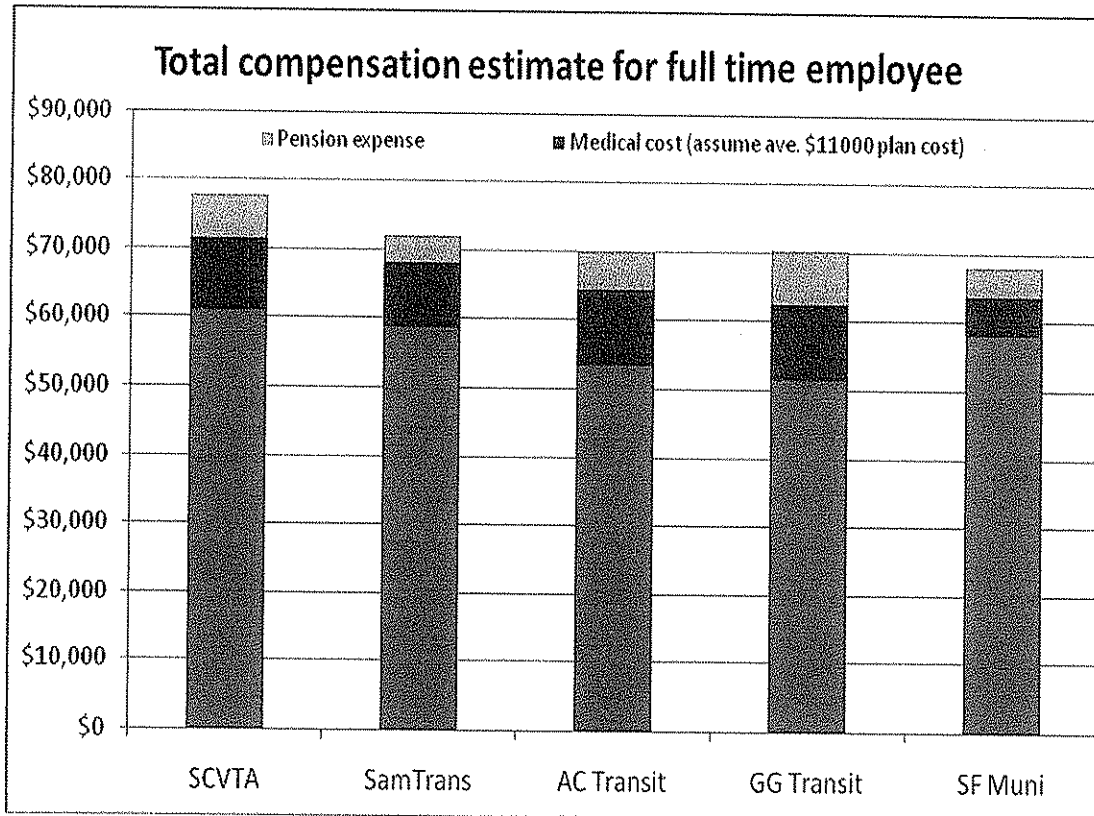
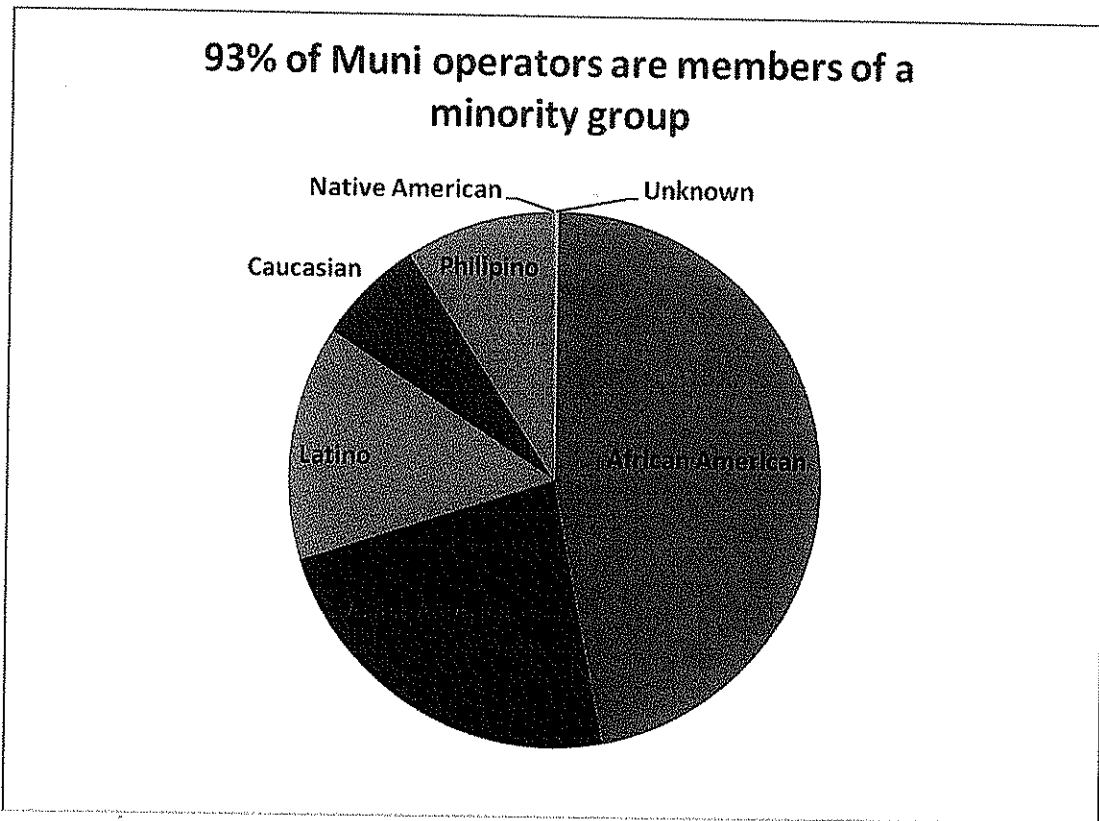


EXHIBIT E



BREAKDOWN OF MUNI OPERATORS BY NATIONALITY:

Caucasian: 142
Native American: 5
Unknown: 3
Latino: 304
Asian: 500
Pilipino: 194
African American: 1014
Total: 2162

WAGE INCREASES (FY 2000-2010)

Unions	01-01	01-02	02-03	03-04	04-05	05-06	06-07	07-08	08-09	09-10
8.400 Unions										
Bricklayers	3.5%	5.0%	6.0%	0.0%	2.0%	4.0%	2.5%	2.0%	3.5%	0.0%
Bus Carriers	3.5%	5.0%	6.0%	0.0%	2.0%	4.0%	2.5%	2.0%	3.5%	0.0%
Building Insp. ³	3.5%	5.0%	6.0%	0.0%	2.0%	4.0%	2.5%	2.0%	3.5%	0.0%
Carpenters	3.5%	5.0%	5.0%	0.0%	2.0%	4.0%	2.5%	2.0%	3.5%	0.0%
Cement Masons	3.5%	5.0%	6.0%	0.0%	2.0%	4.0%	2.5%	2.0%	3.5%	0.0%
D.A. Investigators ²	3.0%	8.0%	8.0%	0.0%	2.0%	4.0%	2.5%	2.0%	3.5%	0.0%
Electrical Workers	3.5%	5.0%	6.0%	0.0%	0.0%	6.0%	3.5%	2.0%	3.5%	0.0%
Glaziers	3.5%	5.0%	6.0%	0.0%	2.0%	4.0%	2.5%	2.0%	3.5%	0.0%
I.A.T.S.E.	3.5%	5.0%	6.0%	0.0%	2.0%	4.0%	2.5%	2.0%	3.5%	0.0%
Local 21 (IFPTE) ¹	3.5%	5.0%	6.0%	0.0%	0.0%	6.0%	2.5%	2.0%	3.5%	0.0%
Iron Workers	3.5%	5.0%	6.0%	0.0%	2.0%	4.0%	2.5%	2.0%	3.5%	0.0%
Laborers	3.5%	5.0%	6.0%	0.0%	2.0%	4.0%	2.5%	2.0%	3.5%	0.0%
Machinists	3.5%	5.0%	5.0%	0.0%	0.0%	6.0%	2.5%	2.0%	3.75%	0.0%
MAA	3.5%	12.5%	6.0%	0.0%	0.0%	6.0%	2.5%	2.0%	3.5%	0.0%
MEA	3.0%	5.0%	6.0%	0.0%	2.0%	4.0%	2.5%	2.0%	3.75%	0.0%
Oper. Eng.: Sup. Prob. Officers	3.5%	10.0%	6.0%	0.0%	0.0%	6.0%	2.5%	2.0%	3.0%	0.0%
Operating Engineers	3.5%	5.0%	6.0%	0.0%	2.0%	4.0%	2.5%	2.0%	3.75%	0.0%
Painters	3.5%	4.0%	6.0%	0.0%	2.0%	4.0%	2.5%	2.0%	3.75%	0.0%
Pile Drivers	3.5%	5.0%	6.0%	0.0%	2.0%	4.0%	2.5%	2.0%	3.5%	0.0%
Plasterers	3.5%	5.0%	5.0%	0.0%	2.0%	4.0%	2.5%	2.0%	3.5%	0.0%
Plumbers	3.5%	5.0%	6.0%	0.0%	2.0%	4.0%	2.5%	2.0%	3.5%	0.0%
Probation Officers Assn.	2.25%	12.0%	13.0%	0.0%	0.0%	4.0%	2.5%	2.0%	3.5%	0.0%
Roofers	3.5%	5.0%	6.0%	0.0%	2.0%	4.0%	2.5%	2.0%	3.5%	0.0%
SEIU Tri-Local	5.5%	5.0%	3.5%	0.0%	0.0%	6.0%	2.5%	2.0%	3.5%	0.0%
Sheet Metal Workers	3.5%	5.0%	6.0%	0.0%	2.0%	4.0%	2.5%	2.0%	3.75%	0.0%
Stationary Engineers	4.5%	5.0%	4.5%	0.0%	0.0%	6.0%	2.5%	2.0%	3.5%	0.0%
Institutional Police	3.5%	7.0%	6.0%	0.0%	0.0%	6.0%	2.5%	2.0%	3.75%	0.0%
Teamsters Local 853 (formerly L216)	4.0%	5.0%	6.0%	0.0%	2.0%	4.0%	2.5%	2.0%	3.75%	0.0%
Teamsters Local 350	0.0%	5.0%	6.0%	0.0%	2.0%	4.0%	2.5%	2.0%	3.5%	0.0%
Teamsters Local 856 Multi-Unit	3.5%	5.0%	6.0%	0.0%	0.0%	6.0%	2.5%	2.0%	3.5%	0.0%
TWU 250-A 7410 ⁵	3.5%	7.5%	7.5%	0.0%	2.0%	4.0%	2.5%	2.0%	3.5%	0.0%
TWU 250-A Multi-Unit ⁶	3.5%	5.0%	6.0%	0.0%	2.0%	4.0%	2.5%	2.0%	3.5%	0.0%
TWU 200-SEAM ⁷	3.5%	5.0%	5.0%	0.0%	2.0%	4.0%	2.5%	2.0%	3.5%	0.0%
U.A.P.D.	3.5%	7.5%	7.5%	0.0%	2.0%	4.0%	7.5%	2.0%	6.25%	0.0%
AVG. INCREASE PER YEAR FOR 8.400 UNIONS	3.4%	5.1%	6.1%	0.0%	1.4%	4.6%	2.7%	2.1%	3.6%	0.0%
8.500 Unions										
Deputy Sheriffs	5.0%	7.0%	6.0%	0.0%	0.0%	8.0%	4.43%	7.32%	7.50%	0.00%
Firefighters	5.5%	8.0%	9.0%	0.0%	3.24%	7.39%	4.76%	6.00%	7.00%	4.00%
Police Officers	5.5%	8.0%	9.0%	0.0%	7.24%	4.89%	3.16%	6.00%	7.00%	4.00%
AVG. INCREASE PER YEAR FOR 8.500 UNIONS	5.3%	7.7%	8.0%	0.0%	3.5%	6.8%	4.1%	6.4%	7.2%	2.7%
8.403 Unions										
SEIU Nurses	5.5%	5.0%	4.5%	6.2%	5.1%	7.0%	8.0%	5.50%	6.00%	2.00%
Teamsters 856: Suprv. Nurses ⁸	5.5%	5.0%	4.5%	5.1%	6.9%	7.0%	8.0%	5.50%	5.00%	1.00%
AVG. INCREASE PER YEAR FOR 8.403 UNIONS	5.5%	5.0%	4.5%	5.7%	6.0%	7.0%	8.0%	5.5%	5.5%	1.5%
TWU 250-A 9163	5.2%	5.0%	5.0%	3.54%	3.6%	1.5%	2.19%	NA	NA	NA
AVG. INCREASE PER YEAR FOR ALL UNIONS	4.7%	5.9%	6.2%	1.4%	1.9%	3.0%	3.0%	2.5%	4.0%	0.3%
¹ In FY96-97 most Local 21 classes received 2.5%, although some did receive more and some less. In FY97-98 most Local 21 classes received 3.25%; approx. 656 Engineer positions received 5.75%; other adjustments ranged from 5% to 10.75%. In FY 08-09, eff. 6/13/09 1.75% temporary wage reduction of wage effective on 12/27/08 for most L21 classes ² All DA Investigator classes received 3.5% in FY95-96, except Class 8132 that only received 1%. ³ All Building Inspector classes received 2% in FY95-96 due to parity with the Housing Inspectors. ⁴ Increases effective 6/30 COB are reflected in the current fiscal year. For example, increases on 8/30/03 COB are reflected in FY02-03. ⁵ In FY 08-09, TWU 250-A 7410, eff. 6/13/09 2% temporary wage reduction wage effective on 12/27/08 ⁶ In FY 08-09, TWU 250-A Multi-Unit, eff. 6/13/09 2% temporary wage reduction wage effective on 12/27/08 ⁷ In FY 08-09, TWU 200 SEAM, eff. 6/13/09 1.25% temporary wage reduction wage effective on 4/4/09 ⁸ In FY 08-09, Teamsters 856: Suprv. Nurses, eff. 4/4/09 4% wage increase reduced to 2% BOS approved 3/23/09 NOTES: Percentages include internal/market adjustments when applicable to all classes within a union. Percentages reflected are not annualized. Does not include wage increases that are in exchange for EPMC (no wage/opmc swap data). UAPD reflects additional steps received by the vast majority of classes in FY06-07 and FY07-08.										

*Received in Committee
1/28/10*



Management Compensation Package (Cafeteria Plan)

[Home Page](#)

MANAGEMENT COMPENSATION PACKAGE

The Cafeteria Plan of Benefits

MEA's contract with the City provides a flexible package of "non-salary" benefits equal to \$561.38 per month (\$259.10 per pay period) for each represented employee for the period from July 1, 2007 thru June 30, 2008. When you are eligible for Health Care benefits provided by the City through the Health Service System (HSS), you may also apply for the coverages afforded in the Cafeteria Plan.

If you are newly hired or promoted into an MEA position, your Department will schedule an appointment with a Health Service System representative within 30 days of your appointment. The Health Service System person will schedule an appointment with an Employee Benefit Specialists representative.

There are many programs available for your selection in this plan, benefits which will appeal to a wide variety of needs among the diverse interests represented in the MEA employment roster. Among the choices available to you are:

- payment for the basic health insurance plans offered for dependents,
- a variety of life and disability insurance plans,
- supplemental life insurance,
- group legal plan,
- pre-tax retirement contribution reimbursement,
- adoption assistance,
- prior service retirement "buy-back",
- tuition reimbursement,
- automobile insurance,
- pet health insurance through veterinarians,
- payment of dues or fees in gyms and health clubs,
- payment of dues for membership in this association (MEA),
- reimbursement for co-payments to your doctor, or for prescription drugs,
- long-term care insurance,
- dependant care flexible account,
- other similar programs.

To learn more about individual choices and how to contact the Third Party Administrators who are under contract to the City to enroll employees, maintain their coverage, and pay many of the benefits, download the:

[Management Cafeteria Plan Guide 2009-2010](#)

For "Healthcare and Dependent Care Flexible Spending Accounts" contact:

Fringe Benefits Management Company
PO Box 1800
Tallahassee, FL 32302-1800
Phone: (800) 342-8017
Website: www.myfbmc.com

For all other benefits:

Employee Benefit Specialists
P. O. Box 11657
Pleasanton California 94588

Twice Monthly Medical Plan Rates

EMPLOYEE CONTRIBUTION RATES FOR PLAN YEAR JULY 1, 2009 - JUNE 30, 2010

CITY HEALTH PLAN

	CCSF	Superior Court
Employee Only	179.46	404.14
Employee + 1 Dependent	562.63	787.31
Employee + 2 or More Dependents	880.65	1,105.33

BLUE SHIELD

	CCSF	Superior Court
Employee Only	41.76	266.44
Employee + 1 Dependent	307.70	532.38
Employee + 2 or More Dependents	528.42	753.10

KAISER

	CCSF	Superior Court
Employee Only	7.50	232.18
Employee + 1 Dependent	239.16	463.84
Employee + 2 or More Dependents	431.44	656.12

All medical plan rates published in this Benefits Guide are subject to the final approval of the San Francisco Board of Supervisors.

*Revisions Committee
1/28/10*

Medical Plan Rates: Employee Only

TWICE-MONTHLY CONTRIBUTIONS

COLLECTIVE BARGAINING AGREEMENT	BLUE SHIELD		KAISER		CITY PLAN	
	Employer Pays	Employee Pays	Employer Pays	Employee Pays	Employer Pays	Employee Pays
Auto Machinists Local 1414	266.45	0	232.18	0	404.14	0
Bldg Inspectors, Classes 6331/6333	266.45	0	232.18	0	404.14	0
Bricklayers Local 3/Hodcarriers Local 36	266.45	0	232.18	0	404.14	0
Carpenters Local 22	266.45	0	232.18	0	404.14	0
Cement Masons Local 580	266.45	0	232.18	0	404.14	0
DA Investigators Association	266.45	0	232.18	0	404.14	0
Deputy Probation Officers Association	266.45	0	232.18	0	404.14	0
Deputy Sheriffs Association	266.45	0	232.18	0	404.14	0
Electric Workers Local 6	266.45	0	232.18	0	404.14	0
Firefighters Local 798	266.45	0	232.18	0	404.14	0
Glaziers Local 718	266.45	0	232.18	0	404.14	0
IFPTE Locals 21/22	266.45	0	232.18	0	404.14	0
Institutional Police Officers Association	266.45	0	232.18	0	404.14	0
Ironworkers Local 377	266.45	0	232.18	0	404.14	0
Laborers International Union Local 261	266.45	0	232.18	0	404.14	0
Municipal Attorneys Association	224.69	41.76	224.68	7.50	224.68	179.46
Operating Engineers Local 3	266.45	0	232.18	0	404.14	0
Painters Local 4	266.45	0	232.18	0	404.14	0
Physicians and Dentists Unit 8CC	266.45	0	232.18	0	404.14	0
Pile Drivers Local 34	266.45	0	232.18	0	404.14	0
Plasterers Local 66	266.45	0	232.18	0	404.14	0
Plumbers & Pipefitters Local 38	266.45	0	232.18	0	404.14	0
Police Officers Association	266.45	0	232.18	0	404.14	0
Roofers Local 40	266.45	0	232.18	0	404.14	0
SEIU Local 1021 Miscellaneous	266.45	0	232.18	0	404.14	0
SEIU Local 1021 Staff Nurses	224.69	41.76	224.68	7.50	224.68	179.46
SEIU Local 1021 Per Diem Nurses ¹	0	266.45	0	232.18	0	404.14
SEIU Local 1021 Fire Rescue Paramedics	266.45	0	232.18	0	404.14	0
Sheet Metal Workers Local 104	266.45	0	232.18	0	404.14	0
Stationary Engineers Local 39	224.69	41.76	224.68	7.50	224.68	179.46
Supervising Nurses Local 856 ¹	224.69	41.76	224.68	7.50	224.68	179.46
Supervising Probation Officers	266.45	0	232.18	0	404.14	0
Teamsters-Locals 350	224.69	41.76	224.68	7.50	224.68	179.46
Teamsters Local 853 & 856	266.45	0	232.18	0	404.14	0
Theatrical Stage Employees Local 16	266.45	0	232.18	0	404.14	0
TWU Local 200 and 250A, Class 7410	266.45	0	232.18	0	404.14	0
TWU Local 250A, Class 9163	224.69	41.76	224.68	7.50	224.68	179.46
TWU Local 250A, Multi Unit	266.45	0	232.18	0	404.14	0
Superior Court Employees Local 21 and 1021	266.45	0	232.18	0	404.14	0
Superior Court Judges	266.45	0	232.18	0	404.14	0
Superior Court Reporters	266.45	0	232.18	0	404.14	0
Superior Court Staff Attorneys	266.45	0	232.18	0	404.14	0
Superior Court Unrepresented	266.45	0	232.18	0	404.14	0
Commissioners (Monthly Rates) ¹	449.37	83.52	449.37	14.99	449.37	358.91

All rates that appear in this Benefits Guide are subject to final approval by the San Francisco Board of Supervisors.

¹ Per Diem/Supervising Nurses and some Commissioners are also required to pay dental plan premiums. Contact HSS for details.

Medical Plan Rates: Employee + 1 Dependent

TWICE MONTHLY CONTRIBUTIONS

UNION/EMPLOYER AGREEMENT	BLUE SHIELD		KAISER		CITY PLAN	
	Employer Pays	Employee Pays	Employer Pays	Employee Pays	Employer Pays	Employee Pays
Auto-Machinists Local 1414	490.62	41.76	456.34	7.50	542.64	244.67
Bldg inspectors, Classes 6331/6333	490.62	41.76	456.34	7.50	542.64	244.67
Bricklayers Local 3/Hodcarriers Local 36	490.62	41.76	456.34	7.50	542.64	244.67
Carpenters Local 22	490.62	41.76	456.34	7.50	542.64	244.67
Cement/Masons Local 580	490.62	41.76	456.34	7.50	542.64	244.67
DA Investigators Association	490.62	41.76	456.34	7.50	542.64	244.67
Deputy Probation Officers Association	490.62	41.76	456.34	7.50	542.64	244.67
Deputy Sheriffs Association	490.62	41.76	456.34	7.50	542.64	244.67
Electric Workers Local 6	490.62	41.76	456.34	7.50	542.64	244.67
Firefighters Local 798	490.62	41.76	456.34	7.50	542.64	244.67
Glaziers Local 718	490.62	41.76	456.34	7.50	542.64	244.67
IFPTE Locals 21/22	490.62	41.76	456.34	7.50	542.64	244.67
Institutional Police Officers Association	490.62	41.76	456.34	7.50	542.64	244.67
Ironworkers Local 377	490.62	41.76	456.34	7.50	542.64	244.67
Laborers International Union Local 261	490.62	41.76	456.34	7.50	542.64	244.67
Municipal Attorneys Association	337.19	195.19	337.19	126.65	337.19	450.12
Municipal Attorneys Cash Back 2	224.69	307.69	224.69	239.15	224.69	562.62
Operating Engineers Local 3	490.62	41.76	456.34	7.50	542.64	244.67
Painters Local 4	490.62	41.76	456.34	7.50	542.64	244.67
Physicians and Dentists Unit 8CC	490.62	41.76	456.34	7.50	542.64	244.67
Pile Drivers Local 34	490.62	41.76	456.34	7.50	542.64	244.67
Plasterers Local 66	490.62	41.76	456.34	7.50	542.64	244.67
Plumbers & Pipefitters Local 38	490.62	41.76	456.34	7.50	542.64	244.67
Police Officers Association	490.62	41.76	456.34	7.50	542.64	244.67
Roofers Local 40	490.62	41.76	456.34	7.50	542.64	244.67
SEIU Local 1021 Miscellaneous	490.62	41.76	456.34	7.50	542.64	244.67
SEIU Local 1021 Staff Nurses	490.62	41.76	456.34	7.50	607.86	179.45
SEIU Local 1021 Per Diem Nurses 1	0	532.38	0	463.84	0	787.31
SEIU Local 1021 Fire Rescue Paramedics	490.62	41.76	456.34	7.50	542.64	244.67
Sheet Metal Workers Local 104	490.62	41.76	456.34	7.50	542.64	244.67
Stationary Engineers Local 39	490.62	41.76	456.34	7.50	542.64	244.67
Supervising Nurses Local 856 1	490.62	41.76	456.34	7.50	607.86	179.45
Supervising Probation Officers	490.62	41.76	456.34	7.50	542.64	244.67
Teamsters Locals 350	337.19	195.19	337.19	126.65	337.19	450.12
Teamsters Locals 853 & 856	490.62	41.76	456.34	7.50	542.64	244.67
Theatrical Stage Employees Local 16	490.62	41.76	456.34	7.50	542.64	244.67
TWU Local 200 and 250A, Class 7410	490.62	41.76	456.34	7.50	542.64	244.67
TWU Local 250A, Class 9163	337.19	195.19	337.19	126.65	337.19	450.12
TWU Local 250A, Multi Unit	490.62	41.76	456.34	7.50	542.64	244.67
Superior Court Employees Local 21 and 1021	532.38	0	463.84	0	559.00	228.31
Superior Court Judges	532.38	0	463.84	0	787.31	0
Superior Court Reporters	532.38	0	463.84	0	559.00	228.31
Superior Court Staff Attorneys	532.38	0	463.84	0	559.00	228.31
Superior Court Staff Attorneys Cash Back 2	427.38	105.00	358.84	105.00	454.00	333.31
Superior Court Unrepresented	532.38	0	463.84	0	559.00	228.31
Commissioners (Monthly Rates) 1	449.37	615.39	449.37	478.32	449.37	1,125.25

1 Per Diem/Supervising Nurses and some Commissioners are also required to pay dental plan premiums. Contact HSS for details.

2 Attorneys with enrolled dependents who wish to elect the cashback rate must complete additional forms. Contact HSS for details.

Medical Plan Rates: Employee + 2 or More Dependents

TWICE MONTHLY CONTRIBUTIONS

COLLECTIVE BARGAINING AGREEMENT	PROFESSIONAL		CITY		CITY PLAN	
	Employer Pays	Employee Pays	Employer Pays	Employee Pays	Employer Pays	Employee Pays
Auto/Machinists Local 1414	542.64	210.46	542.64	113.48	542.64	562.69
Bldg Inspectors, Classes 6331/6333	542.64	210.46	542.64	113.48	542.64	562.69
Bricklayers Local 3/Hdc/carriers Local 36	542.64	210.46	542.64	113.48	542.64	562.69
Carpenters Local 22	542.64	210.46	542.64	113.48	542.64	562.69
Cement/Masons Local 580	542.64	210.46	542.64	113.48	542.64	562.69
DA Investigators Association	542.64	210.46	542.64	113.48	542.64	562.69
Deputy Probation Officers Association	542.64	210.46	542.64	113.48	542.64	562.69
Deputy Sheriffs Association	542.64	210.46	542.64	113.48	542.64	562.69
Electric Workers Local 6	542.64	210.46	542.64	113.48	542.64	562.69
Firefighters Local 798	542.64	210.46	542.64	113.48	542.64	562.69
Glaziers Local 718	542.64	210.46	542.64	113.48	542.64	562.69
IFPTE Locals 21/22	542.64	210.46	542.64	113.48	542.64	562.69
Institutional Police Officers Association	542.64	210.46	542.64	113.48	542.64	562.69
Ironworkers Local 377	542.64	210.46	542.64	113.48	542.64	562.69
Laborers International Union Local 261	542.64	210.46	542.64	113.48	542.64	562.69
Municipal Attorneys Association	337.19	415.91	337.19	318.93	337.19	768.14
Municipal Attorneys Association Cash Back ²	224.69	528.41	224.69	431.43	224.69	880.64
Operating Engineers Local 3	542.64	210.46	542.64	113.48	542.64	562.69
Painters Local 4	542.64	210.46	542.64	113.48	542.64	562.69
Physicians and Dentists Unit 8CC	542.64	210.46	542.64	113.48	542.64	562.69
Pile Drivers Local 34	542.64	210.46	542.64	113.48	542.64	562.69
Plasterers Local 66	542.64	210.46	542.64	113.48	542.64	562.69
Plumbers & Pipefitters Local 38	542.64	210.46	542.64	113.48	542.64	562.69
Police Officers Association	542.64	210.46	542.64	113.48	542.64	562.69
Roofers Local 40	542.64	210.46	542.64	113.48	542.64	562.69
SEIU Local 1021 Miscellaneous	542.64	210.46	542.64	113.48	542.64	562.69
SEIU Local 1021 Staff Nurses	711.34	41.76	648.62	7.50	925.87	179.46
SEIU Local 1021 Per Diem Nurses ¹	0	753.10	0	656.12	0	1,105.33
SEIU Local 1021 Fire Rescue Paramedics	542.64	210.46	542.64	113.48	542.64	562.69
Sheet Metal Workers Local 104	542.64	210.46	542.64	113.48	542.64	562.69
Stationary Engineers Local 39	542.64	210.46	542.64	113.48	542.64	562.69
Supervising Nurses Local 856 ¹	711.34	41.76	648.62	7.50	925.87	179.46
Supervising Probation Officers	542.64	210.46	542.64	113.48	542.64	562.69
Teamsters Locals 350	337.19	415.91	337.19	318.93	337.19	768.14
Teamsters Locals 853 & 856	542.64	210.46	542.64	113.48	542.64	562.69
Theatrical Stage Employees Local 16	542.64	210.46	542.64	113.48	542.64	562.69
TWU Local 200 and 250A, Class 7410	542.64	210.46	542.64	113.48	542.64	562.69
TWU Local 250A, Class 9163	337.19	415.91	337.19	318.93	337.19	768.14
TWU Local 250A, Multi Unit	542.64	210.46	542.64	113.48	542.64	562.69
Superior Court Employees Local 21 and 1021	559.00	194.10	559.00	97.12	559.00	546.33
Superior Court Judges	753.10	0	656.12	0	1,105.33	0
Superior Court Reporters	559.00	194.10	559.00	97.12	559.00	546.33
Superior Court Staff Attorneys	559.00	194.10	559.00	97.12	559.00	546.33
Superior Court Staff Attorneys Cash Back ²	454.00	299.10	454.00	202.12	454.00	651.33
Superior Court Unrepresented	559.00	194.10	559.00	97.12	559.00	546.33
Commissioners (Monthly Rates) ¹	449.37	1,056.83	449.37	862.87	449.37	1,761.29

¹ Per Diem/Supervising Nurses and some Commissioners are also required to pay dental plan premiums. Contact HSS for details.

² Attorneys with eligible dependents who wish to elect the cashback rate must complete additional forms. Contact HSS for details.

9163s as of 1/22/2010

	Data From HSS:	# from HSS	Difference from SELL Misc.	subtotal	total
EE only					
B	BlueShield	280	$(41.26 - 0) \times 24$	280,627	
	Kaiser	469	$(7.50 - 0) \times 24$	84,420	
	CityPlan	25	$(179.46 - 0) \times 24$	103,368	
				468,416	468,416
EE + 1	BlueShield	229	$(195.19 - 41.76) \times 24$	843,251	
	Kaiser	360	$(26.65 - 7.50) \times 24$	1,029,456	
	CityPlan	24	$(450.12 - 244.67) \times 24$	118,339	
				1,991,046	1,991,046
EE + 2	BlueShield	227	$(45.91 - 210.46) \times 24$	1,119,291	
	Kaiser	380	$(38.93 - 113.48) \times 24$	1,873,704	
	CityPlan	4	$(768.14 - 562.69) \times 24$	19,723	
				3,012,718	3,012,718
					\$ 5,470,180

* As of Jan 22, 2010 these are active employees Plan Year 2009-2010

FL# 091434
Received on Committee
1/21/10

Aleena Galloway

From: irwin@twusf.org
Sent: Thursday, January 21, 2010 9:25 AM
To: Aleena Galloway; cabrera@twusf.org
Subject: Fw: MTA budgetary issues

-----Original Message-----

From: Bruce Oka
To: Irwin@twusf.org
Cc: David Campos
Cc: Michela Alioto-Pier
Cc: Eric Mar
Subject: MTA budgetary issues
Sent: Jan 21, 2010 8:37 AM

Good morning Irwin,

I'm sorry that I am unable to attend this morning's Rules committee hearing. I do not believe it is necessary to go to the ballot to resolve the issues concerning the budgetary issues facing the SFMTA. I believe that we can resolve our differences amicably.

All the best,

Bruce

Sent via BlackBerry by AT&T

No virus found in this incoming message.

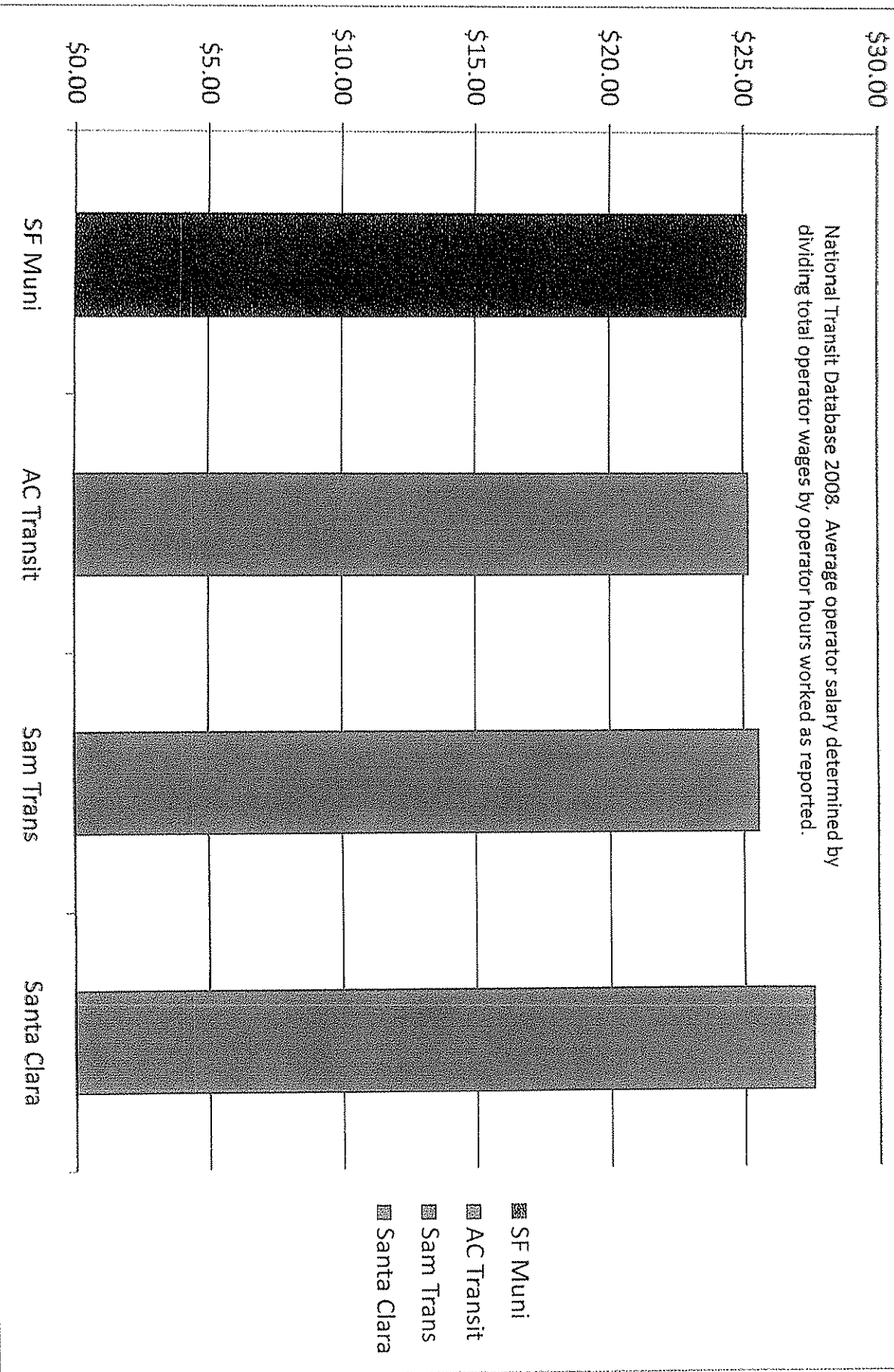
Checked by AVG - www.avg.com

Version: 8.5.432 / Virus Database: 271.1.1/2636 - Release Date: 01/21/10 07:34:00

File # 091434
Referred to Committee 1/21/10

Average Hourly Salary

National Transit Database 2008. Average operator salary determined by dividing total operator wages by operator hours worked as reported.



Medical Plan Rates: Employee Only

TWICE MONTHLY CONTRIBUTIONS

COLLECTIVE BARGAINING AGREEMENT	BLUE SHIELD		KAISER		CITY PLAN	
	Employer Pays	Employee Pays	Employer Pays	Employee Pays	Employer Pays	Employee Pays
Auto Machinists Local 1414	266.45	0	232.18	0	404.14	0
Bldg Inspectors, Classes 6331/6333	266.45	0	232.18	0	404.14	0
Bricklayers Local 3/Hodcarriers Local 36	266.45	0	232.18	0	404.14	0
Carceners Local 22	266.45	0	232.18	0	404.14	0
Cement Masons Local 580	266.45	0	232.18	0	404.14	0
DA Investigators Association	266.45	0	232.18	0	404.14	0
Deputy Probation Officers Association	266.45	0	232.18	0	404.14	0
Deputy Sheriffs Association	266.45	0	232.18	0	404.14	0
Electric Workers Local 6	266.45	0	232.18	0	404.14	0
Firefighters Local 798	266.45	0	232.18	0	404.14	0
Glaziers Local 718	266.45	0	232.18	0	404.14	0
IFPTE Locals 21/22	266.45	0	232.18	0	404.14	0
Institutional Police Officers Association	266.45	0	232.18	0	404.14	0
Ironworkers Local 377	266.45	0	232.18	0	404.14	0
Laborers International Union Local 261	266.45	0	232.18	0	404.14	0
Municipal Attorneys Association	224.69	41.76	224.68	7.50	224.68	179.46
Operating Engineers Local 3	266.45	0	232.18	0	404.14	0
Painters Local 4	266.45	0	232.18	0	404.14	0
Physicians and Dentists Unit 8CC	266.45	0	232.18	0	404.14	0
Pile Drivers Local 34	266.45	0	232.18	0	404.14	0
Plasterers Local 66	266.45	0	232.18	0	404.14	0
Plumbers & Pipefitters Local 38	266.45	0	232.18	0	404.14	0
Police Officers Association	266.45	0	232.18	0	404.14	0
Roofers Local 40	266.45	0	232.18	0	404.14	0
SEIU Local 1021 Miscellaneous	266.45	0	232.18	0	404.14	0
SEIU Local 1021 Staff Nurses	224.69	41.76	224.68	7.50	224.68	179.46
SEIU Local 1021 Per Diem Nurses ¹	0	266.45	0	232.18	0	404.14
SEIU Local 1021 Fire Rescue Paramedics	266.45	0	232.18	0	404.14	0
Sheet Metal Workers Local 104	266.45	0	232.18	0	404.14	0
Stationary Engineers Local 39	224.69	41.76	224.68	7.50	224.68	179.46
Supervising Nurses Local 856 ¹	224.69	41.76	224.68	7.50	224.68	179.46
Supervising Probation Officers	266.45	0	232.18	0	404.14	0
Teamsters Locals 350	224.69	41.76	224.68	7.50	224.68	179.46
Teamsters Local 853 & 856	266.45	0	232.18	0	404.14	0
Theatrical Stage Employees Local 16	266.45	0	232.18	0	404.14	0
TWU Local 200 and 250A, Class 7410	266.45	0	232.18	0	404.14	0
*TWU Local 250A, Class 9163	224.69	41.76	224.68	7.50	224.68	179.46
TWU Local 250A, Multi Unit	266.45	0	232.18	0	404.14	0
Superior Court Employees Local 21 and 1021	266.45	0	232.18	0	404.14	0
Superior Court Judges	266.45	0	232.18	0	404.14	0
Superior Court Reporters	266.45	0	232.18	0	404.14	0
Superior Court Staff Attorneys	266.45	0	232.18	0	404.14	0
Superior Court Unrepresented Commissioners (Monthly Rates) ¹	449.37	83.52	449.37	14.99	449.37	358.91

All rates that appear in this Benefits Guide are subject to final approval by the San Francisco Board of Supervisors.

¹ Per Diem Supervising Nurses and some Commissioners are also required to pay dental plan premiums. Contact HSS for details.

Medical Plan Rates: Employee + 1 Dependent

TWICE MONTHLY CONTRIBUTIONS

EMPLOYEE ORGANIZATION/AGREEMENT	BLUE CROSS		Kaiser		CITY PLAN	
	Employer Pays	Employee Pays	Employer Pays	Employee Pays	Employer Pays	Employee Pays
Auto-Machinists Local 1414	490.62	41.76	456.34	7.50	542.64	244.67
Bldg Inspectors, Classes 6331/6333	490.62	41.76	456.34	7.50	542.64	244.67
Bricklayers Local 3/Hodcarriers Local 36	490.62	41.76	456.34	7.50	542.64	244.67
Carpenters Local 22	490.62	41.76	456.34	7.50	542.64	244.67
Cement Masons Local 580	490.62	41.76	456.34	7.50	542.64	244.67
CA Investigators Association	490.62	41.76	456.34	7.50	542.64	244.67
Deputy Probation Officers Association	490.62	41.76	456.34	7.50	542.64	244.67
Deputy Sheriffs Association	490.62	41.76	456.34	7.50	542.64	244.67
Electric Workers Local 6	490.62	41.76	456.34	7.50	542.64	244.67
Firefighters Local 798	490.62	41.76	456.34	7.50	542.64	244.67
Glaziers Local 718	490.62	41.76	456.34	7.50	542.64	244.67
IFPTE Locals 21/22	490.62	41.76	456.34	7.50	542.64	244.67
Institutional Poice Officers Association	490.62	41.76	456.34	7.50	542.64	244.67
Ironworkers Local 377	490.62	41.76	456.34	7.50	542.64	244.67
Laborers International Union Local 261	490.62	41.76	456.34	7.50	542.64	244.67
Municipal Attorneys Association	337.19	195.19	337.19	126.65	337.19	450.12
Municipal Attorneys Cash Back ²	224.69	307.69	224.69	239.15	224.69	562.62
Operating Engineers Local 3	490.62	41.76	456.34	7.50	542.64	244.67
Painters Local 4	490.62	41.76	456.34	7.50	542.64	244.67
Physicians and Dentists Unit 800	490.62	41.76	456.34	7.50	542.64	244.67
Pile Drivers Local 34	490.62	41.76	456.34	7.50	542.64	244.67
Plasterers Local 66	490.62	41.76	456.34	7.50	542.64	244.67
Plumbers & Pipefitters Local 38	490.62	41.76	456.34	7.50	542.64	244.67
Police Officers Association	490.62	41.76	456.34	7.50	542.64	244.67
Roofers Local 40	490.62	41.76	456.34	7.50	542.64	244.67
SEIU Local 1021 Miscellaneous	490.62	41.76	456.34	7.50	542.64	244.67
SEIU Local 1021 Staff Nurses	490.62	41.76	456.34	7.50	607.86	179.45
SEIU Local 1021 Per Diem Nurses ¹	0	532.38	0	463.84	0	787.31
SEIU Local 1021 Fire Rescue Paramedics	490.62	41.76	456.34	7.50	542.64	244.67
Sheet Metal Workers Local 104	490.62	41.76	456.34	7.50	542.64	244.67
Stationary Engineers Local 39	490.62	41.76	456.34	7.50	542.64	244.67
Supervising Nurses Local 856 ¹	490.62	41.76	456.34	7.50	607.86	179.45
Supervising Probation Officers	490.62	41.76	456.34	7.50	542.64	244.67
Teamsters Locals 350	337.19	195.19	337.19	126.65	337.19	450.12
Teamsters Locals 853 & 856	490.62	41.76	456.34	7.50	542.64	244.67
Theatrical Stage Employees Local 16	490.62	41.76	456.34	7.50	542.64	244.67
TWU Local 200 and 250A, Class 7410	490.62	41.76	456.34	7.50	542.64	244.67
* TWU Local 250A, Class 9163	337.19	195.19	337.19	126.65	337.19	450.12
TWU Local 250A, Multi Unit	490.62	41.76	456.34	7.50	542.64	244.67
Superior Court Employees Local 21 and 1021	532.38	0	463.84	0	559.00	228.31
Superior Court Judges	532.38	0	463.84	0	787.31	0
Superior Court Reporters	532.38	0	463.84	0	559.00	228.31
Superior Court Staff Attorneys	532.38	0	463.84	0	559.00	228.31
Superior Court Staff Attorneys Cash Back ²	427.38	105.00	358.84	105.00	454.00	333.31
Superior Court Unrepresented	532.38	0	463.84	0	559.00	228.31
Commissioners (Monthly Rates) ¹	449.37	615.39	449.37	478.32	449.37	1,125.25

¹ Per Diem/Supervising Nurses and some Commissioners are also required to pay dental plan premiums. Contact HSS for details.

² Attorneys with enrolled dependents who wish to elect the cashback rate must complete additional forms. Contact HSS for details.

Medical Plan Rates: Employee +2 or More Dependents

TWICE MONTHLY CONTRIBUTIONS

COLLECTIVE BARGAINING AGREEMENT	FIDUCIARY		CASE		GID PLAN	
	Employer Pays	Employee Pays	Employer Pays	Employee Pays	Employer Pays	Employee Pays
Auto-Mechanists Local 1414	542.64	210.46	542.64	113.48	542.64	562.69
Bldg Inspectors, Classes 6331/6333	542.64	210.46	542.64	113.48	542.64	562.69
Bricklayers Local 3/Hodcarriers Local 36	542.64	210.46	542.64	113.48	542.64	562.69
Carpenters Local 22	542.64	210.46	542.64	113.48	542.64	562.69
Cement Masons Local 580	542.64	210.46	542.64	113.48	542.64	562.69
DA Investigators Association	542.64	210.46	542.64	113.48	542.64	562.69
Deputy Probation Officers Association	542.64	210.46	542.64	113.48	542.64	562.69
Deputy Sheriffs Association	542.64	210.46	542.64	113.48	542.64	562.69
Electric Workers Local 6	542.64	210.46	542.64	113.48	542.64	562.69
Firefighters Local 798	542.64	210.46	542.64	113.48	542.64	562.69
Glaziers Local 718	542.64	210.46	542.64	113.48	542.64	562.69
IFPTE Locals 21/22	542.64	210.46	542.64	113.48	542.64	562.69
Institutional Police Officers Association	542.64	210.46	542.64	113.48	542.64	562.69
Ironworkers Local 377	542.64	210.46	542.64	113.48	542.64	562.69
Laborers International Union Local 261	542.64	210.46	542.64	113.48	542.64	562.69
Municipal Attorneys Association	337.19	415.91	337.19	318.93	337.19	768.14
Municipal Attorneys Association Cash Back ²	224.69	528.41	224.69	431.43	224.69	880.64
Operating Engineers Local 3	542.64	210.46	542.64	113.48	542.64	562.69
Painters Local 4	542.64	210.46	542.64	113.48	542.64	562.69
Physicians and Dentists Unit 8CC	542.64	210.46	542.64	113.48	542.64	562.69
Pile Drivers Local 34	542.64	210.46	542.64	113.48	542.64	562.69
Plasterers Local 66	542.64	210.46	542.64	113.48	542.64	562.69
Plumbers & Pipefitters Local 38	542.64	210.46	542.64	113.48	542.64	562.69
Police Officers Association	542.64	210.46	542.64	113.48	542.64	562.69
Roofers Local 40	542.64	210.46	542.64	113.48	542.64	562.69
SEIU Local 1021 Miscellaneous	542.64	210.46	542.64	113.48	542.64	562.69
SEIU Local 1021 Staff Nurses	711.34	41.76	648.62	7.50	925.87	179.46
SEIU Local 1021 Per Diem Nurses ¹	0	753.10	0	656.12	0	1,105.33
SEIU-Local 1021 Fire Rescue Paramedics	542.64	210.46	542.64	113.48	542.64	562.69
Sheet Metal Workers Local 104	542.64	210.46	542.64	113.48	542.64	562.69
Stationary Engineers Local 39	542.64	210.46	542.64	113.48	542.64	562.69
Supervising Nurses Local 856 ¹	711.34	41.76	648.62	7.50	925.87	179.46
Supervising Probation Officers	542.64	210.46	542.64	113.48	542.64	562.69
Teamsters Locals 350	337.19	415.91	337.19	318.93	337.19	768.14
Teamsters Locals 853 & 856	542.64	210.46	542.64	113.48	542.64	562.69
Theatrical Stage Employees Local 16	542.64	210.46	542.64	113.48	542.64	562.69
TWU Local 200 and 250A, Class 7410	542.64	210.46	542.64	113.48	542.64	562.69
* TWU Local 250A, Class 9163	337.19	415.91	337.19	318.93	337.19	768.14
TWU Local 250A, Multi Unit	542.64	210.46	542.64	113.48	542.64	562.69
Superior Court Employees Local 21 and 1021	559.00	194.10	559.00	97.12	559.00	546.33
Superior Court Judges	753.10	0	656.12	0	1,105.33	0
Superior Court Reporters	559.00	194.10	559.00	97.12	559.00	546.33
Superior Court Staff Attorneys	559.00	194.10	559.00	97.12	559.00	546.33
Superior Court Staff Attorneys Cash Back ²	454.00	299.10	454.00	202.12	454.00	651.33
Superior Court Unrepresented	559.00	194.10	559.00	97.12	559.00	546.33
Commissioners (Monthly Rates) ¹	449.37	1,056.83	449.37	862.87	449.37	1,761.29

¹ Per Diem/Supervising Nurses and some Commissioners are also required to pay dental plan premiums. Contact HSS for details.

² Attorneys with enrolled dependents who wish to elect the cashback rate must complete additional forms. Contact HSS for details.

Lum, Irwin

From: Bob Planthold [political_bob@att.net]
Sent: Wednesday, January 20, 2010 11:43 PM
To: David Campos; michela.alioto-pier@sfgov.org; eric.l.mar@sfgov.org
Cc: Irwin Lum; linnette.peraltahaynes@sfgov.org; sheila.chung@sfgov.org;
linshao.chin@sfgov.org; cassandra.costello@sfgov.org; bill.barnes@sfgov.org;
catherine.stefani@sfgov.org
Subject: Oppose 21 Jan. Rules agenda Item 5 on Retirement Benefit Costs

I ask you Rules Committee Supervisors to not pass the draft of Item 5 on to the full Board.

The publicity about this proposed legislation has distorted the record on why these practices were first negotiated and approved.

This item may be portrayed as a "good government" or fiscally prudent measure, but it actually serves to divide city employees from each other and potentially cause antagonisms within organized labor.

Where previously there was a disparity or inequity in fringe benefits, legislation and formulae were approved, after careful negotiations, to partially compensate different bargaining units for these differences.

Though the city may be in a difficult financial situation, trying to solve it on the backs of labor is not the way.

It may be worth instead looking at the Mayor's practice of hiring so many white-collar / management staff and placing these favorites in various city departments. And also in looking at all the personal services contracts issued to some retirees.

Beyond that, this item takes the view that the first way to solve a budget problem is to cut back. That's a view based on fear, on feelings of powerlessness, on lack of hope. Instead, for a city that supposedly knows how, you ought to be looking at ways to maximize current revenue sources.

Please, don't recommend this proposed legislation.

Bob Planthold

Please, don't recommend an item that makes No virus found in this incoming message.

Checked by AVG - www.avg.com

Version: 8.5.432 / Virus Database: 270.14.149/2631 - Release Date: 01/20/10 19:18:00