

BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. 554-5184
Fax No. 554-5163
TDD/TTY No. 554-5227

MEMORANDUM

GOVERNMENT AUDIT AND OVERSIGHT COMMITTEE

SAN FRANCISCO BOARD OF SUPERVISORS

TO: Supervisor Aaron Peskin, Chair
Government Audit and Oversight Committee

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

DATE: June 17, 2016

SUBJECT: **COMMITTEE REPORT, BOARD MEETING**
Tuesday, June 21, 2016

The following file should be presented as a **COMMITTEE REPORT** at the Board meeting, Tuesday, June 21, 2016. This item was acted upon at the Government Audit and Oversight Committee Meeting on June 16, 2016 at 9:30 a.m., by the votes indicated.

Item No. 25 File No. 160548

Ordinance adopting and implementing Amendment No. 1 to the FYs 2014-2017 Memorandum of Understanding between the City and County of San Francisco and Service Employees International Union, Local 1021, by implementing specified terms and conditions of employment for FYs 2016-2017.

RECOMMENDED AS A COMMITTEE REPORT

Vote: Supervisor Aaron Peskin - Aye
Supervisor London Breed - Aye
Supervisor Norman Yee - Excused

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

File No. 160548 Committee Item No. 5
 Board Item No. 25

COMMITTEE/BOARD OF SUPERVISORS
 AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight Date June 16, 2016

Board of Supervisors Meeting Date JUNE 21, 2016
 Cmte Board

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| <input type="checkbox"/> | <input type="checkbox"/> | Motion |
| <input type="checkbox"/> | <input type="checkbox"/> | Resolution |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Ordinance |
| <input type="checkbox"/> | <input type="checkbox"/> | Legislative Digest |
| <input type="checkbox"/> | <input type="checkbox"/> | Budget and Legislative Analyst Report |
| <input type="checkbox"/> | <input type="checkbox"/> | Youth Commission Report |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Introduction Form |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Department/Agency Cover Letter and/or Report |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | MOU |
| <input type="checkbox"/> | <input type="checkbox"/> | Grant Information Form |
| <input type="checkbox"/> | <input type="checkbox"/> | Grant Budget |
| <input type="checkbox"/> | <input type="checkbox"/> | Subcontract Budget |
| <input type="checkbox"/> | <input type="checkbox"/> | Contract/Agreement |
| <input type="checkbox"/> | <input type="checkbox"/> | Form 126 – Ethics Commission |
| <input type="checkbox"/> | <input type="checkbox"/> | Award Letter |
| <input type="checkbox"/> | <input type="checkbox"/> | Application |
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OTHER (Use back side if additional space is needed)

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| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>MOU Amendment No. 1</u> |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>Referral MOU - 05/23/2016</u> |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>Controller Cost Analysis 06/09/2016</u> |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>Committee Report Memo - 6/10/2016</u> |
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Completed by: Erica Major Date June 10, 2016

Completed by: *[Signature]* Date 6/17/2016

1 [Memorandum of Understanding - Service Employees International Union, Local 1021]

2

3 **Ordinance adopting and implementing Amendment No. 1 to the FYs 2014-2017**
4 **Memorandum of Understanding between the City and County of San Francisco and**
5 **Service Employees International Union, Local 1021, by implementing specified terms**
6 **and conditions of employment for FYs 2016-2017.**

7

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

12

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

14

15 Section 1. The Board of Supervisors hereby adopts and implements Amendment No. 1
16 to the 2014-2017 Memorandum of Understanding between the City and County of San
17 Francisco and Service Employees International Union, Local 1021 by implementing specified
18 terms and conditions of employment for FYs 2016-2017.

19

20 Amendment No. 1 to the 2014-2017 Memorandum of Understanding so implemented is
21 on file with the Clerk of the Board of Supervisors in Board File No. 160548.

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

3 By:



4 KATHARINE HOBIN PORTER
5 Chief Labor Attorney

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CITY AND COUNTY OF SAN FRANCISCO
OFFICE OF THE CONTROLLER

Ben Rosenfield
Controller

Todd Rydstrom
Deputy Controller

June 9, 2016

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

RE: File Numbers 160547, 160548, 160549, 160665, and 160666: Memoranda of Understanding (MOU) between the City and County of San Francisco and various collective bargaining units.

Dear Ms. Calvillo,

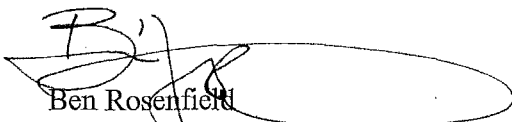
In accordance with Ordinance 92-94, I am submitting a cost analysis of three new MOUs and two amendments to existing MOUs between the City and County of San Francisco and various employee collective bargaining units. With one exception, the amendments apply to MOUs for the period commencing July 1, 2016 through June 30, 2017, affecting 20,264 funded positions with a salary base of approximately \$1,734.6 million and an overall pay and benefits base of approximately \$2,463.8 million.

Our analysis finds that the combined the new and amended MOUs will increase costs to the City by approximately \$24.3 million in FY 2016-17. Our cost estimates assume that premiums, overtime, and other adjustments grow consistently with wage changes.

Increased costs are driven by general wage and staffing increases agreed to in new MOUs with Staff and Per Diem Nurses and Supervising Registered Nurses. All ongoing wage agreements in the MOUs and amendments are consistent with the citywide pattern of wage increases for FY 2016-17 established during the 2014 bargaining cycle. Nurses and Supervising Nurses will receive additional one-time lump sum payments equal to 0.75% of their total FY 2015-16 regular pay. See Attachments A and B for a detailed listing and analysis of the costs for the individual MOUs.

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

Sincerely,


Ben Rosenfield
Controller

cc: Lawanna Preston, ERD
Harvey Rose, Budget Analyst

ATTACHMENT A

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

<u>Summary</u>	<u>FY 2016 - 17</u>
Wages	\$12,970,000
Wage-Related Fringe Increases	\$2,850,000
Total Wage and Wage-Related Fringe Increases	<u>\$15,820,000</u>
Nurses Staffing Changes	\$7,700,000
Other Miscellaneous Adjustments	\$805,000
Total Increase (Decrease)	<u>\$24,325,000</u>

Union Detail

<u>File Number</u>	<u>Union</u>	<u>FY 2016 - 17</u>
160547	International Federation of Professional and Technical Engineers, Local 21, AFL-CIO	<u>\$800,000</u>
	Percent of FY 2016-17 Salary and Fringe	0.13%
	Wages	\$560,000
	Wage-Related Fringe Increases/(Decreases)	\$140,000
	TechHire Program	\$100,000
160549	Unrepresented	<u>\$420,000</u>
	Percent of FY 2016-17 Salary and Fringe	4.62%
	Wages	\$230,000
	Wage-Related Fringe Increases/(Decreases)	\$50,000
	Health - Miscallenous Unrepresented to receive Flex Benefits	\$140,000
160548	Service Employees International Union, Local 1021	<u>\$0</u>

<u>File Number</u>	<u>Union</u>	<u>FY 2016 - 17</u>
160665	Staff and Per Diem Nurses, SEIU Local 1021	<u>\$20,315,000</u>
	Percent of FY 2016-17 Salary and Fringe	6.44%
	Wages	\$8,440,000
	Wages - One-Time Lump Sum	\$1,410,000
	Wage-Related Fringe Increases/(Decreases)	\$2,150,000
	Premium Changes	\$80,000
	Staffing Increases	\$7,700,000
	Increased Tuition Reimbursement Fund Contribution	\$25,000
	Miscellaenous Provisions	\$510,000
160666	Supervising Registered Nurses, Local 856	<u>\$1,060,000</u>
	Percent of FY 2016-17 Salary and Fringe	3.64%
	Wages	\$780,000
	Wages - One-Time Lump Sum	\$130,000
	Wage-Related Fringe Increases/(Decreases)	\$200,000
	Tuition Reimbursement carry over conclusion	(\$50,000)

Union Detail - Physicians and Dentists Parity Related Wage Increases

N/A	UAPD, UNION OF AMER PHYS & DEN	<u>\$1,730,000</u>
	Percent of FY 2016-17 Salary and Fringe	3.26%
	Wage changes from existing parity provisions	\$1,420,000
	Wage-Related Fringe Increases/(Decreases)	\$310,000

ATTACHMENT B

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

- 160665--Staff and Per Diem Nurses, SEIU Local 1021
- 160666--Supervising Registered Nurses, Local 856
- 160547--International Federation of Professional and Technical Engineers, Local 21
- 160548--Service Employees International Union, Local 1021
- 160549--Unrepresented

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

File Numbers 160547—International Federation of Professional and Technical Engineers, Local 21

The amendments to the MOUs apply to the period commencing July 1, 2016 through June 30, 2017, affecting 5,975 funded positions with a salary base of approximately \$517.2 million and an overall pay and benefits base of \$713.6 million.

Our analysis projects that the MOU amendment will result in \$0.8 million in additional costs to the City in FY 2016-17. The MOU increases the number of steps and the top step amount for members in classifications in the IT Operations Support Series and grants a one-time retroactive payment for members equal to the amount they would have received if such a step change had been implemented on July 1, 2015. Additionally, Legislative Assistants are granted a 2.5% wage increase in addition to the 3.25% wage increase effective July 1, 2016.

File Number 160548—Service Employees International Union, Local 1021

The amendment to the MOU applies to the period commencing July 1, 2016 through June 30, 2017, affecting 12,379 funded position with a salary base in SEIU of approximately \$916 million and an overall pay and benefits base of approximately \$1,322 million.

Our analysis projects that the MOU amendment will result in neither costs nor savings for the City in FY 2016-17. Changes in the amendment are related to a 2012 arbitration award calling on the City to reduce its use of As-Needed employees in the SEIU bargaining unit. Among other efforts, the City is required to re-appoint multiple classes of As-Needed employees to Permanent Civil Service (PCS) positions.

This MOU amendment establishes the step and salary step schedule for 3278 Recreation Facility Assistant and how As-Needed incumbents in the 3279 Recreation Leader job class will be reappointed into PCS 3278 Recreation Facility Assistant positions. The step and salary schedule overrides other wage adjustments established for members in the MOU. As a result, our analysis projects that this agreement will result in no fiscal impact.

File Number 160549—Unrepresented

The amendments to the MOU apply to the period commencing July 1, 2016 through June 30, 2017, affecting 86 funded positions with a salary base of approximately \$7.8 million and an overall pay and benefits base of approximately \$10.8 million.

Our analysis projects that this agreement will result in approximately \$0.4 million of increased costs to the City during FY 2016-17 as a result of a 3.25% wage increase effective July 1, 2016, which is consistent with the citywide pattern of wage increases for FY 2016-17 established during the 2014 bargaining cycle. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.

File Numbers 160665— Staff and Per Diem Nurses, SEIU Local 1021

The MOU applies to the period commencing July 1, 2016 through June 30, 2017, affecting 1,699 funded positions with a salary base of approximately \$268.9 million and an overall pay and benefits base of \$357.1 million.

Our analysis projects that this agreement will result in approximately \$20.3 million of increased costs to the City during FY 2016-17 primarily as a result of wage changes including a 3.25% wage increase effective July 1, 2016, which is consistent with the citywide pattern of wage increases for FY 2016-17 established during the 2014 bargaining cycle. In addition to the citywide wage pattern the agreement grants union members a one-time lump sum payment equal to 0.75% of their total FY 2015-16 regular pay.

Additional costs primarily result from negotiated changes to increase staffing levels for the Post-Anesthesia Care, Maternal Child Health, Psychiatric, and Emergency Departments at Zuckerberg San Francisco General Hospital (ZSFG).

File Numbers 160666— Supervising Registered Nurses, Local 856

The MOU applies to the period commencing July 1, 2016 through June 30, 2019, affecting 126 funded positions with a salary base of approximately \$24.9 million and an overall pay and benefits base of \$32.9 million.

Our analysis projects that this agreement will result in approximately \$1.1 million of increased costs to the City during FY 2016-17 primarily as a result of wage changes including a 3.25% wage increase effective July 1, 2016, which is consistent with the citywide pattern of wage increases for FY 2016-17 established during the 2014 bargaining cycle. In addition to the citywide wage pattern the agreement grants union members a one-time lump sum payment equal to 0.75% of their total FY 2015-16 regular pay.

The MOU grants members wage changes for FY 2017-18 and FY 2018-19 equal to wage changes negotiated with the Staff and Per Diem Nurses in their FY 2017-18 MOU and are unspecified at this time.

Union of American Physicians and Dentists (UAPD), Units 17 and 18

Employees in the Physicians and Dentists Union (UAPD) are included in our analysis even though their MOU is not currently open because provisions in their MOU grant salary increases contingent upon salary increases for Nurse Practitioners in SEIU Local 1021. As a result of wage increases agreed to in the Nurses MOU, UAPD members will receive a 3.25% wage increase effective July 1, 2016.

Amendment No. 1
TO THE 2014-2017 COLLECTIVE BARGAINING AGREEMENT
BETWEEN
THE CITY AND COUNTY OF SAN FRANCISCO
AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021

The parties hereby amend the Collective Bargaining Agreement as follows:

ARTICLE III – D. ADDITIONAL COMPENSATION & PREMIUM PAY

3278 Recreation Facility Assistant

377a. Effective on or after October 10, 2015, the City will establish classification 3278 Recreation Facility Assistant with the following five salary steps and hourly rates:

- Step 1: \$15.0000
- Step 2: \$15.5000
- Step 3: \$16.0000
- Step 4: \$16.8000
- Step 5: \$17.6375

377b. Incumbents in classification 3279 Recreation Leader (as of the date classification 3278 is established) who receive appointments in classification 3278 shall be appointed as follows:

- Employees appointed TEX shall be appointed at Step 3.
- Employees appointed PCS shall be appointed at Step 4.

377c. All other appointees to classification 3278, including incumbents in classification 3279 who were appointed to class 3279 after the date the City establishes class 3278 who are appointed to class 3278 shall be appointed at Step 1, unless the Appointing Officer uses the appointment above entrance provision of this Agreement. Employees who are appointed PCS to class 3278 prior to July 1, 2016, shall advance to Step 2 on July 1, 2016 and advance through all subsequent salary steps at one year periods. Employees appointed PCS to class 3278 on or after July 1, 2016, shall advance to the next step upon one year of service. Step advancement for TEX employees is subject to the other provisions of this Agreement.

377d. Effective July 1, 2016, and in lieu of the general wage increase scheduled for that date under section III.A. of this Agreement, the City shall adjust the salary steps and hourly rates for class 3278 Recreation Facility as follows:

- Step 1: \$15.0000
- Step 2: \$15.7500
- Step 3: \$16.5375
- Step 4: \$17.3625

BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. 554-5184
Fax No. 554-5163
TDD/TTY No. 554-5227

MEMORANDUM

TO: Ben Rosenfield, City Controller, Office of the Controller
Micki Callahan, Director, Department of Human Resources

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

DATE: May 23, 2016

SUBJECT: LEGISLATION INTRODUCED - MOUs

The Board of Supervisors' Government Audit and Oversight Committee has received the following legislation, which is being referred to your department for review and report.

File No. 160547

Ordinance adopting and implementing Amendment No. 1 to the FYs 2014-2017 Memorandum of Understanding between the City and County of San Francisco and International Federation of Professional and Technical Engineers, Local 21 by implementing specified terms and conditions of employment for FYs 2016-2017.

File No. 160548

Ordinance adopting and implementing Amendment No. 1 to the FYs 2014-2017 Memorandum of Understanding between the City and County of San Francisco and Service Employees International Union, Local 1021, by implementing specified terms and conditions of employment for FYs 2016-2017.

File No. 160549

Ordinance fixing compensation for persons employed by the City and County of San Francisco whose compensation is subject to the provisions of Charter, Section A8.409, in job codes not represented by an employee organization, and establishing working schedules and other terms and conditions of employment and, methods of payment, effective July 1, 2016.

These matters are anticipated to be heard in Committee on **Thursday, June 16, 2016**.

Please submit your reports to myself at the Clerk of the Board of Supervisors, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102.

c: Todd Rydstrom, Office of the Controller
Andrew Murrell, Office of the Controller
Susan Gard, Department of Human Resources
Lawanna Preston, Department of Human Resources
Lucy Chu, Department of Human Resources

COB, GAO,
Leg Dup

Member, Board of Supervisors
District 3



City and County of San Francisco

AARON PESKIN
佩斯金 市參事

DATE: June 9, 2016

TO: Angela Calvillo
Clerk of the Board of Supervisors

FROM: Supervisor Aaron Peskin
Chairperson

RE: Government Audit and Oversight Committee
COMMITTEE REPORTS

RECEIVED
COMMISSIONER OF SUPERVISORS
SAN FRANCISCO
2016 JUN 10 AM 9:22

Pursuant to Board Rule 4.20, as Chair of the Government Audit and Oversight Committee, I have deemed the following matters are of an urgent nature and request they be considered by the full Board on June 21, 2016, as Committee Reports:

160547 Memorandum of Understanding - International Federation of Professional and Technical Engineers, Local 21

Ordinance adopting and implementing Amendment No. 1 to the FYs 2014-2017 Memorandum of Understanding between the City and County of San Francisco and International Federation of Professional and Technical Engineers, Local 21 by implementing specified terms and conditions of employment for FYs 2016-2017.

160548 Memorandum of Understanding - Service Employees International Union, Local 1021

Ordinance adopting and implementing Amendment No. 1 to the FYs 2014-2017 Memorandum of Understanding between the City and County of San Francisco and Service Employees International Union, Local 1021, by implementing specified terms and conditions of employment for FYs 2016-2017.

160549 Compensation for Unrepresented Employees

Ordinance fixing compensation for persons employed by the City and County of San Francisco whose compensation is subject to the provisions of Charter, Section A8.409, in job codes not represented by an employee organization, and establishing working schedules and other terms and conditions of employment and, methods of payment, effective July 1, 2016.



AARON PESKIN
佩斯金市參事

160665 Memorandum of Understanding - Service Employees International Union, Local 1021: Staff & Per Diem Nurses

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and Service Employees International Union, Local 1021: Staff & Per Diem Nurses to be effective July 1, 2016, through June 30, 2017.

160666 Memorandum of Understanding - Teamsters, Local 856: Supervising Registered Nurses

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and Teamsters, Local 856: Supervising Registered Nurses to be effective July 1, 2016, through June 30, 2019.

160512 Contract Agreement - Walgreen Co. - Pharmacy Services - Not To Exceed \$19,600,000

Resolution approving a contract between the Department of Public Health and Walgreen Co., to provide pharmacy services under the federal drug discount program established by Public Health Service Act, Section 340B, for a five-year term of July 1, 2016, through June 30, 2021, in an amount not to exceed \$19,600,000.

160314 Contract Amendment - Regents of the University of California, Division of Substance Abuse and Addiction Medicine - Behavioral Health Services - Not to Exceed \$27,552,154

Resolution retroactively approving amendment number one to the Department of Public Health contract for behavioral health services with the Regents of the University of California, Division of Substance Abuse and Addiction Medicine, to extend the contract by two years, from July 1, 2010, through December 31, 2015, to July 1 2010, through December 31, 2017, with a corresponding increase of \$9,648,526 for a total amount not to exceed \$27,552,154.

160595 Accept and Expend Grant - San Francisco Bay Area Rapid Transit District - Pit Stop Public Toilet Program - \$200,000

Resolution retroactively authorizing the Department of Public Works to accept and expend a grant of up to \$200,000 from the San Francisco Bay Area Rapid Transit District for the Pit Stop Public Toilet Program for the period of February 17, 2016, through February 16, 2017.

These matters will be heard in the Government Audit and Oversight Committee on June 16, 2016, at 9:30 a.m.

OFFICE OF THE MAYOR
SAN FRANCISCO



EDWIN M. LEE

TO: Angela Calvillo, Clerk of the Board of Supervisors
FROM: *fm* Mayor Edwin M. Lee *NE*
RE: Memorandum of Understanding - Service Employees International Union,
Local 1021
DATE: May 13, 2016

Attached for introduction to the Board of Supervisors is an ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and Service Employees International Union, Local 1021 by implementing specified terms and conditions of employment for FYs 2016-2017.

I respectfully request a waiver of the 30-day hold and that this item be heard in Government Audit & Oversight Committee.

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

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO
2016 MAY 13 PM 2:40
BY: [Signature]