



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

**Ben Rosenfield**  
**Controller**

**Todd Rydstrom**  
**Deputy Controller**

June 11, 2015

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 150515 through 150519: 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. The amendments apply to MOUs for the period commencing July 1, 2015 through June 30, 2018, affecting 1,311 authorized positions with a salary base of approximately \$121.8 million and an overall pay and benefits base of approximately \$156.8 million.

Our analysis finds that the combined the new and amended MOUs will increase costs to the City by approximately \$1.6 million in FY 2015-16, \$1.9 million in FY 2016-17 and \$1.9 million in FY 2017-18. Our cost estimates assume that premiums, overtime, and other adjustments grow consistently with wage changes.

Increased costs are driven by general wage increases agreed to in the new MOUs with the Union of American Physicians and Dentists (UAPD) Units 17 and 18 and Unrepresented Employees. In both cases wage agreements match the pattern of citywide wage adjustments agreed to by most miscellaneous employee groups in 2014. See Attachments A and B for a detailed listing and analysis of the costs for the affected 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: Martin Gran, ERD  
Harvey Rose, Budget Analyst

ATTACHMENT A

Amendments to the Memoranda of Understanding of listed units from July 1, 2015 - June 30, 2018  
 Controller's Office Estimate of Total Costs/(Savings) FY 2015-16, FY 2016-17 and FY 2017-18

Summary

	<u>FY 2015-16</u>	<u>FY 2016 - 17</u>	<u>FY 2017 - 18</u>
Wages	<u>\$1,270,000</u>	<u>\$1,470,000</u>	<u>\$1,470,000</u>
Wage-Related Fringe Increases	<u>\$290,000</u>	<u>\$330,000</u>	<u>\$330,000</u>
Total Wage and Wage-Related Fringe Increases	<u>\$1,560,000</u>	<u>\$1,800,000</u>	<u>\$1,800,000</u>
Other Miscellaneous Adjustments	\$65,000	\$60,000	\$50,000
Annual Amount Increase (Decrease)	<u>\$1,625,000</u>	<u>\$1,860,000</u>	<u>\$1,850,000</u>

Union Detail

<u>File Number</u>	<u>Union</u>	<u>FY 2015-16</u>	<u>FY 2016 - 17</u>	<u>FY 2017 - 18</u>
150515/150516	<b>Union of American Physicians and Dentists (UAPD)</b>	<u>\$1,250,000</u>	<u>\$1,840,000</u>	<u>\$1,870,000</u>
	Percent of FY 2015-16 Salary and Fringe	2.41%	3.54%	3.60%
	Wages - Unit 17	\$930,000	\$1,290,000	\$1,290,000
	Wage-Related Fringe Increases/(Decreases) - Unit 17	\$210,000	\$290,000	\$290,000
	Wages - Unit 18	\$60,000	\$180,000	\$180,000
	Wage-Related Fringe Increases/(Decreases) - Unit 18	\$10,000	\$40,000	\$40,000
	Longevity Premium/Bonus (Dentists)	\$20,000	\$0	\$0
	Long-Term Disability Plan Beginning January 1, 2015	\$20,000	\$20,000	\$20,000
	Increased Employee Development Fund Contribution	\$0	\$20,000	\$50,000
150517	<b>Laborers International Union, Local 261</b>	<u>\$30,000</u>	<u>\$30,000</u>	<u>\$0</u>
	Percent of FY 2015-16 Salary and Fringe	0.03%	0.03%	0.00%
	Arborist Apprenticeship Program	\$30,000	\$30,000	
150518	<b>SEIU, Local 1021: H-1 Fire Rescue Paramedics</b>	<u>(\$10,000)</u>	<u>(\$10,000)</u>	<u>(\$20,000)</u>
	Percent of FY 2015-16 Salary and Fringe	0.69%	0.69%	1.38%
	Health Contribution Model Changed from 100/75 to 93/93/83	(\$10,000)	(\$10,000)	(\$20,000)
150519	<b>Unrepresented</b>	<u>\$355,000</u>		
	Percent of FY 2015-16 Salary and Fringe	2.35%		
	Wages	\$280,000		
	Wage-Related Fringe Increases/(Decreases)	\$70,000		
	Increased Employee Development Fund Contribution	\$5,000		

The contract for Unrepresented employees extends from July 1, 2015 through June 30, 2016, subsequent wage increases are not yet determined.

## ATTACHMENT B

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

- 150515 – Union of American Physicians and Dentists (UAPD) Unit 17
- 150516 – Union of American Physicians and Dentists (UAPD) Unit 18
- 150517 – Laborers, Local 261
- 150518 – SEIU, Local 1021 – H-1 Fire Rescue Paramedics
- 150519 – Unrepresented

File Nos. 150517 and 150518 are not full Memorandums of Understanding, and instead are amendments to the respective unit's MOU agreed to by the City and the collecting bargaining unit.

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

### **File Numbers 150515 and 150516 – Union of American Physicians and Dentists (UAPD) Units 17 and 18**

The amendments to the MOUs apply to the period commencing July 1, 2015 through June 30, 2018, affecting 181 funded positions with a salary base of approximately \$41.5 million and an overall pay and benefits base of approximately \$51.9 million.

Our analysis projects that this agreement will result in approximately \$1.25 million of increased costs to the City during FY 2015-16, \$1.8 million of increased costs in FY 2016-17 and \$1.9 million of increased costs in FY 2017-18. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes. Parity provisions between UAPD members and Nurse Practitioners in SEIU Local 1021 cause the 3.25% wage increase included in our analysis. Parity provisions will also trigger additional costs contingent on further salary increases received by Nurse Practitioners in subsequent bargaining.

### **File Number 150517 – Laborers International Union, Local 261 (Laborers, Local 261)**

The amendment to the MOU applies to the period commencing July 1, 2014 through June 30, 2017, affecting 991 funded positions with a salary base of approximately \$67.2 million and an overall pay and benefits base of approximately \$88.3 million.

Our analysis projects that this agreement will result in less than \$0.1 million of increased costs to the City during FY 2015-16 and FY 2016-17.

**File Number 150518 – SEIU, Local 1021 – H-1 Fire Rescue Paramedics**

The amendment to the MOU applies to the period commencing July 1, 2007 through June 30, 2015 and year to year thereafter, affecting 10 funded positions with a salary base of approximately \$1.2 million and an overall pay and benefits base of approximately \$1.45 million.

Our analysis projects that this agreement will result in less than \$0.1 million savings to the City during FY 2015-16, FY 2016-17 and FY 2017-18.

**File Number 150519 - Unrepresented**

The amendments to the MOU apply to the period commencing July 1, 2015 through June 30, 2016, affecting 129 funded positions with a salary base of approximately \$11.9 million and an overall pay and benefits base of approximately \$15.1 million.

Our analysis projects that this agreement will result in approximately \$0.4 million of increased costs to the City during FY 2015-16 as a result of a 3.25% wage increase effective October 10, 2015, which is consistent with the citywide pattern of wage increases for FY 2015-16 established during the 2014 bargaining cycle. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.