File No.	110644
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Committee	Item	No.		11	_
Board Item	No.		,		

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee:	Government Audit and Oversi	<u>ght</u> Date: <u>June 9, 2011</u>	
Board of Su	pervisors Meeting	Date:	
Cmte Boa	ırd		1
	Motion		
	Resolution		
	Ordinance		
	Legislative Digest		
	Budget Analyst Report		
	Legislative Analyst Report		
	Introduction Form (for hearing	ıs)	
	Department/Agency Cover Let		
	MOU		
	Grant Information Form		
	Grant Budget		
一	Subcontract Budget		
	Contract/Agreement (Approve	d as to Form)	
	Award Letter		
	Application		
	Public Correspondence		
OTHER	(Use back side if additional sp	ace is needed)	
			
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Completed !	by: Andrea S. Ausberry	Date June 2, 2011	
Completed I		Date	
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An asterisked item represents the cover sheet to a document that exceeds 25 pages. The complete document is in the file.

1 [Memorandum of Understanding, Amendment 1 - Service Employees International Union, Local 10211 2 3 Ordinance adopting and implementing Amendment No. 1 to the 2010-2012 4 Memorandum of Understanding between the City and County of San Francisco and the Service Employees International Union, Local 1021, by implementing 5 specified terms and conditions of employment for FY2011-2012. 6 7 8 NOTE: Additions are single-underline italics Times New Roman; deletions are strike through italics Times New Roman. 9 Board amendment additions are double-underlined; Board amendment deletions are strikethrough normal. 10 Be it ordained by the People of the City and County of San Francisco: 11 12 Section 1. The Board of Supervisors hereby adopts and implements 13 Amendment No. 1 to the 2010–2012 Memorandum of Understanding between the City 14 and County of San Francisco and the Service Employees International Union, by implementing specified terms and conditions of employment for fiscal year 2011–2012. 15 16 17 Amendment No. 1 to the Memorandum of Understanding so implemented is on 18 file in the office of the Board of Supervisors in Board File No. 110644. 19 20 APPROVED AS TO FORM: DENNIS J. HERRERA, City Attorney 21 22 By: ELIZABETH S. SALVESON 23 Chief Labor Attorney 24

Mayor Lee BOARD OF SUPERVISORS

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Office of the Mayor San Francisco



EDWIN M. LEE Mayor

TO:

Angela Calvillo, Clerk of the Board of Supervisors

FROM:

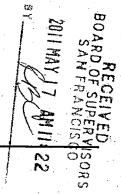
Mayor Edwin M. Lee

RE:

Amendments to Various Memoranda of Understanding

DATE:

May 17, 2011



Dear Madame Clerk:

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

- 10629 1. Consolidated Crafts, (July 1, 2010 through June 20, 2012) 0630 2. Deputy Probation Officers' Association, (July 1, 2010 through June 30, 2012) 0631 3. Fire, Unit 1, (July 1, 2007 through June 30, 2013) 0632 4. Fire, Unit 2, (July 1, 2007 through June 30, 2013) 0633 5. SEIU, Local 1021, H1 Fire Rescue Paramedics, (July 1, 2007 through June 30, 2013) 0634 6. IFPTE, Local 21, (July 1, 2006 through June 30, 2012) 0 635 7. Institutional Police Officers' Association, (July 1, 2010 through June 30, 2012) 0636 8. MAA, (July 1, 2010 through June 30, 2012) 9. MEA Misc., (July 1, 2006 through June 30, 2012) 10. MEA Fire, (July 1, 2007 through June 30, 2013) 11. MEA Police, (July 1, 2007 through June 30, 2013) 12. Operating Engineers, Local 3 (July 1, 2010 through June 30, 2012) 13. Plumbers, Local 38, (July 1, 2010 through June 30, 2012) 14. POA - P1&P2A, (July 1, 20007 through June 30, 2013) ん 43 15 POA - P2B, (July 1, 2007 through June 30, 2013) 17. Operating Engineers, Supervising Probation Officers, (July 1, 2010 through June 30, 2012) 10646 18. Teamsters, Local 856 Multi-Unit, (July 1, 2010 through June 30, 2012) //のん女子 19. TWU Local 200 (Non-MTA), (July 1, 2010 through June 30, 2012) <u>// 0 6 4 分 2</u>0. TWU Local 250-A (Non-MTA Class 7410), (July 1, 2010 through June 30, 2012) 10649 21. TWU Local 250-A (Multi-Unit), (July 1, 2010 through June 30, 2012) プロルテラ 22 UAPD - Unit 8CC, (July 1, 2006 through June 30, 2012)
 - I request that these items be calendared in Government Audit & Oversight Committee.

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

23.UAPD – Unit 11AA, (July 1, 2006 through June 30, 2012)

Amendment No. 1 TO THE 2010-2012 MEMORANDUM OF UNDERSTANDING BETWEEN

THE CITY AND COUNTY OF SAN FRANCISCO AND

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021

The parties hereby amend the Memorandum of Understanding as follows:

ARTICLE III.K. HEALTH PLAN

Health and Dental Benefits

- 515. <u>Maintenance of Benefits</u>: The current benefits level shall be maintained for the duration of this agreement.
- 516. <u>City Contribution</u>: The City shall contribute and continue to contribute a monthly amount towards employee health benefits for each represented employee as determined by Charter Section 8.423, which provides for an annual benefits survey of the ten most populous counties.

517. Dependent Care Health Benefits

Amount of Employee Contribution to be Paid by the City

The City shall contribute \$225 per month per employee to provide for dependent coverage for employees with one or more dependents. However, in the event that the cost of dependent care exceeds \$225 per month, the City will adjust its pick-up level up to 75% of the cost of Kaiser's dependent health care medical premium coverage for the employee plus two or more dependents category.

Medically Single Employees

518. <u>Fiscal Year 2010-2011</u>

For "medically single"/Employee Only employees (i.e., benefited employees not receiving the contribution paid by the City for dependent health care benefits), during Fiscal Year 2010-2011 only, the City shall contribute all of the premium for the employees' own health care benefit coverage.

Fiscal Year 2011-2012 and Thereafter

- The City and the PEC will establish a labor management committee to begin meeting no later than October 1, 2010, concluding before December 31, 2010, to identify changes to MOU-negotiated premium payments that would be anticipated to yield approximately \$3 million in savings annually in the City's employee health care cost, beginning Fiscal Year 2011 12.

 Notwithstanding paragraph 524, effective July 1, 2011, employees who enroll in the Delta Dental PPO Plan shall pay the following premiums for the respective coverage levels: \$5/month for employee-only, \$10/month for employee + 1 dependent, or \$15/month for employee + 2 or more dependents.
- 520. Should the committee not reach mutual agreement on another option, the following goes into effect: for Fiscal Year 2011-12 and thereafter, for all employees enrolled in the City Plan in the

medically single/Employee Only category, the City's contribution will be capped at an amount equivalent to the cost of the second highest cost plan for medically single/Employee Only enrollees. Employees who elect to enroll in the City plan in this category must pay the difference between the capped amount of the City plan described above and the cost of City plan coverage in the medically single/Employee Only category.

- 521. If no mutual agreement on another option is reached as described in paragraph 0, and if an employee's work location reasonably requires him or her to reside in a county in which there is no City HMO available, then the City shall pay for medically single/Employee Only coverage under the City plan.
- 522. Consistent with the terms of ordinances which are adopted by the Board of Supervisors and pursuant to Charter Section 12.202, the City shall propose changes to the Health Services eligibility criteria to provide for the enrollment of provisional, regularly scheduled employees upon appointment.
- 523. Subject to Charter requirements and in accordance with its meet and confer obligations under the Meyers Milias Brown Act, the City agrees to meet with SEIU and other affected unions in the event a Charter amendment is proposed which would require or permit the City to provide employees with health insurance coverage through CalPERS.
- 524. Dental: The City shall continue to contribute a monthly amount per represented employee sufficient to continue the family dental coverage specified in the Memorandum of Agreement signed and dated March 31, 1992.

FOR THE CITY			FOR THE UNION	
Micki Callahan Human Resources Director	Date	•	Pattie Tamura SEIU, Local 1021	Date
Martin R. Gran Employee Relations Director	Date			
APPROVED AS TO FORM: DENNIS J. HERRERA, City Atto	rney			
0				

Elizabeth Salveson Chief Labor Attorney, Office of the City Attorney

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