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Committee Item No2	4
Board Item No.	

# **COMMITTEE/BOARD OF SUPERVISORS**

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Committee:	Government Audit and Oversight	Date: <u>June 9, 2011</u>
Board of Su	pervisors Meeting	Date:
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	Motion	
	Resolution	
	Ordinance	
	Legislative Digest	
	Budget Analyst Report	
	Legislative Analyst Report	
	Introduction Form (for hearings)	
	Department/Agency Cover Letter as MOU	nd/or Report
	Grant Information Form	
	Grant Budget	
	Subcontract Budget	
	Contract/Agreement (Approved as t	to Form)
	Award Letter	
HH	Application	
	Public Correspondence	
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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.

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

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

NOTE: Additions are <u>single-underline italics Times New Roman</u>;

deletions are strike through italics Times New Roman.
Board amendment additions are double-underlined;
Board amendment deletions are strikethrough normal.

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

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

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

APPROVED AS TO FORM:

DENNIS J. HERRERA, City Attorney

By: Child I All A SALVESON

Chief Labor Attorney

# OFFICE OF THE MAYOR SAN FRANCISCO



## EDWIN M. LEE MAYOR

TO:

Angela Calvillo, Clerk of the Board of Supervisors

FROM:

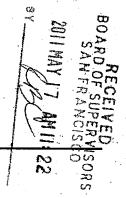
ℳMayor Edwin M. Lee

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) 10630 2. Deputy Probation Officers' Association, (July 1, 2010 through June 30, 2012) 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) 7. Institutional Police Officers' Association, (July 1, 2010 through June 30, 2012) 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)
- 0 % 43 15.POA P2B, (July 1, 2007 through June 30, 2013)
- *ハカ 6 44* 16.SEIU, Local 1021, (July 1, 2010 through June 30, 2012)
- <u>//っしりら</u>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)
- <u>/のん4タ</u> 20.TWU Local 250-A (Non-MTA Class 7410), (July 1, 2010 through June 30, 2012)
- つら49 21.TWU Local 250-A (Multi-Unit),(July 1, 2010 through June 30, 2012)
- 22. UAPD Unit 8CC, (July 1, 2006 through June 30, 2012)
- 1065 / 23.UAPD Unit 11AA, (July 1, 2006 through June 30, 2012)

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

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

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

The parties hereby amend the Memorandum of Understanding as follows:

### III.N. HEALTH AND WELFARE

- 180. The City shall contribute annually for employee health benefits, the contribution required under the Charter.
- 181. For "medically single" employees, i.e., benefited employees who do not receive dependent health care benefits paid by the City, the City shall contribute all of the premium for the employee's own health care benefit coverage.
- 182. For "medically single" /Employee Only employees, i.e., benefited employees who do not receive dependent health care benefits paid by the City, the City shall contribute all of the premium for the employee's own health care benefit coverage for Fiscal Year 2010 2011.
- 182a. Effective July 1, 2011, employees who enroll in the Delta Dental PPO Plan shall pay the following premiums for the respective coverage levels: \$5/month for employee-only, \$10/month for employee + 1 dependent, or \$15/month for employee + 2 or more dependents.
- 183. The City and the Union will meet no later than January 1, 2011, concluding before January 31, 2011, to identify changes to MOU negotiated premium payments that would yield anticipated savings similar to those achieved in paragraph 184.
- 184. Should the City and the Union not reach mutual agreement on another option, the following goes into effect: for Fiscal Year 2011-12 and thereafter, for all employees enrolled in the City Plan in the medically single/Employee Only category, the City's contribution will be capped at an amount equivalent to the cost of the second-highest cost plan for medically single/Employee Only enrollees. Employees who elect to enroll in the City plan in this category must pay the difference between the capped amount of the City plan described above and the cost of City plan coverage in the medically single/Employee Only category.
- 185. If no mutual agreement on another option is reached as described in paragraph 184, and if an employee's work location reasonably requires him or her to reside in a county in which there is no City HMO available, then the City shall pay for medically single/Employee Only coverage under the City plan.

- 186. The City shall contribute the greater amount of \$225 per month or 75% of the dependent rate charged by the City to employees for Kaiser coverage at the dependent plus two or more level.
- 187. Each employee and dependent family member covered by this Agreement shall be eligible to participate in the City dental program at no additional cost.
- 188. As set forth in Administrative Code Section 16.701(b), covered employees who are not in active service for more than twelve weeks, shall be required to pay the Health Service System for the full premium cost of membership in the Health Service System to continue benefits, unless the employee is on sick leave, workers' compensation leave, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list where the employee verifies that they have no alternative coverage.
- 189. The aforesaid contributions shall not be considered as part of an employee's compensation for the purpose of computing straight time earnings, compensation for overtime worked, premium pay, or retirement benefits, not shall such contributions be taken into account in determining the level of any other benefit which is a function of or percentage of salary.

FOR THE CITY		FOR THE	UNION		•
Micki Callahan Human Resources Director	Date	Patricia He Union of		Physicians	Date
		Dentists	American	rnysicians	and
Martin R. Gran Employee Relations Director	Date				, i
APPROVED AS TO FORM: DENNIS J. HERRERA, City Atto	orney				
The sih Al.	6-7-4				

Elizabeth Salveson Chief Labor Attorney, Office of the City Attorney

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