

File No. 120516

Committee Item No. 23

Board Item No. 43

### COMMITTEE/BOARD OF SUPERVISORS

#### AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight Date June 14, 2012

Board of Supervisors Meeting Date 6/19/12

#### Cmte Board

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| <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"/>            | Legislative Analyst Report                   |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Youth Commission Report                      |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Introduction Form (for hearings)             |
| <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                                 |
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| <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                                 |
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Completed by: Alisa Miller Date June 8, 2012

Completed by: \_\_\_\_\_ Date \_\_\_\_\_

An asterisked item represents the cover sheet to a document that exceeds 25 pages.  
The complete document can be found in the file.

BOARD of SUPERVISORS



City Hall  
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 Mark Farrell, Chair  
Government Audit and Oversight Committee

FROM: Rana Calonsag, Committee Clerk

DATE: June 15, 2012

SUBJECT: **COMMITTEE REPORT, BOARD MEETING**  
Tuesday, June 19, 2012

The following file should be presented as a **COMMITTEE REPORT** at the Board meeting, Tuesday, June 19, 2012. This item was acted upon at the Committee Meeting on June 14, 2012 at 1:00 p.m., by the votes indicated.

**Item No. 23**                      **File No. 120516**

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Transport Workers Union of America, AFL-CIO, Local 200, to be effective July 1, 2012, through June 30, 2014.

#### RECOMMENDED AS A COMMITTEE REPORT

Vote: Supervisor Mark Farrell - Aye  
Supervisor Sean Elsbernd - Aye  
Supervisor David Chiu - Aye

cc: Board of Supervisors  
Angela Calvillo, Clerk of the Board  
Rick Caldeira, Legislative Deputy Director  
Cheryl Adams, Deputy City Attorney  
Binder Copy



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

**Ben Rosenfield**  
**Controller**

**Monique Zmuda**  
**Deputy Controller**

June 14, 2012

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 Number 120516: Memorandum of Understanding (MOU) with the Transport Workers Union, AFL-CIO, Local 200 (non-MTA)

Dear Ms. Calvillo,

In accordance with Ordinance 92-94, I am submitting a cost analysis of the MOU between the City and County of San Francisco and the Transport Workers Union, AFL-CIO, Local 200 (Local 200). The amendment applies to the period commencing July 1, 2012 through June 30, 2014, affecting 19 authorized positions with a salary base of approximately \$1.9 million and an overall pay and benefits base of approximately \$2.4 million.

As seen in Attachment A, our analysis projects that this amendment will be cost-neutral during FY 2012-13 and will result in costs to the City of \$35,000 in FY 2013-14. Our analysis assumes a scenario where premiums, overtime, step, and attrition grow consistent with wage changes.

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

Sincerely,

  
Ben Rosenfield  
Controller

cc: Martin Gran, ERD  
Harvey Rose, Budget Analyst

Attachment A

Memorandum of Understanding from July 1, 2012 - June 30, 2014

Transport Workers Union, AFL-CIO, Local 200 (non-MTA)

Controller's Office Estimate of Costs/(Savings) FY 2012-2014

<u>Annual Costs/(Savings)</u>	<u>FY 2012-2013</u>	<u>FY 2013-2014</u>
<b>Wages</b>		
1% Wage increases effective July 1, 2013, January 4, 2014, and March 29, 2014 for all employees	\$ -	\$ 28,000
<b>Wage-Related Fringe Increases/(Decreases)</b>	\$ -	\$ 8,000
<b>Premium Increase/(Decreases)</b>	\$ -	\$ -
<b>Benefits</b>		
For "Medically Single" employees, the City will pay 90% of the cost of the medical premium capped at 90% of the cost of the second highest cost plan, effective January 1, 2014.	\$ -	\$ (1,000)
<b>Annual Amount Increase/(Decrease)</b>	<u>\$ -</u>	<u>\$ 35,000</u>

Controller's Office Summary of 2012 - 2014 Labor Agreements Costing  
6/14/2012

Citywide Patterns

1) Wage Increases: Three 1 % wage increases in FY 2013-14, projected to result in a 1.75% wage and variable fringe cost increase during FY 2013-14

2) Step Savings: Effective July 1, 2012 postpone advancement form Step 1 to Step 2 until the completion of 12 months of service rather than 6 months

3) Health Contributions: Effective January 2014, For "Medically Single" employees, the City will pay 90% of the cost of the medical premium capped at 90% of the cost of the second highest cost plan.

Table	Table Name	FY 2012-13 Total				FY 2013-14 Total			
		Wages & Premium	Variable Fringe	Health & Dental		Wages & Premium	Variable Fringe	Health & Dental	
000	Consolidated Crafts	\$ 30,000	\$ -	\$ -	\$ -	\$ 844,000	\$ 229,000	\$ (94,000)	
001	Unrepresented Employees	\$ 14,000	\$ 3,000	\$ (15,000)	\$ -	\$ 76,000	\$ 21,000	\$ (5,000)	
003	Operating Engineers, Local 3	\$ -	\$ -	\$ -	\$ -	\$ 981,000	\$ 255,000	\$ (81,000)	
006	Electrical Workers, Local 6	\$ 492,000	\$ 108,000	\$ (17,000)	\$ -	\$ 5,878,000	\$ 1,643,000	\$ (797,000)	
021	Local 21	\$ 62,000	\$ (16,000)	\$ -	\$ -	\$ 518,000	\$ 136,000	\$ (40,000)	
038	Plumbing and Pipefitting Industry	\$ 16,000	\$ -	\$ -	\$ -	\$ 1,000,000	\$ 265,000	\$ (168,000)	
039	Stationary Engineers	\$ -	\$ -	\$ (35,000)	\$ -	\$ 12,390,000	\$ 1,981,000	\$ -	
121	Service Employees International Union	\$ 6,048,000	\$ (39,000)	\$ (6,051,000)	\$ -	\$ 209,000	\$ 55,000	\$ (33,000)	
130	Machinists Union	\$ 12,000	\$ -	\$ (9,000)	\$ -	\$ 2,663,000	\$ 589,000	\$ (151,000)	
163*	Physicians and Dentists	\$ 2,514,000	\$ 486,000	\$ -	\$ -	\$ 28,000	\$ 8,000	\$ (1,000)	
200	TWU Local 200	\$ -	\$ -	\$ -	\$ -	\$ 137,000	\$ 38,000	\$ (23,000)	
251	TWU Local 250-A, TWU - Miscellaneous	\$ 7,000	\$ -	\$ -	\$ -	\$ 33,000	\$ 12,000	\$ (6,000)	
252	TWU Local 250-A, TWU - Auto Service Worker	\$ (9,000)	\$ -	\$ -	\$ -	\$ 953,000	\$ 444,000	\$ (299,000)	
261	Laborers	\$ (69,000)	\$ 144,000	\$ (47,000)	\$ -	\$ 1,065,000	\$ 286,000	\$ (102,000)	
311	Municipal Attorneys	\$ (2,000)	\$ (1,000)	\$ -	\$ -	\$ 2,019,000	\$ 541,000	\$ (323,000)	
351	Municipal Executives Association	\$ -	\$ -	\$ (79,000)	\$ -	\$ 61,000	\$ 13,000	\$ (12,000)	
419	DA Investigators	\$ -	\$ -	\$ (2,000)	\$ -	\$ 1,352,000	\$ 268,000	\$ (231,000)	
498	SF Deputy Sheriff's Association	\$ 5,000	\$ -	\$ (47,000)	\$ -	\$ 325,000	\$ 45,000	\$ (23,000)	
499	SF Sheriffs Managers and Supervisors	\$ -	\$ -	\$ (6,000)	\$ -	\$ 1,105,000	\$ (773,000)	\$ (22,000)	
651	SF Probation Officers	\$ 873,000	\$ (849,000)	\$ -	\$ -	\$ 1,481,000	\$ 412,000	\$ -	
791	Staff / Per Diem Nurses	\$ (54,000)	\$ -	\$ -	\$ -	\$ 259,000	\$ (78,000)	\$ (12,000)	
856	Teamsters - Multi - Unit	\$ 113,000	\$ (108,000)	\$ -	\$ -	\$ 361,000	\$ 85,000	\$ (265,000)	
858**	Supervising Nurses	\$ 25,000	\$ -	\$ (5,000)	\$ -	\$ 36,000	\$ 7,000	\$ (6,000)	
965	Supervising Probation Officers	\$ -	\$ -	\$ (3,000)	\$ -	\$ 7,000	\$ 2,000	\$ -	
969	Institutional Police Officers	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
		\$ 3,489,000	\$ 37,571,000						

\* The MOUs with the Physicians and Dentists are split into two groups; one for bargaining unit 17 and one for bargaining unit 18 and run for three years from July 1, 2012 through June 30, 2015  
\*\* The MOU with Supervising Nurses is for three years from July 1, 2012 through June 30, 2015

[Memorandum of Understanding - Transport Workers Union of America, AFL-CIO, Local 200]

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Transport Workers Union of America, AFL-CIO, Local 200, to be effective July 1, 2012, through June 30, 2014.

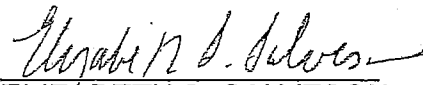
NOTE: Additions are single-underline italics Times New Roman; deletions are ~~strike through italics Times New Roman~~. Board amendment additions are double-underlined; Board amendment deletions are ~~strikethrough normal~~.

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

Section 1. The Board of Supervisors hereby adopts and implements the Memorandum of Understanding between the City and County of San Francisco and the Transport Workers Union of America, AFL-CIO, Local 200, to be effective July 1, 2012, through June 30, 2014.

The Memorandum of Understanding so implemented is on file in the office of the Board of Supervisors in Board File No. 120516.

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

By:   
ELIZABETH S. SALVESON  
Chief Labor Attorney



LOCAL 200 BARGAINING HIGHLIGHTS

**Term** – Two year term (July 1, 2012 to June 30, 2014).

**Wages** – The City will increase base wages in the second year of the Agreement, equal to an annualized value of 1.75%.

Fiscal Year 2012-2013: No wage increases

Fiscal Year 2013-2014:

- 1% on July 1, 2013
- 1% on January 4, 2014
- 1% on March 29, 2014

**Health Contributions** –

- Health care cost sharing effective January 1, 2014:
  - For “medically single employees” (Employee Only) enrolled in any plan other than the highest cost plan, the City shall only contribute ninety percent (90%) of the “medically single employee” (Employee Only) premium for the plan in which the employee is enrolled.
  - For “medically single employees” (Employee Only) enrolled in the highest cost plan, the City shall only contribute ninety percent (90%) of the “medically single employee” (Employee Only) premium for the second highest cost plan. However, in calendar year 2014 only, the City will subsidize half of the amount of the increased premium cost for “medically single employees” who elect to enroll in the highest cost plan.
- The parties will form a Joint Labor-Management Healthcare Committee to discuss healthcare issues, including a possible wellness program, with a re-opener in the second year of the contract by mutual agreement

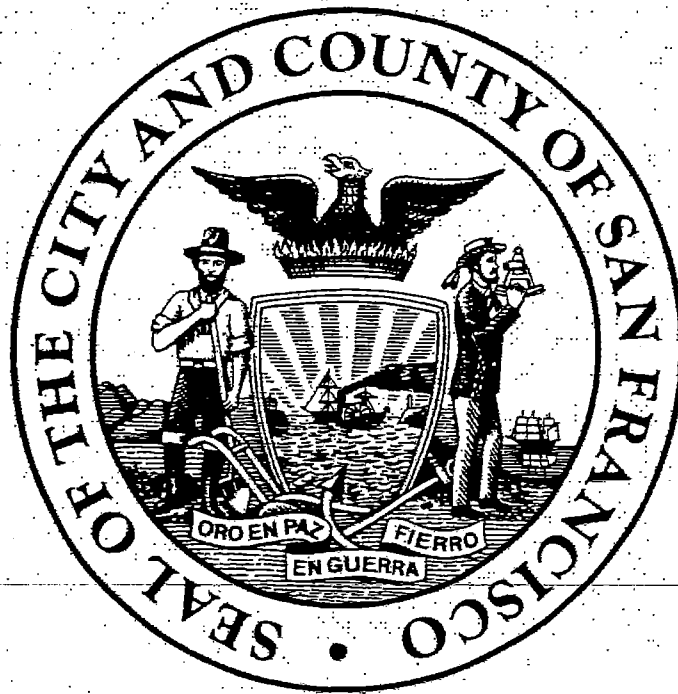
**Floating Holidays** – Employees will receive a one-time award of two additional floating holidays in Fiscal Year 2012-2013.

**Reform of Lead Person Pay** – The threshold to qualify for Lead Person Pay has been increased from leading at least *two* other employees to leading at least *three* other employees.

**Substance Abuse Prevention Program** – The parties will establish a mutually agreed-upon substance abuse prevention program, to be implemented by January 1, 2014. If there is no agreement on a new program by May 1, 2013, the arbitrator will resolve any disputes through mandatory arbitration.







**COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN**

**THE CITY AND COUNTY OF SAN FRANCISCO**

**AND**

**THE TRANSPORT WORKERS UNION, AFL-CIO  
LOCAL 200**

**JULY 1, 2012 – JUNE 30, 2014**

\*\* Complete copy of document is  
located in

File No. 120576

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