

File No. 120636

Committee Item No. 35

Board Item No. 55

### 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"/>            | Resolution                                   |
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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                                 |
| <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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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. 35**                      **File No. 120636**

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, 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 120636: Memorandum of Understanding (MOU) with the Staff and Per Diem Nurses, SEIU Local 1021

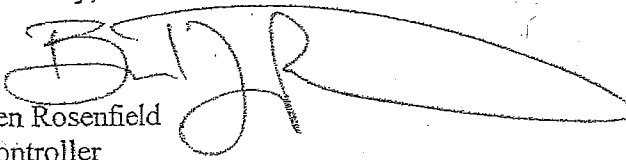
Dear Ms. Calvillo,

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 Staff and Per Diem Nurses, SEIU Local 1021 (Nurses). The amendment applies to the period commencing July 1, 2012 through June 30, 2014, affecting 1,504 authorized positions with a salary base of approximately \$218.8 million and an overall pay and benefits base of approximately \$275.3 million.

As seen in Attachment A, our analysis projects that this agreement will result in approximately \$54,000 of savings to the City during FY 2012-2013 and \$1,893,000 of increased costs 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

Attachement A

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

Staff and Per Diem Nurses, SEIU Local 1021

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>		
3% Wage increase effective March 29, 2014 for all employees	\$ -	\$ 1,535,000
<b>Wage-Related Fringe Increases/(Decreases)</b>	\$ -	\$ 412,000
<b>Premium Increase/(Decreases)</b>	\$ (54,000)	\$ (54,000)
<b>Benefits</b>	\$ -	\$ -
<b>Annual Amount Increase/(Decrease)</b>	<u>\$ (54,000)</u>	<u>\$ 1,893,000</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.

Costs/(Savings)

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)				
003 Operating Engineers, Local 3	\$ -	\$ -	\$ -	\$ -	\$ 76,000	\$ 21,000	\$ (5,000)	
006 Electrical Workers, Local 6	\$ 492,000	\$ 108,000	\$ (17,000)	\$ -	\$ 981,000	\$ 255,000	\$ (81,000)	
021 Local 21	\$ 62,000	\$ (16,000)	\$ -	\$ -	\$ 5,878,000	\$ 1,643,000	\$ (797,000)	
038 Plumbing and Pipefitting Industry	\$ 16,000	\$ -	\$ -	\$ -	\$ 518,000	\$ 136,000	\$ (40,000)	
039 Stationary Engineers	\$ -	\$ -	\$ -	\$ (35,000)	\$ 1,000,000	\$ 265,000	\$ (168,000)	
121 Service Employees International Union	\$ 6,048,000	\$ (39,000)	\$ (6,051,000)	\$ -	\$ 12,390,000	\$ 1,981,000	\$ (33,000)	
130 Machinists Union	\$ 12,000	\$ -	\$ (9,000)	\$ -	\$ 209,000	\$ 55,000	\$ -	
163* Physicians and Dentists	\$ 2,514,000	\$ 486,000	\$ -	\$ -	\$ 2,663,000	\$ 589,000	\$ (151,000)	
200 TWU Local 200	\$ -	\$ -	\$ -	\$ -	\$ 28,000	\$ 8,000	\$ (1,000)	
251 TWU Local 250-A, TWU - Miscellaneous	\$ 7,000	\$ -	\$ -	\$ -	\$ 137,000	\$ 38,000	\$ (23,000)	
252 TWU Local 250-A, TWU - Auto Service Worker	\$ (9,000)	\$ -	\$ -	\$ -	\$ 33,000	\$ 12,000	\$ (6,000)	
261 Laborers	\$ (69,000)	\$ 144,000	\$ (47,000)	\$ -	\$ 953,000	\$ 444,000	\$ (299,000)	
311 Municipal Attorneys	\$ (2,000)	\$ (1,000)	\$ -	\$ -	\$ 1,065,000	\$ 266,000	\$ (102,000)	
351 Municipal Executives Association	\$ -	\$ -	\$ (79,000)	\$ -	\$ 2,019,000	\$ 541,000	\$ (323,000)	
419 DA Investigators	\$ -	\$ -	\$ (2,000)	\$ -	\$ 61,000	\$ 13,000	\$ (12,000)	
498 SF Deputy Sheriffs Association	\$ 5,000	\$ -	\$ (47,000)	\$ -	\$ 1,352,000	\$ 288,000	\$ (231,000)	
499 SF Sheriffs Managers and Supervisors	\$ -	\$ -	\$ (6,000)	\$ -	\$ 325,000	\$ 45,000	\$ (23,000)	
651 SF Probation Officers	\$ 873,000	\$ (849,000)	\$ -	\$ -	\$ 1,105,000	\$ (773,000)	\$ (22,000)	
791 Staff / Per Diem Nurses	\$ (54,000)	\$ -	\$ -	\$ -	\$ 1,481,000	\$ 412,000	\$ -	
856 Teamsters - Mulli - Unit	\$ 113,000	\$ (108,000)	\$ -	\$ -	\$ 259,000	\$ (78,000)	\$ (12,000)	
858** Supervising Nurses	\$ 25,000	\$ -	\$ (5,000)	\$ -	\$ 361,000	\$ 85,000	\$ (265,000)	
965 Supervising Probation Officers	\$ -	\$ -	\$ (3,000)	\$ -	\$ 36,000	\$ 7,000	\$ (6,000)	
969 Institutional Police Officers	\$ -	\$ -	\$ -	\$ -	\$ 7,000	\$ 2,000	\$ -	
	\$ 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 - 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, 2012, through June 30, 2014.**

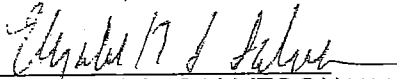
NOTE: Additions are single-underline italics Times New Roman; deletions are ~~strike through italics Times New Roman~~. Board amendment additions are double-underlined; Board amendment deletions are ~~strikethrough normal~~.

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 Service Employees International Union, Local 1021 Staff & Per Diem Nurses, 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. 120636.

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

By:   
ELIZABETH S. SALVESON  
Chief Labor Attorney



**SEIU NURSES BARGAINING HIGHLIGHTS**

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

**Wages** –

- 3% increase effective 3/29/14

**Structural Reform of the City's Healthcare Benefit and Cost-Sharing Structures** –

- Resumed Negotiations: the parties to begin renegotiating no later than 6/1/14; if no mutual agreement then the union may elect one of the following three health insurance premium options no later than 8/1/14:

(a) The Nurse Manager agreement on health benefits reflected in the FREIGHT CHECKERS, CLERICAL EMPLOYEES & HELPERS, Local 856 Supervising Nurses' 2012-2015 MOU filed with the Board of Supervisors on June 4, 2012;

(b) City Proposal No. 21 - Health Insurance, which was passed to the Union on March 15, 2012; or

(c) SEIU (Miscellaneous Unit) health benefits contained in the successor agreement to that unit's 2012-2014 MOU or an MOU extension, covering Fiscal Year 2014-15 MOU.

- Union's election of its health insurance premium option becomes effective 1/1/15.
- One union member to be appointed to any citywide labor-management committee established to investigate and make recommendations on health plan design, employee wellness and health insurance cost containment.

**Retirement** –

- City to continue to pay 2.5% of employee mandatory contribution to SFERS and will pick up an additional .5% for any employee in unit who became a SFERS member prior to November 2, 1976.
- During term of MOU, upon 90 days' notice, the union may elect to make a cost-neutral wage increase (determined by the Controller's Office) in exchange for assuming these payments.

**Seniority Increments** – Effective 7/1/12:

- Steps 1-2: step progression for steps 1 to 2 now at one year (instead of six months).

**Staffing** –

- Added an additional step to include mediation process for alleged violations



**Double Ward Premium** – City eliminated 5% double ward premium.

**New Hire Retention Bonus** – City limited payment of bonus to those hired between 7/1/07 and 6/30/09.



**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**STAFF AND PER DIEM NURSES, SEIU LOCAL 1021**  
**AND**  
**CITY AND COUNTY OF SAN FRANCISCO**  
**JULY 1, 2012 - JUNE 30, 2014**

*PER DIEM RELATED PROVISIONS ARE IN ITALICS*

RECEIVED  
BOARD OF SUPERVISORS  
SAN FRANCISCO

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\*\* Complete copy of document is  
located in

File No. 120 636

