File No. 120517	Committee Item No.	24
	Board Item No.	20

# COMMITTEE/BOARD OF SUPERVISORS

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Committee	Government Audit and Overs	sight	Date June 14	1, 2012
Board of S	upervisors Meeting		Date <u>6/</u> 2	6/12
Cmte Boa	ard	•		
	Motion Resolution Ordinance Legislative Digest Budget and Legislative Ana Legislative Analyst Report Youth Commission Report Introduction Form (for heari Department/Agency Cover L MOU Grant Information Form Grant Budget Subcontract Budget Contract/Agreement Form 126 – Ethics Commiss Award Letter Application Public Correspondence	ngs) .etter and/c	•	
OTHER	(Use back side if additional :	space is ne	eded)	- -
Completed I	py: <u>Alisa Miller</u> py:	DateJu Date	une 8, 2012	

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. 24

File No. 120517

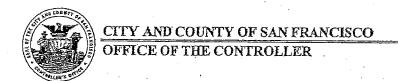
Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Transport Workers Union of America, AFL-CIO, Local 250-A (Multi-Unit), to be effective July 1, 2012, through June 30, 2014.

#### RECOMMENDED AS A COMMITTEE REPORT

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

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

Binder Copy



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 120517: Memorandum of Understanding (MOU) with the Transport Workers Union, Local 250-A, Multi-Unit (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, Local 250-A, Multi unit (non-MTA). The amendment applies to the period commencing July, 2012 through June 30, 2014, affecting 94 authorized positions with a salary base of approximately \$8.6 million and an overall pay and benefits base of approximately \$10.8 million.

As seen in Attachment A, our analysis projects that this amendment will result in costs of \$7,000 to the City during FY 2012-13, and \$152,000 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, Local 250-A, Multi-Unit (non-MTA) Controller's Office Estimate of Costs/(Savings) FY 2012-2014

Annual Costs/(Savings)	F	Y 201	2-2013	FY 2	2013-2014
Wages 1% Wage increases effective July 1, 2013, January 4, 2014, and March 29, 2014 for all employees		\$	• • • • • •	\$	132,000
Effective July 1, full-time employees entering at the first step may advance to the second step and to each successive step upon completion of the one year required service.		\$	<del>-</del>	\$	- -
Wage-Related Fringe increases/(Decreases)		\$	-	\$	38,000
Premium Increase/(Decreases)	•	\$	7,000	\$	5,000
Benefits  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.		\$		\$	(23,000)
Annual Amount Increase/(Decrease)		\$	7,000	\$	152,000

# 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 rathern 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. FY 2012-13 Total FY 2013-14 Total

	Costs	Costs/(Savings)	<del>60</del>	3,489,000 \$	37.571.000					
					FY 2012-13		T	FY 2013-14		
	Table	Table Name	Wag	Wages & Premium Variable Fringe		Health & Dantal	Wanes & Dromium Varia		The River of the Parket	_
	000	Consolidated Crafts	<del></del>	# 000 0E			wages a rieminiii Variable Fringe		Health & Dental	
	001	Unrepresented Employage	<del>,</del> -		<del></del>		\$ 844,000	229,000	\$ (94,000,	
	003	Operating Engineers   1991		14,000 \$	3,000 \$	(15,000) 國國				
	2 0	Cheramia Eligineers, Local 3	49		<del>СО</del>	•	\$ 76,000 \$	21,000	\$ (5.000)	
	2 0	Electrical Workers, Local 6	<del></del>	492,000 \$	108,000 \$	(17,000)	\$ 981,000 \$	255,000	\$ (81,000)	
	1.70	Local 21	<del>(1</del> )	62,000 \$	(16.000) \$		\$ 000 878 X	1000000	, (01,000)	
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	163*	Physicians and Dantiete	→ +	12,000 \$	ι <del>«</del>	(9,000)	\$ 209,000 \$	55,000	\$ (33,000)	
	000	TWILL post 200	6	4,000 \$	486,000 \$	r	\$ 2,663,000 \$	589,000	\$ (151,000)	
	27.4	TWILL DOUBLE OF TAME AND THE TAME OF THE T	-6-	, -	· <del>69</del>		\$ 28,000 \$	8,000	\$ (1,000)	
	250	TWILL Coal 250-A TWILL And Section Williams		7,000 \$	· -69		\$ 137,000 \$	38,000	\$ (23,000)	
	261	Tehorare	€4	(9,000) \$	· <del>69</del>		\$ 33,000 \$	12,000	\$ (6,000)	
	314	Minichael Attornation		(69,000) \$	144,000 \$	(47,000)	\$ 953,000 \$	444,000	\$ (299,000)	
	351	Minicipal Executives Association	- 45	(2,000) \$	(1,000) \$		\$ 1,065,000 \$	286,000	\$ (102,000)	
	419	DA Investigators		1 + <del>6</del> 5		(79,000)	\$ 2,019,000 \$	541,000	\$ (323,000)	
	498	SE Dentify Sheriffe Association		. 6	€9	(2,000)	\$ 61,000 \$	13,000	\$ (12,000)	
	499	SF Sheriffs Managers and Supervisors	<del>, ,</del>	\$ 000,5		(47,000)	\$ 1,352,000 \$	268,000	\$ (231,000)	
		SE Prohation Officers	• 6	· e	·	(6,000)	\$ 325,000 \$	45,000	\$ (23,000)	
		Staff / Par Diam Nurses		873,000 \$	(849,000) \$		\$ 1,105,000 \$	(773,000)	\$ (22,000)	
_		Teamsters - Multi - Linit	+ +	(54,000) \$	- 69	•	\$ 1,481,000 \$	412,000		
_	*	Principle Street Cills	<del>U</del>	113,000 \$	(108,000) \$	1	\$ 259,000 \$	(78,000)	\$ (12,000)	
-		Supervising Notices	60	25,000 \$	, 1	(5,000)	\$ 361,000 \$	85,000	\$ (265,000)	
*~	969	Institutional Dollog Officers	<del></del>	( <del>(S)</del>	, <del>57</del>	(3,000)	\$ 36,000 \$	7,000 \$	\$ (6,000)	
1 4	M adt.	* The MOI le with the Dhysiologo and Double	ē	<u>ل</u>	£9	,	\$ 7,000 \$	2,000 \$	t t	

\*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 form July 1, 2012 through June 30, 2015
\*\* The MOU with Supervising Nurses is for three years from July 1, 2012 through June 30, 2015

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FILE NO. 120517

#### ORDINANCE NO.

23

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[Memorandum of Understanding - Transport Workers Union of America, AFL-CIO, Local 250-A (Multi-Unit)]

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 250-A (Multi-Unit), 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 250-A (Multi-Unit), 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. 120517.

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

Bv: ELIZABETH S. SALVESON

Chief Labor Attorney

Mayor Lee

BOARD OF SUPERVISORS

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ECSF NEGOTIATIONS 2012
TWU Local 250A (Multi)

HIGHLIGHTS

## 2012-2014 TWU 250A (Multi-Unit) MOU

- 1. Term Two year agreement (July 1, 2012 through June 30, 2014).
- 2. Wages
  - a) Fiscal Year 2012-2013 No wage increases
  - b) Fiscal Year 2013-2014 -
    - 1% on July 1, 2013
    - 1% on January 4, 2014
    - 1% on March 29, 2014
- 3. Structural Reform of the City's Healthcare Benefit and Cost-Sharing Structures
  - a) 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 this increased premium cost for "medically single employees" who elect to enroll in the highest cost plan.
  - b) 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.
- 4. Floating Holidays Employees will receive a one-time award of two additional floating holidays in Fiscal Year 2012-2013.
- 5. Elimination of the Travel Pay Provision Effective July 1, 2012, the City will no longer pay \$3.50 a day to employees who are San Francisco residents assigned to work at San Francisco International Airport or Sharp Park. Instead, employees who received Travel Pay in Fiscal Year 2011-2012 will receive a one-time lump sum payment of \$900.



\_CSF NEGOTIATIONS 2012

TWU Local 250A (Multi) HIGHLIGHTS

- 6. Step Advancement Effective July 1, 2012, new appointees that are appointed at step 1 shall be required to have twelve (12) months of continual service before advancing to the next salary step, an increase from the current six (6) month requirement.
- 7. Paid Sick Leave Ordinance ("12W") Waived for all covered employees.
- 8. Substance Abuse Prevention Policy The parties agree to implement a Substance Abuse Prevention Policy for all covered employees that are regularly required to drive, or are required to drive as an essential function of their position.

File No. 120517



## COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE CITY AND COUNTY OF SAN FRANCISCO

AND

THE TRANSPORT WORKERS' UNION LOCAL 250-A, MULTI-UNIT (UNIT 28)

JULY 1, 2012 - JUNE 30, 2014

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JULY 1, 2012 - JUNE 30, 2014 CBA BETWEEN CITY AND COUNTY OF SAN FRANCISCO AND TRANSPORT WORKERS' UNION LOCAL 250-A, MULTI-UNIT