

File No. 120518

Committee Item No. 25

Board Item No. 21

### COMMITTEE/BOARD OF SUPERVISORS

#### AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight Date June 14, 2012

Board of Supervisors Meeting Date 6/26/12

#### Cmte Board

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| <input type="checkbox"/>            | <input type="checkbox"/>            | Budget and Legislative Analyst Report        |
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| <input type="checkbox"/>            | <input type="checkbox"/>            | Introduction Form (for hearings)             |
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| <input type="checkbox"/>            | <input type="checkbox"/>            | Grant Information Form                       |
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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. 25**                      **File No. 120518**

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 (Non-MTA 7410), 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 120518: Memorandum of Understanding (MOU) with Transport Workers Union, AFL-CIO, Local 250-A, Automotive Service Workers (7410, 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 250-A, Automotive Service Workers (7410, non-MTA). The amendment applies to the period commencing July 1, 2012 through June 30, 2014, affecting 42 authorized positions with a salary base of approximately \$2.6 million and an overall pay and benefits base of approximately \$3.3 million.

As seen in Attachment A, our analysis projects that this amendment will result in cost savings of \$9,000 to the City during FY 2012-13 and costs of \$39,000 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 250-A, Automotive Service Workers (7410, 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	\$ -	\$ 42,000
<b>Wage-Related Fringe Increases/(Decreases)</b>	\$ -	\$ 12,000
<b>Premium Increase/(Decreases)</b>	\$ (9,000)	\$ (9,000)
<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.	\$ -	\$ (6,000)
<b>Annual Amount Increase/(Decrease)</b>	<u>\$ (9,000)</u>	<u>\$ 39,000</u>

Controller's Office Summary of 2012 - 2014 Labor Agreements Costing  
8/14/2012

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 from 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)	\$ -	\$ 76,000	\$ 21,000	\$ (5,000)	
003 Operating Engineers, Local 3	\$ -	\$ -	\$ -	\$ -	\$ 981,000	\$ 265,000	\$ (81,000)	
008 Electrical Workers, Local 8	\$ 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 Piping 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 Services Worker	\$ (9,000)	\$ -	\$ -	\$ -	\$ 953,000	\$ 444,000	\$ (299,000)	
261 Laborers	\$ (69,000)	\$ 144,000	\$ (47,000)	\$ -	\$ 1,085,000	\$ 286,000	\$ (102,000)	
311 Municipal Attorneys	\$ (2,000)	\$ (1,000)	\$ -	\$ -	\$ 2,016,000	\$ 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 Sheriff's Managers and Supervisors	\$ -	\$ -	\$ (6,000)	\$ -	\$ 1,105,000	\$ (773,000)	\$ (22,000)	
651 SF Probation Officers	\$ 873,000	\$ (848,000)	\$ -	\$ -	\$ 1,481,000	\$ 412,000	\$ (12,000)	
651 Staff / Per Diem Nurses	\$ (64,000)	\$ -	\$ -	\$ -	\$ 259,000	\$ (78,000)	\$ (285,000)	
858 Teamsters - Multi - Unit	\$ 113,000	\$ (108,000)	\$ -	\$ -	\$ 361,000	\$ 85,000	\$ (6,000)	
858** Supervising Nurses	\$ 25,000	\$ -	\$ (5,000)	\$ -	\$ 36,000	\$ 7,000	\$ -	
965 Supervising Probation Officers	\$ -	\$ -	\$ (3,000)	\$ -	\$ 7,000	\$ 2,000	\$ -	
969 Institutional Police Officers	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
<b>Total</b>	<b>\$ 3,489,000</b>	<b>\$ 37,871,000</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 844,000</b>	<b>\$ 229,000</b>	<b>\$ (94,000)</b>	

\* 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

1 [Memorandum of Understanding - Transport Workers Union of America, AFL-CIO, Local 250-  
2 A (Non-MTA 7410)]

3 Ordinance adopting and implementing the Memorandum of Understanding  
4 between the City and County of San Francisco and the Transport Workers Union  
5 of America, AFL-CIO, Local 250-A (Non-MTA 7410), to be effective July 1, 2012,  
6 through June 30, 2014.

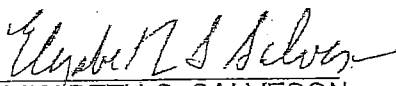
7 NOTE: Additions are *single-underline italics Times New Roman*;  
8 deletions are *strike through italics Times New Roman*.  
9 Board amendment additions are double-underlined;  
10 Board amendment deletions are ~~striketrough normal~~.

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

12 Section 1. The Board of Supervisors hereby adopts and implements the  
13 Memorandum of Understanding between the City and County of San Francisco and the  
14 Transport Workers Union of America, AFL-CIO, Local 250-A (Non-MTA 7410), to be  
15 effective July 1, 2012, through June 30, 2014.

16 The Memorandum of Understanding so implemented is on file in the office of the  
17 Board of Supervisors in Board File No. 120518.

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

20 By:   
21 ELIZABETH S. SALVESON  
22 Chief Labor Attorney  
23  
24  
25



2012-2014 TWU 250A (7410) City 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** –

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a) Health care cost sharing effective January 1, 2014:

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- 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. **Premiums** – Effective July 1, 2012, the City and Union agree to eliminate the Tire Premium and the \$450 annual Specialty Fleet/Equipment Allowance. Effective July 1, 2012, the City and Union agree to modify the current "Fire Truck Tire Premium" to include work on any heavy duty truck larger than one ton.

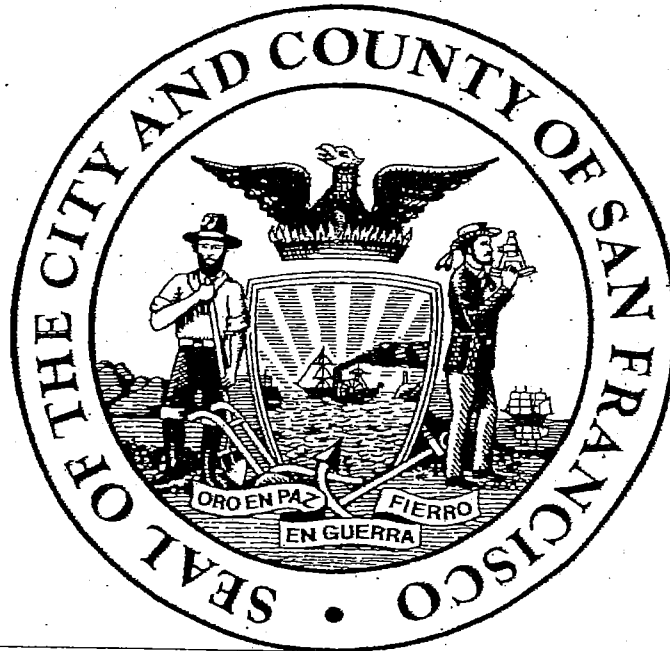


6. **Lead Person Pay** – Effective July 1, 2012, to receive “Lead Person Pay” employees must be assigned in writing to take the lead on a project where three (3) or more other individuals are assigned.
  7. **Step Advancement** – Effective July 1, 2012, new appointees that are appointed at step 1 shall be required to have twelve (12) months of continual service before advancing to the next salary step, an increase from the current requirement of six (6) months.
  8. **Paid Sick Leave Ordinance (“12W”)** – Waived for all covered employees
  9. **Substance Abuse Prevention Policy** – The parties agree to implement a Substance Abuse Prevention Policy for all covered employees that are not currently covered under the federal Department of Transportation regulations. At such time that all non-DOT covered employees separate from City service and no longer retain rights to their position, this provision shall sunset.
-



\*\* Complete copy of document is  
located in

File No. 12D513



**COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN**

**THE CITY AND COUNTY OF SAN FRANCISCO**

**AND**

**THE TRANSPORT WORKERS' UNION, AFL-CIO  
LOCAL 250-A  
AUTOMOTIVE SERVICE WORKERS (7410)**

**JULY 1, 2012 – JUNE 30, 2014**

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