File No. \20917	ſ
File No\&9917	Committee Item No
•	Board Item No.

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee:	Government Audit and Oversigh	t Da	ıte	October 10, 2013
Board of Su	pervisors Meeting	Da	ite	· · · · · · · · · · · · · · · · · · ·
CMTE BOAF	RD			
	Motion Resolution Ordinance Legislative Digest Budget and Legislative Analyst Youth Commission Report Introduction Form Department/Agency Cover Lett MOU Grant Information Form Grant Budget Subcontract Budget Contract/Agreement Form 126 – Ethics Commission Award Letter Application Public Correspondence	er and/or	Repoi	rt
OTHER	(Use back side if additional spa	ce is nee	ded)	•
	PRESIDENTS BU-VAY WANVER DEGIVER FOR COST PLANSIS MENLO			
Completed b Completed b	y:Erica Dayrit y:	Date Date	Octo	ber 4, 2013

. 1				
1	[Collective Bargaining Agreement, Amendment No. 2 - San Francisco Deputy Probation Officers' Association]			
2	Officers Association]			
3	Ordinance adopting and implementing Amendment No. 2 to the 2012-2014 Collective			
4	Bargaining Agreement between the City and County of San Francisco and San			
5	Francisco Deputy Probation Officers' Association by implementing specified terms and			
6	conditions of employment for FY2013-2014.			
7	NOTE: Additions are <u>single-underline italics Times New Roman;</u>			
8	deletions are strike-through italies Times New Roman. Board amendment additions are double-underlined;			
9	Board amendment deletions are strikethrough normal.			
10	Be it ordained by the People of the City and County of San Francisco:			
11	Section 1. The Board of Supervisors hereby adopts and implements Amendment No. 2			
12	to the 2012-2014 Collective Bargaining Agreement between the City and County of San			
13	Francisco and San Francisco Deputy Probation Officers' Association by implementing			
14	specified terms and conditions of employment for FY2013-2014.			
15	Amendment No. 2 to the Collective Bargaining Agreement so implemented is on file in			
16	the office of the Board of Supervisors in Board File No. 130917.			
17				
18	APPROVED AS TO FORM:			
19	DENNIS J. HERRERA, City Attorney			
20	By: CALVESON			
21	ELYZABETH S. SALVESON Chief Labor Attorney			
22				
23				
24				
25				

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

TO:

Ben Rosenfield, City Controller

FROM:

Erica Dayrit, Clerk, Government Audit and Oversight Committee

Board of Supervisors

DATE:

October 1, 2013

SUBJECT:

LEGISLATION INTRODUCED

The Board of Supervisors' Government Audit and Oversight Committee has received the following proposed legislation, introduced by Mayor Lee on September 24, 2013:

File No. 130912

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the Automotive Machinists Union, Local 1414, Machinists Automotive Trades District 190, International Association of Machinists and Aerospace Workers, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130913

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the Bricklayers and Allied Crafts, Local 3; Hod Carriers, Local 166; Building Inspectors' Association; The Northern California Carpenters Regional Council, Local 22; Carpet, Linoleum, and Soft Tile Workers, Local 12; Plasterers and Cement Masons, Local 300; Glaziers, Architectural Metal and Glass Workers, Local Union No. 718; International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artist and Allied Crafts of the United States, Its Territories and Canada, Local 16; International Association of Bridge, Structural, Ornamental, Reinforcing Iron Workers, Riggers and Machinery Movers, Local 377; Pile Drivers, Divers, Carpenters, Bridge, Wharf and Dock Builders, Local Union No. 34; Plasterers and Shophands, Local 66; United Union of Roofers, Waterproofers and Allied Workers, Local 40; Sheet Metal Workers International Union, Local 104; Teamsters, Local 853, by implementing specified terms and conditions of employment for FY2013-2014.

Ordinance adopting and implementing Amendment No. 2 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the Bricklayers and Allied Crafts, Local 3; Hod Carriers, Local 166; Building Inspectors' Association; The Northern California Carpenters Regional Council, Local 22; Carpet, Linoleum and Soft Tile Workers, Local 12; Plasterers and Cement Masons, Local 300; Glaziers, Architectural Metal and Glass Workers, Local Union No. 718; International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artist and Allied Crafts of the United States, Its Territories and Canada, Local 16; International Association of Bridge, Structural, Ornamental, Reinforcing Iron Workers, Riggers and Machinery Movers, Local 377; Pile Drivers, Divers, Carpenters, Bridge, Wharf and Dock Builders, Local Union No. 34; Plasterers and Shophands, Local 66; United Union of Roofers, Waterproofers and Allied Workers, Local 40; Sheet Metal Workers International Union, Local 104; Teamsters, Local 853, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130915

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and San Francisco District Attorney Investigators' Association by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130916

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and San Francisco Deputy Probation Officers' Association by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130917

Ordinance adopting and implementing Amendment No. 2 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and San Francisco Deputy Probation Officers' Association by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130918

Ordinance adopting and implementing Amendment No. 2 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the San Francisco Deputy Sheriffs' Association by implementing specified terms and conditions of employment for FY2013-2014.

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the International Brotherhood of Electrical Workers, Local 6, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130920

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the International Federation of Professional and Technical Engineers, AFL-CIO, Local 21, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130921

Ordinance adopting and implementing Amendment No. 2 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the International Federation of Professional and Technical Engineers, AFL-CIO, Local 21, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130922

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the San Francisco Institutional Police Officers' Association by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130923

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the Municipal Attorneys' Association by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130924

Ordinance adopting and implementing Amendment No. 2 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and San Francisco Sheriffs' Managers and Supervisors Association by implementing specified terms and conditions of employment for FY2013-2014.

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130926

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and San Francisco City Workers United by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130927

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 38, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130928

Ordinance adopting and implementing Amendment No. 2 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 38, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130929

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and Stationary Engineers, Local 39, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130930

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO, Supervising Probation Officers, by implementing specified terms and conditions of employment for FY2013-2014.

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and Teamsters, Local 856 (Multi-Unit) by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130932

Ordinance adopting and implementing Amendment No. 2 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and Teamsters, Local 856 (Multi-Unit) by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130933

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and The Transport Workers Union, AFL-CIO, Local 200, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130934

Ordinance adopting and implementing Amendment No. 2 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and The Transport Workers Union, AFL-CIO, Local 200, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130935

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the Union of American Physicians and Dentists (Unit 17) by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130936

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the Union of American Physicians and Dentists (Unit 18) by implementing specified terms and conditions of employment for FY2013-2014.

This matter is being forwarded to you for a cost analysis.

Please forward your analysis to me at the Board of Supervisors, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102.

President, District 3 **BOARD of SUPERVISORS**



Revised Memo City Hall 1 Dr. Carlton B. Goodlett Place, Room 244

San Francisco 94102-4689 Tel. No. 554-7450 Fax No. 554-7454 TDD/TTY No. 544-5227

DAVID CHIU

	邱信社 市参事會		8 0 A R I
	PRESIDENTIA	AL ACTION	RECEI OF SU WFRA
Date:	10/2/2013		P P C C C C C C C C C C C C C C C C C C
То:	Angela Calvillo, Clerk of the Bo	oard of Supervisors) VISOR VISOR
Madam Cl	erk,		
Pursuant t	o Board Rules, I am hereby:		
×	Waiving 30-Day Rule (Board Rule 1	No. 3.23)	
	File No. <u>130912 - 130936</u>	Mayor (Primary Sponsor)	
	Transferring (Board Rule No. 3.3)	(Timiary Sponsor)	
	File No.	(Primary Sponsor)	
	From:	Commit	ttee
	То:	Commi	ttee
,	Assigning Temporary Committee	ee Appointment (Board Rule No.	3.1)
	Supervisor		
	Replacing Supervisor		
	For:		Meeting
	(Date)	(Committee)	

David Chiu, President Board of Supervisors

President, District 3 BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. 554-7450
Fax No. 554-7454
TDD/TTY No. 544-5227

COB (BOS-11) Y lectronically

DAVID CHIU

邱信福 市参事會主席

PRE	SIDEN	JTIAL	ACTI	ON

Date:

10/2/2013

To:

Angela Calvillo, Clerk of the Board of Supervisors

Madam Cl	erk,		B 05
Pursuant to	o Board Rules, I am hereby:		SAH TOOL
×	Waiving 30-Day Rule (Board Rule N	(o. 3.23)	CELY SUPP -2 P
	File No. 130912 and 130936	Mayor (Primary Sponsor)	PH 3: 57
	Transferring (Board Rule No. 3.3)		2 288
	File No.	(Primary Sponsor)	
	From:	Cor	mmittee
	To:	Cor	mmittee
	Assigning Temporary Committee	e Appointment (Board Rul	e No. 3.1)
	Supervisor	· 	
	Replacing Supervisor		
	For: ,,	(Committee)	Meeting

David Chiu, President Board of Supervisors

Amendment No. 2 TO THE 2012-2014 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY AND COUNTY OF SAN FRANCISCO AND

SAN FRANCISCO DEPUTY PROBATION OFFICERS' ASSOCIATION

Consistent with the Tentative Agreement signed on July 31, 2013, the parties hereby amend the Agreement as follows:

III.U. ADDITIONAL BENEFITS

- 1. EMPLOYEE HEALTH CARE COVERAGE
- 240. The City shall maintain the level of health insurance and dental benefits as determined by the Health Service System Board and shall contribute the applicable amount per month for employee coverage and, as appropriate, for dependent coverage.
 - 2. DEPENDENT HEALTH CARE COVERAGE
- 241. The City shall contribute 75% of the dependent rate charged by the City to employees for Kaiser coverage at the employee plus two or more level.
 - 3. DENTAL COVERAGE
- 242. Each employee covered by this agreement shall be eligible to participate in the City's dental program.
- 243. 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.
- 244. 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, nor shall such contributions be taken into account in determining the level of any other benefit which is a function of or percentage of salary.
 - -4. CONTRIBUTIONS WHILE ON UNPAID LEAVE

As set forth in Administrative Code section 16.701(b), covered employees who are not in active service for more than twelve (12) continuous weeks, shall be required to pay the Health Service System for the full premium cost of membership in the Health Service System, unless the employee shall be on sick leave, workers' compensation, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list where the employee verifies he/she have no alternative coverage.

a. Health Coverage Effective Through December 31, 2013

1) 5: MEDICALLY SINGLE EMPLOYEES

From July 1, 2012 to December 31, 2013 for "medically single employees" (Employee Only) (i.e., benefited employees not receiving contributions paid by the City for dependent health care benefits), the City shall contribute all of the premium for the employees' own health care benefit coverage.

<u>2)</u> DEPENDENT HEALTH CARE COVERAGE

<u>Plus One; Employee Plus Two More), the</u> City shall contribute 75% of the dependent rate charged by the City to employees for Kaiser coverage at the employee plus two or more level.

b. Health Coverage Effective January 1, 2014 Through December 31, 2014

1) MEDICALLY SINGLE EMPLOYEES

- Effective January 1, 2014 <u>through December 31, 2014</u>, for "medically single employees" (Employee Only) enrolled in any plan other than the highest cost plan, the City shall contribute ninety percent (90%) of the "medically single employee" (Employee Only) premium for the plan in which the employee is enrolled; provided, however, that the City's premium contribution will not fall below the lesser of: (a) the "average contribution" as determined by the Health Service Board pursuant to Charter Sections A8.426 and A8.428(b)(2); or (b), if the premium is less than the "average contribution," one hundred percent (100%) of the premium.
- For the period January 1, 2014 through December 31, 2014 only, for "medically single employees" (Employee Only) who elect to enroll in the highest cost plan, the City shall contribute ninety percent (90%) of the premium for the second

italics = moved existing language struck out; italies = existing language prior section <u>bold, double underline</u> = new language struck out = removed language highest cost plan, plus fifty percent (50%) of the difference between: (a) ninety percent (90%) of the premium for the second highest cost plan, and (b) one hundred percent (100%) of the premium for the highest cost plan. Thereafter, the City shall contribute ninety percent (90%) of the premium for the second highest cost plan for such employees.

2) DEPENDENT HEALTH CARE COVERAGE

248a. Effective January 1, 2014 through December 31, 2014, for Dependent Coverage (Employee Plus One; Employee Plus Two More), the City shall contribute 75% of the dependent rate charged by the City to employees for Kaiser coverage at the employee plus two or more level.

c. Health Coverage Effective January 1, 2015

248b. Effective January 1, 2015, the contribution model for employee health insurance premiums will be based on the City's contribution of a percentage of those premiums and the employee's payment of the balance (Percentage-Based Contribution Model), as described below:

1) Employee Only:

248c.

For medically single employees (Employee Only) who enroll in any health plan offered through the Health Services System, the City shall contribute ninety-three percent (93%) of the total health insurance premium, provided however, that the City's contribution shall be capped at ninety-three percent (93%) of the Employee Only premium of the second-highest-cost plan.

2) Employee Plus One:

<u>248d.</u>

For employees with one dependent who elect to enroll in any health plan offered through the Health Services System, the City shall contribute ninety-three percent (93%) of the total health insurance premium, provided however, that the City's contribution shall be capped at ninety-three percent (93%) of the Employee Plus One premium of the second-highest-cost plan.

3) Employee Plus Two or More:

248e.

For employees with two or more dependents who elect to enroll in any health plan offered through the Health Services System, the City shall contribute eighty-three percent (83%) of the total health insurance premium, provided however, that the City's

italics = moved existing language struck out, italies = existing language prior section <u>bold, double underline</u> = new language struck out = removed language contribution shall be capped at eighty-three percent (83%) of the Employee Plus Two or More premium of the second-highest-cost plan.

4) Contribution Cap

248f.

In the event HSS eliminates access to the current highest cost plan for active employees, the City contribution under this agreement for the remaining two plans shall not be affected.

5) Average Contribution Amount

248g.

For purposes of this agreement, and any resulting agreements under paragraph 248h, to ensure that all employees enrolled in health insurance through the City's Health Services System (HSS) are making premium contributions under the Percentage-Based Contribution Model, and therefore have a stake in controlling the long term growth in health insurance costs, it is agreed that, to the extent the City's health insurance premium contribution under the Percentage-Based Contribution Model is less than the "average contribution," as established under Charter section A8.428(b), then, in addition to the City's contribution, payments toward the balance of the health insurance premium under the Percentage-Based Contribution Model shall be deemed to apply to the annual "average contribution." The parties intend that the City's contribution toward employee health insurance premiums will not exceed the amount established under the Percentage-Based Contribution Model.

d. Agreement Not to Renegotiate Contributions in 2014

248h. The terms described in paragraphs 248b through 248g above will be effective in calendar year 2015, and the parties agree not to seek to modify this agreement through the term of any MOU entered into prior to, or in the spring of, 2014.

e. Other Terms Negotiable

While the parties have agreed in paragraph 248h not to negotiate any changes to the Percentage-Based Contribution Model, the parties are free to make economic proposals to address any alleged impact of the health contribution levels described above or other health related issues not

italics = moved existing language struck out, italics = existing language prior section <u>bold, double underline</u> = new language <u>struck out</u> = removed language involving the percentage-based contribution model (e.g. wellness and transparency).

f. Other Agreements

Should the City and any recognized bargaining unit reach a voluntarily bargained agreement that results in City contributions to health insurance premiums exceeding those provided by the Percentage-Based Contribution Model, the City agrees to offer the entire alternate model to the Union as a substitute.

2.3. DENTAL COVERAGE

- <u>248k.</u> Each employee covered by this agreement shall be eligible to participate in the City's dental program.
- 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.
- 248m. 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, nor shall such contributions be taken into account in determining the level of any other benefit which is a function of or percentage of salary.

3.4. CONTRIBUTIONS WHILE ON UNPAID LEAVE

248n. As set forth in Administrative Code section 16.701(b), covered employees who are not in active service for more than twelve (12) continuous weeks, shall be required to pay the Health Service System for the full premium cost of membership in the Health Service System, unless the employee shall be on sick leave, workers' compensation, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions or on a layoff holdover list where the employee verifies he/she have no alternative coverage.

FOR THE CITY

FOR THE UNION

Micki Callahan Date Human Resources Director

Armando Garcia Date San Francisco Deputy Probation Officers Association

Martin R. Gran **Employee Relations Director** Date

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

Elizabeth Salveson

Deputy City Attorney,

Office of the City Attorney

Date 9/23/3

Office of the Mayor SAN FRANCISCO



EDWIN M. LEE Mayor

TO: Angela Calvillo, Clerk of the Board of Supervisors Mayor Edwin M. Lee % FROM: Memoranda of Understanding - Health Contribution Amounts and RE: Substance Abuse Testing Program September 24, 2013 DATE:

Attached for introduction to the Board of Supervisors are the ordinances amending health contribution amounts and substance abuse testing program for the following:

↑ 30917 -1. Automotive Machinists Local 1414 Amendment 1

1269124-2. Crafts Amendment 1

130 414 3. Crafts Amendment 2

130 915 4. DAIA Amendment 1

130 4(1) 5. DPOA Amendment 1

120 917 6. DPOA Amendment 2

าวิบ**ๆเช**ิภ. DSA Amendment 2

130 9 L. B. IBEW Local 6 Amendment 1

∨გიფე() ,9. IFPTE Local 21 Amendment 1

130 apr 10. IFPTE Local 21 Amendment 2

3093711. IPOA Amendment 1

13093212. MAA Amendment 1

12092413. MSA Amendment 2

130935314. OE Local 3 Amendment 1

\გი9ℋი15. Painters Amendment 1

12097-16. Plumbers Local 38 Amendment 1

\30 q₇€17. Plumbers Local 38 Amendment 2

ารอาวุจั 18. Stationary Engineers Local 39 Amendment 1

ეგე 92/ 19. Supervising Probation Officers Amendment 1

130 q2x 20. Teamsters Local 856 Amendment 1

121 92721. Teamsters Local 856 Amendment 2

13093322. TWU Local 200 Amendment 1

ोऋ १व्से ∕ 23. TWU Local 200 Amendment 2

13093524. UAPD Unit 17 Amendment 1

13093625. UAPD Unit 18 Amendment 1

I request that this item be calendared in Government Audit and Oversight Committee.

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