

File No. 150517 Committee Item No. 4  
 Board Item No. 5

## COMMITTEE/BOARD OF SUPERVISORS

### AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight Date June 11, 2015

Board of Supervisors Meeting Date JUNE 23, 2015

**Cmte Board**

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|-------------------------------------|-------------------------------------|--|
| <input type="checkbox"/>            | <input type="checkbox"/>            | Motion                                       |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Resolution                                   |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Ordinance                                    |
| <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"/>            | Youth Commission Report                      |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Introduction Form                            |
| <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                                  |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Public Correspondence                        |

**OTHER (Use back side if additional space is needed)**

- |                                     |                                     |  |
|-------------------------------------|-------------------------------------|--|
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>Department of Human Resource Memo - 05/15/2015</u>        |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>Amendment No. 1, MOU between CCSF and Local 261</u>       |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>Presidential Action, Waiving 30-Day Rule - 05/21/2015</u> |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>Presidential Action, Waiving 30-Day Rule - 05/21/2015</u> |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>Referral FYI - 05/27/2015</u>                             |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>Referral MOU - 05/27/2015</u>                             |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>Committee Report Request - 06/03/2015</u>                 |
| <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <u>COMMITTEE REPORT MEMO - 06/12/2015</u>                    |
| <input type="checkbox"/>            | <input type="checkbox"/>            |  |
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| <input type="checkbox"/>            | <input type="checkbox"/>            |  |

Completed by: Erica Major Date June 5, 2015  
 Completed by: ERICA MAJOR Date JUNE 12, 2015

BOARD of SUPERVISORS



City Hall  
1 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 Norman Yee, Chair  
Government Audit and Oversight Committee

FROM: Erica Major, Assistant Committee Clerk

DATE: June 12, 2015

SUBJECT: **COMMITTEE REPORT, BOARD MEETING**  
Tuesday, June 16, 2015

The following file should be presented as a **COMMITTEE REPORT** at the Board meeting, Tuesday, June 16, 2015. This item was acted upon at the Government Audit and Oversight Committee Meeting on June 11, 2015, at 12:00 p.m., by the votes indicated.

**Item No. 36 File No. 150517**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Laborers International Union, Local 261, by implementing specified terms and conditions of employment for FYs 2015-2016 and 2016-2017.

RECOMMENDED AS A COMMITTEE REPORT

Vote: Supervisor Norman Yee - Aye  
Supervisor Julie Christensen - Aye  
Supervisor London Breed - Aye

cc: Board of Supervisors  
Angela Calvillo, Clerk of the Board  
Rick Caldeira, Legislative Deputy Director  
Jon Givner, Deputy City Attorney

1 [Memorandum of Understanding - Laborers International Union, Local 261]

2  
3 **Ordinance adopting and implementing Amendment No. 1 to the 2014-2017**

4 **Memorandum of Understanding between the City and County of San Francisco and the**  
5 **Laborers International Union, Local 261, by implementing specified terms and**  
6 **conditions of employment for FYs 2015-2016 and 2016-2017.**

7 **NOTE:** **Unchanged Code text and uncodified text** are in plain Arial font.  
8 **Additions to Codes** are in *single-underline italics Times New Roman font*.  
9 **Deletions to Codes** are in *strikethrough italics Times New Roman font*.  
10 **Board amendment additions** are in double-underlined Arial font.  
11 **Board amendment deletions** are in ~~strikethrough Arial font~~.  
12 **Asterisks (\* \* \* \*)** indicate the omission of unchanged Code  
13 subsections or parts of tables.

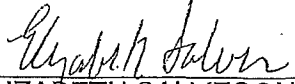
14 Be it ordained by the People of the City and County of San Francisco:

15 Section 1. The Board of Supervisors hereby adopts and implements Amendment No. 1  
16 to the 2014-2017 Memorandum of Understanding between the City and County of San  
17 Francisco and the Laborers International Union, Local 261, by implementing specified terms  
18 and conditions of employment for FYs 2015-2016 and 2016-2017.

19 Amendment No. 1 to the 2014-2017 Memorandum of Understanding so implemented is  
20 on file with the Clerk of the Board of Supervisors in Board File No. 150517.

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

3 By:



4 ELIZABETH SALVESON  
5 Chief Labor Attorney

6 n:\labor\as2015\0200064\01004817.docx

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

**Ben Rosenfield**  
**Controller**

**Todd Rydstrom**  
**Deputy Controller**

June 11, 2015

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 Numbers 150515 through 150519: Memoranda of Understanding (MOU) between the City and County of San Francisco and various collective bargaining units.

Dear Ms. Calvillo,

In accordance with Ordinance 92-94, I am submitting a cost analysis of three new MOUs and two amendments to existing MOUs between the City and County of San Francisco and various employee collective bargaining units. The amendments apply to MOUs for the period commencing July 1, 2015 through June 30, 2018, affecting 1,311 authorized positions with a salary base of approximately \$121.8 million and an overall pay and benefits base of approximately \$156.8 million.

Our analysis finds that the combined the new and amended MOUs will increase costs to the City by approximately \$1.6 million in FY 2015-16, \$1.9 million in FY 2016-17 and \$1.9 million in FY 2017-18. Our cost estimates assume that premiums, overtime, and other adjustments grow consistently with wage changes.

Increased costs are driven by general wage increases agreed to in the new MOUs with the Union of American Physicians and Dentists (UAPD) Units 17 and 18 and Unrepresented Employees. In both cases wage agreements match the pattern of citywide wage adjustments agreed to by most miscellaneous employee groups in 2014. See Attachments A and B for a detailed listing and analysis of the costs for the affected MOUs.

If you have additional questions or concerns please contact me at 554-7500 or Drew Murrell of my staff at (415) 554-7647.

Sincerely,

Ben Rosenfield  
Controller

cc: Martin Gran, ERD  
Harvey Rose, Budget Analyst

ATTACHMENT A

Amendments to the Memoranda of Understanding of listed units from July 1, 2015 - June 30, 2018  
 Controller's Office Estimate of Total Costs/(Savings) FY 2015-16, FY 2016-17 and FY 2017-18

Summary

	<u>FY 2015-16</u>	<u>FY 2016 - 17</u>	<u>FY 2017 - 18</u>
Wages	\$1,270,000	\$1,470,000	\$1,470,000
Wage-Related Fringe Increases	\$290,000	\$330,000	\$330,000
Total Wage and Wage-Related Fringe Increases	\$1,560,000	\$1,800,000	\$1,800,000
Other Miscellaneous Adjustments	\$65,000	\$60,000	\$50,000
Annual Amount Increase (Decrease)	\$1,625,000	\$1,860,000	\$1,850,000

Union Detail

<u>File Number</u>	<u>Union</u>	<u>FY 2015-16</u>	<u>FY 2016 - 17</u>	<u>FY 2017 - 18</u>
150515/150516	Union of American Physicians and Dentists (UAPD)	\$1,250,000	\$1,840,000	\$1,870,000
	Percent of FY 2015-16 Salary and Fringe	2.41%	3.54%	3.60%
	Wages - Unit 17	\$930,000	\$1,290,000	\$1,290,000
	Wage-Related Fringe Increases/(Decreases) - Unit 17	\$210,000	\$290,000	\$290,000
	Wages - Unit 18	\$60,000	\$180,000	\$180,000
	Wage-Related Fringe Increases/(Decreases) - Unit 18	\$10,000	\$40,000	\$40,000
	Longevity Premium/Bonus (Dentists)	\$20,000	\$0	\$0
	Long-Term Disability Plan Beginning January 1, 2015	\$20,000	\$20,000	\$20,000
	Increased Employee Development Fund Contribution	\$0	\$20,000	\$50,000
150517	Laborers International Union, Local 261	\$30,000	\$30,000	\$0
	Percent of FY 2015-16 Salary and Fringe	0.03%	0.03%	0.00%
	Arborist Apprenticeship Program	\$30,000	\$30,000	
150518	SEIU, Local 1021: H-1 Fire Rescue Paramedics	(\$10,000)	(\$10,000)	(\$20,000)
	Percent of FY 2015-16 Salary and Fringe	0.69%	0.69%	1.38%
	Health Contribution Model Changed from 100/75 to 93/93/83	(\$10,000)	(\$10,000)	(\$20,000)
150519	Unrepresented	\$355,000		
	Percent of FY 2015-16 Salary and Fringe	2.35%		
	Wages	\$280,000		
	Wage-Related Fringe Increases/(Decreases)	\$70,000		
	Increased Employee Development Fund Contribution	\$5,000		

The contract for Unrepresented employees extends from July 1, 2015 through June 30, 2016, subsequent wage increases are not yet determined.

## ATTACHMENT B

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In accordance with Ordinance 92-94, the Office of the Controller conducted a cost analysis of five MOUs between the City and County of San Francisco and various employee unions. The attached analysis reviews the MOUs listed below:

- 150515 – Union of American Physicians and Dentists (UAPD) Unit 17
- 150516 – Union of American Physicians and Dentists (UAPD) Unit 18
- 150517 – Laborers, Local 261
- 150518 – SEIU, Local 1021 – H-1 Fire Rescue Paramedics
- 150519 – Unrepresented

File Nos. 150517 and 150518 are not full Memorandums of Understanding, and instead are amendments to the respective unit's MOU agreed to by the City and the collecting bargaining unit.

The information below details the results of the analysis of the costs or savings resulting from amendments to the affected MOUs:

### **File Numbers 150515 and 150516 – Union of American Physicians and Dentists (UAPD) Units 17 and 18**

The amendments to the MOUs apply to the period commencing July 1, 2015 through June 30, 2018, affecting 181 funded positions with a salary base of approximately \$41.5 million and an overall pay and benefits base of approximately \$51.9 million.

Our analysis projects that this agreement will result in approximately \$1.25 million of increased costs to the City during FY 2015-16, \$1.8 million of increased costs in FY 2016-17 and \$1.9 million of increased costs in FY 2017-18. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes. Parity provisions between UAPD members and Nurse Practitioners in SEIU Local 1021 cause the 3.25% wage increase included in our analysis. Parity provisions will also trigger additional costs contingent on further salary increases received by Nurse Practitioners in subsequent bargaining.

### **File Number 150517 – Laborers International Union, Local 261 (Laborers, Local 261)**

The amendment to the MOU applies to the period commencing July 1, 2014 through June 30, 2017, affecting 991 funded positions with a salary base of approximately \$67.2 million and an overall pay and benefits base of approximately \$88.3 million.

Our analysis projects that this agreement will result in less than \$0.1 million of increased costs to the City during FY 2015-16 and FY 2016-17.

**File Number 150518 – SEIU, Local 1021 – H-1 Fire Rescue Paramedics**

The amendment to the MOU applies to the period commencing July 1, 2007 through June 30, 2015 and year to year thereafter, affecting 10 funded positions with a salary base of approximately \$1.2 million and an overall pay and benefits base of approximately \$1.45 million.

Our analysis projects that this agreement will result in less than \$0.1 million savings to the City during FY 2015-16, FY 2016-17 and FY 2017-18.

**File Number 150519 - Unrepresented**

The amendments to the MOU apply to the period commencing July 1, 2015 through June 30, 2016, affecting 129 funded positions with a salary base of approximately \$11.9 million and an overall pay and benefits base of approximately \$15.1 million.

Our analysis projects that this agreement will result in approximately \$0.4 million of increased costs to the City during FY 2015-16 as a result of a 3.25% wage increase effective October 10, 2015, which is consistent with the citywide pattern of wage increases for FY 2015-16 established during the 2014 bargaining cycle. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.



Member, Board of Supervisors  
District 7



City and County of San Francisco

**NORMAN YEE**

DATE: June 2, 2015  
TO: Angela Calvillo  
Clerk of the Board of Supervisors  
FROM: Supervisor Yee  
Chairperson  
RE: Government Audit and Oversight Committee  
COMMITTEE REPORT

RECEIVED  
BOARD OF SUPERVISORS  
SAN FRANCISCO  
JUN 16 3 10 PM '15

Pursuant to Board Rule 4.20, as Chair of the Government Audit and Oversight Committee, I have deemed the following matter is of an urgent nature and request it be considered by the full Board on June 16, as a Committee Report:

**150515 Memorandum of Understanding - Union of American Physicians and Dentists, Unit 17**

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and Union of American Physicians and Dentists, Unit 17, to be effective July 1, 2015, through June 30, 2018.

**150516 Memorandum of Understanding - Union of American Physicians and Dentists, Unit 18**

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and Union of American Physicians and Dentists, Unit 18, to be effective July 1, 2015, through June 30, 2018.

**150517 Memorandum of Understanding - Laborers International Union, Local 261**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Laborers International Union, Local 261, by implementing specified terms and conditions of employment for FYs 2015-2016 and 2016-2017.

**150518 Memorandum of Understanding - Service Employees International Union, Local 1021: H-1 Fire Rescue Paramedics**

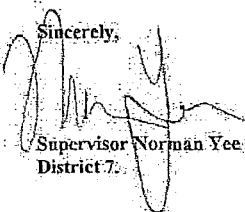
Ordinance adopting and implementing Amendment No. 5 to the 2007-2015 Memorandum of Understanding between the City and County of San Francisco and Service Employees International Union, Local 1021: H-1 Fire Rescue Paramedics, by extending the term of the Memorandum of Understanding to June 30, 2018, and implementing specified terms and conditions of employment for FYs 2015-2016, 2016-2017, and 2017-2018.

**150519 Compensation for Unrepresented Employees**

Ordinance fixing compensation for persons employed by the City and County of San Francisco whose compensations are subject to the provisions of Charter, Section A8.409, in job codes not represented by an employee organization, and establishing working schedules and conditions of employment and, methods of payment, effective July 1, 2015.

This matter will be heard in the Government Audit and Oversight Committee on June 11, 2015, at 12:00 p.m.

Sincerely,

  
Supervisor Norman Yee  
District 7

BOARD of SUPERVISORS



City Hall  
1 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, Office of the Controller

FROM: Erica Major, Assistant Committee Clerk, Government Audit and Oversight Committee, Board of Supervisors

DATE: May 27, 2015

SUBJECT: LEGISLATION INTRODUCED

---

The Board of Supervisors' Government Audit and Oversight Committee has received the following proposed legislation, introduced by Mayor Lee on May 19, 2015:

**File No. 150517**

**Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Laborers International Union, Local 261, by implementing specified terms and conditions of employment for FYs 2015-2016 and 2016-2017.**

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.

c:  
Todd Rydstrom, Office of the Controller  
Drew Murrell, Office of the Controller

**Major, Erica (BOS)**

---


**From:** Major, Erica (BOS)  
**Sent:** Wednesday, May 27, 2015 2:02 PM  
**To:** Rosenfield, Ben (CON)  
**Cc:** Somera, Alisa (BOS); Rydstrom, Todd (CON); Murrell, Drew (CON)  
**Subject:** REFERRAL MOU - Cost Analysis Request (150517) Memorandum of Understanding - Laborers International Union, Local 261  
**Attachments:** 150517 MOU.pdf

Greetings:

Attached is referral for the above Collective Bargaining Agreement, which is being referred to the Controller for a cost analysis. Please forward your cost analysis to me as soon as it is available.

Thank You.

Erica Major  
Assistant Committee Clerk  
Board of Supervisors  
1 Dr. Carlton B. Goodlett Place, City Hall, Room 244  
San Francisco, CA 94102  
Phone: (415) 554-4441 | Fax: (415) 554-5163  
[Erica.Major@sfgov.org](mailto:Erica.Major@sfgov.org) | [www.sfbos.org](http://www.sfbos.org)

 Click [here](#) to complete a Board of Supervisors Customer Service Satisfaction form.

The [Legislative Research Center](#) provides 24-hour access to Board of Supervisors legislation, and archived matters since August 1998.

*Disclosures: Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors website or in other public documents that members of the public may inspect or copy.*

BOARD of SUPERVISORS



City Hall  
1 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: Harvey Rose, Budget Analyst, Budget and Legislative Analyst's Office  
Micki Callahan, Director, Department of Human Resources

FROM: Erica Major, Assistant Committee Clerk, Government Audit and Oversight  
Committee, Board of Supervisors

DATE: May 27, 2015

SUBJECT: LEGISLATION INTRODUCED

---

The Board of Supervisors' Government Audit and Oversight Committee has received the following proposed legislation, introduced by Mayor Lee on May 19, 2015:

**File No. 150517**

**Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Laborers International Union, Local 261, by implementing specified terms and conditions of employment for FYs 2015-2016 and 2016-2017.**

If you have any comments or reports to be included with the file, please forward them to me at the Board of Supervisors, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102.

c:

Debra Newman, Budget and Legislative Analyst's Office  
Severin Campbell, Budget and Legislative Analyst's Office  
Gabriela Loeza, Budget and Legislative Analyst's Office  
Susan Gard, Department of Human Resources

## Major, Erica (BOS)

---

**From:** Major, Erica (BOS)  
**Sent:** Wednesday, May 27, 2015 2:04 PM  
**To:** Rose, Harvey (BUD); Callahan, Micki (HRD)  
**Cc:** Somera, Alisa (BOS); Newman, Debra (BUD); Campbell, Severin (BUD); Loeza, Gabriela (BUD); Gard, Susan (HRD)  
**Subject:** REFERRAL FYI (150517) Memorandum of Understanding - Laborers International Union, Local 261  
**Attachments:** 150517 FYI.pdf

Greetings:

This matter is being forwarded to your department for informational purposes. If you have any comments or reports to be included with the file, please forward them to me at the Board of Supervisors, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102.

Thank you.

**Erica Major**  
**Assistant Committee Clerk**  
Board of Supervisors  
1 Dr. Carlton B. Goodlett Place, City Hall, Room 244  
San Francisco, CA 94102  
Phone: (415) 554-4441 | Fax: (415) 554-5163  
[Erica.Major@sfgov.org](mailto:Erica.Major@sfgov.org) | [www.sfbos.org](http://www.sfbos.org)



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President, District 5  
BOARD of SUPERVISORS



BOS II, COB, Leg Dep.  
GAO, Dep ca,  
mayors  
City Hall  
1 Dr. Carlton B. Goodlett Place, Room 244  
San Francisco 94102-4689  
Tel. No. 554-7630  
Fax No. 554-7634  
TDD/TTY No. 544-5227

London Breed

**PRESIDENTIAL ACTION**

Date: May 21, 2015  
To: Angela Calvillo, Clerk of the Board of Supervisors

RECEIVED  
BOARD OF SUPERVISORS  
SAN FRANCISCO  
2015 MAY 22 AM 10:30  
AK

Madam Clerk,  
Pursuant to Board Rules, I am hereby:

**Waiving 30-Day Rule (Board Rule No. 3.23)**  
File No. 150517 Mayor  
(Primary Sponsor)  
Title. Memorandum of Understanding - Laborers Int'l

**Transferring (Board Rule No. 3.3)**  
File No. \_\_\_\_\_  
(Primary Sponsor)  
Title. \_\_\_\_\_

From: \_\_\_\_\_ Committee  
To: \_\_\_\_\_ Committee

**Assigning Temporary Committee Appointment (Board Rule No. 3.1)**  
Supervisor \_\_\_\_\_  
Replacing Supervisor \_\_\_\_\_  
For: \_\_\_\_\_ Meeting  
(Date) (Committee)

London Breed, President  
Board of Supervisors

City and County of San Francisco



Department of Human Resources

Edwin M. Lee  
Mayor

Micki Callahan  
BOARD Human Resources Director  
SAN FRANCISCO

2015 MAY 15 PM 3:37

BT

May 15, 2015

TO: Angela Calvillo, Clerk of the Board  
Board of Supervisors

FROM: Martin Gran, Employee Relations Director *MG*  
Department of Human Resources

RE: Memoranda of Understanding

1. Union of American Physicians and Dentists, Unit 17 (July 1, 2015 through June 30, 2018)
2. Union of American Physicians and Dentists, Unit 18 (July 1, 2015 through June 30, 2018)
3. Unrepresented Ordinance (July 1, 2015 through June 30, 2016)
4. Amendment #1 to Laborers, Local 261 (Amends 2014-2017 MOU)
5. Amendment #5 to Service Employees International Union, Local 1021: H-1 Fire Rescue Paramedics (Amends 2007-2015 MOU)

Please find enclosed for each new Memorandum of Understanding:

- 1 original FINAL MOU w/attached Ordinance
- 2 copies FINAL MOU
- 1 original REDLINE MOU
- 2 copies REDLINE MOU
- Highlights covering both UAPD MOUs

Please find enclosed for each Amendment:

- 1 original AMENDMENT w/attached Ordinance
- 2 copies AMENDMENT

There are also twelve (12) CDs containing Microsoft Word and PDF versions of the final version of the MOUs, Redlines, and Ordinances. Electronic copies have been sent via e-mail today, too. Please refer to the appropriate Committee at your earliest convenience.

Copies of the MOUs and Amendments have been sent to the Controller, and by copy hereof, I request that costing information be submitted directly to the Board with copies to the Employee Relations Division.

Thank you.

Enclosures

150515 - 150519

Angela Calvillo  
May 15, 2014  
Page 2 of 2

cc: Ben Rosenfield, Controller  
Kate Howard, Mayor's Budget Director  
Nicole Wheaton, Legislative Director  
Andrew Dayton, Deputy Director of Legislative and Government Affairs  
Rick Caldeira, Legislative Deputy Director  
Members, Government, Audit and Oversight Committee  
File



AMENDMENT NO. 1

TO THE 2014-2017 MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE CITY AND COUNTY OF SAN FRANCISCO  
AND  
THE LABORERS INTERNATIONAL UNION, LOCAL 261

The parties hereby amend and extend the Memorandum of Understanding as follows:

18(a). ALL DEPARTMENTS – ARBORIST APPRENTICESHIP PROJECT

190(a). The City shall allocate the following funds to the Union's Local 261 Training Trust, which shall be used to provide funding for the Arborist Technician Apprenticeship Program, including administrative costs and training-related expenses. The Union represents that it has created the Local 261 Training Trust, which will use funds only for such purpose. For Fiscal Years 2015-2016 and 2016-2017, the City shall allocate to the Union's Local 261 Training Trust two-thousand, four-hundred and thirty-one dollars (\$2,431) per each 3408 and 3409 Apprentice Arborist Technician participant per fiscal year or portion thereof. The number of participants cannot exceed one third of the number of 3434 Arborist Technicians employed by a host department for the applicable year.

190(b). Employees appointed to Class 3408 or 3409 Apprentice Arborist Technician shall be compensated in relation to a Class 3434 Arborist Technician based on actual hours worked as follows:

Time in the Apprenticeship Program

Class 3408 Apprentice Arborist Technician- Steps 1-3 (0-2,700 hours)

Class 3409 Apprentice Arborist Technician- Steps 4-6 (2,701-6,000 hours)

Compensation

<u>Steps</u>	<u>WORK HRS</u>	<u>RELATED TRAINING HRS</u>	<u>COMPENSATION</u>
<u>1</u>	<u>0 - 750</u>	<u>0 - 80</u>	<u>55% of 5<sup>th</sup> Step 3434</u>
<u>2</u>	<u>751 - 1500</u>	<u>81 - 160</u>	<u>60% of 5<sup>th</sup> Step 3434</u>
<u>3</u>	<u>1501 - 2700</u>	<u>161 - 240</u>	<u>65% of 5<sup>th</sup> Step 3434</u>
<u>4</u>	<u>2701 - 3000</u>	<u>241 - 320</u>	<u>70% of 5<sup>th</sup> Step 3434</u>
<u>5</u>	<u>3001 - 4500</u>	<u>321 - 350</u>	<u>75% of 5<sup>th</sup> Step 3434</u>
<u>6</u>	<u>4501 - 6000</u>	<u>351 - 366</u>	<u>80% of 5<sup>th</sup> Step 3434</u>

190(c). Apprentices must complete both the pre-requisite actual hours worked and the related training hours before advancing to the next wage level.

- 190(d). Apprentice-level hours spent at the Laborer's Training Center located in San Ramon, CA, or at required on-site City training (e.g., Harassment Prevention Training, New Employee Orientation, etc.) shall count toward related training hours, but shall not count toward actual hours worked for purposes of advancement in compensation as delineated in paragraph 190(B) above.
- 190(e). Class 3408/3409 Apprentice Arborist Technicians may occasionally be assigned or detailed by the appointing authority or designee to training at the Laborer's Training Center for DAS required instruction. Apprentices may not otherwise work on these days of scheduled training at the Laborer's Training Center.
- 190(f). Actual hours worked in class 3408 and 3409, which comprises the length of the Arborist Technician apprenticeship, will not exceed six thousand (6000) hours, except by approval of the appointing authority, subject to the applicable Civil Service Commission Rules and Charter of the City and County of San Francisco.
- 190(g). 3408 and 3409 Arborist Technician Apprentices must participate in a California State-approved apprenticeship for the Arborist Technician occupation.
- 190(h). 3408/3409 Apprentice Arborist Technicians, may be released to attend scheduled apprentice program education and professional development meetings four, (4) times per calendar year. These scheduled meetings may be up to two (2) hours in duration and will be held twice at the LIUNA L261 Union Hall and twice at a City department location.
- 190(i). The Apprentice Arborist Technicians Apprenticeship Committee shall establish the schedule and location for these meetings. The Apprentice Coordinator/Supervisor and at least one (1) host department Apprenticeship Project Manager will attend these scheduled meetings.

FOR THE CITY:

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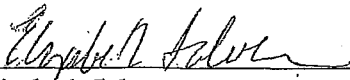
Micki Callahan  
Human Resources Director

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Martin Gran  
Employee Relations Director

**APPROVED AS TO FORM:**

**DENNIS J. HERRERA, City Attorney**



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Elizabeth Salveson  
Chief Labor Attorney

FOR THE UNION:

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Ramon Hernandez  
Business Manager, LiUNA!, Local 261

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Deshelia Mixon  
Negotiations Chair, LiUNA!, Local 261

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Theresa Foglio  
Chief Negotiator, LiUNA!, Local 261

OFFICE OF THE MAYOR  
SAN FRANCISCO



RECEIVED EDWIN M. LEE  
BOARD OF SUPERVISORS  
SAN FRANCISCO MAYOR

2015 MAY 15 PM 3:38

TO: Angela Calvillo, Clerk of the Board of Supervisors *BS*  
FROM: *for* Mayor Edwin M. Lee *EW*  
RE: Memorandum of Understanding - Laborers International Union, Local 261  
DATE: May 15, 2015

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Attached for introduction to the Board of Supervisors is an ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Laborers International Union, Local 261 by implementing specified terms and conditions of employment for FYs 2015-2016 and 2016-2017.

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

Should you have any questions, please contact Nicole Elliott (415) 554-7940.

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