



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

**Ben Rosenfield**  
**Controller**

**Monique Zmuda**  
**Deputy Controller**

July 2, 2010

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 No. 100808: Amendment to Memorandum of Understanding (MOU) with the Municipals  
Executives Association Police

RECEIVED  
BOARD OF SUPERVISORS  
SAN FRANCISCO  
2010 JUL - 2 PM 4:20  
BY *[Signature]*

Dear Ms. Calvillo,

In accordance with Ordinance 92-94, I am submitting a cost analysis of the Amendment (amendment) to the MOU between the City and County of San Francisco and the Municipals Executives Association Police (MEA Police). The amendment applies to the period commencing July 1, 2010 through June 30, 2013, affecting 5 authorized positions with a salary base of approximately \$1.3 million. As members of the Public Employees Committee of the San Francisco Labor Council (PEC), MEA Police have agreed to the provisions outlined in the PEC agreement, with the exception of furlough days and a cap on City payments of health benefits.

The amendment extends the existing MOU through FY2012-13. Based on our analysis, the amendment will result in a \$47,000 savings in FY2010-11. During the agreement, covered employees will not take a previously deferred 2% wage increase scheduled for January 8, 2011 and will defer a July 1, 2010 2% wage increase to July 1, 2011.

The agreement provides that employees who retire during the term of the amended MOU whose compensation is impacted by economic concessions will receive a payment equaling the pensionable value of the wage reductions that impact the retirement benefit. This will result in a cost to the City that will be determined by San Francisco Employees' Retirement System and is dependent on each retiree's circumstances. Additionally, the amendment alters severance rules to provide two months of wages to covered employees who are involuntarily removed or released from employment or who choose to separate rather than take an involuntary return to employment.

The cost of continuing existing health and dental benefits provided in the agreement will increase by approximately \$1,700 in FY 2010-2011. If you have additional questions or concerns please contact me at 554-7500 or Peg Stevenson of my staff at 554-7522.

Sincerely,

*[Signature]*  
for Ben Rosenfield  
Controller

cc: Martin Gran, ERD  
Harvey Rose, Budget Analyst

**Extension of Memo of Understanding through June 30, 2013**  
**Municipal Executives Association Police**  
**Estimated Costs/(Savings) FY 2010-2013**  
**Controller's Office**

<u>Annual Costs/(Savings)</u>	<u>FY 2010-2011</u>	<u>FY 2011-2012</u>	<u>FY 2012-2013</u>
Give back July, 1 2010 2% wage increase; defer January 8, 2011 2% wage increase till July 1, 2012	(\$47,430)	\$31,620	\$0
<b>Total Estimated Incremental Costs/(Savings)</b>	<u>(\$47,430)</u>	<u>\$31,620</u>	<u>\$0</u>
Budgeted Estimates for Cost Increase in Existing Benefits	\$1,742	\$1,850	\$1,965