



MACHINISTS, LOCAL 1414 BARGAINING HIGHLIGHTS

Term -Two year term (July 1, 2012 to June 30, 2014)

Wages -

Fiscal Year 2012-2013 – No wage increases

Fiscal Year 2013-2014 –

- 1% on July 1, 2013
- 1% on January 4, 2014
- 1% on March 29, 2014

Structural Reform of the City's Healthcare Benefit and Cost-Sharing Structures –

- 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.
 - Exception: for “medically single employees” (Employee Only) who are permanently assigned to work in remote locations outside of the health coverage areas of Kaiser and Blue Shield, the City will continue to contribute one hundred percent (100%) of the cost of the Employee-Only premium.
- 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

Floating Holidays – Employees will receive a one-time award of two additional floating holidays in Fiscal Year 2012-2013.

Tool Allowance – The annual tool allowance for each covered employee increased by \$50.00 to \$550.00.



**Automotive Machinists,
Local 1414**

Substance Abuse Prevention Program: The parties have agreed to continue negotiations for the establishment of a mutually agreed-upon substance abuse prevention program. This will allow the parties to continue their consideration of various issues including safety, medical marijuana, standards for reasonable suspicion and related matters. If the parties cannot reach agreement by January 15, 2013, Arbitrator Carol Vendrillo who has retained jurisdiction over this portion of the MOU, will issue an advisory decision by March 15, 2013.



CONSOLIDATED CRAFTS BARGAINING HIGHLIGHTS

Term: Two year term (July 1, 2012 to June 30, 2014).

Wages:

Fiscal Year 2012-2013 – No wage increases

Fiscal Year 2013-2014 –

- 1% on July 1, 2013
- 1% on January 4, 2014
- 1% on March 29, 2014

Structural Reform of the City's Healthcare Benefit and Cost-Sharing Structures:

- 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.
 - Exception: for “medically single employees” (Employee Only) who are permanently assigned to work in remote locations outside of the health coverage areas of Kaiser and Blue Shield, the City will continue to contribute one hundred percent (100%) of the cost of the Employee-Only premium.
- 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.

Floating Holidays: Employees will receive a one-time award of two additional floating holidays in Fiscal Year 2012-2013.

Elimination of Travel Pay Provision: Effective July 1, 2012, the City will no longer provide travel pay to employees who are San Francisco residents assigned to work at the Airport, Millbrae, Sharp Park or Sunol. Instead, employees who received Travel Pay in Fiscal Year 2011-2012 will receive a



one-time lump sum payment equivalent to the amount of Travel Pay they earned in Fiscal Year 2011-2012.

Elimination of Free Parking Guarantee on MTA Properties: Requires MTA employees to pay for parking on MTA properties effective 7/1/2013.

Additional Compensation:

- Lead Person Pay. The threshold to qualify for Lead Person Pay has now requires performance of Foreperson for the day activities, including leading a crew of two or more and performing various set-up tasks such as planning and sketching the work. Additionally, the assignment must be made in writing by the supervisor in order to provide proper documentation of the payments.
- Flat-Rated, Performance-Based Premiums. The City has agreed to modest increases in certain flat rated premiums, which are paid only when specific duties are performed or conditions are met. The premium increases, which have not changed for ten or more years, apply only to the following: Underwater Diving premium, Raw Sewage premium, Thermo-Plastic Applicator premium, Height Work premium, Epoxy and Industrial Coatings premium, Wastewater Facility Assignment premium and Correctional Facility Assignment premium.
- Elimination of Premiums. In addition to the Travel Pay premiums cited above, the agreement eliminates three additional premiums from the MOU (Sandblasting, two additional Bos'n Chair rates).

Health Care for As-Needed Employees: The SF Healthy Workers Health Care Program has been extended to represented eligible temporary exempt and as-needed employees.

Substance Abuse Prevention Program: The parties have agreed to continue negotiations for the establishment of a mutually agreed-upon substance abuse prevention program. This will allow the parties to continue their consideration of various issues including safety, medical marijuana, standards for reasonable suspicion and related matters. If the parties cannot reach agreement by January 15, 2013, Arbitrator Robert Hirsch, who has retained jurisdiction over this portion of the MOU, will issue an advisory decision by March 15, 2013.

Construction Maintenance & Job Order Contracts: The City is required to provide the Union and the Building and Construction Trades Council with twenty days' notice prior to issuing a task order or job order, and will participate in an informational meeting if requested by the Union.



DAIA BARGAINING HIGHLIGHTS

Term – Two year term (July 1, 2012 to June 30, 2014).

Wages –

Fiscal Year 2012-2013 – No wage increases

Fiscal Year 2013-2014 –

- 1% on July 1, 2013
- 1% on January 4, 2014
- 1% on March 29, 2014

Structural Reform of the City's Healthcare Benefit and Cost-Sharing Structures –

- 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.
 - Exception: for “medically single employees” (Employee Only) who are permanently assigned to work in remote locations outside of the health coverage areas of Kaiser and Blue Shield, the City will continue to contribute one hundred percent (100%) of the cost of the Employee-Only premium.
- 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

Floating Holidays – Employees will receive a one-time award of two additional floating holidays in Fiscal Year 2012-2013.



DEPARTMENT OF HUMAN RESOURCES
EMPLOYEE RELATIONS

CCSF NEGOTIATIONS 2012

**District Attorney
Investigators'
Association**

Increase in Time to Advance from Step 1 to Step 2 – Employees appointed on or after July 1, 2012 must now complete one year (increased from 6 months) of required service before advancing to the second step of the salary range.

CalPERS Prop C Contribution – Effective July 1, 2012, covered employees who are members of CalPERS agree to make pre-tax contributions similar to those being made by members of SFERS, as required under Charter section A8.409-9.

Standby Pay – The City and the Union agreed to eliminate 25% standby pay.



**Deputy Probation
Officers**

DEPUTY PROBATION OFFICERS' ASSOCIATION BARGAINING HIGHLIGHTS

Term – Two year term (July 1, 2012 to June 30, 2014).

Wages –

Fiscal Year 2012-2013 – No wage increases

Fiscal Year 2013-2014 –

- 1% on July 1, 2013
- 1% on January 4, 2014
- 1% on March 29, 2014

Structural Reform of the City's Healthcare Benefit and Cost-Sharing Structures –

- 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.
- 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

Floating Holidays – Employees will receive a one-time award of two additional floating holidays in Fiscal Year 2012-2013.

Grievance Procedure – The parties established a uniform grievance definition, and procedure for withdrawing the grievance in the absence of a timely, written demand for arbitration, in order to expedite the resolution of disputed terminations and suspensions.

italics = moved existing language

~~struck out, italics~~ = existing language prior section

bold, double underline = new language

~~struck out~~ = removed language



**Deputy Probation
Officers**

Elimination of the Travel Pay Provision – Effective July 1, 2012, the City will no longer pay a travel allowance to employees who are San Francisco residents assigned to work outside of San Francisco. Employees will continue to receive mileage reimbursement when using their own vehicle for City business per IRS guidelines.

Increase in Time to Advance from Step 1 to Step 2 – Employees appointed on or after July 1, 2012 must now complete one year (increased from 6 months) of required service before advancing to the second step of the salary range.

Probationary period for Inter-Departmental Transfers – Non-probationary permanent employees who transfer to another department shall serve a 6-month probationary period, which may be extended by the employee and the Appointing Officer for a period not to exceed an additional 6 months.

Substance Abuse Prevention Program – The parties will establish a mutually agreed-upon substance abuse prevention program, to be implemented by January 1, 2014. If there is no agreement on a new program by May 1, 2013, the arbitrator will resolve any disputes through mandatory arbitration.

Night Duty – Employees shall only qualify for the night duty premium if they are required, as a part of their regularly scheduled shift, to work at least 3 hours (increased from 1) of their shift between the hours of 5:00 PM and 7:00 AM.

Proposition C Employee Cost-Sharing – Effective July 1, 2012, covered employees who are members of CalPERS agree to make pre-tax contributions similar to those being made by members of SFERS, as required under Charter section A8.409-9.

Payment of Employee Contribution to CalPERS – Employees will “pick up” their own 9% retirement contribution to CalPERS. In return, the bargaining unit will receive a cost-neutral 7.15% increase to base wages.

Overtime Compensation – Additional clarification that: (1) employees on alternate shift schedules cannot begin earning overtime until they work beyond their schedule; (2) only legal holidays shall be taken into account for computing overtime; (3) employees on sick leave restriction are ineligible for voluntary overtime.

italics = moved existing language

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bold, double underline = new language

~~struck out~~ = removed language



**Deputy Sheriffs'
Association**

DSA BARGAINING HIGHLIGHTS

Term – Two year term (July 1, 2012 to June 30, 2014).

Wages –

Fiscal Year 2012-2013: No wage increases

Fiscal Year 2013-2014:

- 1% on July 1, 2013
- 1% on January 4, 2014
- 1% on March 29, 2014

The parties maintained much of the wage formula language in the current MOU, providing a wage increase each year of the agreement based upon the average total compensation of Deputy Sheriff positions in the 10 county CSA. However, this formula increase is suspended for the term of the MOU.

Structural Reform of the City's Healthcare Benefit and Cost-Sharing Structures –

- 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.
- Payment of Delta Dental premiums for bargaining unit members beginning 1/1/13: \$5/month for employee-only, \$10/month for employee + 1 dependent, or \$15/month for employee + 2 or more dependents

CalPERS Proposition C Contribution – Effective July 1, 2012, covered employees who are members of CalPERS agree to make pre-tax contributions similar to those being made by members of SFERS, as required under Charter section A8.590-9.



**Deputy Sheriffs'
Association**

Tuition Reimbursement Program – The City will contribute up to \$5,000 each year to reimburse employees for qualified expenses for programs and courses which will enhance their job performance.

Additional Compensation –

- Standby Pay – The parties agreed to eliminate the 25% standby premium and maintain only the 10% standby premium when the Department outfits the employee with an electronic communication device..
- Emergency Services Unit – At the request of the Union, the parties will reopen the agreement in the second year for the sole purpose of evaluating Emergency Services Unit issues within the scope of representation.

Release Time Bank – Members of the DSA Board of Directors will have access to a release time bank of 1000 hours per fiscal year to negotiate, attend meetings with the City, handle grievances, or attend training.

Compensatory Time Off – DSA members may now accrue up to 160 hours of CTO per year, up from 80 hours.

Vacation Slots – The parties adopted a mutually agreeable formula to determine the number of vacation slots available to the unit for each watch.



IPOA BARGAINING HIGHLIGHTS

Term – Two year term (July 1, 2012 to June 30, 2014).

Wages – continuing previously negotiated base wage relationship between represented classifications and corresponding sworn classifications in the Sheriff's Department.

Structural Reform of the City's Healthcare Benefit and Cost-Sharing Structures –

- 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.
 - Exception: for “medically single employees” (Employee Only) who are permanently assigned to work in remote locations outside of the health coverage areas of Kaiser and Blue Shield, the City will continue to contribute one hundred percent (100%) of the cost of the Employee-Only premium.
- 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

Increase in Time to Advance from Step 1 to Step 2 – Employees appointed on or after July 1, 2012 must now complete one year (increased from 6 months) of required service before advancing to the second step of the salary range.

CalPERS Prop C Contribution – Effective July 1, 2012, covered employees who are members of CalPERS agree to make pre-tax contributions, similar to those being made by members of SFERS, as required under Charter section A8.409-9.

Standby Pay – The City and the Union agreed to eliminate 25% standby pay when an employee is not provided with a cell phone or other electronic communications device.

Paid Sick Leave Ordinance - San Francisco Administrative Code, Chapter 12W, Paid Sick Leave Ordinance, is waived.



LABORERS, LOCAL 261 BARGAINING HIGHLIGHTS

Term- Two year term (July 1, 2012 to June 30, 2014).

Wages –

Fiscal Year 2012-2013 – No wage increases

Fiscal Year 2013-2014 –

- 1% on July 1, 2013
- 1% on January 4, 2014
- 1% on March 29, 2014

Structural Reform of the City's Healthcare Benefit and Cost-Sharing Structures –

- 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.
 - Exception: for “medically single employees” (Employee Only) who are permanently assigned to work in remote locations outside of the health coverage areas of Kaiser and Blue Shield, the City will continue to contribute one hundred percent (100%) of the cost of the Employee-Only premium.
- 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

Dental - Beginning January 1, 2013, the bargaining unit agrees to pay \$5 (individual) - \$10 (employee +1) - \$15 (employee + 2 or more) per month respectively towards dental premium costs.

Floating Holidays – Employees will receive a one-time award of two additional floating holidays in Fiscal Year 2012-2013.



Increase in Time to Advance from Step 1 to Step 2 – Employees appointed on or after July 1, 2012 must now complete one year (increased from 6 months) of required service before advancing to the second step of the salary range.

Elimination of the Travel Pay Provision – Effective July 1, 2012, employees who are San Francisco residents and who are assigned to work at Sunol, will no longer receive Travel Pay. Instead, employees who received Travel Pay in Fiscal Year 2011-2012 will receive a one-time lump sum payment equivalent to the amount of Travel Pay they earned in Fiscal Year 2011-2012.

Work Schedule Change Provision- Departments can change schedules of all covered employees based on operational need with 5 calendar days' notice and with written approval of the appointing officer.

Lead Worker Pay – Lead Worker Pay assignments must be made in writing.

Standby Pay – Eliminate 25% standby pay. Employees earn 10% standby pay when provided with a cell phone or other electronic communication device.

Substance Abuse Policy- The parties will meet and confer regarding the possibility of a drug testing policy that will be limited to instances of reasonable suspicion of drug and/or alcohol use, to be implemented no later than January 1, 2013. Should the parties fail to reach agreement on a new substance abuse testing program by December 1, 2013, Arbitrator Chris Burdick shall retain jurisdiction to resolve any such dispute under Charter Section A8.409-4(d).

Public Outreach/Public Safety Cross Training Premium – The City will fold the 1% premium received by all covered employees into the base rate.



LOCAL 6 BARGAINING HIGHLIGHTS

Term: Two year term (July 1, 2012 to June 30, 2014).

Wages:

- Fiscal Year 2012-2013: No wage increases.
- Fiscal Year 2013-2014:
 - 1% on July 1, 2013
 - 1% on January 4, 2014
 - 1% on March 29, 2014
- Internal adjustments for 8 transmission line and powerhouse operator classifications (by arbitration award).

Structural Reform of the City's Healthcare Benefit and Cost-Sharing Structures:

- 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.
- Payment of Delta Dental premiums for bargaining unit members beginning January 1, 2013: \$5/month for employee-only, \$10/month for employee + 1 dependent, or \$15/month for employee + 2 or more dependents.

Floating Holidays: Employees will receive a one-time award of two additional floating holidays in Fiscal Year 2012-2013.

Elimination of the Travel Pay Provision: Effective July 1, 2012, employees who are San Francisco residents and who are assigned to work at the Airport, San Bruno Jail, Millbrae, Sharp Park or Sunol, shall no longer receive Travel Pay. Instead, employees who received Travel Pay in Fiscal Year 2011-2012 will receive a one-time lump sum payment equivalent to the amount of Travel Pay they earned in Fiscal Year 2011-2012.



**Electrical Workers,
Local 6**

Reform of Shift Differential Pay: Employees who work only one to three hours into the swing or graveyard shift shall no longer be eligible for Shift Differential Pay on those hours. Employees will only be eligible for Shift Differential Pay if they work a minimum of four hours on a swing or graveyard shift.

Substance Abuse Prevention Program: Creation of a process for implementing a Substance Abuse Prevention Program.



LOCAL 21 BARGAINING HIGHLIGHTS

Term – Two year term (July 1, 2012 to June 30, 2014).

Wages –

Fiscal Year 2012-2013: No wage increases

Fiscal Year 2013-2014:

- 1% on July 1, 2013
- 1% on January 4, 2014
- 1% on March 29, 2014

Structural Reform of the City's Healthcare Benefit and Cost-Sharing Structures –

- 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.
 - Exception: for “medically single employees” (Employee Only) who are permanently assigned to work in remote locations outside of the health coverage areas of Kaiser and Blue Shield, the City will continue to contribute one hundred percent (100%) of the cost of the Employee-Only premium.
- 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

Floating Holidays – Employees will receive a one-time award of two additional floating holidays in Fiscal Year 2012-2013.

Increase in Time to Advance from Step 1 to Step 2 – Employees appointed on or after July 1, 2012 must now complete one year (instead of only six months) of required service before advancing to the second step of the salary range.



Elimination of the Travel Pay Provision – Effective July 1, 2012, employees who are San Francisco residents and who are assigned to work at the Airport, San Bruno Jail, Millbrae, Sharp Park or Sunol, shall no longer receive Travel Pay. Instead, employees who received Travel Pay in Fiscal Year 2011-2012 will receive a one-time lump sum payment equivalent to the amount of Travel Pay they earned in Fiscal Year 2011-2012.

Employee Development Fund – The Employee Development Fund was increased by \$250,000 in Fiscal Years 2012-2013 and 2013-2014, funded by the savings achieved from the increase in time required to advance from Step 1 to Step 2, elimination of Travel Pay in the second year of the Agreement, and savings from other premium reforms noted below. Additionally, unspent funds will no longer roll-over, and employees may only be eligible for reimbursements in the same fiscal year in which the cost was incurred, in order to ensure that the fund is not prematurely depleted each year.

Additional Compensation – The new Agreement contains no new equity adjustments and no new premiums, and includes the following premium and additional pay reforms:

- **Lead Person Pay** – The threshold to qualify for Lead Person Pay has been increased from leading at least *two* other employees to leading at least *three* other employees.
- **PUC-CIP Planning Function Pay** – The threshold to receive PUC-CIP Planning Function Pay was significantly increased.
- **Leadership Pay and Special Skills Pay (Appendix C)** – The threshold definition of “Major Capital Projects” that would merit additional compensation for those employees working on such projects in a qualifying capacity was significantly increased. Further, the threshold number of persons to qualify for Leadership Pay was increased from leading *one* other person to leading at least *three* other persons.

Substance Abuse Prevention Program – The parties will establish a mutually agreed-upon substance abuse prevention program, to be implemented by January 1, 2014. If there is no agreement on a new program by May 1, 2013, the arbitrator will resolve any disputes through mandatory arbitration.

Extension of Probationary Period – Probationary periods may be extended for periods of up to one year, provided that the City notifies the Union at the time that it seeks to extend an employee’s probationary period.

Sick Leave Cap – Effective July 1, 2012, employees may not accumulate more than 1040 hours of sick leave.

Grievance Procedure – The parties established a uniform arbitrator selection process, and streamlined the grievance procedures (including response time deadlines for both parties and elimination of a superfluous review step) in order to expedite the resolution of disputed terminations and suspensions.



LOCAL 200 BARGAINING HIGHLIGHTS

Term – Two year term (July 1, 2012 to June 30, 2014).

Wages – The City will increase base wages in the second year of the Agreement, equal to an annualized value of 1.75%.

Fiscal Year 2012-2013: No wage increases

Fiscal Year 2013-2014:

- 1% on July 1, 2013
- 1% on January 4, 2014
- 1% on March 29, 2014

Health Contributions –

- 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 the increased premium cost for “medically single employees” who elect to enroll in the highest cost plan.
- 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

Floating Holidays – Employees will receive a one-time award of two additional floating holidays in Fiscal Year 2012-2013.

Reform of Lead Person Pay – The threshold to qualify for Lead Person Pay has been increased from leading at least *two* other employees to leading at least *three* other employees.

Substance Abuse Prevention Program – The parties will establish a mutually agreed-upon substance abuse prevention program, to be implemented by January 1, 2014. If there is no agreement on a new program by May 1, 2013, the arbitrator will resolve any disputes through mandatory arbitration.



MAA MEDIATED AWARD HIGHLIGHTS

Term – Two year term (July 1, 2012 to June 30, 2014).

Wages –

Fiscal Year 2012-2013 – No wage increases

Fiscal Year 2013-2014 –

- 1% on July 1, 2013
- 1% on January 4, 2014
- 1% on March 29, 2014

Structural Reform of the City’s Healthcare Benefit and Cost-Sharing Structures –

- 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 the increased premium cost for “medically single employees” who elect to enroll in the highest cost plan.
- 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

Floating Holidays – Employees will receive a one-time award of two additional floating holidays in Fiscal Year 2012-2013.

Increase in Time to Advance from Step 1 to Step 2 – Employees appointed on or after July 1, 2012 in positions with five steps (i.e. not the deep class 8177) must now complete one year (increased from 6 months) of required service before advancing to the second step of the salary range.

Grievance Procedure – All grievances must state the basis for the grievance, the sections of the MOU believed to be violated, and the remedy sought.



MEA BARGAINING HIGHLIGHTS

Term – Two year term (July 1, 2012 to June 30, 2014)

Wages –

Fiscal Year 2012-2013: No wage increases

Fiscal Year 2013-2014:

- 1% on July 1, 2013
- 1% on January 4, 2014
- 1% on March 29, 2014

Structural Reform of MEA's Management Flex Spending Compensation Package – Beginning 7/1/12, the flexible spending compensation provided to employees will be based upon their enrollment status with HSS. Unenrolled employees, or employees enrolled in Employee Only coverage will freeze their flexible compensation at \$726.04 per month (the Fall 2012 rate) until December 31, 2014. Thereafter, unenrolled employees or employees enrolled in Employee Only coverage will receive 65% of the Employee plus 2 or more dependent care index. The parties agreed to engage in meet and confer on further reform to the Flex Spending Compensation Plan beginning six months prior to the next bargaining season.

Floating Holidays – Employees will receive a one-time award of two additional floating holidays in Fiscal Year 2012-2013.

CalPERS Proposition C Contribution – Effective July 1, 2012, covered employees who are members of CalPERS agree to make pre-tax contributions similar to those being made by members of SFERS, as required under Charter sections A8.409-9 and A8.590-9.

Management Training Funds – The parties expanded employees' ability to use the funds for approved travel associated with training, and ended the practice of rolling over unused funds from year to year. DHR will develop and fund a Leadership Development Program including required training for all managers in important managerial skills such as strategic planning, fiscal management, communication, knowledge transfer, etc. The parties' goal is to offer the first elements of the program by January 1, 2013.

Additional Compensation –

- Government and Public Affairs Managers assigned to PORT – This premium has been eliminated.



**Municipal Executives
Association**

- Local Agency Formation Commission – This premium will expire once the current incumbent who is entitled to the premium separates from the position.

Reform of the Management Compensation/Classification Plan adjustment process – The parties agreed to liquidate the remaining B & C adjustment one-time funds, which were previously deferred from wage increases. Going forward, there will be .5% of MEA compensation available for distribution through the B & C committee process each year, with no rollover of remaining funds. One half of the annual allocation will be available for one-time adjustments, and one half will be available for ongoing adjustments to recognize exemplary performance, special skills or assignments, or to address of internal equity or compaction. A proportionate pool of these funds will be separated out for Department Heads

Severance and Pay in Lieu of Notice – An employee receiving severance pay will no longer be eligible to take a Prop F appointment in the department from which he or she was released within two years of the release. The parties incorporated into the MOU their agreement to provide a released employee, who reinstates to a lower-paid position, notice pay in the amount of the difference between the higher and lower-paid positions. The City will provide MEA with a template severance release to attempt to expedite the severance process. A qualifying employee must elect severance within thirty days of notice of release.

Discipline Procedures – The parties created an expedited arbitration process for appeals of certain types of discipline, and agreed that permanent civil service employees will be able to appeal disciplinary suspensions of less than five days. Further, the employee may submit a response to disciplinary actions which will be kept in his or her personnel file.

Pay for Performance – The Pay for Performance program expires at the end of the 2006-2012 agreement. The payment, normally made in October, is only maintained for those employees who retire prior to July 1, 2012 and whose single highest year of compensation is 2011-2012 when the Pay for Performance lump sum is factored in.

Performance Appraisals – Employees may submit a response to his or her performance appraisal within 30 days, to be maintained in his or her personnel file.

Acting Assignment Pay – Acting Assignments may only last six months, with extension upon approval of DHR.

State Disability Insurance – All employees entering the MEA bargaining unit on or after 7/1/12 will be enrolled in SDI.



MSA BARGAINING HIGHLIGHTS

Term – Two year term (July 1, 2012 to June 30, 2014)

Wages –

Fiscal Year 2012-2013: No wage increases

Fiscal Year 2013-2014:

- 1% on July 1, 2013
- 1% on January 4, 2014
- 1% on March 29, 2014

Prior to 2014 negotiations, the City will conduct a survey of total compensation for the rank of Sheriff's Captain in the 10 county CSA, which will serve as a basis for negotiations. The parties will also meet and confer about appropriate salary differentials between the ranks of the bargaining unit, in preparation for 2014 negotiations.

Structural Reform of the City's Healthcare Benefit and Cost-Sharing Structures –

- 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.
- Payment of Delta Dental premiums for bargaining unit members beginning 1/1/13: \$5/month for employee-only, \$10/month for employee + 1 dependent, or \$15/month for employee + 2 or more dependents

CalPERS Proposition C Contribution – Effective July 1, 2012, covered employees who are members of CalPERS agree to make pre-tax contributions similar to those being made by members of SFERS, as required under Charter section A8.590-9.



**Sheriff's Managers and
Supervisors Association**

Additional Compensation –

- Standby Pay – The parties agreed to eliminate the 25% standby premium and maintain only the 10% standby premium when the Department outfits the employee with an electronic communication device.
- Emergency Services Unit – Effective 7/1/13, the ESU premium will increase from 1% to 3% (arbitration award). Reflect current practice that Hostage Negotiations Team is eligible.

Release Time Bank – Consistent with DSA, the MSA Officers will have access to a proportional release time bank to negotiate, attend meetings with the City, or handle grievances.

Compensatory Time Off – MSA members may now accumulate a balance of CTO hours of up to 160 hours, up from 80 hours.

Meet and Confer – The parties will continue to meet and confer about the following topics, subject to the Charter Section A8.590-5:

- A. The number of PTO slots (for vacation time, in lieu or floating holidays, or compensatory time) that will be made available to bargaining unit members.
- B. How to incorporate “briefing time” at the beginning of each shift, subject to the operational needs of the Department.
- C. Whether to adopt a Pilot Physical Fitness/Wellness Incentive Program.
- D. Whether to participate in the Pilot San Francisco Housing program covering employees of the San Francisco Police and Fire Departments, subject to approval of the Board of Supervisors.
- E. Clarification of the overtime available to bargaining unit members (i.e. overtime on non-supervisory posts, tasks, or assignments to which bargaining unit members are routinely assigned).
- F. Whether to eliminate the intermediate POST premium prospectively and replace it with a Supervisory/Management POST premium for employees with a Bachelor's degree, on a cost neutral basis.



OPERATING ENGINEERS, LOCAL 3 BARGAINING HIGHLIGHTS

Term: Two year term (July 1, 2012 to June 30, 2014).

Wages:

Fiscal Year 2012-2013 – No wage increases

Fiscal Year 2013-2014 –

- 1% on July 1, 2013
- 1% on January 4, 2014
- 1% on March 29, 2014

Structural Reform of the City's Healthcare Benefit and Cost-Sharing Structures:

- 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.
 - Exception: for “medically single employees” (Employee Only) who are permanently assigned to work in remote locations outside of the health coverage areas of Kaiser and Blue Shield, the City will continue to contribute one hundred percent (100%) of the cost of the Employee-Only premium.
- 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

Floating Holidays: Employees will receive a one-time award of two additional floating holidays in Fiscal Year 2012-2013.



**Operating Engineers,
Local 3**

Elimination of Travel Pay Provision: Effective July 1, 2012, the City will no longer provide travel pay to employees who are San Francisco residents assigned to work at the Airport, Millbrae, Sharp Park or Sunol. Instead, employees who received Travel Pay in Fiscal Year 2011-2012 will receive a one-time lump sum payment equivalent to the amount of Travel Pay they earned in Fiscal Year 2011-2012.

Elimination of Free Parking Guarantee on MTA Properties: Effective July 1, 2003, employees will be required to pay for their own parking on MTA properties.

Lead Person Pay: The threshold to qualify for Lead Person Pay is increased, now requiring performance of Foreperson for the day activities, including leading a crew of two or more and performing various set-up tasks such as planning and sketching the work. Additionally, the assignment must be made in writing by the supervisor.

Construction Maintenance & Job Order Contracts: The City is required to provide the Union and the Building and Construction Trades Council with twenty days' notice prior to issuing a task order or job order, and will participate in an informational meeting if requested by the Union.



SEIU, LOCAL 1021 BARGAINING HIGHLIGHTS

Term – Two-year term (July 1, 2012 to June 30, 2014).

Wages –

Fiscal Year 2012-2013: No wage increases

Fiscal Year 2013-2014:

- 2% on January 4, 2014
- 1% on March 29, 2014

Structural Reform of the City's Healthcare Benefit and Cost-Sharing Structures –

- Health care cost sharing effective July 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.
 - Exception: for “medically single employees” (Employee Only) who are permanently assigned to work in remote locations outside of the health coverage areas of Kaiser and Blue Shield, the City will continue to contribute one hundred percent (100%) of the cost of the Employee-Only premium.

Floating Holidays – Employees will receive a one-time award of two additional floating holidays in Fiscal Year 2012-2013 in light of other agreements made as reflected in this document and the fact that no wage increases will occur until the second year of the Agreement.

Increase in Time to Advance from Step 1 to Step 2 – Employees appointed on or after July 1, 2012 must now complete one year (increased from 6 months) of required service before advancing to the second step of the salary range.

Elimination of Travel Pay Provision – Effective July 1, 2012, the City will no longer pay employees who are San Francisco residents assigned to work at the Airport, Millbrae, Sharp Park or Sunol. Employees who received Travel Pay in Fiscal Year 2011-2012 will receive a one-time lump sum payment equal to the amount of Travel Pay they earned in Fiscal Year 2011-2012.



Relief for Individual Employees – Per previous settlement agreement, the Union recognized and credited the City for the cost of the City assuming the Layoff Impact Premium for two years by using encumbered as-needed health care funds.

As-Needed Employees – The City and the Union will jointly seek Civil Service Commission approval for the City to conduct closed promotional examinations for selected SEIU-represented classifications based on negotiated eligibility rules. In the future, City use of “As-Needed” employees in SEIU represented classifications will be limited to seasonal work, sporadic work, peak workload, filling in for leaves or absences, vacations, emergency extra workloads or overtime, disasters, and training classifications, or other situations involving fluctuating staff.

CalPERS Proposition C Contribution – Effective July 1, 2012, covered employees who are members of CalPERS agree to make pre-tax like contributions similar to those being made by members of SFERS, as required under Charter section A8.409-9.



**Supervising Probation
Officers**

SUPERVISING PROBATION OFFICERS (OE 3) BARGAINING HIGHLIGHTS

Term – Two year term (July 1, 2012 to June 30, 2014).

Wages –

Fiscal Year 2012-2013 – No wage increases

Fiscal Year 2013-2014 –

- 1% on July 1, 2013
- 1% on January 4, 2014
- 1% on March 29, 2014

Structural Reform of the City’s Healthcare Benefit and Cost-Sharing Structures –

- Health care cost sharing effective January 1, 2013:
 - “Medically single” (Employee-only): City shall pay 90% of health care premium, capped at the second-highest cost plan (e.g., Blue Shield)
 - Employee with One Dependent:
 - For the highest and second highest costs plans (e.g., City Plan and Blue Shield), the City shall pay towards the premium cost an amount equivalent to 85% of the cost of the second highest cost plan (e.g., Blue Shield).
 - For all medical plans other than the highest and second highest costs (e.g., Kaiser), the City shall pay towards the premium cost an amount equivalent to 90% of the cost of the premium.\
 - Employee with Two or More Dependents:
 - For the highest and second highest costs plans (e.g., City Plan and Blue Shield), the City shall pay towards the premium cost an amount equivalent to 75% of the cost of the second highest cost plan (e.g., Blue Shield).
 - For all medical plans other than the highest and second highest costs (e.g., Kaiser), the City shall pay towards the premium cost an amount equivalent to 85% of the cost of the premium.

italics = moved existing language

~~*struck-out, italics*~~ = existing language prior section

bold, double underline = new language

~~struck-out~~ = removed language



**Supervising Probation
Officers**

Grievance Procedure – The parties established a uniform grievance definition, uniform time limits, and procedure for withdrawing the grievance in the absence of a timely, written demand for arbitration, in order to expedite the resolution of disputed terminations and suspensions.

Elimination of the Travel Pay Provision – Effective July 1, 2012, the City will no longer pay a travel allowance to employees who are San Francisco residents assigned to work outside of San Francisco.

Increase in Time to Advance from Step 1 to Step 2 – Employees appointed on or after July 1, 2012 must now complete one year (increased from 6 months) of required service before advancing to the second step of the salary range.

Substance Abuse Prevention Policy – The parties agreed to a new comprehensive reasonable suspicion and post-accident substance abuse policy in order to ensure a safe work environment for employees and the public.

Night Duty – Employees shall only qualify for the night duty premium if they are required, as a part of their regularly scheduled shift, to work at least 2 hours (increased from 1) of their shift between the hours of 5:00 PM and 12:00 AM for the Swing shift or 12:00 AM to 7:00 AM for the Graveyard shift.

Proposition C Employee Cost-Sharing – Effective July 1, 2012, covered employees who are members of CalPERS agree to make pre-tax contributions similar to those being made by members of SFERS, as required under Charter section A8.409-9.

Overtime Compensation – Additional clarification that only legal holidays shall be taken into account for computing overtime.

italics = moved existing language

~~struck out~~, *italics* = existing language prior section

bold, double underline = new language

~~struck-out~~ = removed language



STATIONARY ENGINEERS, LOCAL 39 BARGAINING HIGHLIGHTS

Term – Two year term (July 1, 2012 to June 30, 2014).

Wages –

Fiscal Year 2012-2013 – No wage increases

Fiscal Year 2013-2014 –

- 1% on July 1, 2013
- 1% on January 4, 2014
- 1% on March 29, 2014

Structural Reform of the City’s Healthcare Benefit and Cost-Sharing Structures –

- 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.
- Elimination of the medically-single/Employee Only in lieu monetary cash payment of \$190, effective June 30, 2014.
- Dental
 - \$5/month premium contribution for Employee-Only;
 - \$10/month premium contribution for Employee + 1 Dependent; and
 - \$15/month premium contribution for Employee + 2 Dependent.

italics = moved existing language

~~struck out, italics~~ = existing language prior section

bold, double underline = new language

~~struck out~~ = removed language



UA LOCAL 38 BARGAINING HIGHLIGHTS

Term: Two year term (July 1, 2012 to June 30, 2014).

Wages:

Fiscal Year 2012-2013 – No wage increases

Fiscal Year 2013-2014 –

- 1% on July 1, 2013
- 1% on January 4, 2014
- 1% on March 29, 2014

Structural Reform of the City's Healthcare Benefit and Cost-Sharing Structures:

- 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.
 - Exception: for “medically single employees” (Employee Only) who are permanently assigned to work in remote locations outside of the health coverage areas of Kaiser and Blue Shield, the City will continue to contribute one hundred percent (100%) of the cost of the Employee-Only premium.
- 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

Floating Holidays: Employees will receive a one-time award of two additional floating holidays in Fiscal Year 2012-2013.

Elimination of Travel Pay Provision: Effective July 1, 2012, the City will no longer provide travel pay to employees who are San Francisco residents assigned to work at the Airport, Millbrae, Sharp Park or Sunol. Instead, employees who received Travel Pay in Fiscal Year 2011-2012 will receive a



one-time lump sum payment equivalent to the amount of Travel Pay they earned in Fiscal Year 2011-2012.

Elimination of Free Parking on MTA Properties: Effective July 1, 2013, represented employees will be required to pay for their own parking on MTA properties.

Additional Compensation:

- **Lead Person Pay.** The threshold to qualify for Lead Person Pay has been increased to require performance of Foreperson for-the-day activities, including leading a crew of two or more and performing various set-up tasks such as planning and sketching the work. Additionally, the assignment must be made in writing by the supervisor.
- **Flat-Rated, Performance-Based Premiums.** The City has agreed to modest increases in certain flat rated premiums, which are paid only when specific duties are performed or conditions are met. The premium increases, which have not changed for ten or more years, apply only to the following: Underwater Diving premium, Height Work premium, Epoxy and Industrial Coatings premium, Wastewater Facility Assignment premium and Correctional Facility Assignment premium.
- **Plumbing Inspectors Certification Premium.** An additional inspector certification was added to the list of eligible premiums.

Health Care for As-Needed Employees: The SF Healthy Workers Health Care Program has been extended to represented eligible temporary exempt and as-needed employees.

Substance Abuse Prevention Program: The parties have agreed to continue negotiations for the establishment of a mutually agreed-upon substance abuse prevention program. This will allow the parties to continue their consideration of various issues including safety, medical marijuana, standards for reasonable suspicion and related matters. If the parties cannot reach agreement by January 15, 2013, Arbitrator Robert Hirsch will issue an advisory decision by March 15, 2013.

Construction Maintenance & Job Order Contracts: The City is required to provide the Union and the Building and Construction Trades Council with twenty days' notice prior to issuing a task order or job order, and will participate in an informational meeting if requested by the Union.



UAPD BARGAINING HIGHLIGHTS (Units 17 and 18 MOUs)

(Arbitration Award)

Term – Three year term (July 1, 2012 to June 30, 2015).

Wages –

Part 1: Internal adjustments for class 2230 (Physician Specialist) phased in, as follows, so that by 1/3/14, on a step by step basis, class 2230's salary grade will be 10% over the salary grade of class 2328 (Nurse Practitioners):

- 33% of difference plus 10% on 7/1/12
- 50% of the remaining difference plus 10% on 7/1/13
- 100% of difference plus 10% on 1/3/14

Part 2: Classes 2232 (Senior Physician Specialist) and 2233 (Supervising Physician Specialist) will receive a corresponding base wage increase or decrease to maintain the percentage salary differential with class 2230 that existed on 6/30/12.

Part 3: 2210 (Dentists), 2292 (Shelter Veterinarians) and 2598 (Assistant Medical Examiners) receive citywide wage pattern with "me too" base wage adjustments as employees in bargaining units 7 and 8 during the remaining term of the MOU (i.e., in FY 2014-2015):

- 1% on 7/1/13
- 1% on 1/4/14
- 1% on 3/29/14

Structural Reform of the City's Healthcare Benefit and Cost-Sharing Structures –

- Health care cost sharing, effective 1/1/14:
 - 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.



- For “Employee plus 1” and “Employee plus 2 or more,” the City shall continue to contribute the greater amount of \$225 per month or 75% of the dependent rate charged by the City to employees for Kaiser coverage at the dependent plus two or more level.
- 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.

Seniority Increments – Effective 7/1/12:

- For classes 2230 (Physician Specialist), 2232 (Senior Physician Specialist), 2233 (Supervising Physician Specialist), added new steps 8, 9 and 10 at 10.5, 16, and 21 years of service, respectively.
- Steps 1-2: step progression for steps 1 to 2 now at one year (instead of six months).

Standby Pay – Increase standby pay from \$9/hour to \$15/hour, effective 7/1/12.

Employee Development Fund –

- Employee Development Fund increased to \$117,500 per fiscal year for employee training, education and development; funded by drawing down funds from the Supplemental Training Fund.
- Employees working 20 hours or more per week now receive maximum reimbursement of \$1,500 per FY (up from \$1,000) for approved development items including, but not limited to, tuition, registration fees, professional conferences, etc.
- Employees working less than 20 hours per week now receive maximum reimbursement of \$500 per FY for approved development items including, but not limited to, tuition, registration fees, professional conferences, etc.
- Employees may use up to ½ of their funds to pay for necessary travel and overnight lodging (but not food) for approved training; reimbursement rates are subject to Controller’s travel policy memo.

Sick Leave Ordinance – Union agrees to waive 12W if the Civil Service Commission ever amends its rules to allow access to sick leave with pay credits after 3 months of service rather than 6 months.



2012-2013 Unrepresented Ordinance Summary

1. **Term** – 1-year Ordinance (July 1, 2012 – June 30, 2013).
2. **Wages** – No base wage increases.
3. **Severance Pay (Management Unrepresented)** – An employee taking severance will be ineligible for assignments under Proposition F in his/her former department for a period of two years from the date of retirement. Effective July 1, 2012, the released employee must elect severance within 30 days of notice of involuntary separation/release.
4. **Overtime Compensation** - Only legal holidays shall count as hours worked for the purpose of computing overtime.
5. **Holidays** –Employees shall receive a one-time award of two additional floating holidays.
6. **Attachment “A” – List of Unrepresented Job Codes Pursuant to Charter Section A8.409.1**
 - Effective July 1, 2012, class 1682 Controller will be established in the management unit (002).
7. **Internal Adjustment Process** – For all classifications covered under this Ordinance, except for the Mayoral Staff classifications (0881-0905), the following shall apply:
 - Limit Internal Adjustment Process to employees in Management unit (002), in an amount not to exceed 0.5% annually, 0.25% of which will be available for ongoing wage adjustments, and the remainder to be available for one-time adjustments.
 - Amend process to provide for submission of proposed adjustments by Appointing Authority on a biannual basis, subject to approval by Controller and Human Resources Director.
 - Amend approval standards to include “In order to ensure comparability with similarly-situated employees in represented bargaining units.”
 - In light of the 3-year suspension of 0.3% maximum for adjustments, provide 0.9% of salary available for one-time payments.
8. **Tuition Reimbursement**—Delete limitation as to use for the cost of reasonable and necessary travel and lodging for approved training for both miscellaneous (001) and management (002) units, and provide that \$50 per diem may be submitted when travelling on approved training. In addition, subject to the approval by the employee’s Appointing Officer, an employee may also use up to \$1,000 of the funds available to purchase Personal Digital Assistants, professional software, and books and subscriptions, to the extent that these items would be used in the performance of their City duties.



2012-2014 Teamsters, Local 856 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. **CalPERS** – Effective July 1, 2012, covered employees who are members of CalPERS will receive a 7.15% base wage increase in exchange for agreement to pick-up their entire employee paid member contribution to CalPERS. Base wages of SFERS classifications 8568 and 8572 shall be maintained at the same level as CalPERS classifications 8322 and 8324, respectively.



6. **CalPERS Proposition C Contribution** – Effective July 1, 2012, covered employees who are members of CalPERS agree to make pre-tax like contributions similar to those being made by members of SFERS, as required under Charter section A8.409-9.
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 six (6) month requirement.
8. **Acting Assignment Pay** – Effective July 1, 2012, to receive Acting Assignment Pay employees must “act” in a position for at least ten (10) consecutive days, an increase from the current minimum of five (5) days.
9. **Uniform Allowance** – Effective July 1, 2012, individuals in the classification 3372 (Animal Control Officer) at the department of Animal Care & Control shall receive a \$250 annual uniform allowance for the cleaning and maintenance of uniforms.
10. **Substance Abuse Prevention** – The parties agree to begin meeting and conferring regarding a substance abuse prevention policy for agreed upon classifications in this bargaining unit. If the parties are not able to reach agreement the issue will be advanced to arbitration, where the arbitrator will issue an advisory arbitration decision in January 2014.
11. **Paid Sick Leave Ordinance (“12W”)** – Waived for all covered employees.



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** –
 - 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. **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.



DEPARTMENT OF HUMAN RESOURCES
EMPLOYEE RELATIONS

CCSF NEGOTIATIONS 2012

TWU Local 250A (7410)
HIGHLIGHTS

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.



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.



DEPARTMENT OF HUMAN RESOURCES
EMPLOYEE RELATIONS

CCSF 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.