File No. 120635

Committee Item No. 34
Board Item No. 54

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight **Date** June 14, 2012

Board of Supervisors Meeting **Date** 6/19/12

Cmte	Board	
☐	☐	Motion
☐	☐	Resolution
☒	☒	Ordinance
☒	☒	Legislative Digest
☐	☐	Budget and Legislative Analyst Report
☐	☐	Legislative Analyst Report
☐	☐	Youth Commission Report
☐	☐	Introduction Form (for hearings)
☒	☒	Department/Agency Cover Letter and/or Report
☒	☒	MOU
☐	☐	Grant Information Form
☐	☐	Grant Budget
☐	☐	Subcontract Budget
☐	☐	Contract/Agreement
☐	☐	Form 126 – Ethics Commission
☐	☐	Award Letter
☐	☐	Application
☐	☐	Public Correspondence

OTHER (Use back side if additional space is needed)

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Completed by: Alisa Miller **Date** June 8, 2012
Completed by: _____ **Date** _____

An asterisked item represents the cover sheet to a document that exceeds 25 pages.
The complete document can be found in the file.

BOARD of SUPERVISORS

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Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
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MEMORANDUM

GOVERNMENT AUDIT AND OVERSIGHT COMMITTEE

SAN FRANCISCO BOARD OF SUPERVISORS

TO: Supervisor Mark Farrell, Chair
Government Audit and Oversight Committee

FROM: Rana Calonsag, Committee Clerk

DATE: June 15, 2012

SUBJECT: **COMMITTEE REPORT, BOARD MEETING**
Tuesday, June 19, 2012

The following file should be presented as a **COMMITTEE REPORT** at the Board meeting, Tuesday, June 19, 2012. This item was acted upon at the Committee Meeting on June 14, 2012 at 1:00 p.m., by the votes indicated.

Item No. 34 **File No. 120635**

Ordinance amending the San Francisco Administrative Code Section 16.210 to reflect changes in job classifications and bargaining units.

RECOMMENDED AS A COMMITTEE REPORT

Vote: Supervisor Mark Farrell - Aye
Supervisor Sean Elsbernd - Aye
Supervisor David Chiu - Aye

cc: Board of Supervisors
Angela Calvillo, Clerk of the Board
Rick Caldeira, Legislative Deputy Director
Cheryl Adams, Deputy City Attorney
Binder Copy

Controller's Ofice Summary of 2012 - 2014 Labor Agreements Costing
6/14/2012

Citywide Patterns

1) **Wage Increases:** Three 1 % wage increases in FY 2013-14, projected to result in a 1.75% wage and variable fringe cost increase during FY 2013-14

2) **Step Savings:** Effective July 1, 2012 postpone advancement form Step 1 to Step 2 until the completion of 12 months of service rathern than 6 months

3) **Health Contributions:** Effective January 2014, For "Medically Single" employees, the City will pay 90% of the cost of the medical premium capped at 90% of the cost of the second highest cost plan.

	FY 2012-13 Total	FY 2013-14 Total
Costs/(Savings)	$ 3,489,000	$ 37,571,000

		FY 2012-13			FY 2013-14		
Table	**Table Name**	**Wages & Premium**	**Variable Fringe**	**Health & Dental**	**Wages & Premium**	**Variable Fringe**	**Health & Dental**
000	Consolidated Crafts	$ 30,000	$ -	$ -	$ 844,000	$ 229,000	$ (94,000)
001	Unrepresented Employees	$ 14,000	$ 3,000	$ (15,000)			
003	Operating Engineers, Local 3	$ -	$ -	$ -	$ 76,000	$ 21,000	$ (5,000)
006	Electrical Workers, Local 6	$ 492,000	$ 108,000	$ (17,000)	$ 981,000	$ 255,000	$ (81,000)
021	Local 21	$ 62,000	$ (16,000)	$ -	$ 5,878,000	$ 1,643,000	$ (797,000)
038	Plumbing and Pipefitting Industry	$ 16,000	$ -	$ -	$ 518,000	$ 136,000	$ (40,000)
039	Stationary Engineers	$ -	$ -	$ (35,000)	$ 1,000,000	$ 265,000	$ (168,000)
121	Service Employees International Union	$ 6,048,000	$ (39,000)	$ (6,051,000)	$ 12,390,000	$ 1,981,000	$ -
130	Machinists Union	$ 12,000	$ -	$ (9,000)	$ 209,000	$ 55,000	$ (33,000)
163*	Physicians and Dentists	$ 2,514,000	$ 486,000	$ -	$ 2,663,000	$ 589,000	$ (151,000)
200	TWU Local 200	$ -	$ -	$ -	$ 28,000	$ 8,000	$ (1,000)
251	TWU Local 250-A, TWU - Miscellaneous	$ 7,000	$ -	$ -	$ 137,000	$ 38,000	$ (23,000)
252	TWU Local 250-A, TWU - Auto Service Worker	$ (9,000)	$ -	$ -	$ 33,000	$ 12,000	$ (6,000)
261	Laborers	$ (69,000)	$ 144,000	$ (47,000)	$ 953,000	$ 444,000	$ (299,000)
311	Municipal Attorneys	$ (2,000)	$ (1,000)	$ -	$ 1,065,000	$ 286,000	$ (102,000)
351	Municipal Executives Association	$ -	$ -	$ (79,000)	$ 2,019,000	$ 541,000	$ (323,000)
419	DA Investigators	$ -	$ -	$ (2,000)	$ 61,000	$ 13,000	$ (12,000)
498	SF Deputy Sheriff's Association	$ 5,000	$ -	$ (47,000)	$ 1,352,000	$ 268,000	$ (231,000)
499	SF Sheriffs Managers and Supervisors	$ -	$ -	$ (6,000)	$ 325,000	$ 45,000	$ (23,000)
651	SF Probation Officers	$ 873,000	$ (849,000)	$ -	$ 1,105,000	$ (773,000)	$ (22,000)
791	Staff / Per Diem Nurses	$ (54,000)	$ -	$ -	$ 1,481,000	$ 412,000	$ -
856	Teamsters - Multi - Unit	$ 113,000	$ (108,000)	$ -	$ 259,000	$ (78,000)	$ (12,000)
858**	Supervising Nurses	$ 25,000	$ -	$ (5,000)	$ 361,000	$ 85,000	$ (265,000)
965	Supervising Probation Officers	$ -	$ -	$ (3,000)	$ 36,000	$ 7,000	$ (6,000)
969	Institutional Police Officers	$ -	$ -	$ -	$ 7,000	$ 2,000	$ -

* The MOUs with the Physicians and Dentists are split into two groups; one for bargaining unit 17 and one for bargaining unit 18 and run for three years form July 1, 2012 through June 30, 2015

** The MOU with Supervising Nurses is for three years from July 1, 2012 through June 30, 2015

[Administrative Code - Updating Job Classifications and Bargaining Units]

Ordinance amending the San Francisco Administrative Code Section 16.210 to reflect changes in job classifications and bargaining units.

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

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

Section 1. The San Francisco Administrative Code is hereby amended by amending Sections 16.210 to read as follows:

SEC. 16.210. ESTABLISHMENT OF BARGAINING UNITS.

(a) The Employee Relations Director shall make determinations as to appropriate bargaining units. In the event an employee or employee organization disagrees with the Employee Relations Director's determination, the aggrieved party may, within 60 days from the date of the Employee Relations Director's determination, submit a protest to the Civil Service Commission. The Civil Service Commission will select an administrative law judge who will schedule the matter for a hearing and final determination. In arriving at said determination, the administrative law judge shall consider the factors described in subsection (b) immediately below.

(b) The criteria for determining the appropriateness of bargaining units shall include: the community of interest among employees; the history of employee representation in the unit; the extent to which employees have common knowledge, skill and abilities, working conditions, job duties or similar educational requirements; the need to avoid undue fragmentation of bargaining units; the wishes of the affected employees; and any impact on the City and County's ability to effectively and efficiently deliver services.

(c) All employees throughout the City and County of San Francisco within any of the following categories shall constitute an appropriate representation unit:

Bargaining Unit # 1

(Operating Engineers)

Class	Class Title
7108	Heavy Equip Ops Asst Sprv
7110	Mobile Equipment Asst Sprv
7208	Heavy Equipment Ops Sprv
7210	Mobile Equipment Supervisor
7221	Asphalt Plant Supervisor 1
7328	Operating Engineer, Universal
7370	Rigger
7424	Dryer Mixer Operator
9331	Piledriver Engine Operator

Bargaining Unit # 2

(Painters)

Class	Class Title
7242	Painter Supervisor 1
7278	Painter Supervisor 2
7346	Painter

Bargaining Unit # 3

(Electrical Workers)

Class	Class Title
6248	Electrical Inspector
6249	Senior Electrical Inspector
6250	Chief Electrical Inspector
6252	Line Inspector
7229	Transmission Line Supervisor 1
7238	Electrician Supervisor 1
7244	Power Plant Supervisor 1
7255	Power House Electrician Sprv 1
7257	Communication Line Sprv1
7273	Communications Line Wrk Sprv 2
7275	Telecommunications Tech Supv
7276	Electrician Supervisor 2
7285	Transmission Line Wrk Sprv 2
7287	Sprv Electronic Main Tech
7308	Cable Splicer
7318	Electronic Maintenance Tech
7319	Electric Motor Repairer
7329	Electr Maint Tech Asst Sprv
7338	Electrical Line Worker

7345	Electrician
7390	Welder
7430	Asst Electronic Main Tech
7432	Electrical Line Helper
7480	Power Generation Technician 1
7482	Power Generation Technician 2
7484	Sr Power Generation Tech
7488	Power Generation Supervisor
7510	Lighting Fixture Maint Worker
9240	Airport Electrician
9241	Airport Electrician Supervisor
9242	Head Airport Electrician
9354	Elevator and Crane Technician
9358	Crane Mechanic Supervisor

Bargaining Unit # 4

(BrickLayers)

Class	Class Title
7307	Bricklayer
7378	Tile Setter

Bargaining Unit # 5

(Soft Floor Covering Employees)

Class	Class Title
7393	Soft Floor Coverer
7394	Soft Floor Coverer Supervisor

Bargaining Unit # 6

(Theatrical Stage Employees)

Class	Class Title
1766	Media Production Tech
1767	Media Programming Spec
1769	Media Production Supv
1777	Media/Security Sys Spec
1781	Media/Security Syst Supv
7377	Stage Electrician

Bargaining Unit # 7

(Professional and Technical)

Class	Class Title
1002	IS Operator-Journey
1003	IS Operator-Senior
1004	IS Operator-Analyst
1005	IS Operator-Supervisor
1011	IS Technician Assistant
1012	IS Technical-Journey
1013	IS Technician-Senior
1014	IS Technician-Supervisor
1021	IS Administrator 1
1022	IS Administrator 2

1023	IS Administrator 3
1024	IS Administrator-Supervisor
1031	IS Trainer-Assistant
1032	IS Trainer-Journey
1033	IS Trainer-Senior
1041	IS Engineer-Assistant
1042	IS Engineer-Journey
1043	IS Engineer-Senior
1044	IS Engineer-Principal
1051	IS Business Analyst-Assistant
1052	IS Business Analyst
1053	IS Business Analyst-Senior
1054	IS Business Analyst-Principal
1061	IS Program Analyst-Assistant
1062	IS Programmer Analyst
1063	IS Programmer Analyst-Senior
1064	IS Prg Analyst-Principal
1070	IS Project Director
1091	*IT Operations Support Administrator I*
1092	*IT Operations Support Administrator II*
1093	*IT Operations Support Administrator III*
1094	*IT Operations Support Administrator IV*
1095	*IT Operations Support Administrator V*
1232	Training Officer
1312	Public Information Officer
1314	Public Relations Officer
1360	Special Assistant 1
1361	Special Assistant 2
1362	Special Assistant 3
1363	Special Assistant 4
1364	Special Assistant 5
1365	Special Assistant 6
1366	Special Assistant 7
1367	Special Assistant 8
1368	Special Assistant 9
1369	Special Assistant 10
1370	Special Assistant 11
1371	Special Assistant 12
1649	Accountant Intern
1650	Accountant
1652	Senior Accountant
1654	Principal Accountant
1657	Senior Systems Accountant
1670	Financial Systems Supervisor
1684	Auditor II
1686	Auditor III

1	1803	Performance Analyst I	2486	Chemist I/II
2	1804	Statistician	2487	Chemist III
3	1805	Performance Analyst II	2488	Supv Chemist
4	1806	Senior Statistician	2489	Lab Svcs Mgr
5	1823	Senior Administrative Analyst	2538	Audiometrist
6	1824	Pr Administrative Analyst	2540	Audiologist
7	1825	Prnpl Admin Analyst II	2542	Speech Pathologist
8	1827	Administrative Services Mgr	2548	Occupational Therapist
9	1944	Materials Coordinator	2550	Senior Occupational Therapist
10	1950	Assistant Purchaser	2551	Mental Hlth Treatment Spec
11	1952	Purchaser	2555	Physical Therapist Assistant
12	1956	Senior Purchaser	2556	Physical Therapist
13	1958	Supervising Purchaser	2558	Senior Physical Therapist
14	2107	Med Staff Svcs Dept Anl	2566	Rehabilitation Counselor
15	2119	Health Care Analyst	2589	Health Program Coordinator 1
16	2218	Physician Assistant	2591	Health Program Coordinator 2
17	2403	Forensic Laboratory Technician	2593	Health Program Coordinator 3
18	2456	Asst Forensic Toxicologist 1	2594	Employee Assistance Counselor
19	2457	Asst Forensic Toxicologist 2	2595	Sr Employee Asst Counselor
20	2458	Forensic Toxicologist	2802	Epidemiologist 1
21	2481	Water Quality Tech I/II	2803	Epidemiologist 2
22	2482	Water Quality Tech III	2819	Assistant Health Educator
23	2483	Biologist I/II	2822	Health Educator
24	2484	Biologist III	2825	Senior Health Educator
25	2485	Supv Biologist	2846	Nutritionist

1	2924	Medical Social Work Supervisor	5211	Eng/Arch/Landscape Arch Sr
2	2978	Contract Compliance Officer 2	5212	Engineer/Architect Principal
3	2982	Rent Board Supervisor	5214	Building Plans Engineer
4	2992	Contract Compliance Officer 1	5215	Fire Protection Engineer
5	3374	Volunteer/Outreach Coord	5216	Chief Surveyor
6	4140	Real Property Manager	5218	Structural Engineer
7	4142	Senior Real Property Officer	5219	Senior Structural Engineer
8	4143	Principal Real Property Ofc	5241	Engineer
9	4220	Personal Property Auditor	5260	Architectural Assistant 1
10	4222	Sr Personal Property Auditor	5261	Architectural Assistant 2
11	4224	Pr Personal Property Auditor	5262	Landscape Architect Assoc 1
12	4230	Estate Investigator	5265	Architectural Associate 1
13	4231	Senior Estate Investigator	5266	Architectural Associate 2
14	4260	Real Prop Appraiser Trainee	5268	Architect
15	4261	Real Property Appraiser	5272	Landscape Architect Assoc 2
16	4265	Senior Real Property Appraiser	5274	Landscape Architect
17	4267	Pr Real Property Appraiser	5275	Planner Technician
18	5120	Architectural Administrator	*5276*	*City Planning Intern*
19	5130	Sewage Treatment Plant Supt	5277	Planner 1
20	5174	Administrative Engineer	5278	Planner 2
21	5177	Safety Officer	5283	Planner 5
22	5201	Junior Engineer	5288	Transit Planner 2
23	5203	Asst Engr	5289	Transit Planner III
24	5207	Assoc Engineer	5290	Transit Planner 4
25	5209	Industrial Engineer	5291	Planner 3

1	5293	Planner 4	5601	Utility Analyst
2	5298	Planner 3-Environmental Review	5602	Utility Specialist
3	5299	Planner 4-Environmental Review	5620	Regulatory Specialist
4	5301	Sprv, Traffic Painting Program	5638	Environmental Assistant
5	5302	Traffic Survey Technician	5640	Environmental Spec
6	5303	Sprv, Traffic & Street Signs	5642	Sr. Environmental Spec
7	5304	Materials Testing Aide	5644	Principal Environ Specialist
8	5305	Materials Testing Technician	6116	Sprv Wastewater Cont Inspector
9	5306	Traffic Sign Manager	6130	Safety Analyst
10	5310	Survey Assistant I	6137	Assistant Industrial Hygienist
11	5312	Survey Assistant II	6138	Industrial Hygienist
12	5314	Survey Associate	6230	Street Inspector
13	5320	Illustrator and Art Designer	6231	Senior Street Inspector
14	5330	Graphics Supervisor	6232	Street Inspection Supervisor
15	5362	Engineering Assistant	6262	Plan Checker
16	5364	Engineering Associate 1	6266	Senior Plan Checker
17	5366	Engineering Associate 2	6270	Housing Inspector
18	5380	StdntDsgnTrain1, Arch/Eng/Plng	6272	Senior Housing Inspector
19	5381	StdntDsgn Train2/Arch/Eng/Plng	6274	Chief Housing Inspector
20	5382	StdntDsgnTrain3, Arch/Eng/Plng	6281	Fire Safety Inspector 2
21	5408	Coord of Citizen Involvement	6317	Assistant Const Inspector
22	5502	Project Manager 1	6318	Construction Inspector
23	5504	Project Manager 2	6319	Senior Const Inspector
24	5506	Project Manager 3	6335	Disability Access Coordinator
25	5508	Project Manager 4	7132	Telecommunication Supervisor

7336	Electr Instrmntn Tech Wtr Poll
7457	Sign Worker
8132	DA Investigative Assist
8167	Parking Hearing Examiner
8173	Legal Assistant
8219	Parking Enforcement Admin
8240	Pub Safety Communication Coord
8259	Criminalist I
8260	Criminalist II
8262	Criminalist III
8264	Forensic Document Examiner
9206	Airport Property Specialist 1
9255	Airport Economic Planner
9376	Market Research Spec, Port
9377	Feasibility Analyst, Port
9386	Senior Property Manager, Port
9393	Maritime Marketing Repr
9395	Property Manager, Port

Bargaining Unit # 8

(Professional and Technical, SFAPP)

Class	**Class Title**
1807	Performance Analyst III, Project Manager
1130	Youth Comm Advisor
1203	Personnel Technician
1231	Assistant Manager, EEO
1233	EEO Programs Specialist
1241	Personnel Analyst
1244	Senior Personnel Analyst
1246	Principal Personnel Analyst
1452	Executive Secretary 2
1454	Executive Secretary 3
1492	Asst Clk, Board of Supervisors
1512	Cfdntal Sctry & Ex Asst Publ Dfdr
1520	Cfdntal Sctry to District Atty
1522	Cfdntal Sctry to City Atty
1543	Secretary, Comm on the Environ
1544	Secretary, Library Commission
1548	Sctry, Human Svcs. Commission
1549	Sctry, Juv Probation Comm
1551	Secretary, Health Commission
1555	Sctry, Bldg Inspection Comm
1574	Ex Asst to the Controller
1835	Legislative Assistant
8116	Legislative Calendar Clerk
8118	Legislation Clerk
8151	Claims Investigator, CA
8152	Sr Claims Invstgtor, Cty Atty Ofc
8169	Legislative Asst City Atty Ofc

Bargaining Unit # 9

(Pile Drivers)

Class	Class Title
9328	Apprentice Pile Worker I
9329	Apprentice Pile Worker II
9330	Pile Worker
9332	Piledriver Supervisor 1

Bargaining Unit # 10

(Hod Carriers)

Class	Class Title
7428	Hodcarrier

Bargaining Unit # 11

(Plumbers)

Class	Class Title
1466	Meter Reader
6242	Plumbing Inspector
6244	Chief Plumbing Inspector
6246	Senior Plumbing Inspector
7134	Water Const & Main Supt
7136	Water Shops & Equip Supt
7204	Chief Water Service Inspector
7213	Plumber Supervisor 1
7239	Plumber Supervisor 2
7240	Water Meter Shop Supervisor 1
7248	Steamfitter Supervisor 2
7250	Utility Plumber Supervisor 1
7284	Utility Plumber Supervisor 2
7316	Water Service Inspector
7317	Senior Water Service Inspector
7347	Plumber
7348	Steamfitter
7349	Steamfitter Supervisor I
7353	Water Meter Repairer
7360	Pipe Welder
7388	Utility Plumber
7449	Sewer Service Worker
7463	Utility Plumber Apprentice

Bargaining Unit # 12

(Stationary Engineers)

Class	Class Title
5148	Water Operations Analyst
5149	Supt Water Treatment Fac
7120	Bldgs & Grounds Maint Supt
7203	Bldg & Grounds Maint Sprv
7205	Chief Stationary Engineer
7223	Cable Machinery Supervisor
7245	Chf Statnry Eng, Wtr Treat Plnt

7252	Chf Stationary Eng, Sew Plant
7262	Maintenance Planner
7286	Wire Rope Cable Maint Supervisor
7333	Apprentice Stationary Engineer
7334	Stationary Engineer
7335	Senior Stationary Engineer
7339	AprntcStatnry Eng,WtrTreatPlnt
7341	Statnry Eng Water Treat Plant
7343	Sr Statnry Eng, Wtr Treat Plnt
7372	Stationary Eng, Sewage Plant
7373	Sr. Stationary Eng, Sew Plant
7375	Aprntc Statnry Eng, Sew Plant
7420	Bridgetender
7472	Wire Rope Cable Maint Mech
7473	Wire Rope Cable Maint Mech Trainee
9232	Airport Mechanical Maint Sprv

Bargaining Unit # 13

(Roofers)

Class	Class Title
9343	Roofer
9344	Roofer Supervisor 1

Bargaining Unit # 14

(Plasterers)

Class	Class Title
7361	Plasterer

Bargaining Unit # 15

(Sheet Metal Workers)

Class	Class Title
6235	Heating/Ventilating Inspector
7247	Sheet Metal Wrk Supervisor 2
7376	Sheet Metal Worker
9345	Sheet Metal Supervisor 1

Bargaining Unit # 16

(Automotive Mechanics)

Class	Class Title
7126	Mech Shop & Equip Supt
7225	Transit Paint Shop Sprv I
7228	Auto Transit Shop Sprv I
7232	HH Mechanical Shop Sprv
7241	Sr Maintenance Controller
7249	Automotive Mechanic Sprv 1
7254	Automotive Machinist Sprv 1
7258	Maintenance Machinist Sprv 1
7264	Auto Body & Fender Worker Sprv I

7277	City Shops Asst Superintendent
7305	Metal Fabricator
7306	Automotive Body & Fender Wrk
7309	Car and Auto Painter
7313	Automotive Machinist
7315	Auto Machinist Asst Sprv
7322	Auto Body & Fender Worker Asst Sprv
7325	General Utility Mechanic
7330	Sr General Utility Mechanic
7332	Maintenance Machinist
7337	Main Machinist Asst Sprv
7340	Maintenance Controller
7381	Automotive Mechanic
7382	Automotive Mechanic Asst Sprv
~~7381~~	~~Upholsterer~~
7434	Maintenance Machinist Helper

Bargaining Unit # 17

(Supervising Physician/Dentists)

Class	Class Title
2233	Supervising Physician Spec

Bargaining Unit # 18

(Physician/Dentists)

Class	Class Title
2210	Dentist
2220	Physician
2230	Physician Specialist
2232	Senior Physician Specialist
2292	Shelter Veterinarian
2598	Asst Med Examiner

Bargaining Unit # 19

(Miscellaneous Transit)

Class	Class Title
1773	Media Training Specialist
7412	Auto Svc Wrk Asst Sprv
8126	Sr Investigator, OCC
9155	Claims Investigator
9156	Senior Claims Investigator
9157	Claims Adjuster

Bargaining Unit # 20

(Truck Drivers)

Class	Class Title
7355	Truck Driver

Bargaining Unit # 21

(Carpenters)

Class	Class Title
7226	Carpenter Supervisor 1
7236	Locksmith Supervisor 1
7272	Carpenter Supervisor 2
7342	Locksmith
7344	Carpenter
7358	Pattern Maker

Bargaining Unit # 22

(Administrative/Clerical)

Class	Class Title
1201	Personnel Technician Trainee
1202	Personnel Clerk
1204	Senior Personnel Clerk
1209	Benefits Technician
1210	Benefits Analyst
1220	Payroll Clerk
1227	Testing Technician
1310	Public Relations Assistant
1322	Customer Service Agent Trainee
1324	Customer Service Agent
1402	Junior Clerk
1403	Elections Clerk
1404	Clerk
1422	Junior Clerk Typist
1424	Clerk Typist
1430	Transcriber Typist
1436	Braillist
1444	Secretary 1
1446	Secretary 2
1450	Executive Secretary 1
1458	Legal Secretary 1
1460	Legal Secretary 2
1471	Elections Worker
1474	Claims Process Clerk
1476	Senior Claims Process Clerk
1478	Senior Water Services Clerk
1630	Account Clerk
1632	Senior Account Clerk
1635	Health Care Billing Clerk 1
1636	Health Care Billing Clerk 2
1637	Patient Accounts Clerk
1704	Communications Dispatcher 1
1706	Telephone Operator
1708	Senior Telephone Operator
1721	Senior Data Entry Operator
1750	Microphoto/Imaging Technician

1752	Sr. Microphoto/Imaging Tech.
1760	Offset Machine Operator
1762	Senior Offset Machine Operator
1802	Research Assistant
1812	Assistant Retirement Analyst
1820	Junior Administrative Analyst
1840	Junior Management Assistant
1842	Management Assistant
1920	Inventory Clerk
2105	Patient Svcs Finance Tech
2110	Medical Records Clerk
2112	Medical Records Technician
2903	Eligibility Worker
2904	Human Services Technician
2905	Senior Eligibility Worker
2913	Program Specialist
2975	Citizens Complaint Officer
2996	Rep, Human Rights Comm
2998	Rep, Comm Status of Women
3302	Admission Attendant
3406	Land Use Aide
3518	Assoc Musm Cnsrvt, AAM
3549	Arts Program Assistant
3554	Associate Museum Registrar
3556	Museum Registrar
3602	Library Page
3610	Library Assistant
3616	Library Technical Assistant 1
3618	Library Technical Assistant 2
4119	Performing Arts Center Aide
4202	Assessment Clerk
4213	Assessor-Recorder Office Assistant
4214	Assessor-Recorder Office Specialist
4215	Assessore-Recorder Senior Office Specialist
4306	Collections Officer
4308	Senior Collections Officer
4320	Cashier 1
4321	Cashier 2
4322	Cashier 3
6108	Environmental Hlth Tech 1
8104	Victim & Witness Technician
8106	Legal Process Clerk
8108	Senior Legal Process Clerk
8109	Document Examiner Technician
8113	Court Clerk
8141	Worker's Compensation Adjuster
8157	Child Support Officer I

8158	Child Support Officer II
8238	Police Communications Disp
8249	Fingerprint Technician 1
8250	Fingerprint Technician 2
9202	*Airports Communications Disp*
9702	Employment & Training Spec 1
9703	Employment & Training Spec 2
9770	Community Development Asst
9772	Community Development Spec
9774	Sr. Community Devl Spc 1
9775	Sr Community Dev Spec 2
9910	Public Service Trainee
9912	Public Service Aide-Technical
9914	Public Service Aide-Admin
9920	Public Service Aide-Asst. to Prof.
9922	PS Aide to Prof.

Bargaining Unit # 23

(Allied Health)

Class	**Class Title**
1428	Unit Clerk
1429	Nurses Staffing Assistant
1440	Medical Transcriber Typist
1464	Medical Clerk Stenographer
1664	Patient Accounts Manager
2106	Med Staff Svcs Dept Spc
2202	Dental Aide
2204	Dental Hygienist
2302	Nursing Assistant
2303	~~*Mental Hlth Rehabilitation Wrk*~~ *Patient Care Assistant*
2305	Psychiatric Technician
2306	Senior Psychiatric Orderly
2310	Surgical Procedures Technician
2312	Licensed Vocational Nurse
2314	Public Health Team Leader
2390	Central Processing & Dist Tech
2402	Laboratory ~~*Helper*~~ *Technician I*
2406	Pharmacy Helper
2409	Pharmacy Technician
2416	Bacteriological ~~*Lab Assistant*~~ *Technician II*
2424	X-Ray Laboratory Aide
2430	Medical Evaluations Assistant
2436	Electroencephalograph Tech 1
2440	Vet Laboratory Technologist
2514	Orthopedic Technician 1
2515	Orthopedic Technician 2
2520	Morgue Attendant
2523	Forensic Autopsy Technician

2533	Emergency Med Svcs Agency Spc
2554	Therapy Aide
2565	Acupuncturist
2583	Home Health Aide
2585	Health Worker 1
2586	Health Worker 2
2622	Dietetic Technician
2624	Dietitian
2818	Health Program Planner
2820	Senior Health Program Planner
2908	Hospital Eligibility Worker
8420	Rehabilitation Svcs Coord
9924	PS Aide Health Services

Bargaining Unit # 24

(Security and Investigative)

Class	Class Title
2577	Med Examiner's Investigator I
2578	Med Examiner's Investigator II
4334	Investigator, Tax Collector
8124	Investigator Ofc Citizen Cmplnts
8129	Victim/Witness Investigator 1
8139	Industrial Injury Investigator
8142	Public Defender's Investigator
8202	Security Guard
8204	Institutional Police Officer
8207	Bldg & Grounds Patrol Officer
8208	Park Patrol Officer
8210	Head Park Patrol Officer
8213	Police Services Aide
~~*8214*~~	~~*Parking Control Officer*~~
~~*8216*~~	~~*Senior Parking Control Officer*~~
8226	Museum Guard
8318	Counselor 2
8320	Counselor, Juvenile Hall
8321	Counselor, Log Cabin Ranch
8562	*Counselor, Juvenile Hall (SFERS)*
8564	*Counselor, Log Cabin Ranch (SFERS)*
8566	*Counselor II (SFERS)*
9209	*Community Police Services Aide*
9212	*Airport Safety Officer*

Bargaining Unit # 25

(Service/Maintenance)

Class	Class Title
1770	Photographer
1774	Head Photographer
1929	Parts Storekeeper
1930	Warehouse Worker
1932	Assistant Storekeeper

1	1934	Storekeeper	3520	Museum Preparator
2	2604	Food Service Worker	3522	Senior Museum Preparator
3	2608	Supply Room Attendant	5264	Airport Noise Abatement Spec
4	2650	Assistant Cook	6220	Inspector, Weights & Measures
5	2652	Baker	7219	Maintenance Scheduler
6	2654	Cook	7302	Audio-Visual Equipment Tech
7	2656	Chef	7303	Barber
8	2706	House Keeper/Food Service Clnr	7324	Beautician
9	2708	Custodian	7362	Comm Systems Technician
10	2736	Porter	7368	Senior Comm Systems Technician
11	2770	Senior Laundry Worker	7392	Window Cleaner
12	2772	Sewing Technician	7416	Book Repairer
13	~~2940~~	~~*Protective Services Worker*~~	7441	Tools Room Mechanic/Custodian
14	3208	Pool Lifeguard	7450	Shade and Drapery Worker
15	3209	Swimming Instructor	7524	Institution Utility Worker
16	3210	Swimming Instr/Pool Lifeguard	7542	Watershed Worker (Seasonal)
17	3260	Crafts Instructor	8201	School Crossing Guard
18	3264	Camp Assistant	8234	Fire Alarm Dispatcher
19	3279	Recreation Leader	8274	Police Cadet
20	3280	Assistant Recreation Director	8300	Sheriff's Cadet
21	3284	Recreation Director	8301	Sheriff's Property Keeper
22	3310	Stable Attendant	8316	Assistant Counselor
23	3375	Animal Health Technician	*8560*	*Assistant Counselor (SFERS)*
24	3450	Agricultural Inspector	~~9202~~	~~*Airports Communications Disp*~~
25	3502	Musm Exhibit Packer & Repairer	~~9209~~	~~*Community Police Services Aide*~~

~~9212~~	~~Airport Safety Officer~~
9355	Wharfinger 1

Bargaining Unit # 26

(Specialists/Technical)

Class	Class Title
1771	Media Production Specialist
1822	Administrative Analyst
2450	Pharmacist
2454	Clinical Pharmacist
2467	Diagnostic Imaging Tech I
2468	Diagnostic Imaging Tech II
2469	Diagnostic Imaging Tech III
2470	Diagnostic Imaging Tech IV
2536	Respiratory Care Practitioner
2574	Clinical Psychologist
2575	Research Psychologist
2910	Social Worker
2912	Senior Social Worker
2916	Social Work Specialist
2917	Program Support Analyst
2920	Medical Social Worker
2930	Psychiatric Social Worker
2931	Marriage, Family & Child Cnslr
2940	*Protective Services Worker*
3283	Recreation Specialist
3630	Librarian 1
4331	Security Analyst
5322	Graphic Artist
9722	Specialist in Aging 2

Bargaining Unit # 27

(Supervisory)

Class	Class Title
1218	Payroll Supervisor
1222	Sr Payroll & Personnel Clerk
1224	Pr Payroll & Personnel Clerk
1226	Chf Payroll & Personnel Clerk
1326	Customer Service Agent Supv
1406	Senior Clerk
1408	Principal Clerk
1410	Chief Clerk
1426	Senior Clerk Typist
1431	Senior Unit Clerk
1432	Senior Transcriber Typist
1435	Shelter Officer Supervisor
1437	Shelter Office Asst Supv
1441	Sr Medical Transcriber Typist
1470	Svcs & Supply Asst Sprv
1480	Principal Water Services Clerk

1	1634	Principal Account Clerk
2	1662	Patient Accounts Asst Sprv
3	1663	Patient Accounts Supervisor
4	1705	Communications Dispatcher 2
5	1710	Chief Telephone Operator
6	1764	Mail & Reproduction Svc Sprv
7	1813	Senior Benefits Analyst
8	1814	Benefits Supervisor
9	1844	Senior Management Assistant
10	1922	Senior Inventory Clerk
11	1924	Materials/Supplies Supervisor
12	1926	Sr Materials & Supplies Sprv
13	1931	Senior Parts Storekeeper
14	1935	Principal Parts Storekeeper
15	1936	Senior Storekeeper
16	1938	Stores & Equip Asst Sprv
17	2114	Medical Records Tech Sprv
18	2392	Sr Cent Proc & Dist Tech
19	2408	Senior Pharmacy Helper
20	2434	Sr Electrocardiograph Tech
21	2522	Senior Morgue Attendant
22	2537	Respiratory Care Prctnr 2
23	2552	Dir of Act, Therapy & Vol Svcs
24	2579	Med Examiner's Investigator III
25	2587	Health Worker 3
	2588	Health Worker 4
	2606	Senior Food Service Worker
	2618	Food Service Supervisor
	2619	Senior Food Service Supervisor
	2626	Chief Dietitian
	2716	Custodial Assistant Supervisor
	2718	Custodial Supervisor
	2719	Janitorial Svcs Asst Sprv
	2720	Janitorial Services Supervisor
	2738	Porter Assistant Supervisor
	2740	Porter Supervisor 1
	2907	Eligibility Worker Supervisor
	2909	Hospital Elig Wrk Supervisor
	2914	Social Work Supervisor
	2915	Program Specialist Supervisor
	2922	Senior Medical Social Worker
	2932	Sr Psychiatric Social Worker
	2933	Conservatorship/Case Mgt Sprv
	2935	Sr Marriage, Fam & Cld Cnslr
	2944	Protective Services Supervisor
	2948	Human Services Section Mgr
	2991	Coord, Human Rights Comm
	3213	Aquatics Facility Assistant Supervisor
	3214	Senior Swimming Instructor

1	3215	Aquatics Facility Supervisor	~~7108~~	~~Heavy Equip Operations Asst. Sprv~~
2	3232	Marina Assistant Manager	~~7208~~	~~Heavy Equip Operations Sprv~~
3	3286	Recreation Coordinator	7211	Cement Finisher Supervisor 2
4	3287	Asst Recreation Supervisor	7218	Asbestos Abatement Worker 2
5	3289	Recreation Supervisor	7227	Cement Finisher Supervisor 1
6	3291	Principal Recreation Sprv	7243	Parking Meter Repairer Sprv 1
7	3292	Asst Superintendent Rec	7259	Water & Power Maint Sprv 1
8	3371	Animal Care Supervisor	7268	Window Cleaner Supervisor
9	3373	Animal Control Supervisor	7270	Watershed Keeper Supervisor
10	3376	Animal Care Asst Supv	7418	Senior Book Repairer
11	3378	Field Svcs Asst Supv	7470	Watershed Keeper
12	3480	Farmers Market Manager	8131	Victim/Witness Investigator 2
13	3524	Principal Museum Preparator	8133	Victim/Witness Investigator 3
14	3525	Chief Preparator	8135	Asst Chf Victim/Wit Invstgtor
15	3546	Curator 4	8143	Sr Public Defenders Invstgtor
16	3558	Senior Museum Registrar	8159	Child Support Officer III
17	3632	Librarian 2	8165	Worker's Comp Supervisor 1
18	3633	Librarian 2 - Asian Arts	8170	Medical Claims Supervisor
19	3634	Librarian 3	8211	Supv Bldg Grounds Patrol Ofcr
20	4203	Senior Assessment Clerk	8217	Comm Pol Svcs Aide Supervisor
21	4335	Sr Investigator, Tax Collector	8228	Museum Sec Supv
22	4337	Pr Investigator, Tax Collector	8236	Chief Fire Alarm Dispatcher
23	4366	Collection Supervisor	8239	Sr Pol Communications Disp
24	5271	Sr Airport Noise Abatement Spe	8251	Fingerprint Technician 3
25	6110	Environmental Hlth Tech 2	8452	Criminal Justice Specialist 2

8484	Sprv Crime Prevention Worker
9203	Sr Airport Communications Disp
9204	Airports Communications Sprv
9220	Airport Operations Supervisor
9230	Airport Custodial Svcs Sprv
9356	Wharfinger 2
~~9508~~	~~Prpl Permit and Citation Clerk~~
9704	Employment & Training Spec 3
9705	Employment & Training Spec 4
9706	Employment & Training Spec 5
9708	Employment & Training Spec 6

Bargaining Unit # 28

(Environmental and Natural Sciences)

Class	Class Title
2806	Disease Control Investigator
2808	Sr Disease Control Investigator
2810	Pr Disease Control Investigator
3342	Zoo Curator
3541	Curator 1
3542	Curator 2
3544	Curator 3
6120	Environmental Health Inspector
6122	Sr Environmental Hlth Inspector
6124	Pr Environmental Hlth Inspector

Bargaining Unit # 29

(Automotive Service Workers)

Class	Class Title
7410	Automotive Service Worker

Bargaining Unit # 30

(Laborers)

Class	Class Title
3402	Farmer
3410	Apprentice Gardener
3417	Gardener
3419	Municipal Stadium Groundskeeper
3422	Park Section Supervisor
3424	*Integrated* Pest ~~Control~~ *Management* Specialist
3425	Senior Integrated Pest Management Specialist
3428	Nursery Specialist
3430	Chief Nursery Specialist
3434	Arborist Technician
3435	*Urban Forestry Inspector*
3436	Arborist Technician Supervisor
7215	General Laborer Supervisor 1
7220	Asphalt Finisher Supervisor 1

7246	Sewer Repair Supervisor
7281	Street Environ Svcs Oprs Supv
7282	Street Repair Supervisor 2
7404	Asphalt Finisher
7421	Sewer Maintenance Worker
7501	Environmental Service Worker
7502	Asphalt Worker
7514	General Laborer

Bargaining Unit # 31

(Attorneys)

Class	Class Title
8177	Attorney (Civil/Criminal)
8181	Assistant Chief Attorney 1
8182	Head Atty, Civil & Criminal
8183	Assistant Chief Attorney 2
8190	Attorney, Tax Collector
8193	Chief Atty1 (Civil & Criminal)

Bargaining Unit # 32

(Managers)

Class	Class Title
0922	Manager I
0923	Manager II
0931	Manager III
0932	Manager IV
0933	Manager V
0941	Manager VI
0942	Manager VII
0943	Manager VIII
0951	Dep Dir I
0952	Dep Dir II
0953	Dep Dir III
0954	Dep Dir IV
0955	Dep Dir V
0961	Dept Head I
0962	Dept Head II
0963	Dept Head III
0964	Dept Head IV
0965	Dept Head V
1071	IS Manager
1107	Dep Dir, Rent Arb Board
1110	Ex Asst to Ex Dir, Retirement
1117	Dep Dir for Investments, Ret
1118	Customer Services Division Mgr
1161	Ex Asst to Admin, SFGH
1163	Ex Asst to the Dir of Health
1164	Adm, SFGH Medical Center
1237	Training Coordinator

1248	Asst Deputy Director, HR	3426	Forester
1270	Departmental Personnel Officer	3464	Area Sprv Parks, Squares & Fac
1272	Sr Dept Personnel Officer	3486	Watershed Forester
1372	Special Assistant 13	4310	Commercial Div Asst Sprv
1373	Special Assistant 14	5189	Mgr, Utils Eng Bur, PUC
1374	Special Assistant 15	7123	Prk Mtr & Mach Shop Mgr
1375	Special Assistant 16	7263	Maintenance Manager
1376	Special Assistant 17	8148	Chf District Atty Investigator
1377	Special Assistant 18	8150	Pr Dist Atty Invstgtor, Spec Unit
1378	Special Assistant 19	8186	Atty for the Public Admin
1379	Special Assistant 20	8220	Director, Parking Enforcement
1380	Special Assistant 21	8263	Crime Lab Mgr
1381	Special Assistant 22	8315	Assistant Sheriff
1666	Finance Dir, DPH	8326	Asst Dir, Log Cabin Rnch
1675	Supervisor Fiscal Officer	8330	Director, Log Cabin Ranch
1839	Water Conservation Admin	8340	Asst Director, Juvenile Hall
1843	Ex Dir, SE Com Fac Comm	8344	Director, Juvenile Hall
2143	Hospital Asst Administrator	8348	Undersheriff
~~2237~~	~~*Chief Medical Director, DPH*~~	8413	Asst Chf Prob Ofc, Juv Prob
2246	Asst Dir of Clinical Svcs 1	8416	Director, Probation Services
2248	Asst Dir Clinical Svcs 2	8418	Chf Prob Ofc, Juv Court
2466	Chief Microbiologist	8435	Div Director, Adult Probation
2620	Food Service Mgr Administrator	8436	Chief Adult Probation Officer
2785	Asst General Services Manager	8438	Chief Deputy Adult Probation Of
3233	Marina Associate Manager	*8516*	*Assistant Sheriff (SFERS)*

8518	*Undersheriff (SFERS)*
8556	*Chief District Attorney's Investigator (SFERS)*
8558	*Principal District Attorney's Investigator (SFERS)*
8574	*Assistant Director, Log Cabin Ranch (SFERS)*
8576	*Director, Log Cabin Ranch (SFERS)*
8578	*Assistant Director, Juvenile Hall (SFERS)*
8580	*Director, Juvenile Hall (SFERS)*
8582	*Assistant Chief Probation Officer, Juvenile Probation (SFERS)*
8584	*Director, Probation Services (SFERS)*
8586	*Chief Probation Officer, Juvenile Court (SFERS)*
8588	*Division Director, Adult Probation (SFERS)*
8590	*Chief Adult Probation Officer (SFERS)*
8592	*Chief Deputy Probation Officer (SFERS)*
9161	Asst Chf, Bur Clm Invest &Admin
9222	Airport Operations Coordinator
9247	Airport Emerg Planning Coord
9251	Public Relations Mgr
9254	Asst to Dir, Public Affairs
~~9256~~	~~Airport Asst Dep Dir, Ops~~
9258	Airport Asst Dep Dir, Bus & Fin
9375	Asst. Dep.Dir., Port
9382	Govrnmt/Publ Affairs Mgr

Bargaining Unit # 33

(Fire Dept. Managers)

Class	**Class Title**
0140	Chief, Fire Department
0150	Dep Chf of Dept (Fire Dept)
H 51	Assistant Deputy Chief 2
H 53	Emergency Medical Svcs Chief

Bargaining Unit # 34

(Police Department Managers)

Class	**Class Title**
0390	Chief of Police
0395	Assistant Chief of Police
Q 63	Director of Forensic Services

Bargaining Unit # 35

(Iron Workers)

Class	**Class Title**
7389	Metalsmith

7395	Ornamental Iron Worker
9342	Ornamental Iron Wrk Sprv 1
9346	Fusion Welder

Bargaining Unit # 36

(District Attorney Investigators)

Class	Class Title
8146	District Atty's Investigator
8147	Sr District Atty Investigator
8149	Asst Chf Dist Atty's Investigator
8550	*District Attorney's Investigator (SFERS)*
8552	*Senior District Attorney's Investigator (SFERS)*
8554	*Assistant Chief District Attorney's Investigator(SFERS)*

Bargaining Unit # 37

(Deputy Sheriffs)

Class	Class Title
8302	Deputy Sheriff 1
8304	Deputy Sheriff
8306	Senior Deputy Sheriff
8504	*Deputy Sherriff (SFERS)*
8506	*Senior Deputy Sherriff (SFERS)*

Bargaining Unit # 38

(Sheriff's Dept. Supervisors)

Class	Class Title
8308	Sheriff's Sergeant
8310	Sheriff's Lieutenant
8312	Sheriff's Captain
8314	Chief Deputy Sheriff
8508	*Sheriff's Sergeant (SFERS)*
8510	*Sheriff's Lieutenant (SFERS)*
8512	*Sheriff's Captain (SFERS)*
8514	*Chief Deputy Sheriff (SFERS)*

Bargaining Unit # 39

(Cement Masons)

Class	Class Title
7311	Cement Mason

Bargaining Unit # 40

(Probation Officers)

Class	Class Title
8444	Deputy Probation Officer
8530	*Deputy Probation Officer (SFERS)*

Bargaining Unit # 41

(Glaziers)

Class	Class Title
7233	Glazier Supervisor 1
7326	Glazier

Bargaining Unit # 42

(Registered Nurses)

Class	Class Title
2320	Registered Nurse
2323	Clinical Nurse Specialist
2325	Nurse Midwife
2328	Nurse Practitioner
2330	Anesthetist
2340	Operating Room Nurse
2830	Public Health Nurse
P103	Special Nurse

Bargaining Unit # 43

(H-1 Paramedics)

Class	Class Title
H 1	Fire Rescue Paramedic

Bargaining Unit # 44

(Firefighters)

Class	Class Title
H 2	Firefighter
H 3	Firefighter/Paramedic
H 4	Insp, Bur Fire Prev & Publ Safety
H 6	Invstgtor, Bur of Fire Invest
H 10	Incident Support Specialist
H 16	Tech Trn Spc, Fire Dept
H 18	Coord of Community Service
H 20	Lieutenant, (Fire Department)
H 22	Lieut, Bur Fire Prev & Publ Safe
H 24	Lieut, Bur of Fire Invstgtn
H 28	Lieut, Division of Training
H 30	Captain, Fire Suppression
H 32	Capt, Bur Fire Prev/Publ Safety
H 33	Captain, Emergency Medical Services
H 39	Captain, Division of Training

Bargaining Unit # 45

(Fire Dept. Supervisors)

Class	Class Title
H 40	Battalion Chief, (Fire Dept)
H 43	EMS Section Chief
H 50	Asst Chf of Dept (Fire Dept)
H110	Marine Engineer of Fire Boats

H120	Pilot of Fire Boats

Bargaining Unit # 46

(Professional and Technical, Animal Services)

Class	Class Title
1434	Shelter Service Representative
2453	Supervising Pharmacist
2462	Microbiologist
2464	Senior Microbiologist
2496	Radiologic Tech Sprv
3320	Animal Keeper
3370	Animal Care Attendant
3372	Animal Control Officer
6139	Senior Industrial Hygienist
7444	Parking Meter Repairer
8322	Sr Counselor, Juvenile Hall
8324	Sprv Counselor, Juvenile Court
8568	*Senior Counselor, Juvenile Hall (SFERS)*
8572	*Supervising Counselor, Juvenile Court (SFERS)*

Bargaining Unit # 47

(Supervising Registered Nurses)

Class	Class Title
2322	Nurse Manager
2324	Nursing Supervisor
2326	Nursing Supervisor Psychiatric

Bargaining Unit # 48

(Police Officers)

Class	Class Title
0380	Inspector, (Police Department)
0381	Inspector 2
0382	Inspector 3
~~9350~~	~~Harbor Police Officer~~
Q 2	Police Officer
Q 3	Police Officer 2
Q 4	Police Officer 3
Q 35	Assistant Inspector
Q 36	Assistant Inspector 2
Q 37	Assistant Inspector 3
Q 50	Sergeant, (Police Department)
Q 51	Sergeant 2
Q 52	Sergeant 3
~~Q 60~~	~~Lieutenant (Police Department)~~
~~Q 61~~	~~Lieutenant 2~~
~~Q 62~~	~~Lieutenant 3~~
~~Q 80~~	~~Captain (Police Department)~~

~~Q 81 Captain 2~~

~~Q 82 Captain 3~~

Bargaining Unit # 49

(Police ~~Supervisors~~ *Command Staff*)

Class	**Class Title**
0400	Deputy Chief
0401	Deputy Chief 2
0402	Deputy Chief 3
0488	Commander (Police Department)
0489	Commander II
0490	Commander 3
Q 90	Director of Police Psychology

Bargaining Unit # 50

(Chief Building Inspectors)

Class	**Class Title**
6334	Chief Building Inspector

Bargaining Unit # 51

(Building Inspectors)

Class	**Class Title**
6331	Building Inspector
6333	Senior Building Inspector

Bargaining Unit # 52

(Supervising Probation Officers)

Class	**Class Title**
8414	Sprv Probation Ofc, Juv Court
8415	Sr Sprv Probation Ofc, Juv Probation
8434	Sprv Adult Probation Ofc
8532	*Supervising Probation Officer, Juvenile Court (SFERS)*
8534	*Supervising Adult Probation Officer (SFERS)*
8540	*Senior Supervising Probation Officer, Juvenile Probation (SFERS)*

Bargaining Unit # 53

(Supervising Institutional Police Officer)

Class	**Class Title**
8205	Institutional Police Sergeant
8209	Institutional Police Lieutenant

Bargaining Unit # 54

(Interns and Residents)

Class	**Class Title**
2273	Post M.D. 1
2275	Post M.D. 2

2277	Post M.D. 3
2279	Post M.D. 4
2281	Post M.D. 5
2283	Post M.D. 6

Bargaining Unit # 55

(Redevelopment Architects & Engineers – RD1)

Class	*Class Title*
R565	*Senior Civil Engineer*
R635	*Architect*
R700	*Architectural Associate*
R720	*Senior Programmer Analyst*

Bargaining Unit # 56

(Redevelopment Management & Supervisory – RD3)

Class	*Class Title*
R525	*Deputy General Counsel*
R535	*Development Services Manager*
R550	*Senior Project Manager*
R555	*Senior Project Manager, Supervisory*
R560	*Administrative Services Manager*
R585	*Contract Compliance Supervisor*
R590	*Project Manager*
R625	*Information Systems Supervisor*
R740	*Harbormaster*
R930	*Staff Associate V*
R940	*Property Management Supervisor*
R970	*Accounting Supervisor*

Bargaining Unit # 57

(Redevelopment Professional & Technical – RD2)

Class	*Class Title*
R025	*Housing Construction Specialist*
R045	*Senior Development Specialist, Supervisor*
R580	*Senior Attorney*
R586	*Contract Compliance Specialist III*
R595	*Senior Development Specialist*
R615	*Development Specialist*
R630	*Senior Financial Analyst*
R640	*Contract Compliance Specialist II*
R670	*Financial Systems Accountant*
R705	*Assistant Development Specialist*
R990	*Assistant Project Manager*

Bargaining Unit # 58

(Redevelopment Miscellaneous – RD4)

Class	*Class Title*
R030	*Management Assistant III*

R035	*Management Assistant II*
R655	*Senior Planner*
R695	*Accountant III*
R730	*Associate Planner*
R735	*Contract Compliance Specialist I*
R760	*Senior Legal Secretary*
R770	*Senior Community Services Specialist*
R790	*Assistant Harbormaster*
R800	*Executive Secretary*
R803	*Support Services Supervisor*
R810	*Administrative Secretary*
R820	*Accountant I*
R835	*Facility Maintenance Worker*
R840	*Harbor Attendant*
R855	*Records Specialist II*
R860	*Senior Office Assistant*
R865	*Harbor Office Assistant*
R880	*Records Specialist I*
R890	*Harbor Security Officer*
R895	*Office Assistant I*

Bargaining Unit #59

(Police Supervisors)

Class	*Class Title*
Q 60	*Lieutenant (Police Department)*
Q 61	*Lieutenant 2*
Q 62	*Lieutenant 3*
Q 80	*Captain (Police Department)*
Q 81	*Captain 2*
Q 82	*Captain 3*

(d) Bargaining Units in effect as of the effective date of this Ordinance shall remain unchanged and treated as separate bargaining units unless modified by action of the Employee Relations Director as provided herein. In determining any appropriate representation unit, separate representation shall be granted to any building trade or other craft or group which has historically established separate bargaining units in private industry or the journeymen of which normally attain status through the completion of a substantial period of apprenticeship. In establishing any such craft or group unit, there shall be included all apprentices, journeymen, foremen and general foremen that are customarily included in such craft or group units in negotiated contracts in private industry and shall also include

within the separate craft or group unit those positions that have historically been represented by the craft or group organization in the handling of grievances and determination of wages and working conditions with the City and County of San Francisco.

Section 2. Effective Date. This ordinance shall become effective 30 days from the date of passage.

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

By: _____
ELIZABETH S. SALVESON
Deputy City Attorney

FILE NO. 120635

LEGISLATIVE DIGEST

[Administrative Code - Updating Job Classifications and Bargaining Units]

Ordinance amending the San Francisco Administrative Code Section 16.210 to reflect changes in job classifications and bargaining units.

Existing Law

The existing Employee Relations Ordinance establishes an Employee Relations Division, assigns employee job classifications to bargaining units for the purpose of negotiating the terms and conditions of employment, and sets forth a process for official recognition of organizations that represent City employees.

Amendments to Current Law

The amendments to the Employee Relations Ordinance update the job classifications and bargaining units based on Department of Human Resources classification actions and the acquisition of the San Francisco Redevelopment Agency bargaining units and classifications. Specifically, the ordinance deletes abolished classifications from and adds newly established classifications to the bargaining units.

Background Information

Since the Employee Relations Ordinance was last amended in 2011, the Department of Human Resources has abolished job classifications that are no longer in use and established new classifications to address the operational needs of City departments. In addition, the City became the successor agency to the San Francisco Redevelopment Agency employees on February 1, 2012. The amendments to the Ordinance update the pertinent bargaining unit designations to reflect the Redevelopment Agency bargaining units and the updates to the City's classification system.