File No. 120635 Committee Item No. 34
Board Item No. 27

COMMITTEE/BOARD OF SUPERVISORS

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Committee: Government Audit and Oversight Date June 14, 2012

Board of Supervisors Meeting Date 6/26/12

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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 Office 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	$ 689,000	$ (151,000)
200	TWU Local 200	$ -	$ -	$ -	$ 28,000	$ 8,000	$ (1,000)
251	TWU Local 250-A, TWU - Miscellaneous	$ 7,000	$ -	$ -	$ 137,000	$ 36,000	$ (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

FILE NO. 120635 ORDINANCE NO.

[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

1	1023	IS Administrator 3	*1095*	*IT Operations Support Administrator V*
2	1024	IS Administrator-Supervisor		
3	1031	IS Trainer-Assistant	1232	Training Officer
4	1032	IS Trainer-Journey	1312	Public Information Officer
5	1033	IS Trainer-Senior	1314	Public Relations Officer
6	1041	IS Engineer-Assistant	1360	Special Assistant 1
7	1042	IS Engineer-Journey	1361	Special Assistant 2
8	1043	IS Engineer-Senior	1362	Special Assistant 3
9	1044	IS Engineer-Principal	1363	Special Assistant 4
10	1051	IS Business Analyst-Assistant	1364	Special Assistant 5
11	1052	IS Business Analyst	1365	Special Assistant 6
12	1053	IS Business Analyst-Senior	1366	Special Assistant 7
13	1054	IS Business Analyst-Principal	1367	Special Assistant 8
14	1061	IS Program Analyst-Assistant	1368	Special Assistant 9
15	1062	IS Programmer Analyst	1369	Special Assistant 10
16	1063	IS Programmer Analyst-Senior	1370	Special Assistant 11
17	1064	IS Prg Analyst-Principal	1371	Special Assistant 12
18	1070	IS Project Director	1649	Accountant Intern
19	*1091*	*IT Operations Support Administrator I*	1650	Accountant
20	*1092*	*IT Operations Support Administrator II*	1652	Senior Accountant
21			1654	Principal Accountant
22	*1093*	*IT Operations Support Administrator III*	1657	Senior Systems Accountant
23			1670	Financial Systems Supervisor
24	*1094*	*IT Operations Support Administrator IV*	1684	Auditor II
25			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

2924	Medical Social Work Supervisor	5211	Eng/Arch/Landscape Arch Sr
2978	Contract Compliance Officer 2	5212	Engineer/Architect Principal
2982	Rent Board Supervisor	5214	Building Plans Engineer
2992	Contract Compliance Officer 1	5215	Fire Protection Engineer
3374	Volunteer/Outreach Coord	5216	Chief Surveyor
4140	Real Property Manager	5218	Structural Engineer
4142	Senior Real Property Officer	5219	Senior Structural Engineer
4143	Principal Real Property Ofc	5241	Engineer
4220	Personal Property Auditor	5260	Architectural Assistant 1
4222	Sr Personal Property Auditor	5261	Architectural Assistant 2
4224	Pr Personal Property Auditor	5262	Landscape Architect Assoc 1
4230	Estate Investigator	5265	Architectural Associate 1
4231	Senior Estate Investigator	5266	Architectural Associate 2
4260	Real Prop Appraiser Trainee	5268	Architect
4261	Real Property Appraiser	5272	Landscape Architect Assoc 2
4265	Senior Real Property Appraiser	5274	Landscape Architect
4267	Pr Real Property Appraiser	5275	Planner Technician
5120	Architectural Administrator	*5276*	*City Planning Intern*
5130	Sewage Treatment Plant Supt	5277	Planner 1
5174	Administrative Engineer	5278	Planner 2
5177	Safety Officer	5283	Planner 5
5201	Junior Engineer	5288	Transit Planner 2
5203	Asst Engr	5289	Transit Planner III
5207	Assoc Engineer	5290	Transit Planner 4
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.	3602	Library Page
1760	Offset Machine Operator	3610	Library Assistant
1762	Senior Offset Machine Operator	3616	Library Technical Assistant 1
1802	Research Assistant	3618	Library Technical Assistant 2
1812	Assistant Retirement Analyst	4119	Performing Arts Center Aide
1820	Junior Administrative Analyst	4202	Assessment Clerk
1840	Junior Management Assistant	4213	Assessor-Recorder Office Assistant
1842	Management Assistant	4214	Assessor-Recorder Office Specialist
1920	Inventory Clerk	4215	Assessore-Recorder Senior Office Specialist
2105	Patient Svcs Finance Tech	4306	Collections Officer
2110	Medical Records Clerk	4308	Senior Collections Officer
2112	Medical Records Technician	4320	Cashier 1
2903	Eligibility Worker	4321	Cashier 2
2904	Human Services Technician	4322	Cashier 3
2905	Senior Eligibility Worker	6108	Environmental Hlth Tech 1
2913	Program Specialist	8104	Victim & Witness Technician
2975	Citizens Complaint Officer	8106	Legal Process Clerk
2996	Rep, Human Rights Comm	8108	Senior Legal Process Clerk
2998	Rep, Comm Status of Women	8109	Document Examiner Technician
3302	Admission Attendant	8113	Court Clerk
3406	Land Use Aide	8141	Worker's Compensation Adjuster
3518	Assoc Musm Cnsrvt, AAM	8157	Child Support Officer I
3549	Arts Program Assistant		
3554	Associate Museum Registrar		
3556	Museum Registrar		

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	8204	Institutional Police Officer
2554	Therapy Aide	8207	Bldg & Grounds Patrol Officer
2565	Acupuncturist	8208	Park Patrol Officer
2583	Home Health Aide	8210	Head Park Patrol Officer
2585	Health Worker 1	8213	Police Services Aide
2586	Health Worker 2	~~*8214*~~	~~*Parking Control Officer*~~
2622	Dietetic Technician	~~*8216*~~	~~*Senior Parking Control Officer*~~
2624	Dietitian	8226	Museum Guard
2818	Health Program Planner	8318	Counselor 2
2820	Senior Health Program Planner	8320	Counselor, Juvenile Hall
2908	Hospital Eligibility Worker	8321	Counselor, Log Cabin Ranch
8420	Rehabilitation Svcs Coord	*8562*	*Counselor, Juvenile Hall (SFERS)*
9924	PS Aide Health Services	*8564*	*Counselor, Log Cabin Ranch (SFERS)*
		8566	*Counselor II (SFERS)*
Bargaining Unit # 24		*9209*	*Community Police Services Aide*
(Security and Investigative)		*9212*	*Airport Safety Officer*
Class	**Class Title**		
2577	Med Examiner's Investigator I	**Bargaining Unit # 25**	
2578	Med Examiner's Investigator II	**(Service/Maintenance)**	
4334	Investigator, Tax Collector	**Class**	**Class Title**
8124	Investigator Ofc Citizen Cmplnts	1770	Photographer
8129	Victim/Witness Investigator 1	1774	Head Photographer
8139	Industrial Injury Investigator	1929	Parts Storekeeper
8142	Public Defender's Investigator	1930	Warehouse Worker
8202	Security Guard	1932	Assistant Storekeeper

1934	Storekeeper	
2604	Food Service Worker	
2608	Supply Room Attendant	
2650	Assistant Cook	
2652	Baker	
2654	Cook	
2656	Chef	
2706	House Keeper/Food Service Clnr	
2708	Custodian	
2736	Porter	
2770	Senior Laundry Worker	
2772	Sewing Technician	
~~2940~~	~~Protective Services Worker~~	
3208	Pool Lifeguard	
3209	Swimming Instructor	
3210	Swimming Instr/Pool Lifeguard	
3260	Crafts Instructor	
3264	Camp Assistant	
3279	Recreation Leader	
3280	Assistant Recreation Director	
3284	Recreation Director	
3310	Stable Attendant	
3375	Animal Health Technician	
3450	Agricultural Inspector	
3502	Musm Exhibit Packer & Repairer	
3520	Museum Preparator	
3522	Senior Museum Preparator	
5264	Airport Noise Abatement Spec	
6220	Inspector, Weights & Measures	
7219	Maintenance Scheduler	
7302	Audio-Visual Equipment Tech	
7303	Barber	
7324	Beautician	
7362	Comm Systems Technician	
7368	Senior Comm Systems Technician	
7392	Window Cleaner	
7416	Book Repairer	
7441	Tools Room Mechanic/Custodian	
7450	Shade and Drapery Worker	
7524	Institution Utility Worker	
7542	Watershed Worker (Seasonal)	
8201	School Crossing Guard	
8234	Fire Alarm Dispatcher	
8274	Police Cadet	
8300	Sheriff's Cadet	
8301	Sheriff's Property Keeper	
8316	Assistant Counselor	
8560	*Assistant Counselor (SFERS)*	
~~9202~~	~~Airports Communications Disp~~	
~~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	2588	Health Worker 4
2	1662	Patient Accounts Asst Sprv	2606	Senior Food Service Worker
3	1663	Patient Accounts Supervisor	2618	Food Service Supervisor
4	1705	Communications Dispatcher 2	2619	Senior Food Service Supervisor
5	1710	Chief Telephone Operator	2626	Chief Dietitian
6	1764	Mail & Reproduction Svc Sprv	2716	Custodial Assistant Supervisor
7	1813	Senior Benefits Analyst	2718	Custodial Supervisor
8	1814	Benefits Supervisor	2719	Janitorial Svcs Asst Sprv
9	1844	Senior Management Assistant	2720	Janitorial Services Supervisor
10	1922	Senior Inventory Clerk	2738	Porter Assistant Supervisor
11	1924	Materials/Supplies Supervisor	2740	Porter Supervisor 1
12	1926	Sr Materials & Supplies Sprv	2907	Eligibility Worker Supervisor
13	1931	Senior Parts Storekeeper	2909	Hospital Elig Wrk Supervisor
14	1935	Principal Parts Storekeeper	2914	Social Work Supervisor
15	1936	Senior Storekeeper	2915	Program Specialist Supervisor
16	1938	Stores & Equip Asst Sprv	2922	Senior Medical Social Worker
17	2114	Medical Records Tech Sprv	2932	Sr Psychiatric Social Worker
18	2392	Sr Cent Proc & Dist Tech	2933	Conservatorship/Case Mgt Sprv
19	2408	Senior Pharmacy Helper	2935	Sr Marriage, Fam & Cld Cnslr
20	2434	Sr Electrocardiograph Tech	2944	Protective Services Supervisor
21	2522	Senior Morgue Attendant	2948	Human Services Section Mgr
22	2537	Respiratory Care Prctnr 2	2991	Coord, Human Rights Comm
23	2552	Dir of Act, Therapy & Vol Svcs	3213	Aquatics Facility Assistant
24	2579	Med Examiner's Investigator III		Supervisor
25	2587	Health Worker 3	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

1	1248	Asst Deputy Director, HR	3426	Forester
2	1270	Departmental Personnel Officer	3464	Area Sprv Parks, Squares & Fac
3	1272	Sr Dept Personnel Officer	3486	Watershed Forester
4	1372	Special Assistant 13	4310	Commercial Div Asst Sprv
5	1373	Special Assistant 14	5189	Mgr, Utils Eng Bur, PUC
6	1374	Special Assistant 15	7123	Prk Mtr & Mach Shop Mgr
7	1375	Special Assistant 16	7263	Maintenance Manager
8	1376	Special Assistant 17	8148	Chf District Atty Investigator
9	1377	Special Assistant 18	8150	Pr Dist Atty Invstgtor, Spec Unit
10	1378	Special Assistant 19	8186	Atty for the Public Admin
11	1379	Special Assistant 20	8220	Director, Parking Enforcement
12	1380	Special Assistant 21	8263	Crime Lab Mgr
13	1381	Special Assistant 22	8315	Assistant Sheriff
14	1666	Finance Dir, DPH	8326	Asst Dir, Log Cabin Rnch
15	1675	Supervisor Fiscal Officer	8330	Director, Log Cabin Ranch
16	1839	Water Conservation Admin	8340	Asst Director, Juvenile Hall
17	1843	Ex Dir, SE Com Fac Comm	8344	Director, Juvenile Hall
18	2143	Hospital Asst Administrator	8348	Undersheriff
19	~~2237~~	~~*Chief Medical Director, DPH*~~	8413	Asst Chf Prob Ofc, Juv Prob
20	2246	Asst Dir of Clinical Svcs 1	8416	Director, Probation Services
21	2248	Asst Dir Clinical Svcs 2	8418	Chf Prob Ofc, Juv Court
22	2466	Chief Microbiologist	8435	Div Director, Adult Probation
23	2620	Food Service Mgr Administrator	8436	Chief Adult Probation Officer
24	2785	Asst General Services Manager	8438	Chief Deputy Adult Probation Of
25	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)

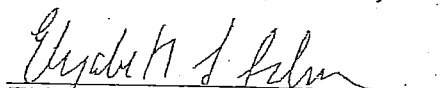
Class	Class Title
Q 60	Lieutenant (Police Department)
Q 61	Lieutenant 2
Q 62	Lieutenant 3
Q 80	Captain (Police Department)
Q 81	Captain 2
Q 82	Captain 3

(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.