

File No. 170069 Committee Item No. 6  
 Board Item No. 16

**COMMITTEE/BOARD OF SUPERVISORS**  
 AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight Date February 16, 2017

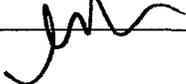
Board of Supervisors Meeting Date FEBRUARY 28, 2017  
 Cmte Board

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| <input type="checkbox"/>            | <input type="checkbox"/>            | Resolution                                   |
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| <input type="checkbox"/>            | <input type="checkbox"/>            | Legislative Digest                           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Budget and Legislative Analyst Report        |
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| <input type="checkbox"/>            | <input type="checkbox"/>            | Department/Agency Cover Letter and/or Report |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | MOU  |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Grant Information Form                       |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Grant Budget                                 |
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| <input type="checkbox"/>            | <input type="checkbox"/>            | Form 126 – Ethics Commission                 |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Award Letter                                 |
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OTHER (Use back side if additional space is needed)

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| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>Controller's Cost Analysis - 02/09/17</u> |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>Presidential Action Memo - 02/01/17</u>   |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>DHR VPT - 02/16/17</u>                    |
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Completed by: Erica Major Date February 10, 2017

Completed by:  Date 2/23/17

1 [Memorandum of Understanding - San Francisco Deputy Sheriffs' Association]

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

4 **Memorandum of Understanding between the City and County of San Francisco and the**  
5 **San Francisco Deputy Sheriffs' Association, to implement base wage increases for FYs**  
6 **2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.**

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

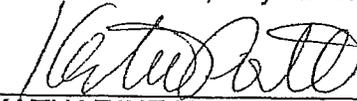
14 Be it ordained by the People of the City and County of San Francisco:

15 Section 1. The Board of Supervisors hereby adopts and implements Amendment No. 1  
16 to the 2014-2017 Memorandum of Understanding ("MOU") between the City and County of  
17 San Francisco and the San Francisco Deputy Sheriffs' Association, to implement base wage  
18 increases for fiscal years 2017-2018 and 2018-2019 and extend the term of the MOU through  
19 June 30, 2019.

20 Amendment No. 1 to the 2014-2017 MOU so implemented is on file with the Clerk of  
21 the Board of Supervisors in Board File No. 170069.

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

3 By:

4   
5 KATHARINE HOBIN PORTER  
6 Chief Labor Attorney

7 n:\labor\as2017\1700401\01163996.docx

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GAO, BOS-111  
COB, CPA 8



CITY AND COUNTY OF SAN FRANCISCO  
OFFICE OF THE CONTROLLER

3:02 PM  
FEB 10 2017

Ben Rosenfield  
Controller

2017 FEB -9 PH 3:02

Todd Rydstrom  
Deputy Controller

BY: TJR

February 10, 2017

Ms. Angela Calvillo  
Clerk of the Board of Supervisors  
City Hall, Room 244  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

RE: File Numbers 170066 through 170090: Memoranda of Understanding (MOU) between the City and County of San Francisco and various collective bargaining units.

Dear Ms. Calvillo,

In accordance with Ordinance 92-94, I submit a cost analysis of 25 MOUs between the City and County of San Francisco and various employee collective bargaining units. The amendments apply to MOUs for the period July 1, 2017 through June 30, 2019, affecting 21,965 authorized positions with a salary base of approximately \$2.28 billion and an overall pay and benefits base of approximately \$2.87 billion.

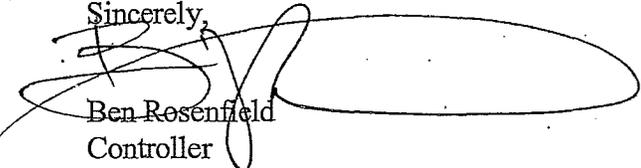
The only change to these 25 MOUs from the prior MOUs is a provision for wage increases: A 3.00% wage increase effective July 1, 2017 and a 3.00% wage increase effective July 1, 2018. However, if the March 2018 Joint Report indicates a FY 2018-19 deficit of more than \$200 million, the wage increase in 2018 will be delayed to the pay period nearest January 1, 2019.

Our analysis finds that the amendment to the MOUs will result in increased costs to the City of approximately \$86 million in FY 2017-18 and \$175 million in FY 2018-19, or 3.0% and 6.1%, respectively, of FY 2017-18 base wage and benefit costs. Approximately 66% of the cost increase supports positions in the general fund. Our cost estimates assume that premiums, overtime, and other adjustments grow consistently with wage changes. We also assume that the wage increase in the second year will occur on July 1, 2018. If the increase were delayed to January 1, 2019, the estimated cost in FY 2018-19 is approximately \$131 million.

As there are no changes to the MOUs other than the wage increases, all increased costs are fully attributable to wage increases and wage-related benefit increases. See Attachment A for a detailed listing of the costs for each affected MOU.

If you have additional questions or concerns please contact me at 554-7500 or Carol Lu of my staff at 554-7647.

Sincerely,

  
Ben Rosenfield  
Controller

cc: Suzanne Mason, ERD  
Harvey Rose, Budget Analyst



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

**Ben Rosenfield**  
**Controller**  
  
**Todd Rydstrom**  
**Deputy Controller**

**ATTACHMENT A**

**Amendments to the Memoranda of Understanding of listed units from July 1, 2017 - June 30, 2019**  
**Controller's Office Estimate of Total Costs/(Savings) FY 2017-18 and FY 2018-19**

**Citywide Provisions**

<b>Wages - Citywide Pattern</b>	<b>FY 2017-18</b>	<b>FY 2018-19</b>
3.00% Effective July 1, 2017	\$ 68,480,000	\$ 68,480,000
3.00% Effective July 1, 2018		\$ 70,530,000
<b>Total Wage Increase</b>	<b>\$ 68,480,000</b>	<b>\$ 139,010,000</b>
Wage-Related Fringe Increases	\$ 17,730,000	\$ 35,990,000
<b>Total Wage and Wage-Related Fringe Increase</b>	<b>\$ 86,210,000</b>	<b>\$ 175,000,000</b>
Increase as a Percent of FY 2017-18 Salary and Fringe	3.0%	6.1%

**Union Detail**

<b>File Number</b>	<b>Union</b>	<b>FY 2017-18</b>	<b>FY 2018-19</b>
<b>170066</b>	<b>Local 1414 Automotive Machinists</b>		
	Wages	\$ 420,000	\$ 850,000
	Wage-Related Fringe Increases	\$ 110,000	\$ 220,000
	<b>Total</b>	<b>\$ 530,000</b>	<b>\$ 1,070,000</b>
<b>170067</b>	<b>Craft Coalition</b>		
	Wages	\$ 1,220,000	\$ 2,480,000
	Wage-Related Fringe Increases	\$ 320,000	\$ 650,000
	<b>Total</b>	<b>\$ 1,540,000</b>	<b>\$ 3,130,000</b>
<b>170068</b>	<b>Deputy Probation Officers' Association (DPOA)</b>		
	Wages	\$ 430,000	\$ 870,000
	Wage-Related Fringe Increases	\$ 120,000	\$ 240,000
	<b>Total</b>	<b>\$ 550,000</b>	<b>\$ 1,110,000</b>

<b>170069</b>	<b>Deputy Sheriff's Association (DSA)</b>		
	Wages	\$ 2,820,000	\$ 5,720,000
	Wage-Related Fringe Increases	\$ 780,000	\$ 1,580,000
	<b>Total</b>	<b>\$ 3,600,000</b>	<b>\$ 7,300,000</b>
<b>170070</b>	<b>Electricians Local 6</b>		
	Wages	\$ 970,000	\$ 1,970,000
	Wage-Related Fringe Increases	\$ 250,000	\$ 510,000
	<b>Total</b>	<b>\$ 1,220,000</b>	<b>\$ 2,480,000</b>
<b>170071</b>	<b>IFPTE, Local 21</b>		
	Wages	\$ 15,000,000	\$ 30,450,000
	Wage-Related Fringe Increases	\$ 3,940,000	\$ 8,000,000
	<b>Total</b>	<b>\$ 18,940,000</b>	<b>\$ 38,450,000</b>
<b>170072</b>	<b>Institutional Police Officers' Association (IPOA)</b>		
	Wages	\$ 10,000	\$ 20,000
	Wage-Related Fringe Increases	\$ 0	\$ 0
	<b>Total</b>	<b>\$ 10,000</b>	<b>\$ 20,000</b>
<b>170073</b>	<b>Municipal Attorneys' Association (MAA)</b>		
	Wages	\$ 2,340,000	\$ 4,750,000
	Wage-Related Fringe Increases	\$ 590,000	\$ 1,200,000
	<b>Total</b>	<b>\$ 2,930,000</b>	<b>\$ 5,950,000</b>
<b>170074</b>	<b>Municipal Executives Association (MEA) - Misc.</b>		
	Wages	\$ 4,890,000	\$ 9,930,000
	Wage-Related Fringe Increases	\$ 1,210,000	\$ 2,460,000
	<b>Total</b>	<b>\$ 6,100,000</b>	<b>\$ 12,390,000</b>
<b>170075</b>	<b>Operating Engineers, Local 3</b>		
	Wages	\$ 160,000	\$ 320,000
	Wage-Related Fringe Increases	\$ 40,000	\$ 80,000
	<b>Total</b>	<b>\$ 200,000</b>	<b>\$ 400,000</b>
<b>170076</b>	<b>Plumbers, Local 38</b>		
	Wages	\$ 910,000	\$ 1,850,000
	Wage-Related Fringe Increases	\$ 240,000	\$ 490,000
	<b>Total</b>	<b>\$ 1,150,000</b>	<b>\$ 2,340,000</b>

<b>170077</b>	<b>Painters (SFCWU)</b>		
	Wages	\$ 290,000	\$ 590,000
	Wage-Related Fringe Increases	\$ 70,000	\$ 140,000
	<b>Total</b>	<b>\$ 360,000</b>	<b>\$ 730,000</b>
<b>170078</b>	<b>Sheriff's Managers &amp; Supervisors Association (MSA)</b>		
	Wages	\$ 450,000	\$ 910,000
	Wage-Related Fringe Increases	\$ 130,000	\$ 260,000
	<b>Total</b>	<b>\$ 580,000</b>	<b>\$ 1,170,000</b>
<b>170079</b>	<b>Teamsters Local 856 (Multi-Unit)</b>		
	Wages	\$ 310,000	\$ 630,000
	Wage-Related Fringe Increases	\$ 80,000	\$ 160,000
	<b>Total</b>	<b>\$ 390,000</b>	<b>\$ 790,000</b>
<b>170080</b>	<b>Unrepresented</b>		
	Wages	\$ 400,000	\$ 810,000
	Wage-Related Fringe Increases	\$ 110,000	\$ 220,000
	<b>Total</b>	<b>\$ 510,000</b>	<b>\$ 1,030,000</b>
<b>170081</b>	<b>Building Inspectors (BI)</b>		
	Wages	\$ 260,000	\$ 530,000
	Wage-Related Fringe Increases	\$ 70,000	\$ 140,000
	<b>Total</b>	<b>\$ 330,000</b>	<b>\$ 670,000</b>
<b>170082</b>	<b>District Attorney Investigators' Association (DAIA)</b>		
	Wages	\$ 120,000	\$ 240,000
	Wage-Related Fringe Increases	\$ 30,000	\$ 60,000
	<b>Total</b>	<b>\$ 150,000</b>	<b>\$ 300,000</b>
<b>170083</b>	<b>Laborers, Local 261</b>		
	Wages	\$ 2,270,000	\$ 4,610,000
	Wage-Related Fringe Increases	\$ 590,000	\$ 1,200,000
	<b>Total</b>	<b>\$ 2,860,000</b>	<b>\$ 5,810,000</b>
<b>170084</b>	<b>SEIU Local 1021 Misc.</b>		
	Wages	\$ 24,670,000	\$ 50,080,000
	Wage-Related Fringe Increases	\$ 6,540,000	\$ 13,280,000
	<b>Total</b>	<b>\$ 31,210,000</b>	<b>\$ 63,360,000</b>

<b>170085</b>	<b>SEIU Local 1021 Staff &amp; Per Diem Nurses</b>		
	Wages	\$ 8,070,000	\$ 16,380,000
	Wage-Related Fringe Increases	\$ 1,860,000	\$ 3,780,000
	<b>Total</b>	<b>\$ 9,930,000</b>	<b>\$ 20,160,000</b>
<b>170086</b>	<b>Stationary Engineers, Local 39</b>		
	Wages	\$ 1,980,000	\$ 4,020,000
	Wage-Related Fringe Increases	\$ 520,000	\$ 1,060,000
	<b>Total</b>	<b>\$ 2,500,000</b>	<b>\$ 5,080,000</b>
<b>170087</b>	<b>Supervising Probation Officers (SPO)</b>		
	Wages	\$ 70,000	\$ 140,000
	Wage-Related Fringe Increases	\$ 20,000	\$ 40,000
	<b>Total</b>	<b>\$ 90,000</b>	<b>\$ 180,000</b>
<b>170088</b>	<b>TWU-200 (SEAM)</b>		
	Wages	\$ 60,000	\$ 120,000
	Wage-Related Fringe Increases	\$ 20,000	\$ 40,000
	<b>Total</b>	<b>\$ 80,000</b>	<b>\$ 160,000</b>
<b>170089</b>	<b>TWU 250-A (7410)</b>		
	Wages	\$ 60,000	\$ 120,000
	Wage-Related Fringe Increases	\$ 20,000	\$ 40,000
	<b>Total</b>	<b>\$ 80,000</b>	<b>\$ 160,000</b>
<b>170090</b>	<b>TWU 250-A (Multi-Unit)</b>		
	Wages	\$ 310,000	\$ 630,000
	Wage-Related Fringe Increases	\$ 80,000	\$ 160,000
	<b>Total</b>	<b>\$ 390,000</b>	<b>\$ 790,000</b>

**AMENDMENT No. 1  
TO THE 2014-2017 MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE CITY AND COUNTY OF SAN FRANCISCO  
AND  
THE SAN FRANCISCO DEPUTY SHERIFFS' ASSOCIATION**

The parties hereby agree to amend the Memorandum of Understanding as follows, subject to approval by the San Francisco Board of Supervisors:

**III.A. WAGES**

Represented employees will receive the following base wage increases:

Effective October 11, 2014: 3%

Effective October 10, 2015: 3.25%

Effective July 1, 2016, represented employees will receive a base wage increase between 2.25% and 3.25%, depending on inflation, and calculated as  $(2.00\% \leq \text{CPI-U} \leq 3.00\%) + 0.25\%$ , which is equivalent to the CPI-U, but no less than 2% and no greater than 3%, plus 0.25%.

In calculating CPI-U, the Controller's Office shall use the Consumer Price Index – All Urban Consumers (CPI-U), as reported by the Bureau of Labor Statistics for the San Francisco Metropolitan Statistical Area. The growth rate shall be calculated using the percentage change in price index from February 2015 to February 2016.

**Effective July 1, 2017, represented employees will received a base wage increase of 3%.**

**Effective July 1, 2018, represented employees will receive a base wage increase of 3% unless the March 2018 Joint Report, prepared by the Controller, the Mayor's Budget Director and the Board of Supervisors' Budget Analyst, projects a budget deficit for fiscal year 2018-2019 that exceeds \$200 million, in which case the base wage adjustments of 3% due on July 1, 2018, will be delayed by six (6) months until the pay period including January 1, 2019.**

**All base wage calculations shall be rounded to the nearest whole dollar, biweekly salary.**

1. Market Wage Adjustments

Effective June 25 of each year of the Agreement, all covered employees shall receive a market wage adjustment as set forth below.

The Department will implement the June 25 market wage adjustments based on a survey to be conducted by the City of the following counties: Alameda, Contra Costa, Marin, Napa, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma.

The salary survey shall measure total compensation for the rank of Deputy Sheriff (8304/8504) based on the following data points:

- Maximum monthly salary for the rank of Deputy Sheriff (8304/8504);
- Maximum educational incentive premiums (e.g., Adv. POST);
- Employer payment of mandatory employee retirement contributions and retirement supplements;
- Longevity/Retention premiums

The salary survey shall be completed no later than May 15 of each year of the Agreement for a market wage adjustment effective June 25 of each year of the Agreement. The rates reported for the counties listed above shall be those known and officially authorized for payment as of May 15 and to be in effect in those counties on or before June 25 of each year of the Agreement. If rates are not known and authorized by May 15 for June 25, the rates reported shall be those in effect on May 15 of each calendar year of the Agreement. Authorized rates to be surveyed are those contained in resolutions, ordinances, charters or memoranda of understanding.

For memoranda of understanding or other authorizing salary instruments that provide for CPI adjustments, the minimum adjustment, if provided, shall be utilized as the rate effective on the date of the market wage adjustment. If no minimum adjustment is provided, the rates used shall be those in effect when the survey is conducted.

The parties shall consult regarding the survey results. Any disputes regarding the results of the survey or its methodology shall be submitted to Expedited Arbitration under the Grievance Procedure.

The surveyed data shall be reported by each county and for each category, and as an average. The difference between the average total amount of all survey data points and the total amount for San Francisco Deputy Sheriffs for the identical data points shall be calculated as a percentage and the difference, if any, shall be the basis for market wage adjustments.

The parties acknowledge and understand that the market wage adjustment process set forth herein was reached by mutual agreement and is intended to determine market wage adjustments annually.

**The market wage adjustment process set forth in Article III.A shall be suspended effective July 1, 2017 through June 30, 2019.**

### III.K. VACATION

Vacations will be administered pursuant to the Administrative Code, Article II, Sections 16.10 through 16.16.

#### *Vacation Slots Formula*

The Department shall provide all represented members with an opportunity to utilize all vacation earned and accrued each year. The parties agree that the following is sufficient to ensure that the represented members have the opportunity to use vacation:

1. The Department shall establish sufficient vacation slots to ensure that all members' vacation accruals in the upcoming year shall be accommodated.
2. Vacation slots shall be established for all represented members regardless of whether they are on, or anticipated to be on, leaves or absent from their assigned facility or work site.
3. Represented members who have been away from their assignment ninety (90) calendar days or more may participate in vacation sign up through the Sheriff's Department Personnel Unit.
4. The following formula shall be used to determine the required number of vacation slots for a specific watch/team at a selected facility/unit during the annual vacation sign-up for that watch/team:

Number of represented members assigned to the watch watch/team	Number of slots per day per watch/team
7 represented members and below	1 vacation slot
8 to 17 represented members	2 vacation slots
18 to 27 represented members	3 vacation slots
28 to 37 represented members	4 vacation slots
38 to 47 represented members	5 vacation slots
48 represented members or more	6 vacation slots

**The agreement between the Union and the City creating an additional vacation slot for Senior Deputies on specific watches/teams at a selected facilities/units, as reflected in the parties' August 29, 2016 side letter agreement, shall be extended for the term of this Agreement and shall expire on June 30, 2019.**

The City and the Association recognize that there are many factors contributing to the overtime costs/liabilities of the San Francisco Sheriff's Department. The City and the Association agree to form a labor-management committee, consisting of three (3) members from each party, to conduct a data-driven study and analysis to determine cost-drivers of the Department's overtime expenditures, including the relationship between vacation scheduling and overtime costs. The City's three members shall consist of one (1) representative from the Sheriff's Department, one (1) representative from the Controller's Office, and one (1) representative from the Department of Human Resources. The committee shall consider, among other factors:

1. The impact of senior deputies maintaining a separate vacation book in 2014;
2. The average and aggregate number of vacation hours used by Association members;
3. Staffing levels of the San Francisco Sheriff's Department;
4. The ratio of vacation slots provided to Association members pursuant to the collective bargaining agreement;
5. The number of vacation hours available for use in relation to the number of hours required for Association members to utilize their annual accrual of vacation hours; and
6. The maximum number of vacation hours that employees can utilize on a yearly basis.

~~No sooner than January 1, 2016, the parties may, at the request of either party, reopen negotiations on the narrow and specific issue of vacation scheduling provided in Article III.K. of the CBA. The parties shall meet and confer in good faith to determine what changes to Article III.K., if any, should reasonably be made to the existing vacation scheduling practices. If no agreement is reached, at the request of either party, the impasse shall be resolved pursuant to the impasse procedures set forth in Charter Sections A8.590-5. The impasse procedure shall conclude no later than July 1, 2016. Arbitrator John LaRocco shall retain jurisdiction over any dispute in this matter.~~

~~Any agreement or award must result in a net reduction or no net increase in the cost to the City during the 2016/17 Fiscal Year as provided by Charter Section A8.590-5, subsection (h). Any agreed upon or awarded change to the Memorandum will not become effective until approved by the Board of Supervisors.~~

**V.D. DURATION OF AGREEMENT**

This Agreement shall be effective July 1, 2014, and shall remain in full force and effect through June 30, 2017 2019.

FOR THE CITY

Date: 1/19/17



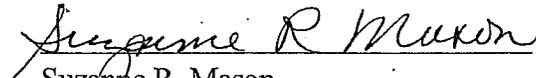
Micki Callahan,  
Human Resources Director

FOR THE UNION

Date: \_\_\_\_\_

Peter Hoffman,  
Chief Negotiator

Date: 01-19-17

  
Suzanne R. Mason  
Employee Relations Director

APPROVED AS TO FORM:

Date: 1/19/17

  
Katharine Hobin Porter  
Chief Labor Attorney

# Two-Year Labor Extensions With 36 Unions

- **36 Unions Had MOU's Scheduled to Expire in June 2017**  
*(Automotive Machinists Local 1414; Building Inspectors' Association; Bricklayers; Carpenters Local 22; Carpet, Linoleum & Soft Tile; Plasterers Local 300; Glaziers Local 718; IATSE Local 16; Local 377; Pile Drivers Local 34; Plasterers and Shophands Local 66; Roofers Local 40; Sheet Metal Workers Local 104; Teamsters Local 853; DPOA; DSA; DAIA; IBEW Local 6; IPOA; Local 21; Local 261; Hod Carriers; MAA; MEA; OE3; Plumbers Local 38; Painters; SEIU 1021; SEIU RNs; MSA; Local 39; SPO; Teamsters 856; TWU Local 200; TWU Local 250-A (7410s); TWU Local 250-A Multi-Unit; Unrepresented)*
- **Includes 22,000 employees**
- **Two Year Extension Agreement (thru June 30, 2017):**
  - July 2017 – 3% cost of living increase
  - July 2018 – 3% cost of living increase unless March 2018 Joint Financial Report Projects a Deficit of More than \$200 million then wage increase delayed 6 months to Jan 2019
- **Additional General Fund cost \$58 million per fiscal year (\$87 million all funds)**

3124



**Unions that have NOT ratified as of 2/15/2017:**

DPOA

Local 21 (3/3)

MAA (end next week - 2/24)

SEIU 1021

TWU 250-A Auto Service Worker (2/17)

TWU 250-A Miscellaneous (2/17)

BOARD of SUPERVISORS



City Hall  
1 Dr. Carlton B. Goodlett Place, Room 244  
San Francisco 94102-4689  
Tel. No. 554-5184  
Fax No. 554-5163  
TDD/TTY No. 554-5227

## MEMORANDUM

TO: Ben Rosenfield, City Controller, Office of the Controller

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

DATE: January 30, 2017

SUBJECT: LEGISLATION INTRODUCED - MOUs

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The Board of Supervisors' Government Audit and Oversight Committee has received the following proposed legislation, introduced by Mayor Lee on January 24, 2017:

**File No. 170066**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Machinists Union, Local 1414, International Association of Machinists & Aerospace Workers Machinists Automotive Trades District Lodge 190, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170067**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Crafts Coalition: Bricklayers and Allied Crafts, Local 3; Hod Carriers, Local 166; Northern California Carpenters Regional Council, Local 22; Carpet, Linoleum and Soft Tile Workers, Local 12; Plasterers and Cement Masons, Local 300; Glaziers, Architectural Metal and Glass Workers, Local Union No. 718; International Alliance of the Theatrical Stage Employees, Moving Picture Technicians, Artist and Allied Crafts of the United States, Its Territories and Canada, Local 16; International Association of Bridges, Structural Ornamental, Reinforcing Iron Workers, Riggers and Machinery Movers, Local 377; Pile Drivers, Divers, Carpenters, Bridge, Wharf and Dock Builders, Local Union No. 34; Plasterers and Shophands, Local 66; United Union of Roofers, Waterproofers and Allied Workers, Local 40; Sheet Metal Workers International Union, Local 104; and Teamsters, Local 853, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170068**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the San Francisco Deputy Probation Officers' Association, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170069**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the San Francisco Deputy Sheriffs' Association, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170070**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the International Brotherhood of Electrical Workers, Local 6, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170071**

Ordinance adopting and implementing Amendment No. 2 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the International Federation of Professional and Technical Engineers, Local 21, AFL-CIO, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170072**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the San Francisco Institutional Police Officers' Association, to extend the term of the agreement through June 30, 2019.

**File No. 170073**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Municipal Attorneys Association, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170074**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Municipal Executives Association, to implement base wage increases for FYs 2017-2018 and 2018-2019 and other specified terms and conditions of employment, and extend the term of the agreement through June 30, 2019.

**File No. 170075**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Operating Engineers Local Union 3 of the International Union of Operating Engineers, AFL-CIO, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170076**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 38, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170077**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the San Francisco City Workers United (Painters), to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170078**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the San Francisco Sheriffs' Managers and Supervisors Association, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170079**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Teamsters, Local 856, Multi-Unit, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170080**

Ordinance fixing compensation for persons employed by the City and County of San Francisco whose compensation is subject to the provisions of Section A8.409 of the Charter, in job codes not represented by an employee organization, and establishing wages, working schedules and other terms and conditions of employment, effective July 1, 2017.

**File No. 170081**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and Building Inspectors' Association, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170082**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the San Francisco District Attorney Investigators' Association, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170083**

Ordinance adopting and implementing Amendment No. 2 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Laborers International Union, Local 261, to implement base wage increases for FYs 2017-2018 and 2018-2019, other specified terms and conditions of employment, and extend the term of the agreement through June 30, 2019.

**File No. 170084**

Ordinance adopting and implementing Amendment No. 2 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Service Employees International Union, Local 1021, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170085**

Ordinance adopting and implementing Amendment No. 1 to the 2016-2017 Memorandum of Understanding between the City and County of San Francisco and the Service Employees International Union, Local 1021: Staff & Per Diem Nurses, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170086**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the International Union of Operating Engineers, Stationary Engineers, Local 39, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170087**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Operating Engineers Local Union 3 of the International Union of Operating Engineers, AFL-CIO, Supervising Probation Officers, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170088**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Transport Workers Union, AFL-CIO, Local 200, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170089**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Transport Workers' Union, AFL-CIO, Local 250-A, Automotive Service Workers (7410), to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170090**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Transport Workers' Union, Local 250-A, Multi-Unit (Unit 28), to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

These matters are tentatively calendared to be heard in Committee on **Thursday, February 16<sup>th</sup>, 2017**. This matter is being forwarded to you for a cost analysis.

Please forward your analysis to me at the Board of Supervisors, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102.

c: Michelle Allersma, Office of the Controller  
Carol Lu, Office of the Controller

President, District 5  
BOARD of SUPERVISORS



City Hall  
1 Dr. Carlton B. Goodlett Place, Room 244  
San Francisco 94102-4689  
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TDD/TTY No. 544-5227

BOS -11, COB  
GAO, LEB  
Dep  
Dep  
C.A.  
Mayor

London Breed

**PRESIDENTIAL ACTION**

Date: 2/1/2017

To: Angela Calvillo, Clerk of the Board of Supervisors

RECEIVED  
SAN FRANCISCO  
2017 FEB -1 PM 4:45  
AK

Madam Clerk,

Pursuant to Board Rules, I am hereby:

Waiving 30-Day Rule (Board Rule No. 3.23)

File No. 170066-170090 Mayor  
(Primary Sponsor)

Title. Various Collective Bargaining Agreements

Transferring (Board Rule No. 3.3)

File No. \_\_\_\_\_  
(Primary Sponsor)

Title. \_\_\_\_\_

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

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

Assigning Temporary Committee Appointment (Board Rule No. 3.1)

Supervisor \_\_\_\_\_

Replacing Supervisor \_\_\_\_\_

For: \_\_\_\_\_ Meeting  
(Date) (Committee)

London Breed, President  
Board of Supervisors



Edwin M. Lee  
Mayor

Micki Callahan  
Human Resources Director

MEMORANDUM

**Date:** Jan. 19, 2017

**To:** Angela Calvillo, Clerk of the Board  
Board of Supervisors

**From:** *Suzanne R. Mason*  
Suzanne R. Mason  
Employee Relations Director

**Subject:** Amendments to the 2014 Memoranda of Understanding between Unions and the City and County of San Francisco (Transmittal 1 of 2)

2017 JAN 19 PM 4:55  
AK

On behalf of the Honorable Mayor Edwin M. Lee, the Department of Human Resources is pleased to forward you the following amendments to the 2014 Memoranda of Understanding (MOUs). These amendments extend the 2014-2017 contracts through July 1, 2019, allowing the City and County to present a united front in this time of uncertainty.

1. Automotive Machinists No. 1414
2. Consolidated Crafts: Bricklayers, Carpenters, Carpet & Soft Tile Workers, Glaziers, Iron Workers, Pile Drivers, Cement Masons, Plasterers, Roofers, Sheet Metal Workers, Truck Drivers, and IATSE
3. Deputy Probation Officers' Association
4. Deputy Sheriffs' Association
5. Electrical Workers, Local 6
6. I.F.P.T.E. Local 21
7. Institutional Police Officers' Association
8. Municipal Attorneys' Association
9. Municipal Executives' Association
10. Operating Engineers, Local 3
11. Plumbers and Pipefitters, Local 38
12. San Francisco City Workers United (Painters)
13. Sheriff's Managers & Supervisors Association, Unit 12B
14. Teamsters, Local 856, Multi-Unit
15. Unrepresented

Please find enclosed for each Amendment:

- One original FINAL Amendment with original Ordinance
- Two copies of the Ordinance

This is the first of two transmittals. The remaining ten (10) amendments will be forwarded shortly.

Please refer these amendments to the appropriate committee at your earliest conveniences.

Thank you.

C: Micki Callahan, Human Resources Director