

File No. 190519

Committee Item No. 5

Board Item No. 4

## COMMITTEE/BOARD OF SUPERVISORS

### AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight

Date: June 6, 2019

Board of Supervisors Meeting:

Date: June 25, 2019

#### Cmte Board

- |                                     |                                     |  |
|-------------------------------------|-------------------------------------|--|
| <input type="checkbox"/>            | <input type="checkbox"/>            | Motion                                       |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Resolution                                   |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Ordinance                                    |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Legislative Digest                           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Budget and Legislative Analyst Report        |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Youth Commission Report                      |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Introduction Form                            |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Department/Agency Cover Letter and/or Report |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | MOU Amend No. 1                              |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Grant Information Form                       |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Grant Budget                                 |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Subcontract Budget                           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Contract/Agreement                           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Form 126 – Ethics Commission                 |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Award Letter                                 |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Application                                  |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Public Correspondence                        |

#### OTHER

- |                                     |                                     |  |
|-------------------------------------|-------------------------------------|--|
| <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <u>Controller's MOU Costing Analysis</u> |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>MOU Referral - May 21, 2019</u>       |
| <input type="checkbox"/>            | <input type="checkbox"/>            | _____                                    |
| <input type="checkbox"/>            | <input type="checkbox"/>            | _____                                    |
| <input type="checkbox"/>            | <input type="checkbox"/>            | _____                                    |
| <input type="checkbox"/>            | <input type="checkbox"/>            | _____                                    |

Prepared by: John Carroll

Date: May 31, 2019

Prepared by: John Carroll

Date: June 12, 2019

1 [Memorandum of Understanding - Fire Fighters Union Local 798, Unit 2]  
2

3 **Ordinance adopting and implementing the First Amendment to the 2018-2021**  
4 **Memorandum of Understanding between the City and County of San Francisco and the**  
5 **San Francisco Fire Fighters Union, Local 798, Unit 2, to provide a base wage increase**  
6 **for Classification H-42 Assistant Fire Marshal effective July 1, 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 *strikethrough italics Times New Roman font*.  
10 **Board amendment additions** are in double-underlined Arial font.  
11 **Board amendment deletions** are in ~~strikethrough 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 the First  
16 Amendment to the 2018-2021 Memorandum of Understanding ("MOU") between the City and  
17 County of San Francisco and the San Francisco Fire Fighters Union, Local 798 Local 798,  
18 Unit 2, to provide a base wage increase for Classification H-42 Assistant Fire Marshal  
19 effective July 1, 2019.


20 The First Amendment so implemented is on file with the Clerk of the Board of  
21 Supervisors in Board File No. 190519.

22 Section 2. The Board of Supervisors hereby authorizes the Department of Human  
23 Resources to make non-substantive ministerial or administrative corrections to the MOU.  
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Section 3. Effective Date. This ordinance shall become effective upon enactment. Enactment occurs when the Mayor signs the ordinance, the Mayor returns the ordinance unsigned or does not sign the ordinance within ten days of receiving it, or the Board of Supervisors overrides the Mayor's veto of the ordinance.

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

By:   
KATHARINE HOBIN PORTER  
Chief Labor Attorney

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City and County of San Francisco  
Micki Callahan  
Human Resources Director



Department of Human Resources  
Connecting People with Purpose  
www.sfdhr.org

May 31, 2019

TO: Angela Calvillo, Clerk of the Board  
Board of Supervisors

FROM: Carol Isen, Employee Relations Director  
Department of Human Resources

RE: **Amended Supporting Documents**

Enclosed is a revised Firefighters, Local 798, Unit 2 Amendment No. 1

The substitute MOU Amendment ensures that the amendment fulfills the parties' intent to ensure that individuals performing the H42 Assistant Fire Marshal work receive the mutually agreed upon pay rate, regardless of whether those individuals are appointed to the H-42 position or fulfilling the duties of that position in an acting capacity. This substitution does not affect the anticipated cost of the MOU Amendment.

Thank you.

Enclosures

cc: Ben Rosenfield, Controller  
Kelly Kirkpatrick, Mayor's Budget Director  
Sophia Kittler, Mayor's Liaison to the Board of Supervisors  
Members, Government, Audit and Oversight Committee  
John Carroll, Assistant Clerk, Board of Supervisors  
Brent Jalipa, Legislative Clerk, Board of Supervisors  
File

RECEIVED  
BOARD OF SUPERVISORS  
SAN FRANCISCO  
2019 MAY 31 PM 3:15



**AMENDMENT NO. 1  
 TO THE 2018-2021 MEMORANDUM OF UNDERSTANDING  
 BETWEEN  
 THE CITY AND COUNTY OF SAN FRANCISCO  
 AND  
 SAN FRANCISCO FIRE FIGHTERS UNION  
 LOCAL 798, IAFF, AFL-CIO  
 UNIT 2**

**SECTION 9. SALARY**

9.1 Employees shall receive the following base wage increases:

July 1, 2018 3%  
 July 1, 2019 3%

Effective July 1, 2020, represented employees will receive a base wage increase of 3% unless the March 2020 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 2020-2021 that exceeds \$200 million, in which case the base wage adjustments of 3% due on July 1, 2020, will be delayed by six (6) months until the pay period including January 1, 2021.

**9.1a Effective July 1, 2019, the annual base rate of pay for class H42 Assistant Fire Marshal, inclusive of the 3% base wage increase effective July 1, 2019, shall be \$211,562. Included in the pay issued on August 20, 2019, active employees acting or appointed in classification H42 Assistant Fire Marshal who were in that classification or acting in that classification during fiscal year 2018-2019 shall receive a one-time lump sum payment calculated by applying the difference between the annual rate they earned in that classification in fiscal year 2018-2019 (i.e., \$193,388) and \$205,400 for any compensation earned while appointed to or acting in that classification in fiscal year 2018-2019.**

9.2 The Department will continue to post the schedule of employee wage rates.

**FOR THE CITY**

**FOR THE UNION**

Date: 5/31/19

Date: 5-31-19

Carol Isen  
 Employee Relations Director

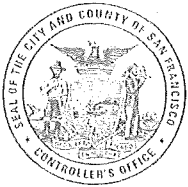
Shon Buford  
 President



*APPROVED AS TO FORM:*

DENNIS J. HERRERA  
City Attorney

Katharine Hobin Porter  
Chief Labor Attorney



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

Ben Rosenfield  
Controller  
Todd Rydstrom  
Deputy Controller

June 4, 2019

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 190518-190535, 190539-190542, 190544: Memoranda of Understanding (MOU) between the City and County of San Francisco and various Unions representing City bargaining units

Dear Ms. Calvillo,

In accordance with Ordinance 92-94, I submit a cost analysis of 23 MOUs and one MOU amendment between the City and County of San Francisco and various Unions representing employee bargaining units. The MOUs for all the unions except the Firefighters Union Local 798, Unit 2 cover the period July 1, 2019 through June 30, 2022. The MOU amendment for the Firefighters Union Local 798, Unit 2 amends the existing MOU, which covers the period July 1, 2018 through June 30, 2020.

The MOUs and MOU amendment affect approximately 20,000 authorized positions with an overall salary and benefits base of approximately \$2.6 billion. Our analysis finds that the MOUs will result in increased costs to the City of \$102.2 million (or 3.9%) of base wage and benefit cost in FY 2019-20, \$210.4 million (or 8.0%) of base wage and benefit cost in FY 2020-21, and \$314.1 million (or 11.9%) of base wage and benefit cost in FY 2021-22. Approximately 60% of the increased cost is supported by the General Fund.

Our cost estimates assume that premiums, overtime, and other adjustments grow consistently with wage changes. Some wage and premium increases in FY 2020-21 and FY 2021-22 could be delayed if the Joint Report projects a budget deficit greater than \$200 million. These cost estimates assume that those increases will take place as scheduled. If the increases were delayed, the estimated cost would be reduced to approximately \$159.5 million and \$260.0 in FY 2020-21 and FY 2021-22, respectively. See Attachments A and B for a detailed listing and analysis of costs for the affected MOUs.

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: Carol Isen, ERD  
Harvey Rose, Budget Analyst

## Attachment A

| Combined Costs for All MOUs and Amendments |    | FY 2019-20         | FY 2020-21            | FY 2021-22            |
|--|----|--------------------|-----------------------|-----------------------|
| Wages                                      | \$ | 78,019,000         | \$ 163,885,000        | \$ 245,792,000        |
| Wage-Related Fringe Benefits               |    | 20,084,000         | 42,364,000            | 63,796,000            |
| Premiums                                   |    | 1,902,000          | 1,992,000             | 2,014,000             |
| Other Benefits                             |    | 2,209,000          | 2,206,000             | 2,555,000             |
| <b>MOU Total \$</b>                        |    | <b>102,214,000</b> | <b>\$ 210,447,000</b> | <b>\$ 314,157,000</b> |
| <i>% of Wage and Benefits Base</i>         |    | <i>3.9%</i>        | <i>8.0%</i>           | <i>11.9%</i>          |

### Union Detail\*

#### File Number Union

| 190518                             | Unrepresented Employees      | FY 2019-20     | FY 2020-21        | FY 2021-22          |
|------------------------------------|------------------------------|----------------|-------------------|---------------------|
|                                    | Wages                        | \$ 289,000     | \$ 610,000        | \$ 919,000          |
|                                    | Wage-Related Fringe Benefits | 78,000         | 165,000           | 249,000             |
|                                    | Internal Adjustment Fund     | 16,000         | 0                 | 0                   |
| <b>Union Total \$</b>              |                              | <b>383,000</b> | <b>\$ 775,000</b> | <b>\$ 1,168,000</b> |
| <i>% of Wage and Benefits Base</i> |                              | <i>3.7%</i>    | <i>7.4%</i>       | <i>11.2%</i>        |

| 190519                             | Fire Fighters Union Local 798, Unit 2 | FY 2019-20    | FY 2020-21       | FY 2021-22  |
|------------------------------------|---------------------------------------|---------------|------------------|-------------|
|                                    | Wages                                 | \$ 30,000     | \$ 19,000        | \$ 0        |
|                                    | Wage-Related Fringe Benefits          | 4,000         | 4,000            | 0           |
| <b>Union Total \$</b>              |                                       | <b>34,000</b> | <b>\$ 23,000</b> | <b>\$ 0</b> |
| <i>% of Wage and Benefits Base</i> |                                       | <i>N/A</i>    | <i>N/A</i>       | <i>N/A</i>  |

| 190520                             | Municipal Attorney's Association | FY 2019-20       | FY 2020-21          | FY 2021-22           |
|------------------------------------|----------------------------------|------------------|---------------------|----------------------|
|                                    | Wages                            | \$ 3,223,000     | \$ 6,799,000        | \$ 10,240,000        |
|                                    | Wage-Related Fringe Benefits     | 857,000          | 1,807,000           | 2,722,000            |
|                                    | California Bar Dues              | 196,000          | 196,000             | 196,000              |
|                                    | Standby Pay                      | 140,000          | 140,000             | 140,000              |
| <b>Union Total \$</b>              |                                  | <b>4,416,000</b> | <b>\$ 8,942,000</b> | <b>\$ 13,298,000</b> |
| <i>% of Wage and Benefits Base</i> |                                  | <i>3.8%</i>      | <i>7.7%</i>         | <i>11.5%</i>         |

| 190521                             | Machinists Union, Local 1414  | FY 2019-20       | FY 2020-21          | FY 2021-22          |
|------------------------------------|---|------------------|---------------------|---------------------|
|                                    | Wages   | \$ 540,000       | \$ 1,140,000        | \$ 1,716,000        |
|                                    | Wage-Related Fringe Benefits  | 150,000          | 316,000             | 476,000             |
|                                    | Job Class Equity Adjustments  | 235,000          | 244,000             | 252,000             |
|                                    | Lead Person Premium   | 115,000          | 115,000             | 115,000             |
|                                    | One-Time Payment for Job Classes 7258, 7337, 7332, 7331, 7327, 7434 | 83,000           | 0                   | 0                   |
|                                    | Acting Assignment   | 27,000           | 28,000              | 29,000              |
|                                    | Weekend Differential  | 25,000           | 26,000              | 27,000              |
|                                    | Protective Clothing   | 8,000            | 8,000               | 8,000               |
|                                    | Wage Increase for Tool Allowance                                    | 7,000            | 7,000               | 7,000               |
|                                    | Safety Eyewear  | 7,000            | 7,000               | 7,000               |
|                                    | Life Insurance  | 7,000            | 7,000               | 7,000               |
|                                    | Safety Footwear   | 7,000            | 7,000               | 7,000               |
| <b>Union Total \$</b>              |   | <b>1,211,000</b> | <b>\$ 1,905,000</b> | <b>\$ 2,651,000</b> |
| <i>% of Wage and Benefits Base</i> |   | <i>6.2%</i>      | <i>9.7%</i>         | <i>13.5%</i>        |

| 190522                             | International Federation of Professional and Technical Engineers, Local 21 | FY 2019-20        | FY 2020-21           | FY 2021-22           |
|------------------------------------|--|-------------------|----------------------|----------------------|
|                                    | Wages  | \$ 18,088,000     | \$ 38,161,000        | \$ 57,472,000        |
|                                    | Wage-Related Fringe Benefits   | 5,083,000         | 10,723,000           | 16,150,000           |
|                                    | Job Class Equity Adjustments   | 618,000           | 1,468,000            | 1,715,000            |
|                                    | Floating Holidays  | 272,000           | 279,000              | 289,000              |
|                                    | Employee Development Fund  | 250,000           | 250,000              | 250,000              |
|                                    | TechHire Program   | 100,000           | 100,000              | 100,000              |
|                                    | Extended Ranges  | 86,000            | 172,000              | 258,000              |
|                                    | Bilingual Pay Premium  | 48,000            | 48,000               | 48,000               |
|                                    | Geotechnical Engineer Premium  | 38,000            | 39,000               | 41,000               |
|                                    | Construction Inspector Premium   | 5,000             | 6,000                | 6,000                |
| <b>Union Total \$</b>              |  | <b>24,588,000</b> | <b>\$ 51,246,000</b> | <b>\$ 76,329,000</b> |
| <i>% of Wage and Benefits Base</i> |  | <i>3.7%</i>       | <i>7.8%</i>          | <i>11.6%</i>         |



|        |   |                  |                  |                   |
|--------|---|------------------|------------------|-------------------|
| 190523 | <b>Laborers International Union, Local 261</b>                  | FY 2019-20       | FY 2020-21       | FY 2021-22        |
|        | Wages   | \$ 3,141,000     | \$ 6,627,000     | \$ 9,981,000      |
|        | Wage-Related Fringe Benefits                                    | 835,000          | 1,761,000        | 2,652,000         |
|        | Job Class Equity Adjustments                                    | 215,000          | 222,000          | 231,000           |
|        | Health Insurance Cost Sharing                                   | 160,000          | 340,000          | 360,000           |
|        | Protective Clothing   | 77,000           | 77,000           | 77,000            |
|        | Lead Person Premium   | 52,000           | 52,000           | 52,000            |
|        | <b>Union Total \$</b>   | <b>4,480,000</b> | <b>9,079,000</b> | <b>13,353,000</b> |
|        | <i>% of Wage and Benefits Base</i>                              | <i>4.0%</i>      | <i>8.0%</i>      | <i>11.8%</i>      |
| 190524 | <b>International Brotherhood of Electrical Workers, Local 6</b> | FY 2019-20       | FY 2020-21       | FY 2021-22        |
|        | Wages   | \$ 1,264,000     | \$ 2,666,000     | \$ 4,015,000      |
|        | Wage-Related Fringe Benefits                                    | 333,000          | 703,000          | 1,058,000         |
|        | Job Class Equity Adjustments                                    | 103,000          | 134,000          | 194,000           |
|        | Shift Differential  | 28,000           | 29,000           | 30,000            |
|        | Airport Standby Pay   | 24,000           | 24,000           | 24,000            |
|        | Safety Shoes  | 20,000           | 20,000           | 20,000            |
|        | Certification Premiums  | 20,000           | 20,000           | 21,000            |
|        | Overtime During Rest Period                                     | 10,000           | 10,000           | 10,000            |
|        | Tuition Reimbursement   | 3,000            | 3,000            | 3,000             |
|        | Meals at Hetch Hetchy   | 1,000            | 1,000            | 1,000             |
|        | <b>Union Total \$</b>   | <b>1,806,000</b> | <b>3,610,000</b> | <b>5,376,000</b>  |
|        | <i>% of Wage and Benefits Base</i>                              | <i>4.0%</i>      | <i>8.0%</i>      | <i>11.8%</i>      |
| 190525 | <b>San Francisco Deputy Probation Officers' Association</b>     | FY 2019-20       | FY 2020-21       | FY 2021-22        |
|        | Wages   | \$ 514,000       | \$ 1,084,000     | \$ 1,632,000      |
|        | Wage-Related Fringe Benefits                                    | 164,000          | 346,000          | 521,000           |
|        | CalPERS Waiver  | 132,000          | 0                | 0                 |
|        | Life Insurance  | 6,000            | 6,000            | 6,000             |
|        | Bilingual Pay Premium   | 0                | 0                | 0                 |
|        | <b>Union Total \$</b>   | <b>816,000</b>   | <b>1,436,000</b> | <b>2,159,000</b>  |
|        | <i>% of Wage and Benefits Base</i>                              | <i>4.2%</i>      | <i>7.5%</i>      | <i>11.2%</i>      |
| 190526 | <b>Operating Engineers, Local 3</b>                             | FY 2019-20       | FY 2020-21       | FY 2021-22        |
|        | Wages   | \$ 211,000       | \$ 446,000       | \$ 671,000        |
|        | Wage-Related Fringe Benefits                                    | 55,000           | 116,000          | 174,000           |
|        | Crane Certification Premium                                     | 25,000           | 34,000           | 38,000            |
|        | Lead Person Premium   | 1,000            | 1,000            | 1,000             |
|        | Commercial Driver's License Premium                             | 1,000            | 1,000            | 1,000             |
|        | <b>Union Total \$</b>   | <b>293,000</b>   | <b>598,000</b>   | <b>885,000</b>    |
|        | <i>% of Wage and Benefits Base</i>                              | <i>3.9%</i>      | <i>7.9%</i>      | <i>11.7%</i>      |
| 190527 | <b>Teamsters, Local 856 (Multi-Unit)</b>                        | FY 2019-20       | FY 2020-21       | FY 2021-22        |
|        | Wages   | \$ 337,000       | \$ 712,000       | \$ 1,072,000      |
|        | Wage-Related Fringe Benefits                                    | 94,000           | 198,000          | 298,000           |
|        | Job Class Equity Adjustments                                    | 55,000           | 81,000           | 110,000           |
|        | Night Duty Premium for Job Class 2496                           | 12,000           | 13,000           | 13,000            |
|        | Officer of the Day Premium                                      | 6,000            | 6,000            | 6,000             |
|        | <b>Union Total \$</b>   | <b>504,000</b>   | <b>1,010,000</b> | <b>1,499,000</b>  |
|        | <i>% of Wage and Benefits Base</i>                              | <i>4.1%</i>      | <i>8.2%</i>      | <i>12.2%</i>      |
| 190528 | <b>Transport Workers Union of America, Local 250-A (7410)</b>   | FY 2019-20       | FY 2020-21       | FY 2021-22        |
|        | Wages   | \$ 83,000        | \$ 174,000       | \$ 263,000        |
|        | Wage-Related Fringe Benefits                                    | 24,000           | 50,000           | 76,000            |
|        | Protective Clothing   | 2,000            | 2,000            | 2,000             |
|        | Life Insurance  | 1,000            | 1,000            | 1,000             |
|        | Emergency Road Repair Premium                                   | 1,000            | 1,000            | 1,000             |
|        | <b>Union Total \$</b>   | <b>111,000</b>   | <b>228,000</b>   | <b>343,000</b>    |
|        | <i>% of Wage and Benefits Base</i>                              | <i>3.7%</i>      | <i>7.5%</i>      | <i>11.3%</i>      |

|        |   |                   |                   |                    |
|--------|---|-------------------|-------------------|--------------------|
|        | <b>Transport Workers Union of America, Local 250-A (Multi-Unit)</b> | <b>FY 2019-20</b> | <b>FY 2020-21</b> | <b>FY 2021-22</b>  |
| 190529 | Wages   | \$ 410,000        | \$ 864,000        | \$ 1,302,000       |
|        | Wage-Related Fringe Benefits  | 116,000           | 245,000           | 370,000            |
|        | Tuition Reimbursement   | 5,000             | 5,000             | 5,000              |
|        | Bilingual Pay Premium   | 8,000             | 8,000             | 8,000              |
|        | Environmental Health Temporary Events Premium                       | 7,000             | 7,000             | 0                  |
|        | One-Time Retroactive Schedule Differential                          | 7,000             | 0                 | 0                  |
|        | Vector Control Certified Technician Premium                         | 1,000             | 1,000             | 1,000              |
|        | <b>Union Total \$</b>   | <b>554,000</b>    | <b>1,130,000</b>  | <b>1,686,000</b>   |
|        | <i>% of Wage and Benefits Base</i>                                  | <i>3.7%</i>       | <i>7.6%</i>       | <i>11.3%</i>       |
|        | <b>Transport Workers Union of America, Local 200</b>                | <b>FY 2019-20</b> | <b>FY 2020-21</b> | <b>FY 2021-22</b>  |
| 190530 | Wages   | \$ 122,000        | \$ 257,000        | \$ 387,000         |
|        | Wage-Related Fringe Benefits  | 34,000            | 71,000            | 107,000            |
|        | Officer Involved Shooting Standby Pay                               | 83,000            | 86,000            | 89,000             |
|        | <b>Union Total \$</b>   | <b>239,000</b>    | <b>414,000</b>    | <b>583,000</b>     |
|        | <i>% of Wage and Benefits Base</i>                                  | <i>5.4%</i>       | <i>9.4%</i>       | <i>13.2%</i>       |
|        | <b>Service Employees International Union, Local 1021</b>            | <b>FY 2019-20</b> | <b>FY 2020-21</b> | <b>FY 2021-22</b>  |
| 190531 | Wages   | \$ 33,031,000     | \$ 69,685,000     | \$ 104,949,000     |
|        | Wage-Related Fringe Benefits  | 8,827,000         | 18,622,000        | 28,045,000         |
|        | Extended Steps  | 1,404,000         | 2,746,000         | 4,439,000          |
|        | Job Class Equity Adjustments  | 217,000           | 832,000           | 854,000            |
|        | Bilingual Pay Premium   | 554,000           | 554,000           | 554,000            |
|        | Lead Person Premium   | 322,000           | 322,000           | 322,000            |
|        | Work Training Program   | 200,000           | 200,000           | 200,000            |
|        | CalPERS Waiver  | 80,000            | 0                 | 0                  |
|        | Certification Premium   | 72,000            | 75,000            | 77,000             |
|        | Public Safety Communications Premium                                | 9,000             | 10,000            | 10,000             |
|        | Uniforms  | 14,000            | 14,000            | 14,000             |
|        | Pressure Washing Premium  | 8,000             | 9,000             | 9,000              |
|        | Workplace Improvement Committee                                     | 5,000             | 6,000             | 6,000              |
|        | Eliminate Training Funds  | (10,000)          | (10,000)          | (10,000)           |
|        | Union Pays Administrative Fees                                      | (27,000)          | (27,000)          | (27,000)           |
|        | <b>Union Total \$</b>   | <b>44,706,000</b> | <b>93,038,000</b> | <b>139,442,000</b> |
|        | <i>% of Wage and Benefits Base</i>                                  | <i>3.9%</i>       | <i>8.0%</i>       | <i>12.0%</i>       |
|        | <b>Supervising Probation Officers</b>                               | <b>FY 2019-20</b> | <b>FY 2020-21</b> | <b>FY 2021-22</b>  |
| 190532 | Wages   | \$ 122,000        | \$ 257,000        | \$ 387,000         |
|        | Wage-Related Fringe Benefits  | 41,000            | 86,000            | 129,000            |
|        | <b>Union Total \$</b>   | <b>163,000</b>    | <b>343,000</b>    | <b>516,000</b>     |
|        | <i>% of Wage and Benefits Base</i>                                  | <i>3.5%</i>       | <i>7.4%</i>       | <i>11.2%</i>       |
|        | <b>San Francisco City Workers United</b>                            | <b>FY 2019-20</b> | <b>FY 2020-21</b> | <b>FY 2021-22</b>  |
| 190533 | Wages   | \$ 364,000        | \$ 768,000        | \$ 1,157,000       |
|        | Wage-Related Fringe Benefits  | 97,000            | 205,000           | 309,000            |
|        | Industrial Coatings Premium   | 11,000            | 11,000            | 11,000             |
|        | Taping Premium  | 2,000             | 2,000             | 2,000              |
|        | Sand Blast Premium  | 2,000             | 2,000             | 2,000              |
|        | Thermo Plastic Truck Premium  | 15,000            | 15,000            | 15,000             |
|        | Correctional Facility Premium                                       | 1,000             | 1,000             | 1,000              |
|        | Hydro Washer Truck Premium  | 4,000             | 4,000             | 4,000              |
|        | Work Clothing   | 8,000             | 8,000             | 8,000              |
|        | <b>Union Total \$</b>   | <b>504,000</b>    | <b>1,016,000</b>  | <b>1,509,000</b>   |
|        | <i>% of Wage and Benefits Base</i>                                  | <i>3.8%</i>       | <i>7.8%</i>       | <i>11.5%</i>       |
|        | <b>Municipal Executives Association</b>                             | <b>FY 2019-20</b> | <b>FY 2020-21</b> | <b>FY 2021-22</b>  |
| 190534 | Wages   | \$ 6,337,000      | \$ 13,370,000     | \$ 20,136,000      |
|        | Wage-Related Fringe Benefits  | 1,698,000         | 3,582,000         | 5,395,000          |
|        | Management Classification/Compensation Plan (MCCP) Funds            | 343,000           | 356,000           | 614,000            |
|        | Safety Equipment  | 4,000             | 4,000             | 4,000              |
|        | Life Insurance  | 0                 | 29,000            | 88,000             |
|        | <b>Union Total \$</b>   | <b>8,382,000</b>  | <b>17,341,000</b> | <b>26,237,000</b>  |
|        | <i>% of Wage and Benefits Base</i>                                  | <i>3.7%</i>       | <i>7.6%</i>       | <i>11.5%</i>       |

International Union of Operating Engineers Stationary Engineers, Local 39

|        |                                    | FY 2019-20          | FY 2020-21          | FY 2021-22           |
|--------|------------------------------------|---------------------|---------------------|----------------------|
| 190535 | Wages                              | \$ 2,610,000        | \$ 5,506,000        | \$ 8,293,000         |
|        | Wage-Related Fringe Benefits       | 701,000             | 1,479,000           | 2,227,000            |
|        | Job Class Equity Adjustment        | 565,000             | 1,180,000           | 1,843,000            |
|        | Certification Premium              | 89,000              | 93,000              | 96,000               |
|        | <b>Union Total</b>                 | <b>\$ 3,965,000</b> | <b>\$ 8,258,000</b> | <b>\$ 12,459,000</b> |
|        | <i>% of Wage and Benefits Base</i> | <i>4.2%</i>         | <i>8.8%</i>         | <i>13.2%</i>         |

United Association of Journeymen and Apprentices - Plumbing and Fitting

|        |  | FY 2019-20          | FY 2020-21          | FY 2021-22          |
|--------|--|---------------------|---------------------|---------------------|
| 190539 | <b>Industry, Local 38</b>              |                     |                     |                     |
|        | Wages                                  | \$ 1,260,000        | \$ 2,658,000        | \$ 4,003,000        |
|        | Wage-Related Fringe Benefits           | 328,000             | 692,000             | 1,042,000           |
|        | Job Class Equity Adjustments           | 54,000              | 80,000              | 107,000             |
|        | Lead Worker Pay                        | 45,000              | 45,000              | 45,000              |
|        | Cross Connection Certification Premium | 11,000              | 56,000              | 58,000              |
|        | Acting Assignment Pay                  | 25,000              | 26,000              | 27,000              |
|        | Night Shift Pay                        | 23,000              | 24,000              | 25,000              |
|        | Safety Equipment                       | 15,000              | 15,000              | 15,000              |
|        | Life Insurance                         | 15,000              | 15,000              | 15,000              |
|        | Asbestos Certification Premium         | 7,000               | 7,000               | 7,000               |
|        | Boat/Barge Premium                     | 6,000               | 6,000               | 6,000               |
|        | <b>Union Total</b>                     | <b>\$ 1,789,000</b> | <b>\$ 3,624,000</b> | <b>\$ 5,350,000</b> |
|        | <i>% of Wage and Benefits Base</i>     | <i>4.0%</i>         | <i>8.0%</i>         | <i>11.9%</i>        |

San Francisco Institutional Police Officers' Association

|        |                                    | FY 2019-20      | FY 2020-21       | FY 2021-22       |
|--------|------------------------------------|-----------------|------------------|------------------|
| 190540 | Wages                              | \$ 6,000        | \$ 13,000        | \$ 20,000        |
|        | Wage-Related Fringe Benefits       | 1,000           | 3,000            | 4,000            |
|        | <b>Union Total</b>                 | <b>\$ 7,000</b> | <b>\$ 16,000</b> | <b>\$ 24,000</b> |
|        | <i>% of Wage and Benefits Base</i> | <i>3.3%</i>     | <i>7.6%</i>      | <i>11.3%</i>     |

San Francisco District Attorney Investigators' Association

|        |                                      | FY 2019-20        | FY 2020-21        | FY 2021-22        |
|--------|--------------------------------------|-------------------|-------------------|-------------------|
| 190541 | Wages                                | \$ 172,000        | \$ 363,000        | \$ 547,000        |
|        | Wage-Related Fringe Benefits         | 43,000            | 90,000            | 135,000           |
|        | Job Class Equity Adjustments         | 92,000            | 257,000           | 266,000           |
|        | Eliminate Funds for Training         | (41,000)          | (41,000)          | (41,000)          |
|        | Wage Adjustments to Pay for Training | 64,000            | 66,000            | 68,000            |
|        | Jury Duty Pay                        | 4,000             | 4,000             | 4,000             |
|        | Bilingual Pay Premium                | 2,000             | 2,000             | 2,000             |
|        | Severance Pay                        | 2,000             | 2,000             | 2,000             |
|        | <b>Union Total</b>                   | <b>\$ 338,000</b> | <b>\$ 743,000</b> | <b>\$ 983,000</b> |
|        | <i>% of Wage and Benefits Base</i>   | <i>5.5%</i>       | <i>12.2%</i>      | <i>16.1%</i>      |

San Francisco Building Inspectors Association

|        |                                    | FY 2019-20        | FY 2020-21        | FY 2021-22          |
|--------|------------------------------------|-------------------|-------------------|---------------------|
| 190542 | Wages                              | \$ 323,000        | \$ 681,000        | \$ 1,025,000        |
|        | Wage-Related Fringe Benefits       | 89,000            | 188,000           | 284,000             |
|        | Certification Premium              | 34,000            | 35,000            | 37,000              |
|        | Lead Worker Pay                    | 1,000             | 1,000             | 1,000               |
|        | <b>Union Total</b>                 | <b>\$ 447,000</b> | <b>\$ 905,000</b> | <b>\$ 1,347,000</b> |
|        | <i>% of Wage and Benefits Base</i> | <i>3.8%</i>       | <i>7.7%</i>       | <i>11.5%</i>        |

|        |  | FY 2019-20          | FY 2020-21          | FY 2021-22          |
|--------|--|---------------------|---------------------|---------------------|
| 190544 | <u>Crafts Coalition</u>  |                     |                     |                     |
|        | Wages  | \$ 1,614,000        | \$ 3,405,000        | \$ 5,128,000        |
|        | Wage-Related Fringe Benefits   | 432,000             | 912,000             | 1,373,000           |
|        | Job Class Equity Adjustments   | 125,000             | 125,000             | 126,000             |
|        | Clothing   | 74,000              | 74,000              | 74,000              |
|        | Lead Worker Pay  | 68,000              | 68,000              | 68,000              |
|        | Specialized Equipment Premium  | 46,000              | 46,000              | 46,000              |
|        | Acting Assignment Pay  | 31,000              | 43,000              | 48,000              |
|        | Boom Truck / Street Sweeper Premium                                  | 30,000              | 30,000              | 30,000              |
|        | Life Insurance   | 24,000              | 24,000              | 24,000              |
|        | Association of Diving Contractors International Certification (ACDI) | 18,000              | 24,000              | 27,000              |
|        | Asbestos Certification Premium                                       | 6,000               | 6,000               | 6,000               |
|        | Underwater Diving Pay  | 4,000               | 4,000               | 4,000               |
|        | Sewage Premium   | 3,000               | 3,000               | 3,000               |
|        | Waste Water Treatment Facility Premium                               | 3,000               | 3,000               | 3,000               |
|        | <b>Union Total</b>   | <b>\$ 2,478,000</b> | <b>\$ 4,767,000</b> | <b>\$ 6,960,000</b> |
|        | <i>% of Wage and Benefits Base</i>                                   | <i>4.3%</i>         | <i>8.2%</i>         | <i>12.0%</i>        |

\* Costs or savings less than \$500 are not shown individually but are reflected in the Union Total values.

## Attachment B

In accordance with Ordinance 92-94, the Office of the Controller conducted a cost analysis of 23 MOUs and one MOU amendment between the City and County of San Francisco and various Unions representing employee bargaining units. The attached analysis reviews the MOUs and one MOU amendment listed below:

- 190518 – Compensation for Unrepresented Employees
- 190519 – Fire Fighters Union Local 798, Unit 2
- 190520 – Municipal Attorneys' Association
- 190521 – Machinists Union, Local 1414
- 190522 – International Federation of Professional and Technical Engineers, Local 21
- 190523 – Laborers International Union, Local 261
- 190524 – International Brotherhood of Electrical Workers, Local 6
- 190525 – San Francisco Deputy Probation Officers' Association
- 190526 – Operating Engineers, Local 3
- 190527 – Teamsters, Local 856 (Multi-Unit)
- 190528 – Transport Workers' Union, Local 250-A – Automotive Service Workers (7410)
- 190529 – Transport Workers Union of America, Local 250-A (Multi-Unit)
- 190530 – Transport Workers Union of America, Local 200
- 190531 – Service Employees International Union, Local 1021
- 190532 – Supervising Probation Officers
- 190533 – San Francisco City Workers United
- 190534 – Municipal Executives Association
- 190535 – International Union of Operating Engineers Stationary Engineers, Local 39
- 190539 – United Association of Journeymen and Apprentices - Plumbing and Pipe Fitting Industry, Local 38
- 190540 – San Francisco Institutional Police Officers' Association
- 190541 – San Francisco District Attorney Investigators' Association
- 190542 – San Francisco Building Inspectors' Association
- 190544 – Crafts Coalition

The MOUs and MOU amendment affect approximately 20,000 authorized positions with an overall salary and benefits base of approximately \$2.6 billion. Our analysis finds that the MOUs will result in increased costs to the City of \$102.2 million (or 3.9%) of base wage and benefit cost in FY 2019-20, \$210.4 million, (or 8.0%) of base wage and benefit cost in FY 2020-21, and \$314.1 million (or 11.9%) of base wage and benefit cost in FY 2021-22. Approximately 60% of the increased cost is supported by the General Fund.

Our cost estimates assume that premiums, overtime, and other adjustments grow consistently with wage changes. Some wage and premium increases in FY 2020-21 and FY 2021-22 could be delayed if the Joint Report projects a budget deficit greater than \$200 million. These cost estimates assume that those increases will take place as scheduled. If the increases were delayed, the estimated cost would be reduced to approximately \$159.5 million and \$260.0 in FY 2020-21 and FY 2021-22, respectively.

The MOUs share the following key provisions:

- **Citywide Wage Increases.** With the exception to the Fire Fighters Union Local 798, Unit 2 MOU amendment, the MOUs increase base wages by 3.0% on July 1, 2019; 1.0% on December 28, 2019; 3.0% on July 1, 2020; 0.5% on December 26, 2020; 3.0% on July 1, 2021; 0.5% on January 8, 2022. As noted above, these mid-year wage increases could be delayed by six months in FY 2020-21 and FY 2021-22 if the Joint Report projects a budget deficit of greater than \$200 million. The Fire Fighters Union Local 798, Unit 2 has an existing MOU for FY 2018-19 through FY 2020-21.
- **Job Class Equity Adjustments.** Eleven MOUs contain provisions to adjust pay scales for select job classes to align with similar job classes.

Overall, more than 95% of the total cost increase is attributable to citywide wage increases and job class equity adjustment increases. In addition, most of the MOUs contain provisions to add or change premium pay for certain skills and certifications. Several of the MOUs also adjust compensatory time, floating holidays, and jury duty pay; in most cases, we did not find an additional cost for these provisions.

The MOUs are discussed in more detail below.

#### **File Number 190518 – Compensation for Unrepresented Employees**

The MOU for Unrepresented Employees affects 60 authorized positions with a base salary of \$8.2 million and an overall pay and benefits base of approximately \$10.4 million. We project the MOU will increase costs to the City by \$0.4 million in FY 2019-20, \$0.8 million in FY 2020-21, and \$1.2 million in FY 2021-22. More than 95% of the total cost increase is attributable to the citywide wage increases in each year of the agreement.

#### **File Number 190519 – Fire Fighters Union Local 798, Unit 2**

The MOU amendment for the Fire Fighters Union Local 798, Unit 2 affects 1 authorized position (H-42 Assistant Fire Marshal) with a base salary of \$0.2 million and an overall pay and benefits base of approximately \$0.2 million. We project the amendment will increase costs to the City by \$34,000 in FY 2019-20 and \$23,000 in FY 2020-21, should the budgeted position be filled.

**File Number 190520 – Municipal Attorneys’ Association**

The MOU for the Municipal Attorneys’ Association affects 429 authorized positions with a base salary of \$91.0 million and an overall pay and benefits base of approximately \$115.9 million. We project the MOU will increase costs to the City by \$4.4 million in FY 2019-20, \$8.9 million in FY 2020-21, and \$13.3 million in FY 2021-22. More than 90% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. Increases for standby pay and California Bar dues account for the remainder of the cost increase. Changes to floating holidays, administrative leave, life insurance, and jury duty are estimated to have no change in cost.

**File Number 190521 – Machinists Union, Local 1414**

The MOU for the Machinists Union, Local 1414 affects 149 authorized positions with a base salary of \$14.6 million and an overall pay and benefits base of approximately \$19.6 million. We project the MOU will increase costs to the City by \$1.2 million in FY 2019-20, \$1.9 million in FY 2020-21, and \$2.7 million in FY 2021-22. More than 75% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. Increases for job class equity, equipment, life insurance, and various adjustments to pay account for the remainder of the cost increase.

**File Number 190522 – International Federation of Professional and Technical Engineers, Local 21**

The MOU for the International Federation of Professional and Technical Engineers, Local 21 affects 4,206 authorized positions with a base salary of \$507.2 million and an overall pay and benefits base of approximately \$658.5 million. We project the MOU will increase costs to the City by \$24.6 million in FY 2019-20, \$51.3 million in FY 2020-21, and \$76.3 million in FY 2021-22. About 95% of the total cost increase is due to the citywide wage increases in each year of the agreement. Increases for job class equity adjustments, floating holidays, employee development, TechHire, extended ranges, and premiums account of the remainder of the cost. Changes to compensatory time are estimated to have no change in cost.

**File Number 190523 – Laborers International Union, Local 261**

The MOU for the Laborers International Union, Local 261 affects 1,076 authorized positions with a base salary of \$83.6 million and an overall pay and benefits base of approximately \$113.0 million. We project the MOU will increase costs to the City by \$4.5 million in FY 2019-20, \$9.1 million in FY 2020-21, and \$13.3 million in FY 2021-22. About 85% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. Increases for job class equity, health insurance cost sharing, protective clothing, and premiums account for the remainder of the cost increase.

**File Number 190524 – International Brotherhood of Electrical Workers, Local 6**

The MOU for International Brotherhood of Electrical Workers, Local 6 affects 275 authorized positions with a base salary of \$32.2 million and an overall pay and benefits base of about \$45.4 million. We

project the MOU will increase costs to the City by \$1.8 million in FY 2019-20, \$3.6 million in FY 2020-21, and \$5.4 million in FY 2021-22. About 85% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. Increases for job class equity, shift differentials, standby pay, equipment, employee development, and premiums account for the remainder of the cost increase.

**File Number 190525 – San Francisco Deputy Probation Officers’ Association**

The MOU for San Francisco Deputy Probation Officers’ Association affects 128 authorized positions with a base salary of \$14.4 million and an overall pay and benefits base of about \$19.3 million. We project the MOU will increase costs to the City by \$0.8 million in FY 2019-20, \$1.4 million in FY 2020-21, and \$2.2 million in FY 2021-22. About 95% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. Increases for CalPERS forgiveness, life insurance, and premiums account for the remainder of the cost increase.

**File Number 190526 – Operating Engineers, Local 3**

The MOU for Operating Engineers, Local 3 affects 49 authorized positions with a base salary of \$5.5 million and an overall pay and benefits base of about \$7.6 million. We project the MOU will increase costs to the City by \$0.3 million in FY 2019-20, \$0.6 million in FY 2020-21, and \$0.9 million in FY 2021-22. About 95% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. Increases for premiums account for the remainder of the cost increase. Changes to compensatory time are estimated to have no change in cost.

**File Number 190527 – Teamsters, Local 856 (Multi-Unit)**

The MOU for Teamsters, Local 856 (Multi-Unit) affects 90 authorized positions with a base salary of \$9.0 million and an overall pay and benefits base of about \$12.3 million. We project the MOU will increase costs to the City by \$0.5 million in FY 2019-20, \$1.0 million in FY 2020-21, and \$1.5 million in FY 2021-22. About 90% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. Increases for job equity and premiums account for the remainder of the cost increase.

**File Number 190528 – Transport Workers’ Union, Local 250-A – Automotive Service Workers (7410)**

The MOU for Transport Workers’ Union, Local 250-A – Automotive Service Workers (7410) affects 31 authorized positions with a base salary of \$2.3 million and an overall pay and benefits base of about \$3.0 million. We project the MOU will increase costs to the City by \$0.1 million in FY 2019-20, \$0.2 million in FY 2020-21, and \$0.3 million in FY 2021-22. About 98% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. Increases for protective clothing, life insurance, and premiums account for the remainder of the cost increase. Changes to compensatory time and floating holidays are estimated to have no change in cost.



**File Number 190529 – Transport Workers Union of America, Local 250-A (Multi-Unit)**

The MOU for Transport Workers Union of America, Local 250-A (Multi-Unit) affects 97 authorized positions with a base salary of \$11.6 million and an overall pay and benefits base of about \$14.9 million. We project the MOU will increase costs to the City by \$0.5 million in FY 2019-20, \$1.1 million in FY 2020-21, and \$1.7 million in FY 2021-22. More than 95% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. Increases for premiums and employee development account for the remainder of the cost increase. Changes to compensatory time and floating holidays are estimated to have no change in cost.

**File Number 190530 – Transport Workers Union of America, Local 200**

The MOU for Transport Workers Union of America, Local 200 affects 28 authorized positions with a base salary of \$3.2 million and an overall pay and benefits base of about \$4.4 million. We project the MOU will increase costs to the City by \$0.2 million in FY 2019-20, \$0.4 million in FY 2020-21, and \$0.6 million in FY 2021-22. About 80% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. Increases for officer-involved shooting standby pay accounts for the remainder of the cost increase.

**File Number 190531 – Service Employees International Union, Local 1021**

The MOU for Service Employees International Union, Local 1021 affects 10,465 authorized positions with a base salary of \$859.5 million and an overall pay and benefits base of about \$1,158.3 million. We project the MOU will increase costs to the City by \$44.7 million in FY 2019-20, \$93.0 million in FY 2020-21, and \$139.4 million in FY 2021-22. About 95% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. Increases for job class equity, extended steps, premiums, employee development, and benefits account for the remainder of the cost increase.

**File Number 190532 – Supervising Probation Officers**

The MOU for Supervising Probation Officers affects 29 authorized positions with a base salary of \$3.5 million and an overall pay and benefits base of about \$4.6 million. We project the MOU will increase costs to the City by \$0.2 million in FY 2019-20, \$0.3 million in FY 2020-21, and \$0.5 million in FY 2021-22. The entire cost increase is attributable to the citywide wage increases in each year of the agreement. Changes to compensatory time, floating holidays, and premiums are estimated to have no change in cost.

**File Number 190533 – San Francisco City Workers United**

The MOU for San Francisco City Workers United affects 101 authorized positions with a base salary of \$9.5 million and an overall pay and benefits base of about \$13.1 million. We project the MOU will

increase costs to the City by \$0.5 million in FY 2019-20, \$1.0 million in FY 2020-21, and \$1.5 million in FY 2021-22. About 95% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. Increases for premiums, and equipment account for the remainder of the cost increase.

#### **File Number 190534 – Municipal Executives Association**

The MOU for Municipal Executives Association affects 1,092 authorized positions with a base salary of \$179.8 million and an overall pay and benefits base of about \$228.3 million. We project the MOU will increase costs to the City by \$8.4 million in FY 2019-20, \$17.3 million in FY 2020-21, and \$26.2 million in FY 2021-22. More than 95% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. Increases for equipment, life insurance, and M CCP funds account for the remainder of the cost increase. Changes to compensatory time and jury duty pay are estimated to have no change in cost.

#### **File Number 190535 – International Union of Operating Engineers Stationary Engineers, Local 39**

The MOU for International Union of Operating Engineers Stationary Engineers, Local 39 affects 626 authorized positions with a base salary of \$67.3 million and an overall pay and benefits base of about \$94.1 million. We project the MOU will increase costs to the City by \$4.0 million in FY 2019-20, \$8.3 million in FY 2020-21, and \$12.5 million in FY 2021-22. About 85% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. Increases for job class equity and premiums account for the remainder of the cost increase.

#### **File 190539 – United Association of Journeymen and Apprentices - Plumbing and Pipe Fitting Industry, Local 38**

The MOU for United Association of Journeymen and Apprentices - Plumbing and Pipe Fitting Industry, Local 38 affects 267 authorized positions with a base salary of \$31.3 million and an overall pay and benefits base of about \$45.2 million. We project the MOU will increase costs to the City by \$1.7 million in FY 2019-20, \$3.6 million in FY 2020-21, and \$5.3 million in FY 2021-22. About 95% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. Increases for job class equity, premiums, life insurance, and equipment account for the remainder of the cost increase.

#### **File 190540 – San Francisco Institutional Police Officers' Association**

The MOU for San Francisco Institutional Police Officers' Association affects 1 authorized position with a base salary of \$0.1 million and an overall pay and benefits base of about \$0.2 million. We project the MOU will increase costs to the City by \$7,000 in FY 2019-20, \$16,000 million in FY 2020-21, and \$24,000 million in FY 2021-22. The entire cost increase is attributable to the citywide wage

increases in each year of the agreement. Changes to premiums are estimated to have no change in cost.

**File 190541 – San Francisco District Attorney Investigators’ Association**

The MOU for San Francisco District Attorney Investigators’ Association affects 36 authorized positions with a base salary of \$4.6 million and an overall pay and benefits base of about \$6.1 million. We project the MOU will increase costs to the City by \$0.4 million in FY 2019-20, \$0.7 million in FY 2020-21, and \$1.0 million in FY 2021-22. About 70% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. Increases for job class equity, employee development, and premiums account for the remainder of the cost increase. Changes to compensatory time are estimated to have no change in cost.

**File 190542 – San Francisco Building Inspectors’ Association**

The MOU for San Francisco District Attorney Investigators’ Association affects 66 authorized positions with a base salary of \$8.8 million and an overall pay and benefits base of about \$11.7million. We project the MOU will increase costs to the City by \$0.4 million in FY 2019-20, \$0.7 million in FY 2020-21, and \$1.0 million in FY 2021-22. About 60% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. Increases premiums account for the remainder of the cost increase. Changes to compensatory time are estimated to have no change in cost.

**File 190544 – Crafts Coalition**

The MOU for the Crafts Coalition affects 436 authorized positions with a base salary of \$42.7 million and an overall pay and benefits base of about \$58.1 million. We project the MOU will increase costs to the City by \$2.5 million in FY 2019-20, \$4.8 million in FY 2020-21, and \$7.0 million in FY 2021-22. About 90% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. Increases for premiums, life insurance, clothing, and employee education account for the remainder of the cost increase.

BOARD of SUPERVISORS



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TDD/TTY No. 554-5227

## MEMORANDUM

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

FROM: John Carroll, Assistant Clerk, Government Audit and Oversight Committee  
Board of Supervisors

DATE: May 21, 2019

SUBJECT: LEGISLATION INTRODUCED - Cost Analysis, Memoranda of  
Understanding - May 2019

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The Board of Supervisors' Government Audit and Oversight Committee has received the following proposed legislation, introduced by Mayor Breed on May 16, 2019:

These matters are pending committee action; I'm forwarding them 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.

### **File No. 190518 [Compensation for Unrepresented Employees]**

Ordinance fixing compensation for persons employed by the City and County of San Francisco whose compensation is subject to the provisions of Charter, Section A8.409, in job codes not represented by an employee organization, and establishing working schedules and other terms and conditions of employment and methods of payment effective July 1, 2019.

### **File No. 190519 [Memorandum of Understanding - Fire Fighters Union Local 798, Unit 2]**

Ordinance adopting and implementing the First Amendment to the 2018-2021 Memorandum of Understanding between the City and County of San Francisco and the San Francisco Fire Fighters Union, Local 798, Unit 2, to provide a base wage increase for Classification H-42 Assistant Fire Marshal effective July 1, 2019.

**File No. 190520 [Memorandum of Understanding - Municipal Attorneys' Association]**

Ordinance adopting and implementing the decision and award of the Arbitration Board under Charter, Section A8.490-4, establishing the Memorandum of Understanding between the City and County of San Francisco and the Municipal Attorneys' Association, to be effective July 1, 2019, through June 30, 2022.

**File No. 190521 [Memorandum of Understanding - Machinists Union, Local 1414]**

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Machinists Union, Local 1414, to be effective July 1, 2019, through June 30, 2022.

**File No. 190522 [Memorandum of Understanding - International Federation of Professional and Technical Engineers, Local 21]**

Ordinance adopting and implementing the decision and award of the Arbitration Board under Charter, Section A8.490-4, establishing the Memorandum of Understanding between the City and County of San Francisco and the International Federation of Professional and Technical Engineers, Local 21, to be effective July 1, 2019, through June 30, 2022.

**File No. 190523 [Memorandum of Understanding - Laborers International Union, Local 261]**

Ordinance adopting and implementing the decision and award of the Arbitration Board under Charter, Section A8.490-4, establishing the Memorandum of Understanding between the City and County of San Francisco and the Laborers International Union, Local 261, to be effective July 1, 2019, through June 30, 2022.

**File No. 190524 [Memorandum of Understanding - International Brotherhood of Electrical Workers, Local 6]**

Ordinance adopting and implementing the decision and award of the Arbitration Board under Charter, Section A8.490-4, establishing the Memorandum of Understanding between the City and County of San Francisco and the International Brotherhood of Electrical Workers, Local 6, to be effective July 1, 2019, through June 30, 2022.

**File No. 190525 [Memorandum of Understanding - San Francisco Deputy Probation Officers' Association]**

Ordinance adopting and implementing the decision and award of the Arbitration Board under Charter, Section A8.490-4, establishing the Memorandum of Understanding between the City and County of San Francisco and the San Francisco Deputy Probation Officers' Association, to be effective July 1, 2019, through June 30, 2022.

**File No. 190526 [Memorandum of Understanding - Operating Engineers, Local 3]**

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Operating Engineers, Local 3, to be effective July 1, 2019, through June 30, 2022.

**File No. 190527 [Memorandum of Understanding - Teamsters, Local 856 (Multi-Unit)]**

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Teamsters, Local 856 (Multi-Unit), to be effective July 1, 2019, through June 30, 2022.

**File No. 190528 [Memorandum of Understanding - Transport Workers Union of America, Local 250-A (7410)]**

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Transport Workers Union of America, Local 250-A (7410), to be effective July 1, 2019, through June 30, 2022

**File No. 190529 [Memorandum of Understanding - Transport Workers Union of America, Local 250-A (Multi-Unit)]**

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Transport Workers Union of America, Local 250-A (Multi-Unit), to be effective July 1, 2019, through June 30, 2022.

**File No. 190530 [Memorandum of Understanding - Transport Workers Union of America, Local 200]**

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Transport Workers Union of America, Local 200, to be effective July 1, 2019, through June 30, 2022.

**File No. 190531 [Memorandum of Understanding - Service Employees International Union, Local 1021]**

Ordinance adopting and implementing the decision and award of the Arbitration Board under Charter, Section A8.490-4, establishing the Memorandum of Understanding between the City and County of San Francisco and the Service Employees International Union, Local 1021, to be effective July 1, 2019, through June 30, 2022.

**File No. 190532 [Memorandum of Understanding - Supervising Probation Officers]**

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Supervising Probation Officers, to be effective July 1, 2019, through June 30, 2022.

**File No. 190533 [Memorandum of Understanding - San Francisco City Workers United]**

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the San Francisco City Workers United, to be effective July 1, 2019, through June 30, 2022.

**File No. 190534 [Memorandum of Understanding - Municipal Executives Association]**

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Municipal Executives Association, to be effective July 1, 2019, through June 30, 2022.

**File No. 190535 [Memorandum of Understanding - International Union of Operating Engineers Stationary Engineers, Local 39]**

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the International Union of Operating Engineers Stationary Engineers, Local 39, to be effective July 1, 2019, through June 30, 2022.

**File No. 190536 [Memorandum of Understanding - San Francisco Sheriffs' Managers and Supervisors Association]**

Ordinance adopting and implementing the decision and award of the Arbitration Board under Charter, Section A8.590-5, establishing the Memorandum of Understanding between the City and County of San Francisco and the San Francisco Sheriffs' Managers and Supervisors Association, to be effective July 1, 2019, through June 30, 2022.

**File No. 190537 [Memorandum of Understanding - Union of American Physicians and Dentists, Unit 17]**

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Union of American Physicians and Dentists, Unit 17, to be effective July 1, 2019, through June 30, 2022.

**File No. 190538 [Memorandum of Understanding - Union of American Physicians and Dentists, Unit 18]**

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Union of American Physicians and Dentists, Unit 18, to be effective July 1, 2019, through June 30, 2022.

**File No. 190539 [Memorandum of Understanding - United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 38]**

Ordinance adopting and implementing the 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 be effective July 1, 2019, through June 30, 2022.

**File No. 190540 [Memorandum of Understanding - San Francisco Institutional Police Officers' Association]**

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the San Francisco Institutional Police Officers' Association, to be effective July 1, 2019, through June 30, 2022.



**File No. 190541 [Memorandum of Understanding - San Francisco District Attorney Investigators' Association]**

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the San Francisco District Attorney Investigators' Association, to be effective July 1, 2019, through June 30, 2022.

**File No. 190542 [Memorandum of Understanding - San Francisco Building Inspectors' Association]**

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the San Francisco Building Inspectors' Association, to be effective July 1, 2019, through June 30, 2022.

**File No. 190543 [Memorandum of Understanding - San Francisco Deputy Sheriffs' Association]**

Ordinance adopting and implementing the decision and award of the Arbitration Board under Charter, Section A8.590-5, establishing the Memorandum of Understanding between the City and County of San Francisco and the San Francisco Deputy Sheriffs' Association, to be effective July 1, 2019, through June 30, 2022.

**File No. 190544 [Memorandum of Understanding - Crafts Coalition]**

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Crafts Coalition: the Bricklayers and Allied Crafts, Local 3; Hod Carriers, Local 166; The 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 Theatrical Stage Employees, Moving Picture Technicians, Artist and Allied Crafts of the United States, Its Territories and Canada, Local 16; International Association of Bridge, 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 be effective July 1, 2019, through June 30, 2022.

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