

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

DATE: May 21, 2018

SUBJECT: LEGISLATION INTRODUCED - Cost Analysis Memoranda of  
Understanding - May 2018

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The Board of Supervisors' Government Audit and Oversight Committee has received the following proposed legislation, introduced by Mayor Farrell on May 15, 2018:

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.

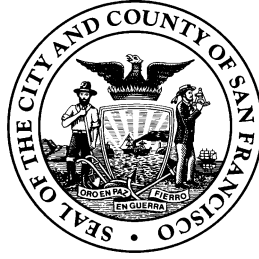
**File No. 180502 [Memorandum of Understanding - San Francisco Fire Fighters Union, Local 798, Unit 1]**

Ordinance adopting and implementing the 2018-2021 Memorandum of Understanding between the City and County of San Francisco and the San Francisco Fire Fighters Union, Local 798, Unit 1, to be effective July 1, 2018, through June 30, 2021.

**File No. 180503 [Memorandum of Understanding - San Francisco Fire Fighters Union, Local 798, Unit 2]**

Ordinance adopting and implementing 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 be effective July 1, 2018, through June 30, 2021.

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**File No. 180504 [Memorandum of Understanding - San Francisco Police Officers' Association]**

Ordinance adopting and implementing the decision and award of the Arbitration Board under Charter, Section A8.590-5, establishing the 2018-2021 Memorandum of Understanding between the City and County of San Francisco and the San Francisco Police Officers' Association, to be effective July 1, 2018, through June 30, 2021.

**File No. 180505 [Memorandum of Understanding - Municipal Executives' Association - Fire]**

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Municipal Executives' Association - Fire, to be effective July 1, 2018, through June 30, 2021.

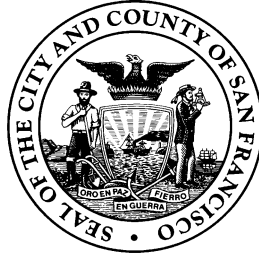
**File No. 180506 [Memorandum of Understanding - Municipal Executives' Association - Police]**

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Municipal Executives' Association - Police, to be effective July 1, 2018, through June 30, 2021.

**File No. 180508 [Memorandum of Understanding - Union of American Physicians and Dentists (Unit 17)]**

Ordinance adopting and implementing Amendment No. 2 to the 2015-2018 Memorandum of Understanding between the City and County of San Francisco and the Union of American Physicians and Dentists (Unit 17) to update certain terms and conditions of employment and extend the term of the Memorandum of Understanding through June 30, 2019.

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**File No. 180509 [Memorandum of Understanding - Union of American Physicians and Dentists (Unit 18)]**

Ordinance adopting and implementing Amendment No. 2 to the 2015-2018 Memorandum of Understanding between the City and County of San Francisco and the Union of American Physicians and Dentists (Unit 18) to update certain terms and conditions of employment and extend the term of the Memorandum of Understanding through June 30, 2019.

**File No. 180510 [Memorandum of Understanding - Service Employees International Union, Local 1021 - H-1 Fire Rescue Paramedics]**

Ordinance adopting and implementing Amendment No. 6 to the 2007-2018 Memorandum of Understanding between the City and County of San Francisco and Service Employees International Union, Local 1021 for H-1 Fire Rescue Paramedics by updating language and extending the term of the Memorandum of Understanding through June 30, 2020.

**File No. 180511 [Memorandum of Understanding - Transport Workers' Union, Local 250-A, Multi-Unit (Unit 28)]**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2019 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 a "Union Access to New Employees" program.

**File No. 180512 [Memorandum of Understanding - Transport Workers' Union, Local 250-A - Automotive Service Workers (7410)]**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2019 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 a "Union Access to New Employees" program.

**File No. 180513 [Memorandum of Understanding - Crafts Coalition]**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2019 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 a “Union Access to New Employees” program.

**File No. 180514 [Memorandum of Understanding - International Federation of Professional and Technical Engineers, Local 21]**

Ordinance adopting and implementing Amendment No. 3 to the 2014-2019 Memorandum of Understanding between the City and County of San Francisco and the International Federation of Professional and Technical Engineers, Local 21, by adding: a one-time base wage increase of 6.40% to Classification 8240 Public Safety Communications Coordinators, effective July 1, 2018; and \$150,000 in training funds for FY2018-2019 only, for total training funds for that year of \$900,000.

**File No. 180507 [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 Section A8.409 of the Charter, 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, 2018.

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

1 [Memorandum of Understanding - International Federation of Professional and Technical  
2 Engineers, Local 21]

3 **Ordinance adopting and implementing Amendment No. 3 to the 2014-2019**

4 **Memorandum of Understanding between the City and County of San Francisco and the**  
5 **International Federation of Professional and Technical Engineers, Local 21, by adding:**

6 **a one-time base wage increase of 6.40% to Classification 8240 Public Safety**

7 **Communications Coordinators, effective July 1, 2018; and \$150,000 in training funds**  
8 **for FY2018-2019 only, for total training funds for that year of \$900,000.**

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

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

17 Section 1. The Board of Supervisors hereby adopts and implements Amendment No. 3  
18 to the 2014-2019 Memorandum of Understanding between the City and County of San  
19 Francisco and the International Federation of Professional and Technical Engineers, Local 21,  
20 by adding: (a) a one-time base wage increase of 6.40% to Classification 8240 Public Safety  
21 Communications Coordinators, effective July 1, 2018; and (b) \$150,000 in training funds for  
22 fiscal year 2018-2019 only, for total training funds for that year of \$900,000.


23 Amendment No. 3 to the MOU so implemented is on file with the Clerk of the Board of  
24 Supervisors in Board File No. \_\_\_\_\_.

25 Section 2. The Board of Supervisors hereby authorizes the Department of Human  
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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AMENDMENT No. 3  
TO THE 2014-2019 MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE CITY AND COUNTY OF SAN FRANCISCO  
AND  
THE INTERNATIONAL FEDERATION OF PROFESSIONAL  
AND TECHNICAL ENGINEERS LOCAL 21, AFL-CIO

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

**ARTICLE III.B. ADDITIONAL COMPENSATION**

1. Wage Corrections, Adjustments, and Studies

n. Public Safety Communications Coordinators

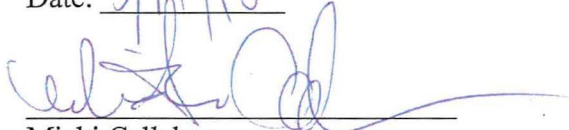
178a. Effective July 1, 2018, employees in class 8240 shall receive a one-time wage adjustment of an additional six and forty hundredths percent (6.40%) to their base wage.

**ARTICLE IV.A. EMPLOYEE DEVELOPMENT FUND**

400. The City shall budget \$750,000 during each fiscal year of this Agreement for the Employee Development Fund for employee training, education and development. For Fiscal Year 2018-2019 only, the City shall budget an additional \$150,000 for a total of \$900,000.

FOR THE CITY

Date: 5/14/18



Micki Callahan  
Human Resources Director

Date: 5/14/18



Carol Isen  
Employee Relations Director

APPROVED AS TO FORM:

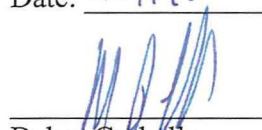
Date: 5/14/18



Katharine Hobin Porter  
Chief Labor Attorney

FOR THE UNION

Date: 5/14/18



Debra Grabelle  
Executive Director, IFPTE Local 21

City and County of San Francisco  
Micki Callahan  
Human Resources Director



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

## MEMORANDUM

**DATE:** May 11, 2018

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

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

**RE:** **Memoranda of Understanding**

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Please find the following Successor MOUs:

1. San Francisco Fire Fighters, Local 798 Unit 1 Successor MOU
2. San Francisco Fire Fighters, Local 798 Unit 2 Successor MOU
3. San Francisco Police Officers' Association Successor MOU
4. Municipal Executives' Association, Fire Successor MOU
5. Municipal Executives' Association, Police Successor MOU
6. Unrepresented Employees Ordinance

Please find the following MOU Amendments:

1. Union of American Physicians and Dentists, Unit 17 – MOU Amendment #2
2. Union of American Physicians and Dentists, Unit 18 – MOU Amendment #2
3. SEIU, Local 1021, H-1 Fire Rescue Paramedics – MOU Amendment #6
4. Transport Workers Union Local 250-A, Multi-Unit – MOU Amendment #1
5. Transport Workers Union Local 250-A, 7410 – MOU Amendment #1
6. Crafts Coalition – MOU Amendment #1
7. International Federation of Professional and Technical Engineers, Local 21 – MOU Amendment #3

The following documents are enclosed:

Successor Agreements established by award of Arbitration Panel (Local 798, POA)

- Arbitration Award
- Original Ordinance + 2 Copies
- Copy Redline MOU
- Copy Final MOU



Successor Agreements established by agreement of the parties (MEA Fire, MEA Police)

- Original Ordinance + 2 Copies
- Copy of Redline MOU
- Copy of Final MOU

MOU Amendments (UAPD, SEIU 1021 – H-1, Local 21, TWU-250A (Multi), TWU 250-A (7410), Crafts Coalition)

- Original Ordinance + 2 Copies
- Copy of MOU Amendment

Unrepresented Employees Ordinance

- Original Ordinance + 2 Copies
- Unrepresented Digest + 2 Copies
- List of Classifications

Additional Documentation:

- Summary of changes for each MOU (Highlights)

Electronic copies have been sent via e-mail today. Please refer to the appropriate Committee at your earliest convenience.

Target hearing dates: GAO – June 6, 2018  
1<sup>st</sup> Hearing – June 19, 2018  
2<sup>nd</sup> Hearing – June 26, 2018

Copies of the MOUs and Amendments have been sent to the Controller, and by copy hereof, I request that costing information be submitted directly to the Board with copies to the Employee Relations Division.

Thank you.

Cc: Micki Callahan, Human Resources Director  
Ben Rosenfield, Controller  
Kelly Kirkpatrick, Mayor's Budget Director  
Jason Elliott, Mayor's Chief of Staff  
Andres Power, Mayor's Liaison to the Board of Supervisors  
Members, Government, Audit and Oversight Committee



TO: *BF* Angela Calvillo, Clerk of the Board of Supervisors  
FROM: *BF* Mayor Farrell  
RE: Memorandum of Understanding - International Federation of Professional and Technical Engineers, Local 21  
DATE: May 15, 2018

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Attached for introduction to the Board of Supervisors is an ordinance adopting and implementing Amendment No. 3 to the 2014-2019 Memorandum of Understanding between the City and County of San Francisco and the International Federation of Professional and Technical Engineers, Local 21, by adding: (a) a one-time base wage increase of 6.40% to Classification 8240 Public Safety Communications Coordinators, effective July 1, 2018; and (b) \$150,000 in training funds for fiscal year 2018-2019 only, for total training funds for that year of \$900,000.

I respectfully request that this item be calendared in Government Audit & Oversight Committee on May 30, 2018.

Should you have any questions, please contact Andres Power (415) 554-5168.

RECEIVED  
BOARD OF SUPERVISORS  
SAN FRANCISCO  
2018 MAY 15 PM 2:04  
BY *BF*