

**AMENDMENT NO. 1  
TO THE 2012-2015 MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE CITY AND COUNTY OF SAN FRANCISCO  
AND  
TEAMSTERS, LOCAL 856 REGISTERED SUPERVISING NURSES (Unit 47)**

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The parties hereby amend and extend the Memorandum of Understanding as follows:

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**III.A. SCHEDULES OF COMPENSATION**

71. The compensation rate for all represented classifications of employment subject to the provisions of Section A8.403 of the Charter and covered by this collective bargaining agreement shall be increased ~~on the first day of the closest pay period~~ as follows:

~~December 7, 2013~~ ————— ~~3%~~

**Effective October 11, 2014: 3%**

**Effective October 10, 2015: 3.25%**

72. In the event the City negotiates improved general base wage increases that become effective between July 1, 2013~~15~~ through June 30, 2014~~16~~, inclusive, for staff nurses, that are exclusive of base wage increases provided in exchange for paying the required employee retirement contribution, those improved base wage increases will be extended to the Union's represented employees in a manner consistent with the overall economic agreement between the City and the Union.

~~FY 2014-2015 Wage Reopener~~

73. ~~No later than April 15, 2014, the parties agree to reopen the contract for the purpose of adjusting base wages only for fiscal year 2014-2015. Any base wage adjustments will be made with reference to the City's fiscal and budget constraints. The parties may mutually agree to reopen other portions of this contract in order to accommodate these principles.~~

74. The compensation rate for Class 2324 Nursing Supervisor with a Master's Degree shall be the same as the compensation rate for Class 2326 Nursing Supervisor, Psychiatric with a Master's Degree.

75. An employee who holds an appointment in a classification in this bargaining unit in addition to an appointment as a Class 2324 as-needed Nursing Supervisor shall be compensated at the top step of the 2324 salary range for hours worked as a Class 2324 as-needed Nursing Supervisor. The Appointing Authority shall have the ability to appoint all other Class 2324 as-needed Nursing Supervisors at any step.

**V.D DURATION OF AGREEMENT**

225. This MOU shall be in effect from July 1, 2012 through and inclusive of June 30, 2015**16** with no reopeners except as specifically provided herein.

FOR THE CITY

FOR THE UNION

\_\_\_\_\_  
Carol Isen Date  
Chief Negotiator

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Tim Jenkins Date  
Labor Representative

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Micki Callahan Date  
Human Resources Director

APPROVED AS TO FORM:  
DENNIS J. HERRERA  
City Attorney

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Elizabeth Salveson Date  
Chief Labor Attorney,  
City Attorney