

**AMENDMENT NO. 2
TO THE 2022-2024 COLLECTIVE BARGAINING AGREEMENT
BETWEEN
THE CITY AND COUNTY OF SAN FRANCISCO
AND
SERVICE EMPLOYEES INTERNATIONAL UNION
LOCAL 1021**

The parties hereby agree to amend the Collective Bargaining Agreement as follows, subject to approval by the San Francisco Board of Supervisors and ratification by the Service Employees International Union, Local 1021:

Side Letters / Letters of Understanding

Classification Studies and Equity Adjustments Side Letter

In order to address recruitment and retention problems, compaction in the compensation of related classifications, and disparities in compensation between employees performing similar work, the parties agree to conduct classification studies on the classifications listed below during the term of this Agreement (MOU effective July 1, 2022). The studies shall consider the compensation for similar work of comparable jurisdictions in the Bay Area, as well as compensation in the private sector in classifications where the City regularly competes with the private sector for applicants. The studies shall also consider the compensation of other classifications in the City performing similar work, the compensation of related classifications in the series, the compensation of supervisory classifications in relationship to compensation of their subordinate classifications, and changed/increased duties since the last study of a classification.

Once DHR has completed each study, the parties shall meet and discuss the results, including compensation adjustments and amendments to classification specifications. The studies shall be initiated not later than August 1, 2023. No classification or employee shall have compensation reduced as a result of this Side Letter Agreement.

The parties shall make their best efforts to reach agreement on compensation adjustments and amendments to classification specifications. If any changes agreed by the parties in this process must go before the Civil Service Commission, the parties agree to jointly recommend the changes to the Civil Service Commission.

The meet and discuss process shall be completed not later than January 1, 2024. By mutual agreement, the parties may add classifications not listed below to be studied under this Side Letter Agreement.

The classifications to be studied are:

1209 Benefits Technician

1210 Benefits Analyst

1429 Nurses Staffing Assistant

1704 Communications Dispatcher I

1705 Communications Dispatcher II

1820 Junior Administrative Analyst

2312 Licensed Vocational Nurse

2903 Hospital Eligibility Worker

2908 Senior Hospital Eligibility Worker

2904 Human Services Technician

2905 Human Services Agency Senior Eligibility Worker

2940 Protective Services Worker

2944 Protective Services Supervisor

3375 Animal Health Technician

7524 Institution Utility Worker

8141 Worker's Compensation Adjuster

8207 Building And Grounds Patrol Officer

8238 Public Safety Communications Dispatcher

8239 Public Safety Communications Supervisor

FOR THE CITY

FOR THE UNION

Date: 5/12/2023

Date: _____



Ardis Graham
Employee Relations Director

Oumar Fall
Executive Director

APPROVED AS TO FORM:

DAVID CHIU
City Attorney

Date: 5/12/23



Jonathan Rolnick
Chief Labor Attorney