



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

Greg Wagner  
Controller  
Todd Rydstrom  
Deputy Controller

June 3, 2024

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 240111, 240156, 240514, 240515, 240517, 240518, 240520–240538, 240540, 240553, and 240554: 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 28 MOUs representing miscellaneous bargaining units. The MOUs for all unions cover the period July 1, 2024 through June 30, 2027.

The MOUs affect approximately 27,000 authorized positions with an overall salary and benefits base of approximately \$4.3 billion in FY 2024-25. Our analysis finds that the MOUs will result in increased costs to the City of \$130.8 million (or 3.1%) of base wage and benefit cost in FY 2024-25; \$293.3 million (or 6.9%) in FY 2025-26; and \$471.6 million (or 11.1%) in FY 2026-27. There is a wage increase of 2.5% at the close of business on June 30, 2027 that has no cost over the three year term of these contracts, but will create additional costs in FY 2027-28. Approximately 65% 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. 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 (415)-554-7500 or Carol Lu of my staff at (415)-554-7647.

Sincerely,

A handwritten signature in black ink, appearing to read "Greg Wagner", written over a horizontal line.

Greg Wagner  
Controller

cc: Ardis Graham, Employee Relations Director  
Severin Campbell, Budget Analyst

## Attachment A

Combined Costs for All MOUs and Amendments		FY 2024-25	FY 2025-26	FY 2026-27
Wages	\$	78,632,000	\$ 206,063,000	\$ 346,959,000
Wage-Related Fringe Benefits		16,335,000	42,816,000	72,089,000
Job Class Equity Adjustments		13,681,000	20,876,000	27,899,000
Premiums		3,249,000	3,184,000	3,270,000
Other Benefits		18,932,000	20,312,000	21,351,000
<b>MOU Total \$</b>		<b>130,829,000</b>	<b>\$ 293,251,000</b>	<b>\$ 471,568,000</b>
<i>% of Wage and Benefits Base</i>		<i>3.08%</i>	<i>6.90%</i>	<i>11.1%</i>

### Union Detail

File Number	Union	FY 2024-25	FY 2025-26	FY 2026-27
240111	Deputy Sheriffs' Association			
	Wages	\$ 2,948,000	\$ 7,726,000	\$ 13,008,000
	Wage-Related Fringe Benefits	890,000	2,332,000	3,927,000
	Longevity Premium	1,335,000	1,375,000	1,423,000
	POST Premium	433,000	446,000	462,000
	Emergency Services Premium	54,000	56,000	58,000
	Detective Premium	65,000	67,000	69,000
	<b>Union Total \$</b>	<b>5,725,000</b>	<b>\$ 12,002,000</b>	<b>\$ 18,947,000</b>
	<i>% of Wage and Benefits Base</i>	<i>3.33%</i>	<i>6.99%</i>	<i>11.0%</i>
240156	Crafts Coalition			
	Wages	\$ 885,000	\$ 2,318,000	\$ 3,903,000
	Wage-Related Fringe Benefits	174,000	455,000	766,000
	Job Class Equity Adjustments	4,000	9,000	9,000
	Specialized Equipment Premium	61,000	61,000	61,000
	Truck & Sweeper Premium	21,000	21,000	21,000
	Placard Vehicle Premium	15,000	15,000	15,000
	Truck Driver Salary Steps	23,000	24,000	25,000
	<b>Union Total \$</b>	<b>1,183,000</b>	<b>\$ 2,903,000</b>	<b>\$ 4,800,000</b>
	<i>% of Wage and Benefits Base</i>	<i>2.50%</i>	<i>6.13%</i>	<i>10.14%</i>
240514	San Francisco Building Inspectors' Association			
	Wages	\$ 235,000	\$ 617,000	\$ 1,039,000
	Wage-Related Fringe Benefits	49,000	129,000	217,000
	Job Class Equity Adjustments	128,000	267,000	278,000
	Certification Premiums	13,000	13,000	14,000
	<b>Union Total \$</b>	<b>425,000</b>	<b>\$ 1,026,000</b>	<b>\$ 1,548,000</b>
	<i>% of Wage and Benefits Base</i>	<i>3.34%</i>	<i>8.06%</i>	<i>12.2%</i>

240515	Carpenters, Local 22; Pile Drivers, Local 34	FY 2024-25	FY 2025-26	FY 2026-27
	Wages	\$ 329,000	\$ 862,000	\$ 1,451,000
	Wage-Related Fringe Benefits	67,000	176,000	295,000
	Job Class Equity Adjustments	178,000	376,000	392,000
	<b>Union Total</b>	<b>\$ 574,000</b>	<b>\$ 1,414,000</b>	<b>\$ 2,138,000</b>
	<i>% of Wage and Benefits Base</i>	<i>3.24%</i>	<i>7.99%</i>	<i>12.08%</i>

240517	San Francisco District Attorney Investigators' Association	FY 2024-25	FY 2025-26	FY 2026-27
	Wages	\$ 135,000	\$ 354,000	\$ 596,000
	Wage-Related Fringe Benefits	32,000	85,000	143,000
	Advanced POST Adjustment	18,000	18,000	18,000
	<b>Union Total</b>	<b>\$ 185,000</b>	<b>\$ 457,000</b>	<b>\$ 757,000</b>
	<i>% of Wage and Benefits Base</i>	<i>2.47%</i>	<i>6.09%</i>	<i>10.10%</i>

240518	San Francisco Deputy Probation Officers' Association	FY 2024-25	FY 2025-26	FY 2026-27
	Wages	\$ 333,000	\$ 872,000	\$ 1,469,000
	Wage-Related Fringe Benefits	136,000	357,000	602,000
	Retention Pay	48,000	83,000	117,000
	<b>Union Total</b>	<b>\$ 517,000</b>	<b>\$ 1,312,000</b>	<b>\$ 2,188,000</b>
	<i>% of Wage and Benefits Base</i>	<i>2.46%</i>	<i>6.25%</i>	<i>10.4%</i>

240520	International Federation of Professional and Technical Engineers, Local 21	FY 2024-25	FY 2025-26	FY 2026-27
	Wages	\$ 16,983,000	\$ 44,507,000	\$ 74,939,000
	Wage-Related Fringe Benefits	3,553,000	9,312,000	15,679,000
	Job Class Equity Adjustments	847,000	1,086,000	1,131,000
	Adv. Appraiser Cert. Premium	50,000	50,000	50,000
	Height Premium	2,000	2,000	2,000
	License Planner Architects Premium	25,000	25,000	26,000
	Health Program Coord. Steps	0	436,000	375,000
	Additional Steps	180,000	185,000	186,000
	Extended Ranges	39,000	40,000	42,000
	<b>Union Total</b>	<b>\$ 21,679,000</b>	<b>\$ 55,643,000</b>	<b>\$ 92,430,000</b>
	<i>% of Wage and Benefits Base</i>	<i>2.36%</i>	<i>6.06%</i>	<i>10.1%</i>

240521	International Brotherhood of Electrical Workers, Local 6	FY 2024-25	FY 2025-26	FY 2026-27
	Wages	\$ 1,024,000	\$ 2,683,000	\$ 4,518,000
	Wage-Related Fringe Benefits	209,000	549,000	924,000
	Job Class Equity Adjustments	291,000	395,000	411,000
	Nighttime Pay Premium	103,000	103,000	103,000
	Clothing & Safety Equipment	8,000	8,000	8,000
	<b>Union Total</b>	<b>\$ 1,635,000</b>	<b>\$ 3,738,000</b>	<b>\$ 5,964,000</b>
	<i>% of Wage and Benefits Base</i>	<i>2.96%</i>	<i>6.77%</i>	<i>10.8%</i>

240522	International Union of Operating Engineers Stationary Engineers, Local 39	FY 2024-25	FY 2025-26	FY 2026-27
	Wages	\$ 2,092,000	\$ 5,482,000	\$ 9,231,000
	Wage-Related Fringe Benefits	408,000	1,069,000	1,800,000
	Job Class Equity Adjustments	280,000	289,000	300,000
	Cable Maint. Mechanic Premium	1,000	1,000	1,000
	Safety Shoes	14,000	14,000	14,000
	Union Total	\$ 2,795,000	\$ 6,855,000	\$ 11,346,000
	<i>% of Wage and Benefits Base</i>	2.50%	6.13%	10.1%
240523	Machinists Union, Local 1414	FY 2024-25	FY 2025-26	FY 2026-27
	Wages	\$ 384,000	\$ 1,007,000	\$ 1,695,000
	Wage-Related Fringe Benefits	114,000	298,000	502,000
	Job Class Equity Adjustments	61,000	63,000	65,000
	Union Total	\$ 559,000	\$ 1,368,000	\$ 2,262,000
	<i>% of Wage and Benefits Base</i>	2.51%	6.14%	10.2%
240524	Laborers International Union, Local 261	FY 2024-25	FY 2025-26	FY 2026-27
	Wages	\$ 2,452,000	\$ 6,426,000	\$ 10,819,000
	Wage-Related Fringe Benefits	483,000	1,267,000	2,133,000
	Job Class Equity Adjustments	169,000	175,000	182,000
	Various Premiums	54,000	54,000	54,000
	Credentialed Rigger Premium	6,000	6,000	6,000
	Height Work Pay	88,000	88,000	88,000
	Japanese Tea Garden & Botanical Garden Premium	64,000	66,000	68,000
	Gardner Apprenticeship Supervisor Premium	13,000	13,000	14,000
	\$25 Minimum Wage	1,170,000	1,191,000	1,213,000
	Education Fund	25,000	25,000	25,000
	Ombudsperson	6,000	6,000	6,000
	Work Clothing	60,000	60,000	60,000
	One Time Adjustment	1,051,000	1,112,000	1,222,000
	Union Total	\$ 5,641,000	\$ 10,489,000	\$ 15,890,000
	<i>% of Wage and Benefits Base</i>	4.30%	7.99%	12.1%
240525	Municipal Attorney's Association	FY 2024-25	FY 2025-26	FY 2026-27
	Wages	\$ 2,573,000	\$ 6,743,000	\$ 11,354,000
	Wage-Related Fringe Benefits	507,000	1,328,000	2,236,000
	Job Class Equity Adjustments	347,000	364,000	384,000
	Professional Services Reimbursement	6,000	6,000	6,000
	Union Total	\$ 3,433,000	\$ 8,441,000	\$ 13,980,000
	<i>% of Wage and Benefits Base</i>	2.49%	6.13%	10.1%
240526	Municipal Executives Association	FY 2024-25	FY 2025-26	FY 2026-27
	Wages	\$ 5,910,000	\$ 15,488,000	\$ 26,077,000

Wage-Related Fringe Benefits	1,184,000	3,103,000	5,225,000
Acting Assignment Premium	230,000	238,000	247,000
Retention Pay	64,000	67,000	69,000
Uniforms	4,000	4,000	4,000
<b>Union Total \$</b>	<b>7,392,000</b>	<b>\$ 18,900,000</b>	<b>\$ 31,622,000</b>
<i>% of Wage and Benefits Base</i>	<i>2.33%</i>	<i>5.95%</i>	<i>10.0%</i>

240527	<b>Sheriffs' Managers &amp; Supervisors Association</b>	<b>FY 2024-25</b>	<b>FY 2025-26</b>	<b>FY 2026-27</b>
	Wages	\$ 614,000	\$ 1,608,000	\$ 2,707,000
	Wage-Related Fringe Benefits	248,000	651,000	1,095,000
	Advanced POST	50,000	154,000	309,000
	Longevity Pay	349,000	359,000	372,000
	Uniform Allowance	13,000	13,000	13,000
	<b>Union Total \$</b>	<b>1,274,000</b>	<b>\$ 2,785,000</b>	<b>\$ 4,496,000</b>
	<i>% of Wage and Benefits Base</i>	<i>3.30%</i>	<i>7.22%</i>	<i>11.7%</i>

240528	<b>Operating Engineers, Local 3</b>	<b>FY 2024-25</b>	<b>FY 2025-26</b>	<b>FY 2026-27</b>
	Wages	\$ 166,000	\$ 434,000	\$ 731,000
	Wage-Related Fringe Benefits	32,000	84,000	141,000
	Crane Cert. Premium	21,000	22,000	22,000
	Boot Allowance	3,000	3,000	3,000
	Protective Clothing	3,000	3,000	3,000
	<b>Union Total \$</b>	<b>225,000</b>	<b>\$ 546,000</b>	<b>\$ 900,000</b>
	<i>% of Wage and Benefits Base</i>	<i>2.54%</i>	<i>6.17%</i>	<i>10.2%</i>

240529	<b>Supervising Probation Officers</b>	<b>FY 2024-25</b>	<b>FY 2025-26</b>	<b>FY 2026-27</b>
	Wages	\$ 84,000	\$ 221,000	\$ 372,000
	Wage-Related Fringe Benefits	40,000	105,000	178,000
	Job Class Equity Adjustments	2,000	2,000	2,000
	Training Instructor Premium	1,000	1,000	1,000
	Overtime Rate	5,000	5,000	5,000
	Tuition Reimbursement	6,000	6,000	6,000
	Life Insurance	1,000	1,000	1,000
	<b>Union Total \$</b>	<b>139,000</b>	<b>\$ 341,000</b>	<b>\$ 565,000</b>
	<i>% of Wage and Benefits Base</i>	<i>2.49%</i>	<i>6.12%</i>	<i>10.1%</i>

10530	<b>San Francisco City Workers United</b>	<b>FY 2024-25</b>	<b>FY 2025-26</b>	<b>FY 2026-27</b>
	Wages	\$ 254,000	\$ 665,000	\$ 1,119,000

Wage-Related Fringe Benefits	52,000	136,000	229,000
Epoxy Premium	9,000	9,000	9,000
Taper Premium	7,000	7,000	8,000
Thermo-Plastic Premium	2,000	2,000	2,000
Tyvek Premium	2,000	2,000	2,000
Truck Driver Premium	2,000	2,000	2,000
Hydro Blaster Operation	0	0	0
Acting Assignment Premium	6,000	6,000	6,000
Airport Perimeter Premium	10,000	11,000	11,000
<b>Union Total \$</b>	<b>344,000</b>	<b>\$ 840,000</b>	<b>\$ 1,388,000</b>
<i>% of Wage and Benefits Base</i>	<i>2.52%</i>	<i>6.15%</i>	<i>10.2%</i>

240531	United Association of Journeymen and Apprentices - Plumbing and Fitting Industry, Local 38	FY 2024-25	FY 2025-26	FY 2026-27
	Wages	\$ 1,023,000	\$ 2,681,000	\$ 4,515,000
	Wage-Related Fringe Benefits	196,000	515,000	866,000
	Job Class Equity Adjustments	9,000	153,000	159,000
	Waste Water Facility Pay	1,000	1,000	1,000
	Sewer Camera Operator (Replaced with Equ. Adj.)	0	(143,000)	(149,000)
	Backflow, Boiler, CFC Premiums	155,000	160,000	165,000
	<b>Union Total \$</b>	<b>1,384,000</b>	<b>\$ 3,367,000</b>	<b>\$ 5,557,000</b>
	<i>% of Wage and Benefits Base</i>	<i>2.54%</i>	<i>6.17%</i>	<i>10.18%</i>

240532	Service Employees International Union, Local 1021	FY 2024-25	FY 2025-26	FY 2026-27
	Wages	\$ 27,300,000	\$ 71,543,000	\$ 120,461,000
	Wage-Related Fringe Benefits	5,496,000	14,403,000	24,251,000
	Job Class Equity Adjustments	2,954,000	3,064,000	3,188,000
	Airport Traffic Division Premium	43,000	44,000	46,000
	Lead Person Premium	289,000	289,000	289,000
	Preceptor Pay	2,000	2,000	2,000
	\$25 Minimum Wage	2,004,000	2,040,000	2,076,000
	Uniforms	83,000	83,000	83,000
	Work Training Program	100,000	100,000	100,000
	Additional Steps	66,000	153,000	174,000
	Building and Grounds Patrol Officer Sideletter	166,000	172,000	179,000
	<b>Union Total \$</b>	<b>38,503,000</b>	<b>\$ 91,893,000</b>	<b>\$ 150,849,000</b>
	<i>% of Wage and Benefits Base</i>	<i>2.62%</i>	<i>6.26%</i>	<i>10.3%</i>

240533	Teamsters, Local 856 (Multi-Unit)	FY 2024-25	FY 2025-26	FY 2026-27
	Wages	\$ 279,000	\$ 730,000	\$ 1,230,000
	Wage-Related Fringe Benefits	62,000	163,000	274,000
	Job Class Equity Adjustments	17,000	18,000	18,000
	Officer Pay	2,000	2,000	2,000
	Additional Steps	18,000	19,000	19,000
	<b>Union Total \$</b>	<b>378,000</b>	<b>\$ 932,000</b>	<b>\$ 1,543,000</b>
	<i>% of Wage and Benefits Base</i>	<i>2.48%</i>	<i>6.11%</i>	<i>10.1%</i>

240534	Transport Workers Union of America, Local 200	FY 2024-25	FY 2025-26	FY 2026-27
	Wages	\$ 96,000	\$ 251,000	\$ 422,000

	Wage-Related Fringe Benefits	20,000	51,000	86,000
	Rest Period OT	3,000	3,000	3,000
	<b>Union Total \$</b>	<b>116,000 \$</b>	<b>302,000 \$</b>	<b>508,000</b>
	<i>% of Wage and Benefits Base</i>	<i>2.25%</i>	<i>5.85%</i>	<i>9.8%</i>
240535	<b>Transport Workers Union of America, Local 250-A (Multi)</b>	<b>FY 2024-25</b>	<b>FY 2025-26</b>	<b>FY 2026-27</b>
	Wages	\$ 310,000	\$ 812,000	\$ 1,368,000
	Wage-Related Fringe Benefits	65,000	171,000	289,000
	Job Class Equity Adjustments	48,000	49,000	51,000
	<b>Union Total \$</b>	<b>423,000 \$</b>	<b>1,032,000 \$</b>	<b>1,708,000</b>
	<i>% of Wage and Benefits Base</i>	<i>2.52%</i>	<i>6.14%</i>	<i>10.17%</i>
240536	<b>Transport Workers Union of America, Local 250-A (7410)</b>	<b>FY 2024-25</b>	<b>FY 2025-26</b>	<b>FY 2026-27</b>
	Wages	\$ 56,000	\$ 147,000	\$ 248,000
	Wage-Related Fringe Benefits	21,000	55,000	93,000
	Footwear Allowance	6,000	6,000	6,000
	<b>Union Total \$</b>	<b>83,000 \$</b>	<b>208,000 \$</b>	<b>347,000</b>
	<i>% of Wage and Benefits Base</i>	<i>2.40%</i>	<i>6.01%</i>	<i>10.03%</i>
240537/ 240538	<b>Union of American Physicians and Dentists</b>	<b>FY 2024-25</b>	<b>FY 2025-26</b>	<b>FY 2026-27</b>
	Wages	\$ 1,493,000	\$ 3,912,000	\$ 6,587,000
	Wage-Related Fringe Benefits	282,000	740,000	1,245,000
	Prof. Serv. Reimbursement	186,000	186,000	186,000
	Earplug Reimbursement	1,000	1,000	1,000
	<b>Union Total \$</b>	<b>1,962,000 \$</b>	<b>4,839,000 \$</b>	<b>8,019,000</b>
	<i>% of Wage and Benefits Base</i>	<i>2.47%</i>	<i>6.09%</i>	<i>10.10%</i>
240540	<b>Unrepresented Employees</b>	<b>FY 2024-25</b>	<b>FY 2025-26</b>	<b>FY 2026-27</b>
	Wages	\$ 227,000	\$ 595,000	\$ 1,001,000
	Wage-Related Fringe Benefits	45,000	118,000	198,000
	AB44 Confidential Chief Attorney II	3,000	3,000	3,000
	<b>Union Total \$</b>	<b>275,000 \$</b>	<b>716,000 \$</b>	<b>1,202,000</b>
	<i>% of Wage and Benefits Base</i>	<i>2.26%</i>	<i>5.89%</i>	<i>9.88%</i>
40553	<b>Teamsters Local 856: Supervising Registered Nurses</b>	<b>FY 2024-25</b>	<b>FY 2025-26</b>	<b>FY 2026-27</b>
	Wages	\$ 846,000	\$ 2,218,000	\$ 3,735,000
	Wage-Related Fringe Benefits	155,000	406,000	684,000
	Wage Adjustments	673,000	1,175,000	1,720,000
	Nurse Manager Minimum Step	10,000	11,000	11,000
	<b>Union Total \$</b>	<b>1,684,000 \$</b>	<b>3,810,000 \$</b>	<b>6,150,000</b>
	<i>% of Wage and Benefits Base</i>	<i>3.76%</i>	<i>8.50%</i>	<i>13.7%</i>
10554	<b>SEIU, Local 1021, Staff and Per Diem Nurses</b>	<b>FY 2024-25</b>	<b>FY 2025-26</b>	<b>FY 2026-27</b>
	Wages	\$ 9,601,000	\$ 25,161,000	\$ 42,364,000
	Wage-Related Fringe Benefits	1,815,000	4,758,000	8,011,000
	License Reimbursement	1,000	1,000	1,000

Release Time	45,000	47,000	50,000
Staffing Request - Side Letter	13,034,000	13,631,000	14,326,000
Tuition Reimbursement	100,000	100,000	100,000
Wage Adjustment	7,673,000	13,391,000	19,609,000
Union Steward Training Time	24,000	0	0
	<hr/>		
	Union Total \$	32,293,000 \$	57,089,000 \$
	<i>% of Wage and Benefits Base</i>	6.32%	11.18%
			16.54%



## Attachment B

In accordance with Ordinance 92-94, I submit a cost analysis of 28 MOUs between the City and County of San Francisco and various Unions representing City employee bargaining units. The attached analysis reviews the MOUs listed below:

- 240111 - Deputy Sheriffs' Association
- 240156 - Crafts Coalition
- 240514 - San Francisco Building Inspectors' Association
- 240515 - Carpenters, Local 22; Pile Drivers, Local 34
- 240517 - San Francisco District Attorney Investigators' Association
- 240518 - San Francisco Deputy Probation Officers' Association
- 240520 - IFPTE, Local 21
- 240521 - International Brotherhood of Electrical Workers, Local 6
- 240522 - International Union of Operating Engineers Stationary Engineers, Local 39
- 240523 - Machinists Union, Local 1414
- 240524 - Laborers International Union, Local 261
- 240525 - Municipal Attorney's Association
- 240526 - Municipal Executives Association
- 240527 - Sheriffs' Managers & Supervisors Association
- 240528 - Operating Engineers, Local 3
- 240529 - Supervising Probation Officers
- 240530 - San Francisco City Workers United
- 240531 - Association of Journeymen and Apprentices - Plumbing and Fitting Industry, Local 38
- 240532 - Service Employees International Union, Local 1021
- 240533 - Teamsters, Local 856 (Multi-Unit)
- 240534 - Transport Workers Union of America, Local 200
- 240535 - Transport Workers Union of America, Local 250-A (Multi)
- 240536 - Transport Workers Union of America, Local 250-A (7410)
- 240537 & 240538 - Union of American Physicians and Dentists
- 240540 - Unrepresented Employees
- 240553 - Teamsters Local 856: Supervising Registered Nurses
- 240554 - Service Employees International Union, Local 1021, Staff and Per Diem Nurses

The MOUs and MOU amendments affect approximately 27,000 authorized positions with an overall salary and benefits base of approximately \$4.3 billion. Our analysis finds that the MOUs will result in increased costs to the City of \$130.8 million (or 3.1% of base wage and benefit costs) in FY 2024-25, \$293.3 million (or 6.9%) in FY 2025-26, and \$471.6 million (or 11.1%) in FY 2026-27. Approximately 65% 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.

The MOUs share the following key provisions:

- **Citywide Wage Increases.** The MOUs increase base wages by 1.50% on July 1, 2024; 1.50% on January 4, 2025; 1.00% on June 30, 2025 (COB); 1.00% on July 1, 2025; 1.50% on January 3, 2026; 2.00% on June 30, 2026 (COB); and 2.00% on January 2, 2027. The MOUs also include a 2.50% increase on June 30, 2027 that will impact FY 2027-28 and out.
- **Job Class Equity Adjustments.** Fifteen MOUs contain provisions to adjust pay scales for select job classes to align with similar job classes within the City or with local employers.

Overall, 92% 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.

The MOUs are discussed in more detail below.

#### File Number 240111 – Deputy Sheriffs’ Association

The MOU affects 781 authorized positions with a base salary of \$97.2 million and an overall pay and benefits base of about \$171.7 million. We project the MOU will increase costs to the City by \$5.7 million in FY 2024-25, \$12.0 million in FY 2025-26, and \$18.9 million in FY 2026-27. About 67% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the costs is primarily due to an increase in longevity and POST pay.

#### File Number 240156 – Crafts Coalition

The MOU affects 334 authorized positions with a base salary of \$35.3 million and an overall pay and benefits base of about \$47.3 million. We project the MOU will increase costs to the City by \$1.2 million in FY 2024-25, \$2.9 million in FY 2025-26, and \$4.8 million in FY 2026-27. About 90% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the costs is mostly due to various premiums for drivers of specific vehicle types, additional salary steps, and equity adjustments.

#### File Number 240514 – Building Inspectors’ Association

The MOU affects 69 authorized positions with a base salary of \$10.1 million and an overall pay and benefits base of about \$12.7 million. We project the MOU will increase costs to the City by \$0.4 million in FY 2024-25, \$1.0 million in FY 2025-26, and \$1.5 million in FY 2026-27. About 67% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. There are additional costs associated with job class equity adjustments and certification premiums.

**File Number 240515 – Carpenters, Local 22; Pile Drivers, Local 34**

The MOU affects 108 authorized positions with a base salary of \$12.2 million and an overall pay and benefits base of about \$17.7 million. We project the MOU will increase costs to the City by \$0.6 million in FY 2024-25, \$1.4 million in FY 2025-26, and \$2.1 million in FY 2026-27. About 69% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the costs is due to equity adjustments.

**File Number 240517 – District Attorney Investigators’ Association**

The MOU affects 37 authorized positions with a base salary of \$5.5 million and an overall pay and benefits base of about \$7.5 million. We project the MOU will increase costs to the City by \$0.2 million in FY 2024-25, \$0.5 million in FY2025-26, and \$0.8 million in FY 2026-27. About 90% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is due to an increase in the advanced POST certification premium.

**File Number 240518 – Deputy Probation Officers’ Association**

The MOU affects 118 authorized positions with a base salary of \$14.7 million and an overall pay and benefits base of about \$21.0 million. We project the MOU will increase costs to the City by \$0.5 million in FY 2024-25, \$1.3 million in FY2025-26, and \$2.2 million in FY 2026-27. About 91% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remaining costs are tied to increased retention pay.

**File Number 240520 – International Federation of Professional and Technical Engineers, Local 21**

The MOU affects 5,535 authorized positions with a base salary of \$750.5 million and an overall pay and benefits base of about \$918.9 million. We project the MOU will increase costs to the City by \$21.7 million in FY 2024-25, \$55.6 million in FY 2025-26, and \$92.4 million in FY 2026-27. About 95% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is mostly due to equity adjustments, extended steps in certain job classes, and various premiums.

**File Number 240521 – International Brotherhood of Electrical Workers, Local 6**

The MOU affects 301 authorized positions with a base salary of \$40.3 million and an overall pay and benefits base of about \$55.2 million. We project the MOU will increase costs to the City by \$1.6 million in FY 2024-25, \$3.7 million in FY 2025-26, and \$6.0 million in FY 2026-27. About 75% of the

total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is due to increases in the nighttime pay premium, safety equipment, and equity adjustments.

#### **File Number 240522 – Operating Engineers Stationary Engineers, Local 39**

The MOU affects 672 authorized positions with a base salary of \$81.1 million and an overall pay and benefits base of about \$111.9 million. We project the MOU will increase costs to the City by \$2.8 million in FY 2024-25, \$6.9 million in FY 2025-26, and \$11.3 million in FY 2026-27. About 89% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is due to equity adjustments, premiums, and safety clothing.

#### **File Number 240523 – Machinists Union, Local 1414**

The MOU affects 159 authorized positions with a base salary of \$17.7 million and an overall pay and benefits base of about \$22.3 million. We project the MOU will increase costs to the City by \$0.6 million in FY 2024-25, \$1.4 million in FY 2025-26, and \$2.3 million in FY 2026-27. About 89% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is due entirely to equity adjustments in certain job classes.

#### **File Number 240524 – Laborers International Union, Local 261**

The MOU affects 1,167 authorized positions with a base salary of \$99.3 million and an overall pay and benefits base of about \$131.3 million. We project the MOU will increase costs to the City by \$5.6 million in FY 2024-25, \$10.5 million in FY 2025-26, \$15.9 million in FY 2026-27. About 52% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is due to equity adjustments, increases in various premiums, the \$25 minimum wage requirement, and a 1% one-time adjustment.

#### **File Number 240525 – Municipal Attorneys Association**

The MOU affects 488 authorized positions with a base salary of \$114.4 million and an overall pay and benefits base of about \$137.8 million. We project the MOU will increase costs to the City by \$3.4 million in FY 2024-25, \$8.4 million in FY 2025-26, and \$14.0 million in FY 2026-27. About 90% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is mostly due to equity adjustments, with a small amount attributable to professional services reimbursements.

**File Number 240526 – Municipal Executives Association**

The MOU affects 1,458 authorized positions with a base salary of \$263.9 million and an overall pay and benefits base of about \$317.4 million. We project the MOU will increase costs to the City by \$7.4 million in FY 2024-25, \$18.9 million in FY 2025-26, and \$31.6 in FY 2026-27. About 96% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is due to increases in acting assignment pay, retention pay, and uniforms.

**File Number 240527 – Sheriffs’ Managers & Supervisors Association**

The MOU affects 117 authorized positions with a base salary of \$19.1 million and an overall pay and benefits base of about \$38.6 million. We project the MOU will increase costs to the City by \$1.3 million in FY 2024-25, \$2.8 million in FY 2025-26, and \$4.5 million in FY 2026-27. About 68% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. Most of the remaining cost is due to longevity pay, with advanced POST and uniforms making up smaller amounts.

**File Number 240528 – Operating Engineers Local Union No. 3**

The MOU affects 54 authorized positions with a base salary of \$6.6 million and an overall pay and benefits base of about \$8.9 million. We project the MOU will increase costs to the City by \$0.2 million in FY 2024-25, \$0.5 million in FY 2025-26, \$0.9 million in FY 2026-27. About 88% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the increase is due to crane certification premiums and protective clothing allowances.

**File Number 220578 – Supervising Probation Officers**

The MOU affects 28 authorized positions with a base salary of \$3.8 million and an overall pay and benefits base of about \$5.6 million. We project the MOU will increase costs to the City by \$0.1 million in FY 2024-25, \$0.3 million in FY 2025-26, \$0.6 million in FY 2026-27. About 89% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is due to equity adjustments, increased overtime rates, tuition reimbursements, and life insurance.

**File Number 240530 – San Francisco City Workers United - Painters**

The MOU affects 105 authorized positions with a base salary of \$10.7 million and an overall pay and benefits base of about \$13.7 million. We project the MOU will increase costs to the City by \$0.3

million in FY 2024-25, \$0.8 million in FY 2025-26, \$1.4 million in FY 2026-27. About 89% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is due to increases in various premiums.

**File Number 240531 – United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 38**

The MOU affects 293 authorized positions with a base salary of \$38.6 million and an overall pay and benefits base of about \$54.6 million. We project the MOU will increase costs to the City by \$1.4 million in FY 2024-25, \$3.4 million in FY 2025-26, and \$5.6 million in FY 2026-27. About 88% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. Most of the remaining cost is due to equity pay adjustments and premiums. One line item, the rescindment of a sewer camera operator premium is being replaced by an equity adjustment for the entire job class.

**File Number 240532 – Service Employees International Union, Local 1021**

The MOU affects 12,246 authorized positions with a base salary of \$1,133.7 million and an overall pay and benefits base of about \$1,467.4 million. We project the MOU will increase costs to the City by \$38.5 million in FY 2024-25, \$91.9 million in FY 2025-26, and \$150.9 million in FY 2026-27. About 85% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is mostly due to equity adjustments and the \$25 minimum wage requirements. The MOU also includes smaller amounts for various premiums, additional steps, and uniforms.

**File Number 240533 – Teamsters, Local 856 (Multi-Unit)**

The MOU affects 98 authorized positions with a base salary of \$11.7 million and an overall pay and benefits base of about \$15.3 million. We project the MOU will increase costs to the City by \$0.4 million in FY 2024-25, \$0.9 million in FY 2025-26, and \$1.5 million in FY 2026-27. About 90% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is mostly due to equity adjustments and the creation of additional steps.

**File Number 240534 – Transport Workers Union of America, Local 200**

The MOU affects 30 authorized positions with a base salary of \$3.8 million and an overall pay and benefits base of about \$5.2 million. We project the MOU will increase costs to the City by \$0.1 million in FY 2024-25, \$0.3 million in FY 2025-26, and \$0.5 million in FY 2026-27. Just under one

hundred percent of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder is made up of rest period overtime increases.

**File Number 240535 – Transport Workers, Local 250-A Multi-Unit**

The MOU affects 106 authorized positions with a base salary of \$13.8 million and an overall pay and benefits base of about \$16.8 million. We project the MOU will increase costs to the City by \$0.4 million in FY 2024-25, \$1.0 million in FY 2025-26, and \$1.7 million in FY 2026-27. About 89% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is due to equity adjustments.

**File Number 240536 – Transport Workers, Local 250-A Automotive Service Workers (7410)**

The MOU affects 34 authorized positions with a base salary of \$2.7 million and an overall pay and benefits base of about \$3.5 million. We project the MOU will increase costs to the City by \$0.1 million in FY 2024-25, \$0.2 million in FY 2025-26, and \$0.3 million in FY 2026-27. About 93% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is due to footwear allowance.

**File Number 240537/240538 – American Physicians and Dentists, Unit 17 and Unit 18**

The MOU affects 208 authorized positions with a base salary of \$65.4 million and an overall pay and benefits base of about \$79.4 million. We project the MOU will increase costs to the City by \$2.0 million in FY 2024-25, \$4.8 million in FY 2025-26, and \$8.0 million in FY 2026-27. About 90% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is due to reimbursements for professional services and earplugs.

**File Number 240540 – Unrepresented Employees**

The MOU affects 67 authorized positions with a base salary of \$10.2 million and an overall pay and benefits base of about \$12.2 million. We project the MOU will increase costs to the City by \$0.3 million in FY 2024-25, \$0.7 million in FY 2025-26, and \$1.2 million in FY 2026-27. About 99% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder is for a small increase for the Chief Attorney.

**File Number 240553 – Teamsters, Local 856: Supervising Registered Nurses**

The MOU affects 131 authorized positions with a base salary of \$32.1 million and an overall pay and benefits base of about \$44.8 million. We project the MOU will increase costs to the City by \$1.7 million in FY 2024-25, \$3.8 million in FY 2025-26, and \$6.2 million in FY 2026-27. About 59% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is due to other wage adjustments and a new minimum step.

**File Number 240554 – Staff and Per Diem Nurses, Local 1021**

The MOU affects 1,833 authorized positions with a base salary of \$364.9 million and an overall pay and benefits base of about \$510.8 million. We project the MOU will increase costs to the City by \$32.3 million in FY 2024-25, \$57.1 million in FY 2025-26, and \$84.5 million in FY 2026-27. About 35% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is mostly due to a staffing request for 47 additional FTE's and wage and equity adjustments. The MOU also includes smaller amounts for license and tuition reimbursement, release time, and training.