

City and County of San Francisco  
Micki Callahan  
Human Resources Director



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

May 12, 2020

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

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

RE: **MOU Amendments and Unrepresented Employees Ordinance**

**Enclosed are three (3) MOU Amendments and one (1) Unrepresented Employees Ordinance:**

1. First Amendment to the Teamsters Local 856, Multi-Unit MOU (July 1, 2019 through June 30, 2022)
2. First Amendment to the Operating Engineers, Local 3, Supervising Probation Officers MOU (July 1, 2019 through June 30, 2022)
3. First Amendment to the Service Employees International Union, Local 1021 MOU (July 1, 2019 through June 30, 2022)
4. Unrepresented Employees Ordinance

Please find enclosed for each MOU Amendment:

- 1 signed MOU Amendment
- 1 signed ORDINANCE on redline paper
- We are preparing redline and clean MOUs reflecting the MOU amendments, and will submit those for the Board file when they are complete.

Please find enclosed for the Unrepresented Employees Ordinance:

- 1 signed ORDINANCE on redline paper
- 1 Legislative Digest
- We are preparing a list of job codes designated as Miscellaneous Unrepresented and Management Unrepresented, and will submit those for the Board file when they are complete.

**Summary of Changes:**

1. Teamsters Local 856, Multi-Unit, MOU Amendment No. 1
  - a. Effective July 1, 2020, steps 6 and 7 shall be added to classification 2496 Imaging Supervisor. Classification 2496 Imaging Supervisors shall be placed at step 6 except those who supervise classification 2474 Diagnostic Medical Sonographer Leads shall be placed at step 7.
  - b. Included in pay issued on August 18, 2020, active employees in classification 2496 shall receive a one-time lump sum payment calculated by applying the difference between what they earned in fiscal year 2019-2020 and what they would have earned had steps 6 and 7 been in effect for fiscal year 2019-2020.
2. Operating Engineers Local Union No. 3, Supervising Probation Officers, MOU Amendment No. 1
  - a. Effective July 1, 2020, employees in classification 2966 Welfare Fraud Investigator who are assigned to perform Firearms Instructor duties shall be paid an additional five (5%) per hour when such duties are actually performed.

- b. Included in the pay issued on August 18, 2020, employees in classification 2966 Welfare Fraud Investigator who met the POST certification requirement shall receive an additional lump sum for hours in which they actually performed Firearms Instructor duties in fiscal year 2019-20.
3. Service Employees International Union Local 1021, MOU Amendment No. 1
  - a. Effective July 1, 2020, Employees in Radiologic Technologist and Diagnostic Imaging Sonographer classifications 2471, 2472, 2473, and 2474 shall receive shift differentials for swing and night duties.
  - b. Included in the pay issued on August 18, 2020, active employees in the Radiologic Technologist and Diagnostic Imaging Sonographer classifications 2471, 2472, 2473, and 2474 shall receive a one-time lump sum payment calculated by applying the difference between the applicable premium(s) under MOU paragraph 298 and the applicable premium(s) in MOU paragraphs 295 and 296 to hours meeting the requirements for those premiums worked during fiscal year 2019-2020.
4. Unrepresented Employees Ordinance
  - a. The wage rates for job codes covered by this Ordinance for fiscal year 2020-2021 shall be increased as follows:
    - Effective December 26, 2020: 3.00%
    - Effective COB June 30, 2021: 0.50%

Thank you.

Enclosures

cc: Ben Rosenfield, Controller  
Micki Callahan, Human Resources Director  
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