

File No. 220598

Committee Item No. 6

Board Item No. \_\_\_\_\_

## COMMITTEE/BOARD OF SUPERVISORS

### AGENDA PACKET CONTENTS LIST

Committee: Rules Committee  
Board of Supervisors Meeting:

Date: June 13, 2022  
Date: \_\_\_\_\_

#### Cmte Board

- |                                     |                          |   |
|-------------------------------------|--------------------------|---|
| <input type="checkbox"/>            | <input type="checkbox"/> | Motion  |
| <input type="checkbox"/>            | <input type="checkbox"/> | Resolution                                      |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | Ordinance                                       |
| xx <input type="checkbox"/>         | <input type="checkbox"/> | Legislative Digest                              |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | Budget and Legislative Analyst Report No Report |
| <input type="checkbox"/>            | <input type="checkbox"/> | Youth Commission Report                         |
| <input type="checkbox"/>            | <input type="checkbox"/> | Introduction Form                               |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | Department/Agency Cover Letter and/or Report    |
| <input type="checkbox"/>            | <input type="checkbox"/> | MOU   |
| <input type="checkbox"/>            | <input type="checkbox"/> | Grant Information Form                          |
| <input type="checkbox"/>            | <input type="checkbox"/> | Grant Budget                                    |
| <input type="checkbox"/>            | <input type="checkbox"/> | Subcontract Budget                              |
| <input type="checkbox"/>            | <input type="checkbox"/> | Contract / DRAFT Mills Act Agreement            |
| <input type="checkbox"/>            | <input type="checkbox"/> | Form 126 – Ethics Commission                    |
| <input type="checkbox"/>            | <input type="checkbox"/> | Award Letter                                    |
| <input type="checkbox"/>            | <input type="checkbox"/> | Application                                     |
| <input type="checkbox"/>            | <input type="checkbox"/> | Public Correspondence                           |

#### OTHER

- |                                     |                          |   |
|-------------------------------------|--------------------------|---|
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <u>Citywide Amendment Appendix A</u>            |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <u>DRAFT Citywide Amend</u>                     |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <u>DHR Memo 051322</u>                          |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <u>MYR Lte 051722</u>                           |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <u>MOU 30 Day Waiver Request</u>                |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <u>Presidential Memo - 30-day Waiver 051922</u> |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <u>COB Referral Cost Analysis 052322</u>        |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <u>GAO Committee Report 052622</u>              |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <u>CitywideMOUAmendment052622</u>               |

Prepared by: Jessica Perkinson  
Prepared by: \_\_\_\_\_  
Prepared by: \_\_\_\_\_

Date: \_\_\_\_\_  
Date: \_\_\_\_\_  
Date: \_\_\_\_\_

1 [Memorandum of Understanding - Citywide Amendment]

2

3 **Ordinance adopting and implementing an Amendment to the current Memorandums of**  
4 **Understanding and Collective Bargaining Agreements between the City and County of**  
5 **San Francisco and each of the Unions identified in Appendix A, providing for the carry**  
6 **forward to fiscal year 2022-2023 of ~~all accrued in lieu and floating holidays~~ an**  
7 **additional 80 hours of accrued floating holidays, accrued in lieu holidays, and waiving**  
8 **the 120 hour limitation on the number of hours of compensatory that “Z” designated**  
9 **employees can carry forward under the Memorandum of Understanding with Local 21,**  
10 **the amendment to be effective June 30, 2022.**

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

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

19

20 Section 1. The Board of Supervisors hereby adopts and implements an Amendment to  
21 the current Memorandums of Understanding (“MOUs) and Collective Bargaining Agreements  
22 (“CBAs”) between the City and County of San Francisco and the Unions identified in Appendix  
23 A, providing for the carry forward to fiscal year 2022-2023 an additional 80 hours of accrued  
24 floating holidays, accrued in lieu ~~floating holidays~~ holidays, and ~~floating holidays~~ waiving the 120 hour limitation  
25 on the number of hours of compensatory that “Z” designated employees can carry forward  
under the Memorandum of Understanding with Local 21, the amendment to be effective June  
30, 2022.

1 The amendment to the MOUs and CBAs so implemented is on file with the Clerk of the  
2 Board of Supervisors in Board File No. 220598.

3 Section 2. The Board of Supervisors hereby authorizes the Department of Human  
4 Resources to make non-substantive ministerial or administrative corrections to the MOUs and  
5 CBAs identified in Appendix A.

6  
7 Section 3. Effective Date. This ordinance shall become effective upon enactment.  
8 Enactment occurs when the Mayor signs the ordinance, the Mayor returns the ordinance  
9 unsigned or does not sign the ordinance within ten days of receiving it, or the Board of  
10 Supervisors overrides the Mayor's veto of the ordinance.

11 APPROVED AS TO FORM:  
12 DAVID CHIU, City Attorney

13 By: /s/ Jonathan C. Rolnick  
14 JONATHAN C. ROLNICK  
15 Chief Labor Attorney

16 n:\labor\as2022\2200224\01601441.docx

**REVISED LEGISLATIVE DIGEST**  
(Amended in Committee, 6/2/2022)

[Memorandum of Understanding – Citywide Amendment]

**Ordinance adopting and implementing an Amendment to the current Memorandums of Understanding and Collective Bargaining Agreements between the City and County of San Francisco and each of the Unions identified in Appendix A, providing for the carry forward to fiscal year 2022-2023 of an additional 80 hours of accrued floating holidays, accrued in lieu holidays, and waiving the 120 hour limitation on the number of hours of compensatory that “Z” designated employees can carry forward under the Memorandum of Understanding with Local 21, the amendment to be effective June 30, 2022.**

Existing Law

Under Charter Section A8.409, the Mayor proposes for approval by the Board of Supervisors the wages, hours, and other terms and conditions of employment set forth herein to be applicable to job codes or positions of City employment.

Amendments to Current Law

The proposed ordinance presents amendments to all Memoranda of Understanding and Collective Bargaining Agreements providing for the carry forward to fiscal year 2022-2023 of an additional 80 hours of accrued floating holidays, accrued in lieu holidays, and waiving the 120 hour limitation on the number of hours of compensatory that “Z” designated employees can carry forward under the Memorandum of Understanding with Local 21.

Background

This legislative digest reflects amendments made by the Government Audit and Oversight Committee on June 2, 2022 to reflect the terms of an updated Memorandum of Understanding that was submitted to the Clerk of the Board of Supervisors on May 26, 2022.

## Appendix A

### Current Memoranda of Understanding

Memorandum of Understanding between the City and County of San Francisco and Machinists Union, Local 1414, July 1, 2019 through June 30, 2022
Memorandum of Understanding between the City and County of San Francisco and Consolidated Crafts, July 1, 2019 through June 30, 2022  Bricklayers and Allied Crafts, Local 3 Hod Carriers, Local 166 The 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 Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, Local 16 International Association of Bridge, 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 Teamsters, Local 853
Memorandum of Understanding between the City and County of San Francisco and Building Inspectors' Association, July 1, 2019 through June 30, 2022
Memorandum of Understanding between the City and County of San Francisco and San Francisco City Workers United (Painters), July 1, 2019 through June 30, 2022
Memorandum of Understanding between the City and County of San Francisco and San Francisco Deputy Probation Officers' Association, July 1, 2019 through June 30, 2022
Collective Bargaining Agreement between the City and County of San Francisco and The San Francisco Deputy Sheriffs' Association, unit 12A, July 1, 2019 through June 30, 2022
Collective Bargaining Agreement between the City and County of San Francisco and The San Francisco Sheriffs' Managers and Supervisors Association, Unit 12B, July 1, 2019 through June 30, 2022
Collective Bargaining Agreement between the City and County of San Francisco and The San Francisco District Attorney Investigators' Association, July 1, 2019 through June 30, 2022

Collective Bargaining Agreement between the City and County of San Francisco and International Brotherhood of Electrical Workers, Local 6, July 1, 2019 through June 30, 2022

Memorandum of Understanding between the City and County of San Francisco and San Francisco Fire Fighters Union, Local 798, IAFF, AFL-CIO, Unit 1, July 1, 2018 through June 30, 2023

Memorandum of Understanding between the City and County of San Francisco and San Francisco Fire Fighters Union Local 798, IAFF, AFL-CIO, Unit 2, July 1, 2018 through June 30, 2023

Memorandum of Understanding between the City and County of San Francisco and The International Federation of Professional and Technical Engineers, Local 21, AFL-CIO, July 1, 2019 through June 30, 2022

Memorandum of Understanding between the City and County of San Francisco and The Laborers International Union, Local 261, July 1, 2019 through June 30, 2022

Memorandum of Understanding between the City and County of San Francisco and The Municipal Executives Association, Misc., July 1, 2019 through June 30, 2022

Memorandum of Understanding between the City and County of San Francisco and The Municipal Executives Association, Fire, July 1, 2018 through June 30, 2023

Memorandum of Understanding between the City and County of San Francisco and The Municipal Executives Association, Police, July 1, 2018 through June 30, 2023

Memorandum of Understanding between the City and County of San Francisco and Municipal Attorneys Association July 1, 2019 through June 30, 2022

Memorandum of Understanding between the City and County of San Francisco and San Francisco Police Officers' Association, July 1, 2018 through June 30, 2023

Memorandum of Understanding between the City and County of San Francisco and Operating Engineers Local Union No. 3, July 1, 2019 through June 30, 2022

Memorandum of Understanding between the City and County of San Francisco and the Operating Engineers Local Union No. 3 – Supervising Probation Officers, July 1, 2019 through June 30, 2022

Collective Bargaining Agreement between the City and County of San Francisco and Service Employees International Union, Local 1021, July 1, 2019 through June 30, 2022

Memorandum of Understanding between the City and County of San Francisco and Stationary Engineers, Local 39, July 1, 2019 through June 30, 2022

Collective Bargaining Agreement between the City and County of San Francisco and Teamsters, Local 856 Multi-Unit, effective July 1, 2019 through June 30, 2022
Memorandum of Understanding between the City and County of San Francisco and Teamsters Local 856, Supervising Registered Nurses, Unit 47, July 1, 2019 through June 30, 2022
Collective Bargaining Agreement between the City and County of San Francisco and The Transport Workers Union, AFL-CIO Local 200, July 1, 2019 through June 30, 2022
Collective Bargaining Agreement between the City and County of San Francisco and The Transport Workers' Union, AFL-CIO Local 250-A, Automotive Service Workers (7410) to be effective July 1, 2019 through June 30, 2022
Collective Bargaining Agreement between the City and County of San Francisco and The Transport Workers' Union, Local 250-A Multi-Unit (Unit 28), July 1, 2019 through June 30, 2022
Memorandum of Understanding between the City and County of San Francisco and United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 38, July 1, 2019 through June 30, 2022
Memorandum of Understanding between the City and County of San Francisco and Union of American Physicians and Dentists (Unit 17), July 1, 2019 through June 30, 2022
Memorandum of Understanding between the City and County of San Francisco and Union of American Physicians and Dentists (Unit 18), July 1, 2019 through June 30, 2022
Unrepresented Employees

**AMENDMENT  
TO THE CURRENT MEMORANDUMS OF UNDERSTANDING AND  
COLLECTIVE BARGAINING AGREEMENTS  
BETWEEN  
THE CITY AND COUNTY OF SAN FRANCISCO  
AND  
THE UNIONS IDENTIFIED IN APPENDIX A**

The City and County of San Francisco hereby agrees to providing the following additional term to the current Memorandums of Understanding (“MOU”) and Collective Bargaining Agreements (“CBA”) identified in Appendix A, subject to approval by the San Francisco Board of Supervisors and acceptance of this Amendment by the Union(s) on or before May 31, 2022:

**III – PAY, HOURS AND BENEFITS**

**##. HOLIDAYS**

Floating Holidays

Notwithstanding any provision of this MOU or CBA to the contrary, all accrued floating holidays as of June 30, 2022 shall be carried forward to fiscal year 2022-2023 and may be used during remaining term of the MOU or CBA or any successor MOU or CBA effective July 1, 2022 and consistent with rules therein regarding use of such floating holidays.

Holiday Compensation for Time Worked


Notwithstanding any provision of this MOU or CBA to the contrary, all accrued in lieu holidays as of June 30, 2022 shall be carried forward to fiscal year 2022-2023 and may be used during remaining term of the MOU or CBA or any successor MOU or CBA effective July 1, 2022 and consistent with rules therein regarding use of such in lieu holidays.

**FOR THE CITY**

**FOR THE UNION**

Date: 6/13/2022

Date: \_\_\_\_\_

  
\_\_\_\_\_  
Ardis Graham  
Employee Relations Director

\_\_\_\_\_



Date: 5/12/2022




Carol Isen  
Human Resources Director

*APPROVED AS TO FORM:*

DAVID CHIU  
City Attorney

Date: 5/13/22



Jonathan Rolnick  
Chief Labor Attorney

City and County of San Francisco  
Carol Isen  
Human Resources Director



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

May 13, 2022

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

FROM: Ardis Graham, Employee Relations Director  
Department of Human Resources

RE: **Memoranda of Understanding**

RECEIVED  
BOARD OF SUPERVISORS  
SAN FRANCISCO  
2022 MAY 13 PM 4:09  
BY [Signature]

1. Building Inspectors Association (July 1, 2022, through June 30, 2024)
2. Consolidated Crafts (July 1, 2022, through June 30, 2024)
3. Deputy Probation Officers' Association (July 1, 2022, through June 30, 2024)
4. Deputy Sheriffs' Association (July 1, 2022, through June 30, 2024)
5. District Attorney Investigators' Association (July 1, 2022, through June 30, 2024)
6. International Brotherhood of Electrical Workers, Local 6 (July 1, 2022, through June 30, 2024)
7. International Federation of Professional and Technical Engineers, Local 21 (July 1, 2022, through June 30, 2024)
8. The Laborers' International Union, Local 261 (July 1, 2022, through June 30, 2024)
9. Machinists Union, Local 1414 (July 1, 2022, through June 30, 2024)
10. Municipal Attorneys' Association (July 1, 2022, through June 30, 2024)
11. Municipal Executives' Association (July 1, 2022, through June 30, 2024)
12. Operating Engineers, Local 3 (July 1, 2022, through June 30, 2024)
13. Supervising Probation Officers (July 1, 2022, through June 30, 2024)
14. San Francisco City Workers United (July 1, 2022, through June 30, 2024)
15. San Francisco Sheriffs' Managers and Supervisors Association (July 1, 2022, through June 30, 2024)
16. Service Employees International Union, Local 1021, Miscellaneous (July 1, 2022, through June 30, 2024)
17. Stationary Engineers, Local 39 (July 1, 2022, through June 30, 2024)
18. Teamsters, Local 856 (Multi-Unit) (July 1, 2022, through June 30, 2024)
19. Teamsters, Local 856 (Supervising Nurses) (July 1, 2022, through June 30, 2024)
20. Transport Workers Union 200 (July 1, 2022, through June 30, 2024)
21. Transport Workers Union 250-A (7410) (July 1, 2022, through June 30, 2024)
22. Transport Workers Union 250-A (Multi) (July 1, 2022, through June 30, 2024)
23. United Association of Plumbers and Pipefitters, Local 38 (July 1, 2022, through June 30, 2024)
24. Union of American Physicians and Dentists, Unit 17 (July 1, 2022, through June 30, 2024)
25. Union of American Physicians and Dentists, Unit 18 (July 1, 2022, through June 30, 2024)
26. Unrepresented Employees Ordinance (July 1, 2022, through June 30, 2024)
27. Amendment No. 4 to Firefighters, Local 798, Unit 2 (July 1, 2018, through June 30, 2023)
28. Amendment No. 3 to Firefighters, Local 798, Unit 1 (July 1, 2018, through June 30, 2023)
29. Amendment No. 2 to San Francisco Police Officers Association (July 1, 2018, through June 30, 2023)
30. Amendment No. 2 to Municipal Executives' Association Police (July 1, 2018, through June 30, 2023)
31. Amendment No. 2 to Municipal Executives' Association Fire (July 1, 2018, through June 30, 2023)
32. Letter of Agreement between the City and County of San Francisco and the Committee of Interns and Residents, SEIU
33. Citywide Amendment to the Current Memorandums of Understanding and Collective Bargaining Agreements with Unions Identified in Appendix A

Please find enclosed for each Memorandum of Understanding:

- 1 original signed ORDINANCE on redline paper
- 1 copy ORDINANCE

Angela Calvillo  
May 13, 2022  
Page 2 of 2

- 1 original and 1 copy REDLINE MOU w/ attached arbitration decision/award (if awarded)
- 1 original and 1 copy FINAL MOU

Additional Documentation:

- 1 original and 1 copy Summary of changes for each MOU (Highlights)

Please find enclosed for the Unrepresented Employees Ordinance:

- 1 original signed ORDINANCE on redline paper
- 1 copy ORDINANCE
- 1 original and 1 copy LEGISLATIVE DIGEST
- LIST OF UNREPRESENTED JOB CODES 001
- LIST OF UNREPRESENTED JOB CODES 002

Please find enclosed for each Amendment

- 1 original signed ORDINANCE on redline paper
- 1 copy ORDINANCE
- 1 original and 1 copy of MOU amendment
- 1 original and 1 copy REDLINE MOU
- 1 original and 1 copy FINAL MOU

Please find attached for the Letter of Agreement

- 1 original signed ORDINANCE on redline paper
- 1 copy ORDINANCE
- 1 original and 1 copy of Letter of Agreement

Please find attached for the Citywide Amendment

- 1 original signed ORDINANCE on redline paper
- 1 copy ORDINANCE
- 1 original and 1 copy of Amendment
- 1 original and 1 copy of Appendix A

We request a waiver of the 30 day rule from the Board President and request a hearing at the Government Audit and Oversight Committee on June 2nd or earlier.

Thank you.

Enclosures

cc: Carol Isen, Human Resources Director  
Jonathan Rolnick, Chief Labor Attorney  
Ben Rosenfield, Controller  
Eileen McHugh, Executive Assistant, Board of Supervisors  
Tom Paulino, Liaison to the Board of Supervisors  
Alisa Somera, Legislative Deputy Director, San Francisco Board of Supervisors  
John Carroll, Assistant Clerk for Board of Supervisors  
File

OFFICE OF THE MAYOR  
SAN FRANCISCO



LONDON N. BREED  
MAYOR

TO: Angela Calvillo, Clerk of the Board of Supervisors  
FROM: Tom Paulino  
RE: The Amendment to the current Memorandums of Understanding (“MOUs) and Collective Bargaining Agreements (“CBAs”) between the City and County of San Francisco and the Unions identified in Appendix A, providing for the carry forward to fiscal year 2022-2023 of accrued in lieu and floating holidays to be effective June 30, 2022  
DATE: May 17, 2022

---

**The Amendment to the current Memorandums of Understanding (“MOUs) and Collective Bargaining Agreements (“CBAs”) between the City and County of San Francisco and the Unions identified in Appendix A, providing for the carry forward to fiscal year 2022-2023 of accrued in lieu and floating holidays to be effective June 30, 2022.**

Should you have any questions, please contact Tom Paulino at 415-554-6153.



TO: Angela Calvillo, Clerk of the Board of Supervisors; Shamann Walton, President  
of the Board of Supervisors  
FROM: Tom Paulino  
RE: 30-day Waiver Request for Memorandums of Understanding (MOU)  
DATE: May 18, 2022

---

A formal request to waive the 30-day hold on the following Memorandums of Understanding (MOU):

**MOU's**

1. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Building Inspectors' Association, to be effective July 1, 2022 through June 30, 2024.
2. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Crafts Coalition: the Bricklayers and Allied Crafts, Local 3; Hod Carriers, Local 166; The 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 Theatrical Stage Employees, Moving Picture Technicians, Artist and Allied Crafts of the United States, Its Territories and Canada, Local 16; International Association of Bridge, 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 be effective July 1, 2022 through June 30, 2024.
3. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the San Francisco District Attorney Investigators' Association, to be effective July 1, 2022 through June 30, 2024.
4. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the San Francisco Deputy Probation Officers' Association, to be effective July 1, 2022 through June 30, 2024.
5. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the San Francisco Deputy Sheriffs' Association, to be effective July 1, 2022 through June 30, 2024.

6. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the International Brotherhood of Electrical Workers, Local 6, to be effective July 1, 2022 through June 30, 2024.
7. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the International Federation of Professional and Technical Engineers, Local 21, to be effective July 1, 2022 through June 30, 2024.
8. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Laborers International Union, Local 261, to be effective July 1, 2022 through June 30, 2024.
9. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Municipal Attorneys Association, to be effective July 1, 2022 through June 30, 2024.
10. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Machinists Union, Local 1414, to be effective July 1, 2022 through June 30, 2024.
11. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Municipal Executives Association to be effective July 1, 2022 through June 30, 2024.
12. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the San Francisco Sheriffs' Managers and Supervisors Association, to be effective July 1, 2022 through June 30, 2024.
13. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Operating Engineers Local Union No. 3, to be effective July 1, 2022 through June 30, 2024.
14. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Operating Engineers Local Union No. 3 Supervising Probation Officers, to be effective July 1, 2022 through June 30, 2024.
15. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and San Francisco City Workers United Painters, to be effective July 1, 2022 through June 30, 2024.
16. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 38, to be effective July 1, 2022 through June 30, 2024.
17. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the International Union of Operating Engineers Stationary Engineers, Local 39, to be effective July 1, 2022 through June 30, 2024.

18. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Service Employees International Union, Local 1021, to be effective July 1, 2022 through June 30, 2024.
19. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and Teamsters, Local 856: Supervising Registered Nurses, to be effective July 1, 2022 through June 30, 2024.
20. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and Teamsters, Local 856 (Multi-Unit), to be effective July 1, 2022 through June 30, 2024.
21. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Transport Workers Union of America, AFL-CIO, Local 200, to be effective July 1, 2022 through June 30, 2024.
22. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Transport Workers Union of America, Local 250-A, Automotive Service Workers (7410), to be effective July 1, 2022 through June 30, 2024.
23. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Transport Workers Union of America, Local 250-A, Multi-Unit, to be effective July 1, 2022 through June 30, 2024.
24. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Union of American Physicians and Dentists, Unit 17, to be effective July 1, 2022 through June 30, 2024.
25. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Union of American Physicians and Dentists, Unit 18, to be effective July 1, 2022 through June 30, 2024.

### **Unrepresented Employees Ordinance**

1. Attached for introduction to the Board of Supervisors is an 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, 2022.

### **Amendments**

1. Attached for introduction to the Board of Supervisors is the Third Amendment to the 2018-2023 Memorandum of Understanding (“MOU”) between the City and County of San Francisco and the San Francisco Fire Fighters Union, Local 798, Unit 1, to restore effective June 30, 2022, a deferred two percent (2%) base wage increase originally due on July 1, 2020.

2. Attached for introduction to the Board of Supervisors is the Fourth Amendment to the 2018-2023 Memorandum of Understanding (“MOU”) between the City and County of San Francisco and the San Francisco Fire Fighters Union, Local 798, Unit 2, to restore effective June 30, 2022, a deferred two percent (2%) base wage increase originally due on July 1, 2020.
3. Attached for introduction to the Board of Supervisors is the Second Amendment to the 2018-2023 Memorandum of Understanding between the City and County of San Francisco and the Municipal Executives’ Association Fire, to restore effective June 30, 2022, a deferred two percent (2%) base wage increase originally due on July 1, 2020
4. Attached for introduction to the Board of Supervisors is the Second Amendment to the 2018-2023 Memorandum of Understanding (“MOU”) between the City and County of San Francisco and the Municipal Executives’ Association Police, to restore effective June 30, 2022, a deferred one percent (1%) base wage increase originally due on July 1, 2020.
5. Attached for introduction to the Board of Supervisors is the Second Amendment to the 2018-2023 Memorandum of Understanding between the City and County of San Francisco and the San Francisco Police Officers Association, to restore effective June 30, 2022, a deferred one percent (1%) base wage increase originally due on July 1, 2020.
6. Attached for introduction to the Board of Supervisors is an Amendment to the current Memorandums of Understanding (“MOUs) and Collective Bargaining Agreements (“CBAs”) between the City and County of San Francisco and the Unions identified in Appendix A, providing for the carry forward to fiscal year 2022-2023 of accrued in lieu and floating holidays to be effective June 30, 2022.

### **Letter of Agreement (CIR)**

Attached for introduction to the Board of Supervisors is a Letter of Agreement between the City and County of San Francisco and the Committee of Interns and Residents, to be effective July 1, 2022 through June 30, 2023.

Should you have any questions, please contact Tom Paulino at 415-554-6153.





SHAMANN WALTON

---

---

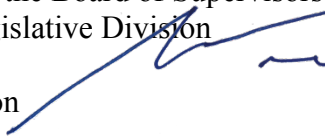
**MEMORANDUM**

---

---

DATE: May 19, 2022

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

FROM: President Shamann Walton 

CC: Anne Pearson, Deputy City Attorney  
Tom Paulino, Mayor's Office

SUBJECT: **30-Day Waivers Granted for Memorandums of Understandings (MOUs)**

---

Dear Madam Clerk and Legislative Division Staff,

I am hereby granting the 30-day waiver request for the following items related to Memorandums of Understandings (MOUs) introduced by the Mayor on May 17, 2022:

- 220566 [Memorandum of Understanding - Building Inspectors' Association]
- 220567 [Memorandum of Understanding - Crafts Coalition]
- 220568 [Memorandum of Understanding - San Francisco Deputy Probation Officers' Association]
- 220569 [Collective Bargaining Agreement - The San Francisco Deputy Sheriffs' Association]
- 220570 [Collective Bargaining Agreement - The San Francisco District Attorney Investigators' Association]
- 220571 [Collective Bargaining Agreement - The International Brotherhood of Electrical Workers, Local 6]
- 220572 [Memorandum of Understanding - International Federation of Professional and Technical Engineers, Local 21]
- 220573 [Memorandum of Understanding - Laborers International Union, Local 261]
- 220574 [Memorandum of Understanding - Machinists Union, Local 1414]
- 220575 [Memorandum of Understanding - Municipal Attorneys Association]
- 220576 [Memorandum of Understanding - Municipal Executives Association]
- 220577 [Memorandum of Understanding - Operating Engineers Local Union No. 3]
- 220578 [Memorandum of Understanding - Operating Engineers Local Union No. 3 Supervising Probation Officers]
- 220579 [Memorandum of Understanding - San Francisco City Workers United Painters]
- 220580 [Collective Bargaining Agreement - The San Francisco Sheriffs' Managers and Supervisors Association]

- 220581 [Collective Bargaining Agreement - Service Employees International Union, Local 1021]
- 220582 [Memorandum of Understanding - The International Union of Operating Engineers Stationary Engineers, Local 39]
- 220583 [Memorandum of Understanding - Teamsters, Local 856 (Multi-Unit)]
- 220584 [Memorandum of Understanding - Teamsters, Local 856: Supervising Registered Nurses]
- 220585 [Memorandum of Understanding - the Transport Workers Union of America, AFL-CIO, Local 200]
- 220586 [Collective Bargaining Agreement - Transport Workers Union of America, Local 250-A Automotive Service Workers (7410)]
- 220587 [Collective Bargaining Agreement - Transport Workers Union of America, Local 250-A, Multi-Unit]
- 220588 [Memorandum of Understanding - United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 38]
- 220589 [Collective Bargaining Agreement - Union of American Physicians and Dentists, Unit 17]
- 220590 [Collective Bargaining Agreement - Union of American Physicians and Dentists, Unit 18]
- 220591 [Compensation for Unrepresented Employees]
- 220592 [Memorandum of Understanding - Fire Fighters Union Local 798, Unit 2]
- 220593 [Memorandum of Understanding - Fire Fighters Union Local 798, Unit 1]
- 220594 [Memorandum of Understanding - San Francisco Police Officers Association]
- 220595 [Memorandum of Understanding - Municipal Executives' Association Police]
- 220596 [Memorandum of Understanding - Municipal Executives' Association Fire]
- 220597 [Letter of Agreement - Committee Interns and Residents]
- 220598 [Memorandum of Understanding - Citywide Amendment]

BOARD of SUPERVISORS



City Hall  
1 Dr. Carlton B. Goodlett Place, Room 244  
San Francisco 94102-4689  
Tel. No. (415) 554-5184  
Fax No. (415) 554-5163  
TDD/TTY No. (415) 554-5227

## MEMORANDUM

TO: Ben Rosenfield, City Controller

FROM: Alisa Somera, Legislative Deputy Director  
Board of Supervisors

DATE: May 23, 2022

SUBJECT: LEGISLATION INTRODUCED

---

The Board of Supervisors' Government Audit and Oversight Committee has received the following proposed legislation, introduced by Mayor London N. Breed, on May 17, 2022:

- [220566](#) - Memorandum of Understanding - Building Inspectors' Association
- [220567](#) - MOU - Crafts Coalition
- [220568](#) - MOU - Deputy Probation Officers' Association
- [220569](#) - Collective Bargaining Agreement - Deputy Sheriffs' Association
- [220570](#) - Collective Bargaining Agreement - District Attorney Investigators' Association
- [220571](#) - Collective Bargaining Agreement - IBEW, Local 6
- [220572](#) - MOU - IFPTE, Local 21
- [220573](#) - MOU - Laborers International Union, Local 261
- [220574](#) - MOU - Machinists Union, Local 1414
- [220575](#) - MOU - Municipal Attorneys Association
- [220576](#) - MOU - Municipal Executives Association
- [220577](#) - MOU - Operating Engineers Local Union No. 3
- [220578](#) - MOU - Operating Engineers Local Union No. 3 Supervising Probation Officers
- [220579](#) - MOU - San Francisco City Workers United Painters
- [220580](#) - Collective Bargaining Agreement - Sheriffs' Managers & Supervisors Assoc.
- [220581](#) - Collective Bargaining Agreement - SEIU, Local 1021
- [220582](#) - MOU - Operating Engineers Stationary Engineers, Local 39
- [220583](#) - MOU - Teamsters, Local 856 (Multi-Unit)
- [220584](#) - MOU - Teamsters, Local 856: Supervising Registered Nurses
- [220585](#) - MOU - the Transport Workers Union of America, AFL-CIO, Local 200
- [220586](#) - Collective Bargaining Agreement - Transport Workers, Local 250-A Automotive Service Workers (7410)
- [220587](#) - Collective Bargaining Agreement - Transport Workers, Local 250-A, Multi-Unit
- [220588](#) - MOU - United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 38
- [220589](#) - Collective Bargaining Agreement - American Physicians and Dentists, Unit 17
- [220590](#) - Collective Bargaining Agreement - American Physicians and Dentists, Unit 18
- [220591](#) - Compensation for Unrepresented Employees
- [220592](#) - MOU - Fire Fighters Union Local 798, Unit 2

- [220593](#) - MOU - Fire Fighters Union Local 798, Unit 1
- [220594](#) - MOU - San Francisco Police Officers Association
- [220595](#) - MOU - Municipal Executives' Association Police
- [220596](#) - MOU - Municipal Executives' Association Fire
- [220597](#) - Letter of Agreement - Committee Interns and Residents
- [220598](#) - MOU - Citywide Amendment

These matters are being forwarded 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 or [alisa.somera@sfgov.org](mailto:alisa.somera@sfgov.org).

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

Member, Board of Supervisors  
District 5



City and County of San Francisco

DEAN PRESTON

---

DATE: May 26, 2022

TO: Angela Calvillo  
Clerk of the Board of Supervisors

FROM: Supervisor Preston  
Chairperson

RE: Government Audit and Oversight Committee  
COMMITTEE REPORT

---

Pursuant to Board Rule 4.20, as Chair of the Government Audit and Oversight Committee I have deemed the following matters to be of an urgent nature and request each be considered by the full Board on Tuesday, June 7, 2022, as Committee Reports:

1. [220607 - Environment, Health Codes - Requirements for Edible Food Recovery and Organic Waste Collection](#)
2. [220566 – Building Inspectors Association](#)
3. [220567 – Consolidated Crafts](#)
4. [220568 – Deputy Probation Officers’ Association](#)
5. [220569 – Deputy Sheriffs’ Association](#)
6. [220570 – District Attorney Investigators’ Association](#)
7. [220571 – International Brotherhood of Electrical Workers, Local 6](#)
8. [220572 – International Federation of Professional and Technical Engineers, Local 21](#)
9. [220573 – The Laborers’ International Union, Local 261](#)
10. [220574 – Machinists Union, Local 1414](#)
11. [220575 – Municipal Attorneys’ Association](#)
12. [220576 – Municipal Executives’ Association](#)
13. [220577 – Operating Engineers, Local 3](#)
14. [220578 – Supervising Probation Officers](#)
15. [220579 – San Francisco City Workers United](#)
16. [220580 – San Francisco Sheriffs’ Managers and Supervisors Association](#)
17. [220581 – Service Employees International Union, Local 1021, Miscellaneous](#)
18. [220582 – Stationary Engineers, Local 39](#)
19. [220583 – Teamsters, Local 856 \(Multi-Unit\)](#)
20. [220584 – Teamsters, Local 856 \(Supervising Nurses\)](#)
21. [220585 – Transport Workers Union 200](#)
22. [220586 – Transport Workers Union 250-A \(7410\)](#)
23. [220587 – Transport Workers Union 250-A \(Multi\)](#)
24. [220588 – United Association of Plumbers and Pipefitters, Local 38](#)
25. [220589 – Union of American Physicians and Dentists, Unit 17](#)
26. [220590 – Union of American Physicians and Dentists, Unit 18](#)
27. [220591 – Unrepresented Employees Ordinance](#)
28. [220592 – Amendment No. 4 to Firefighters, Local 798, Unit 2](#)
29. [220593 – Amendment No. 3 to Firefighters, Local 798, Unit 1](#)

Member, Board of Supervisors  
District 5



City and County of San Francisco

DEAN PRESTON

30. [220594 – Amendment No. 2 to San Francisco Police Officers Association](#)
31. [220595 – Amendment No. 2 to Municipal Executives’ Association Police](#)
32. [220596 – Amendment No. 2 to Municipal Executives’ Association Fire](#)
33. [220597 – Letter of Agreement between the City and County of San Francisco and the Committee of Interns and Residents, SEIU](#)
34. [220598 – Citywide Amendment to the Current Memorandums of Understanding and Collective Bargaining Agreements with Unions Identified in Appendix A](#)

These matters will be heard at a regular Government Audit and Oversight Committee meeting on June 2, 2022, at 10:00 a.m.

A handwritten signature in blue ink that reads "Dean Preston".

Dean Preston

**AMENDMENT  
TO THE CURRENT MEMORANDUMS OF UNDERSTANDING AND  
COLLECTIVE BARGAINING AGREEMENTS  
BETWEEN  
THE CITY AND COUNTY OF SAN FRANCISCO  
AND  
THE UNIONS IDENTIFIED IN APPENDIX A**

The City and County of San Francisco hereby agrees to providing the following additional term to the current Memorandums of Understanding (“MOU”) and Collective Bargaining Agreements (“CBA”) identified in Appendix A, subject to approval by the San Francisco Board of Supervisors and contingent on the acceptance of this Amendment by the Union on or before May 31, 2022:

**III – PAY, HOURS AND BENEFITS**

**##. HOLIDAYS**

Floating Holidays

**Notwithstanding any provision of this MOU (or CBA), employees can carry forward an additional 80 hours of accrued floating holidays above normal limits for fiscal year ending FY21-22, and may be used consistent with the rules in the successor MOU or CBA regarding use of such floating holidays.**

Holiday Compensation for Time Worked

**Notwithstanding any provision of this MOU (or CBA), in-lieu legal holidays earned in fiscal year 2021-2022 shall be carried forward to the following fiscal year, and may be used consistent with the rules in the successor MOU or CBA regarding use of such in lieu holidays.**

Compensatory Time for “Z” Employees for Local 21


**Notwithstanding any provision of this MOU to the contrary, the one hundred twenty hour (120) compensatory time carry forward into the 2022-2023 fiscal year provision for Z-designated employees shall be waived, and may be used consistent with rules in the successor MOU regarding use of such compensatory time.**

**FOR THE CITY**

**FOR THE UNION**

Date: 5/26/2022

Date: \_\_\_\_\_

  
\_\_\_\_\_  
Ardis Graham

\_\_\_\_\_

Employee Relations Director

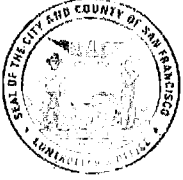
*APPROVED AS TO FORM:*

DAVID CHIU  
City Attorney

Date: 5/26/2022

  
\_\_\_\_\_  
Jonathan Rolnick  
Chief Labor Attorney





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

Ben Rosenfield  
Controller

Todd Rydstrom  
Deputy Controller

June 1, 2022

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 220566-220598: 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 26 MOUs representing miscellaneous bargaining units, four MOU amendments for safety unions, one letter of agreement, and one Citywide amendment. The MOUs for all unions cover the period July 1, 2022 through June 30, 2024. The MOU amendments and letter of agreement cover the period July 1, 2022 through June 20, 2023. The Citywide amendment relates to carrying floating holiday balances from FY 2021-22 to FY 2022-23.

The MOUs and MOU amendments affect approximately 26,000 authorized positions with an overall salary and benefits base of approximately \$4.1 billion in FY 2022-23 and \$3.3 billion in FY 2023-24. Our analysis finds that the MOUs will result in increased costs to the City of \$213.7 million (or 5.2%) of base wage and benefit cost in FY 2022-23 and \$320.4 million (or 9.7%) of base wage and benefit cost in FY 2023-24. Approximately 60% 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. Wage increases in FY 2023-24 could be delayed if the Joint Report projects a budget deficit greater than \$300 million. These cost estimates assume that those increases will take place as scheduled. If the increases were delayed, the estimated cost would be reduced to approximately \$231.3 million in FY 2023-24. 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,

  
Ben Rosenfield  
Controller

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

## Attachment A

Combined Costs for All MOUs and Amendments		FY 2022-23	FY 2023-24
Wages	\$	159,250,000	\$ 253,814,000
Wage-Related Fringe Benefits		36,490,000	59,965,000
Premiums		16,665,000	5,316,000
Other Benefits		1,292,000	1,306,000
<b>MOU Total</b>		<b>\$ 213,697,000</b>	<b>\$ 320,401,000</b>
<i>% of Wage and Benefits Base</i>		<i>5.21%</i>	<i>9.66%</i>

### Union Detail

File Number Union

220566	San Francisco Building Inspectors' Association	FY 2022-23	FY 2023-24
	Wages	\$ 500,000	\$ 862,000
	Wage-Related Fringe Benefits	123,000	213,000
	Acting Assignment Pay	10,000	10,000
	Life Insurance	3,000	3,000
<b>Union Total</b>		<b>\$ 636,000</b>	<b>\$ 1,088,000</b>
<i>% of Wage and Benefits Base</i>		<i>5.35%</i>	<i>9.16%</i>

220567	Crafts Coalition	FY 2022-23	FY 2023-24
	Wages	\$ 2,465,000	\$ 4,248,000
	Wage-Related Fringe Benefits	602,000	1,038,000
	Lead Worker Pay	42,000	42,000
	Dispatch Premium	26,000	27,000
	Safety Equipment and Shoes	20,000	20,000
	Crane Certification	4,000	4,000
	Protective Equipment	3,000	3,000
	Underwater Pay	4,000	4,000
	Jackets	1,000	1,000
<b>Union Total</b>		<b>\$ 3,167,000</b>	<b>\$ 5,387,000</b>
<i>% of Wage and Benefits Base</i>		<i>5.42%</i>	<i>9.22%</i>

220568	San Francisco Deputy Probation Officers' Association	FY 2022-23	FY 2023-24
	Wages	\$ 746,000	\$ 1,286,000
	Wage-Related Fringe Benefits	304,000	524,000
	Training Officer Premium	11,000	12,000
	Acting Assignment Pay	3,000	3,000
	Badge Retirement	1,000	1,000
<b>Union Total</b>		<b>\$ 1,065,000</b>	<b>\$ 1,826,000</b>
<i>% of Wage and Benefits Base</i>		<i>5.32%</i>	<i>9.13%</i>

220569	Deputy Sheriffs' Association	FY 2022-23	FY 2023-24
	Wages	\$ 6,239,000	\$ 10,753,000
	Wage-Related Fringe Benefits	1,996,000	3,440,000
	Longevity Pay	2,141,000	2,195,000
	POST Pay	243,000	265,000

Union Total \$ 10,619,000 \$ 16,653,000  
 % of Wage and Benefits Base 6.77% 10.62%

220570	San Francisco District Attorney Investigators' Association	FY 2022-23	FY 2023-24
	Wages	\$ 289,000	\$ 499,000
	Wage-Related Fringe Benefits	76,000	131,000
	POST Certification Premium	30,000	33,000
	<b>Union Total</b>	<b>\$ 395,000</b>	<b>\$ 663,000</b>
	<i>% of Wage and Benefits Base</i>	<i>5.67%</i>	<i>9.52%</i>

220571	International Brotherhood of Electrical Workers, Local 6	FY 2022-23	FY 2023-24
	Wages	\$ 2,133,000	\$ 3,676,000
	Wage-Related Fringe Benefits	505,000	870,000
	Job Class Equity Adjustments	794,000	1,295,000
	Lead Worker Pay	43,000	43,000
	Life Insurance	14,000	14,000
	Severance Pay	7,000	7,000
	Waste Water Premium	6,000	6,000
	Height Premium	5,000	5,000
	Shoes and Clothing	3,000	3,000
	Underwater Pay	1,000	1,000
	Correctional Facility Premium	1,000	1,000
	Paid Meals	0	0
	<b>Union Total</b>	<b>\$ 3,512,000</b>	<b>\$ 5,921,000</b>
	<i>% of Wage and Benefits Base</i>	<i>6.99%</i>	<i>11.79%</i>

220572	International Federation of Professional and Technical Engineers, Local 21	FY 2022-23	FY 2023-24
	Wages	\$ 33,479,000	\$ 57,700,000
	Wage-Related Fringe Benefits	8,336,000	14,366,000
	Job Class Equity Adjustments	4,557,000	7,615,000
	Job Class Step Adjustments	492,000	518,000
	Advanced Certification	93,000	93,000
	Lead Person Pay	45,000	45,000
	Protective Clothing	40,000	40,000
	Physician Assistant Parity	36,000	37,000
	<b>Union Total</b>	<b>\$ 47,078,000</b>	<b>\$ 80,414,000</b>
	<i>% of Wage and Benefits Base</i>	<i>5.91%</i>	<i>10.10%</i>

220573	Laborers International Union, Local 261	FY 2022-23	FY 2023-24
	Wages	\$ 4,836,000	\$ 8,334,000
	Wage-Related Fringe Benefits	1,172,000	2,020,000
	Job Class Equity Adjustments	203,000	404,000
	Night Shift Premium	53,000	58,000
	Life Insurance	51,000	51,000
	Protective Clothing	48,000	48,000
	Lead Worker Pay	39,000	39,000
	Bilingual Pay	33,000	33,000
	Tuition Expenses	8,000	8,000
	Work Clothing	3,000	3,000

Union Total \$ 6,446,000 \$ 10,998,000  
 % of Wage and Benefits Base 5.63% 9.61%

220574	Machinists Union, Local 1414	FY 2022-23	FY 2023-24
	Wages	\$ 1,179,000	\$ 2,032,000
	Wage-Related Fringe Benefits	284,000	490,000
	Job Class Equity Adjustments	192,000	199,000
	Lead Person Premium	5,000	5,000
	Heavy Equipment Premium	3,000	3,000
	Auxilliary Premium - Abolished	(28,000)	(28,000)
	<b>Union Total</b>	<b>\$ 1,635,000</b>	<b>\$ 2,701,000</b>
	<i>% of Wage and Benefits Base</i>	<i>5.87%</i>	<i>9.69%</i>

220575	Municipal Attorney's Association	FY 2022-23	FY 2023-24
	Wages	\$ 5,190,000	\$ 8,946,000
	Wage-Related Fringe Benefits	1,223,000	2,107,000
	Lead Person Pay Pilot	429,000	429,000
	Professional Services Reimbursement	268,000	268,000
	Standby Pay	19,000	19,000
	Severance Pay	4,000	4,000
	<b>Union Total</b>	<b>\$ 7,133,000</b>	<b>\$ 11,773,000</b>
	<i>% of Wage and Benefits Base</i>	<i>5.84%</i>	<i>9.64%</i>

220576	Municipal Executives Association	FY 2022-23	FY 2023-24
	Wages	\$ 11,385,000	\$ 19,623,000
	Wage-Related Fringe Benefits	2,714,000	4,677,000
	Long-Term Disability	145,000	291,000
	Acting Assignment Pay	114,000	125,000
	Training Expenses	50,000	50,000
	SFERS CEO Bonus	27,000	0
	Sheriffs' Retention Pay	25,000	26,000
	Uniform Allowance	11,000	3,000
	POST Premium	10,000	11,000
	<b>Union Total</b>	<b>\$ 14,481,000</b>	<b>\$ 24,806,000</b>
	<i>% of Wage and Benefits Base</i>	<i>5.39%</i>	<i>9.24%</i>

220577	Operating Engineers, Local 3	FY 2022-23	FY 2023-24
	Wages	\$ 351,000	\$ 605,000
	Wage-Related Fringe Benefits	84,000	144,000
	Uniforms	12,000	12,000
	<b>Union Total</b>	<b>\$ 447,000</b>	<b>\$ 761,000</b>
	<i>% of Wage and Benefits Base</i>	<i>5.40%</i>	<i>9.20%</i>

220578	Supervising Probation Officers	FY 2022-23	FY 2023-24
	Wages	\$ 198,000	\$ 342,000
	Wage-Related Fringe Benefits	91,000	157,000
	Instructor Premium - Firearms	6,000	6,000
	Instructor Premium - Other Specialized Training	2,000	2,000
	<b>Union Total</b>	<b>\$ 297,000</b>	<b>\$ 507,000</b>
	<i>% of Wage and Benefits Base</i>	<i>5.39%</i>	<i>9.20%</i>

220579	<b>San Francisco City Workers United</b>		FY 2022-23		FY 2023-24
	Wages	\$	552,000	\$	951,000
	Wage-Related Fringe Benefits		136,000		234,000
	Lead Person Pay		23,000		23,000
	Life Insurance		6,000		6,000
	Height Worker Pay		3,000		3,000
			<b>Union Total \$</b>	<b>\$</b>	<b>1,217,000</b>
			<i>% of Wage and Benefits Base</i>		<i>9.29%</i>
220580	<b>Sheriffs' Managers &amp; Supervisors Association</b>		FY 2022-23		FY 2023-24
	Wages	\$	1,202,000	\$	2,071,000
	Wage-Related Fringe Benefits		508,000		875,000
	Job Class Equity Adjustments		424,000		440,000
	Uniform Allowance		16,000		16,000
			<b>Union Total \$</b>	<b>\$</b>	<b>3,402,000</b>
			<i>% of Wage and Benefits Base</i>		<i>10.45%</i>
220581	<b>Service Employees International Union, Local 1021</b>		FY 2022-23		FY 2023-24
	Wages	\$	55,291,000	\$	95,292,000
	Wage-Related Fringe Benefits		13,486,000		23,242,000
	Job Class Equity Adjustments		407,000		422,000
	Longevity Pay		1,190,000		1,190,000
	Step Adjustments		384,000		1,548,000
	Training Program		200,000		200,000
	Emergency Department Premium		196,000		206,000
	Uniform Allowance		170,000		73,000
	Radiology Technician Pay		153,000		204,000
			<b>Union Total \$</b>	<b>\$</b>	<b>122,377,000</b>
			<i>% of Wage and Benefits Base</i>		<i>9.34%</i>
220582	<b>International Union of Operating Engineers Stationary Engineers, Local 39</b>		FY 2022-23		FY 2023-24
	Wages	\$	4,225,000	\$	7,281,000
	Wage-Related Fringe Benefits		1,024,000		1,764,000
	Certification Premium		69,000		76,000
	Uniforms		54,000		54,000
	Lead Person Pay		29,000		29,000
	Life Insurance		27,000		27,000
	Correctional Facility Premium		12,000		12,000
	City Distribution Division Premium		12,000		12,000
	Cable Maintenance Mechanic Premium		1,000		1,000
	Diver Premium		0		0
			<b>Union Total \$</b>	<b>\$</b>	<b>9,256,000</b>
			<i>% of Wage and Benefits Base</i>		<i>9.26%</i>
220583	<b>Teamsters, Local 856 (Multi-Unit)</b>		FY 2022-23		FY 2023-24
	Wages	\$	560,000	\$	965,000
	Wage-Related Fringe Benefits		154,000		266,000
	Floating Holiday		52,000		52,000
	Standby Pay		22,000		23,000
	In-Charge Assignment Pay		3,000		3,000

	Safety Glasses		1,000		1,000
	Field Training Officer Pay		1,000		1,000
	Lead Person Pay for 7444		0		0
		<b>Union Total \$</b>	<b>793,000</b>	<b>\$</b>	<b>1,311,000</b>
		<i>% of Wage and Benefits Base</i>	<i>5.83%</i>		<i>9.64%</i>
220584	<b>Teamsters Local 856: Supervising Registered Nurses</b>		FY 2022-23		FY 2023-24
	Wages	\$	1,678,000	\$	2,892,000
	Wage-Related Fringe Benefits		386,000		666,000
	Standby and On-Call Pay		136,000		148,000
		<b>Union Total \$</b>	<b>2,200,000</b>	<b>\$</b>	<b>3,706,000</b>
		<i>% of Wage and Benefits Base</i>	<i>5.59%</i>		<i>9.42%</i>
220585	<b>Transport Workers Union of America, Local 200</b>		FY 2022-23		FY 2023-24
	Wages	\$	204,000	\$	351,000
	Wage-Related Fringe Benefits		49,000		85,000
		<b>Union Total \$</b>	<b>253,000</b>	<b>\$</b>	<b>436,000</b>
		<i>% of Wage and Benefits Base</i>	<i>5.25%</i>		<i>9.04%</i>
220586	<b>Transport Workers Union of America, Local 250-A (7410)</b>		FY 2022-23		FY 2023-24
	Wages	\$	252,000	\$	434,000
	Wage-Related Fringe Benefits		58,000		100,000
	Step Adjustments		16,000		32,000
	Uniform Allowance		6,000		6,000
	Lead Person Premium		0		0
		<b>Union Total \$</b>	<b>332,000</b>	<b>\$</b>	<b>572,000</b>
		<i>% of Wage and Benefits Base</i>	<i>5.63%</i>		<i>9.69%</i>
220587	<b>Transport Workers Union of America, Local 250-A (Multi-Unit)</b>		FY 2022-23		FY 2023-24
	Wages	\$	659,000	\$	1,135,000
	Wage-Related Fringe Benefits		165,000		285,000
	Lead Person Pay		15,000		15,000
	Life Insurance		5,000		5,000
		<b>Union Total \$</b>	<b>844,000</b>	<b>\$</b>	<b>1,440,000</b>
		<i>% of Wage and Benefits Base</i>	<i>5.38%</i>		<i>9.17%</i>
220588	<b>United Association of Journeymen and Apprentices - Plumbing and Fitting Industry, Local 38</b>		FY 2022-23		FY 2023-24
	Wages	\$	2,095,000	\$	3,611,000
	Wage-Related Fringe Benefits		500,000		861,000
	Job Class Equity Adjustments		494,000		1,040,000
	Lead Person Pay		36,000		36,000
	Uniforms		14,000		14,000
		<b>Union Total \$</b>	<b>3,139,000</b>	<b>\$</b>	<b>5,562,000</b>
		<i>% of Wage and Benefits Base</i>	<i>6.35%</i>		<i>11.25%</i>
220589/ 220590	<b>Union of American Physicians and Dentists</b>		FY 2022-23		FY 2023-24
	Wages	\$	3,117,000	\$	5,373,000
	Wage-Related Fringe Benefits		708,000		1,221,000
	Step Adjustments		24,000		0

	Acting Assignment Pay	24,000	25,000
	Equipment - Loupes	18,000	18,000
	<b>Union Total</b>	<b>\$ 3,891,000</b>	<b>\$ 6,637,000</b>
	<i>% of Wage and Benefits Base</i>	<i>5.34%</i>	<i>9.11%</i>
220591	<b>Unrepresented Employees</b>	FY 2022-23	FY 2023-24
	Wages	\$ 463,000	\$ 798,000
	Wage-Related Fringe Benefits	110,000	189,000
	<b>Union Total</b>	<b>\$ 573,000</b>	<b>\$ 987,000</b>
	<i>% of Wage and Benefits Base</i>	<i>5.25%</i>	<i>9.05%</i>
220592/ 220593	<b>Fire Fighters Union Local 798</b>	FY 2022-23	
	Wages	\$ 6,449,000	
	Wage-Related Fringe Benefits	1,082,000	
	<b>Union Total</b>	<b>\$ 7,531,000</b>	
	<i>% of Wage and Benefits Base</i>	<i>2.00%</i>	
220594	<b>San Francisco Police Officers Association</b>	FY 2022-23	
	Wages	\$ 3,397,000	
	Wage-Related Fringe Benefits	594,000	
	Retention Pay	11,335,000	
	Step Adjustments	1,837,000	
	<b>Union Total</b>	<b>\$ 17,163,000</b>	
	<i>% of Wage and Benefits Base</i>	<i>4.30%</i>	
220595	<b>Municipal Executives' Association - Police</b>	FY 2022-23	
	Wages	\$ 43,000	
	Wage-Related Fringe Benefits	8,000	
	Retention Pay	144,000	
	<b>Union Total</b>	<b>\$ 195,000</b>	
	<i>% of Wage and Benefits Base</i>	<i>3.85%</i>	
220596	<b>Municipal Executives' Association - Fire</b>	FY 2022-23	
	Wages	\$ 60,000	
	Wage-Related Fringe Benefits	12,000	
	<b>Union Total</b>	<b>\$ 72,000</b>	
	<i>% of Wage and Benefits Base</i>	<i>2.00%</i>	
220597	<b>Committee Interns and Residents</b>	FY 2022-23	FY 2023-24
	N/A		
	<b>Union Total</b>	<b>\$ 0</b>	<b>\$ 0</b>
	<i>% of Wage and Benefits Base</i>	<i>0.0%</i>	<i>0.0%</i>
220598	<b>Citywide Amendment</b>	FY 2021-22	
	Floating and In-Lieu Holiday Balance Carryforward	\$ 0	
	<b>Total</b>	<b>\$ 0</b>	
	<i>% of Wage and Benefits Base</i>	<i>0.0%</i>	

Note: The provisions listed above are only those that entail a cost to the City. If a provision above shows no cost, it has an estimated cost of less than \$500.

## Attachment B

In accordance with Ordinance 92-94, I submit a cost analysis of 26 MOUs, one Letter of Agreement, and six MOU amendments between the City and County of San Francisco and various Unions representing employee bargaining units. The attached analysis reviews the MOUs and the amendments listed below:

- 220566 – Building Inspectors' Association
- 220567 – Crafts Coalition
- 220568 – Deputy Probation Officers' Association
- 220569 – Deputy Sheriffs' Association
- 220570 – District Attorney Investigators' Association
- 220571 – IBEW, Local 6
- 220572 – IFPTE, Local 21
- 220573 – Laborers International Union, Local 261
- 220574 – Machinists Union, Local 1414
- 220575 – Municipal Attorneys Association
- 220576 – Municipal Executives Association
- 220577 – Operating Engineers Local Union No. 3
- 220578 – Operating Engineers Local Union No. 3 Supervising Probation Officers
- 220579 – San Francisco City Workers United Painters
- 220580 – Sheriffs' Managers & Supervisors Association
- 220581 – SEIU, Local 1021
- 220582 – Operating Engineers Stationary Engineers, Local 39
- 220583 – Teamsters, Local 856 (Multi-Unit)
- 220584 – Teamsters, Local 856: Supervising Registered Nurses
- 220585 – Transport Workers Union of America, AFL-CIO, Local 200
- 220586 – Transport Workers, Local 250-A Automotive Service Workers (7410)
- 220587 – Transport Workers, Local 250-A Multi-Unit
- 220588 – United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 38
- 220589 – Union of American Physicians and Dentists, Unit 17
- 220590 – Union of American Physicians and Dentists, Unit 18
- 220591 – Unrepresented Employees
- 220592 – Fire Fighters Union Local 798, Unit 2
- 220593 – Fire Fighters Union Local 798, Unit 1
- 220594 – San Francisco Police Officers Association
- 220595 – Municipal Executives' Association - Police
- 220596 – Municipal Executives' Association - Fire
- 220597 – Committee Interns and Residents
- 220598 – Citywide Amendment



The MOUs and MOU amendments affect approximately 26,000 authorized positions with an overall salary and benefits base of approximately \$4.1 billion in FY 2022-23 and \$3.3 billion in FY 2023-24. Our analysis finds that the MOUs will result in increased costs to the City of \$213.7 million (or 5.2%) of base wage and benefit cost in FY 2022-23 and \$320.4 million (or 9.7%) of base wage and benefit cost in FY 2023-24. Approximately 60% 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. Wage increases in FY 2023-24 could be delayed if the Joint Report projects a budget deficit greater than \$300 million. These cost estimates assume that those increases will take place as scheduled. If the increases were delayed, the estimated cost would be reduced to approximately \$231.3 million in FY 2023-24. See Attachments A and B for a detailed listing and analysis of costs for the affected MOUs.

The MOUs share the following key provisions:

- **Citywide Wage Increases.** With the exception of the four Safety Unions, the MOUs increase base wages by 5.25% on July 1, 2022; 2.50% on July 1, 2023; and 2.25% on January 6, 2024. As noted above, the increases in fiscal year 2023-24 could be delayed by six months if the Joint Report projects a budget deficit of greater than \$300 million. The amendments for the Fire Fighters and Police Officers Association MOUs increase wages 2.00% and 1.00%, respectively, on July 1, 2022.
- **Job Class Equity Adjustments.** Six 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 220566 – Building Inspectors’ Association**

The MOU affects 62 authorized positions with a base salary of \$8.9 million and an overall pay and benefits base of about \$11.9 million. We project the MOU will increase costs to the City by \$0.6 million in FY 2022-23 and \$1.1 million in FY 2023-24. About 98% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. There are small costs associated with an increase in acting assignment and a life insurance provision.

**File Number 220567 – Crafts Coalition**

The MOU affects 413 authorized positions with a base salary of \$43.3 million and an overall pay and benefits base of about \$58.2 million. We project the MOU will increase costs to the City by \$3.2 million in FY 2022-23 and \$5.4 million in FY 2023-24. About 97% 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 increases in lead worker pay and the dispatch premium as well as various safety equipment.

**File Number 220568 – Deputy Probation Officers' Association**

The MOU affects 116 authorized positions with a base salary of \$14.0 million and an overall pay and benefits base of about \$20.0 million. We project the MOU will increase costs to the City by \$1.1 million in FY 2022-23 and \$1.8 million in FY 2023-24. About 99% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. There are small costs associated with increases in the training premium and acting assignment pay.

**File Number 220569 – Deputy Sheriffs' Association**

The MOU affects 725 authorized positions with a base salary of \$88.4 million and an overall pay and benefits base of about \$156.9 million. We project the MOU will increase costs to the City by \$10.6 million in FY 2022-23 and \$16.7 million in FY 2023-24. About 78% 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 an increase in longevity and POST pay.

**File Number 220570 – District Attorney Investigators' Association**

The MOU affects 36 authorized positions with a base salary of \$5.2 million and an overall pay and benefits base of about \$7.0 million. We project the MOU will increase costs to the City by \$0.4 million in FY 2022-23 and \$0.7 million in FY 2023-24. About 92% 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 an increase in the POST certification premium.

**File Number 220571 – International Brotherhood of Electrical Workers, Local 6**

The MOU affects 837 authorized positions with a base salary of \$100.9 million and an overall pay and benefits base of about \$140.4 million. We project the MOU will increase costs to the City by \$3.5 million in FY 2022-23 and \$5.9 million in FY 2023-24. About 75% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. About 23% of the total

cost increase is due to equity adjustments in certain job classes. The remainder of the cost is due to increases in various premiums and life insurance.

**File Number 220572 – International Federation of Professional and Technical Engineers, Local 21**

The MOU affects 4,705 authorized positions with a base salary of \$629.0 million and an overall pay and benefits base of about \$796.5 million. We project the MOU will increase costs to the City by \$47.1 million in FY 2022-23 and \$80.4 million in FY 2023-24. 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 almost entirely to equity adjustments and extended steps in certain job classes.

**File Number 220573 – Laborers International Union, Local 261**

The MOU affects 1,303 authorized positions with a base salary of \$85.7 million and an overall pay and benefits base of about \$114.4 million. We project the MOU will increase costs to the City by \$6.4 million in FY 2022-23 and \$11.0 million in FY 2023-24. 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 increases in various premiums and life insurance.

**File Number 220574 – Machinists Union, Local 1414**

The MOU affects 465 authorized positions with a base salary of \$49.6 million and an overall pay and benefits base of about \$70.1 million. We project the MOU will increase costs to the City by \$1.6 million in FY 2022-23 and \$2.7 million in FY 2023-24. 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 almost entirely to equity adjustments in certain job classes. In addition, there is a small savings from abolishing the auxiliary premium.

**File Number 220575 – Municipal Attorneys Association**

The MOU affects 428 authorized positions with a base salary of \$98.1 million and an overall pay and benefits base of about \$122.2 million. We project the MOU will increase costs to the City by \$7.1 million in FY 2022-23 and \$11.8 million in FY 2023-24. 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 a pilot on a lead person pay premium and reimbursement for professional services.

**File Number 220576 – Municipal Executives Association**

The MOU affects 1,354 authorized positions with a base salary of \$240.8 million and an overall pay and benefits base of about \$298.5 million. We project the MOU will increase costs to the City by \$14.5 million in FY 2022-23 and \$24.8 million in FY 2023-24. About 97% 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 increases in long-term disability insurance, acting assignment pay, and training expenses. There is also a one-time bonus for the CEO of SFERS.

**File Number 220577 – Operating Engineers Local Union No. 3**

The MOU affects 50 authorized positions with a base salary of \$6.0 million and an overall pay and benefits base of about \$8.3 million. We project the MOU will increase costs to the City by \$0.5 million in FY 2022-23 and \$0.8 million in FY 2023-24. About 97% 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 an increase in the uniform allowance.

**File Number 220578 – Operating Engineers Local Union No. 3 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 \$5.5 million. We project the MOU will increase costs to the City by \$0.3 million in FY 2022-23 and \$0.5 million in FY 2023-24. About 97% 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 instructor premiums.

**File Number 220579 – San Francisco City Workers United - Painters**

The MOU affects 100 authorized positions with a base salary of \$10.0 million and an overall pay and benefits base of about \$13.1 million. We project the MOU will increase costs to the City by \$0.7 million in FY 2022-23 and \$1.2 million in FY 2023-24. 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 mostly due to an increase in lead person pay.

**File Number 220580 – Sheriffs' Managers & Supervisors Association**

The MOU affects 108 authorized positions with a base salary of \$17.0 million and an overall pay and benefits base of about \$32.6 million. We project the MOU will increase costs to the City by \$2.2 million in FY 2022-23 and \$3.4 million in FY 2023-24. About 80% 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 adjustments in certain job classes.

**File Number 220581 – Service Employees International Union, Local 1021**

The MOU affects 11,625 authorized positions with a base salary of \$1,038.7 million and an overall pay and benefits base of about \$1,391.0 million. We project the MOU will increase costs to the City by \$71.5 million in FY 2022-23 and \$122.4 million in FY 2023-24. 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 mostly due to step and equity adjustments for certain job classes and increases in premiums.

**File Number 220582 – Operating Engineers Stationary Engineers, Local 39**

The MOU affects 613 authorized positions with a base salary of \$72.3 million and an overall pay and benefits base of about \$100.0 million. We project the MOU will increase costs to the City by \$5.5 million in FY 2022-23 and \$9.3 million in FY 2023-24. 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 various premiums, life insurance, and uniform allowance.

**File Number 220583 – Teamsters, Local 856 (Multi-Unit)**

The MOU affects 89 authorized positions with a base salary of \$10.1 million and an overall pay and benefits base of about \$13.6 million. We project the MOU will increase costs to the City by \$0.8 million in FY 2022-23 and \$1.3 million in FY 2023-24. 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 an increase in the number of floating holidays and an increase in various premiums.

**File Number 220584 – Teamsters, Local 856: Supervising Registered Nurses**

The MOU affects 119 authorized positions with a base salary of \$28.4 million and an overall pay and benefits base of about \$39.3 million. We project the MOU will increase costs to the City by \$2.2 million in FY 2022-23 and \$3.7 million in FY 2023-24. About 94% 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 standby and on-call pay.

**File Number 220585 – Transport Workers Union of America, AFL-CIO, Local 200**

The MOU affects 372 authorized positions with a base salary of \$44.1 million and an overall pay and benefits base of about \$61.9 million. We project the MOU will increase costs to the City by \$0.3 million in FY 2022-23 and \$0.4 million in FY 2023-24. One hundred percent of the total cost increase is attributable to the citywide wage increases in each year of the agreement.

**File Number 220586 – Transport Workers, Local 250-A Automotive Service Workers (7410)**

The MOU affects 133 authorized positions with a base salary of \$10.6 million and an overall pay and benefits base of about \$16.0 million. We project the MOU will increase costs to the City by \$0.3 million in FY 2022-23 and \$0.6 million in FY 2023-24. 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 an increase in the number of steps and an increase in the uniform allowance.

**File Number 220587 – Transport Workers, Local 250-A Multi-Unit**

The MOU affects 98 authorized positions with a base salary of \$12.5 million and an overall pay and benefits base of about \$15.7 million. We project the MOU will increase costs to the City by \$0.8 million in FY 2022-23 and \$1.4 million in FY 2023-24. About 98% 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 lead person pay and the provision of life insurance.

**File Number 220588 – United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 38**

The MOU affects 268 authorized positions with a base salary of \$33.9 million and an overall pay and benefits base of about \$49.4 million. We project the MOU will increase costs to the City by \$3.1 million in FY 2022-23 and \$5.6 million in FY 2023-24. About 83% 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 an equity pay adjustment to all job classes in the union.

**File Number 220589/220590 – American Physicians and Dentists, Unit 17 and Unit 18**

The MOU affects 187 authorized positions with a base salary of \$56.5 million and an overall pay and benefits base of about \$72.9 million. We project the MOU will increase costs to the City by \$3.9 million in FY 2022-23 and \$6.6 million in FY 2023-24. About 98% 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 extended steps in certain job classes and an increase in acting assignment pay.

**File Number 220591 – Unrepresented Employees**

The MOU affects 60 authorized positions with a base salary of \$8.8 million and an overall pay and benefits base of about \$10.9 million. We project the MOU will increase costs to the City by \$0.6 million in FY 2022-23 and \$1.0 million in FY 2023-24. One hundred percent of the total cost increase is attributable to the citywide wage increases in each year of the agreement.

**File Number 220592/220593 – Fire Fighters Union Local 798, Units 1 and 2**

The MOU affects 1,723 authorized positions with a base salary of \$240.0 million and an overall pay and benefits base of about \$376.5 million. We project the MOU will increase costs to the City by \$7.5 million in FY 2022-23. One hundred percent of the total cost increase is attributable to a wage increase occurring one year earlier than was planned in the current MOU.

**File Number 220594 – San Francisco Police Officers Association**

The MOU affects 2,149 authorized positions with a base salary of \$302.7 million and an overall pay and benefits base of about \$399.1 million. We project the MOU will increase costs to the City \$17.2 million in FY 2022-23. About 23% of the total cost increase is attributable to a wage increase occurring one year earlier than was planned in the current MOU. The remainder of the cost is due to increases to retention pay occurring one year earlier than was planned and adjustment to the step structure.

**File Number 220595 – Municipal Executives' Association – Police**

The MOU affects 15 authorized positions with a base salary of \$4.1 million and an overall pay and benefits base of about \$5.1 million. About 26% of the total cost increase is attributable to a wage increase occurring one year earlier than was planned in the current MOU. The remainder of the cost is due to increases in retention pay occurring one year earlier than was planned in the current MOU.

**File Number 220596 – Municipal Executives’ Association – Fire**

The MOU affects 10 authorized positions with a base salary of \$2.7 million and an overall pay and benefits base of about \$3.6 million. One hundred percent of the total cost increase is attributable to a wage increase occurring one year earlier than was planned in the current MOU.

**File Number 220597 – Committee Interns and Residents**

There are not costs associated with this letter of agreement.

**File Number 220598 – Citywide Amendment**

The Citywide MOU amendment allows for floating and in-lieu holiday balances to be carried forward into the following fiscal year. Although this is not expected to increase costs to the City in the current term of the MOUs, it could potentially increase costs in future fiscal years.



**From:** [Menard, Nicolas \(BUD\)](#)  
**To:** [Major, Erica \(BOS\)](#)  
**Cc:** [Rose, Harvey \(BUD\)](#); [Campbell, Severin \(BOS\)](#); [Guma, Amanda \(BOS\)](#); [Perkinson, Jessica \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [Goncher, Dan \(BUD\)](#)  
**Subject:** Re: Final Agenda for 06/02/2022 GAO  
**Date:** Thursday, May 26, 2022 5:15:16 PM  
**Attachments:** [2022.06.02 - GAO Agenda FINAL.pdf](#)

---

Thank you, Erica. We are not reporting on any items for next week's GAO meeting.

On May 26, 2022, at 3:49 PM, Major, Erica (BOS) <[erica.major@sfgov.org](mailto:erica.major@sfgov.org)> wrote:

Please find the final agenda for next week's GAO meeting. Please submit the required reports for inclusion to the files.

**ERICA MAJOR**

**Assistant Clerk**

Board of Supervisors

1 Dr. Carlton B. Goodlett Place, City Hall, Room 244 San Francisco, CA 94102

Phone: (415) 554-4441 | Fax: (415) 554-5163

[Erica.Major@sfgov.org](mailto:Erica.Major@sfgov.org) | [www.sfbos.org](http://www.sfbos.org)

**(VIRTUAL APPOINTMENTS)** To schedule a “virtual” meeting with me (on Microsoft Teams), please ask and I can answer your questions in real time.

*Due to the current COVID-19 health emergency and the Shelter in Place Order, the Office of the Clerk of the Board is working remotely while providing complete access to the legislative process and our services.*

Click [HERE](#) to complete a Board of Supervisors Customer Service Satisfaction form.

The [Legislative Research Center](#) provides 24-hour access to Board of Supervisors legislation, and archived matters since August 1998.

~~~~~

**Disclosures:** *Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors website or in other public documents that members of the public may inspect or copy.*

Member, Board of Supervisors  
District 3



City and County of San Francisco

**AARON PESKIN**

---

DATE: June 9, 2022

TO: Angela Calvillo  
Clerk of the Board of Supervisors

FROM: Supervisor Aaron Peskin, Chair, Rules Committee

RE: Rules Committee  
COMMITTEE REPORT

---

Pursuant to Board Rule 4.20, as Chair of the Rules Committee, I have deemed the following matter is of an urgent nature and request it be considered by the full Board at on Tuesday, June 14, 2022, as a Committee Report:

**220598 [Memorandum of Understanding - Citywide Amendment]**

Ordinance adopting and implementing an Amendment to the current Memorandums of Understanding and Collective Bargaining Agreements between the City and County of San Francisco and each of the Unions identified in Appendix A, providing for the carry forward to Fiscal Year 2022-2023 of all accrued in lieu and floating holidays to be effective June 30, 2022.

This matter will be heard at the Regular Rules Committee on Monday, June 13, 2022, at 10:00 a.m.

*/s/ Aaron Peskin*