

**AMENDMENT No. 1
TO THE 2016-2017 MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY AND COUNTY OF SAN FRANCISCO
AND
STAFF AND PER DIEM NURSES, SEIU LOCAL 1021**

The parties hereby agree to amend the Memorandum of Understanding as follows, subject to approval by the San Francisco Board of Supervisors:

III.A. SCHEDULES OF COMPENSATION

The schedules of compensation for all represented classifications of employment subject to the provisions of Section A8.403 of the Charter shall be increased as follows:

Effective July 1, 2016: 3.25% increase

Included in the pay issued on August 23, 2016, the City shall provide to each permanent employee in represented classifications who is employed as of August 12, 2016, a one-time lump sum payment equivalent to 0.75% of the regular paid hours (excluding P103 hours) that employee worked in fiscal year 2015-2016.

Effective July 1, 2017, represented employees will receive a base wage increase of 3%.

Effective July 1, 2018, represented employees will receive a base wage increase of 3%, except that if the March 2018 Joint Report, prepared by the Controller, the Mayor's Budget Director and the Board of Supervisors' Budget Analyst, projects a budget deficit for fiscal year 2018-2019 that exceeds \$200 million, then the base wage adjustment of 3% due on July 1, 2018, will be delayed by six (6) months and be effective the pay period including January 1, 2019.

All wage increases provided in this Agreement will commence at the start of the payroll period closest to the date specified for the wage increase, unless noted otherwise, and shall be rounded to the nearest **whole dollar bi-weekly** salary step of the range.

Rates for employees' classes are on a biweekly basis for a normal work schedule of five days per week, eight hours per day.

A Master's Degree level compensation rate for Class 2323 Clinical Nurse Specialist will be provided if the Civil Service Commission requires a Master's degree in an educational program accredited by the National League for Nursing or the American Public Health

Association in the appropriate clinical specialty area and the Master's degree and experience is included in the official class specifications and examination announcements.

Class 2830 Public Health Nurses

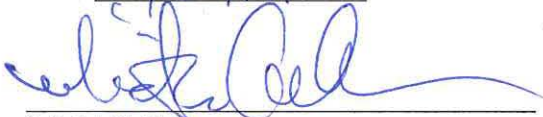
A Class 2830 Public Health Nurse will earn a premium of \$2.225/per hour above their regularly scheduled rate upon completion of six months of service at Step 6. Effective July 1, 2014, new hires into Class 2830 shall no longer be eligible for this \$2.225/per hour premium.

V.I.E. DURATION

This Agreement shall be effective July 1, 2016 and shall remain in full force and effect through June 30, 2017 **2019**. The parties agree that each will make every good faith effort to conclude a successor agreement on or before the expiration date noted.

FOR THE CITY

Date: 1/20/17



Micki Callahan
Human Resources Director

Date: 1-20-17



Suzanne R. Mason
Employee Relations Director

FOR THE UNION

Date: _____


John Stead-Mendez
Executive Director
SEIU, Local 1021

Date: _____

David Canham
SF Regional Director, SEIU Local 1021

APPROVED AS TO FORM:

Date: 1/20/17



Katharine Hobin Porter
Chief Labor Attorney