

File No. 240540

Committee Item No. 30

Board Item No. 27

COMMITTEE/BOARD OF SUPERVISORS

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Committee: Government Audit and Oversight

Date: June 6, 2024

Board of Supervisors Meeting:

Date: June 18, 2024

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Prepared by: Monique Crayton

Date: May 31, 2024

Prepared by: Monique Crayton

Date: June 7, 2024

Prepared by: _____

Date: _____

1 [Compensation for Unrepresented Employees]

2

3 **Ordinance fixing compensation for persons employed by the City and County of San**
4 **Francisco whose compensation is subject to the provisions of Section A8.409 of the**
5 **Charter, in job codes not represented by an employee organization, and establishing**
6 **working schedules and other terms and conditions of employment and methods of**
7 **payment effective July 1, 2024.**

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

12

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

14

15 Pursuant to Charter Section A8.409-1, the Mayor hereby proposes and the Board of
16 Supervisors approves the wages, hours, and other terms and conditions of employment set
17 forth herein to be applicable to all unrepresented job codes or positions of City employment.

18 Unless specifically noted, the following provisions are applicable to all employees
19 covered by this Ordinance, which includes Miscellaneous Unrepresented employees (unit
20 001) and Management Unrepresented employees (unit 002). As used in this Ordinance, the
21 term Appointing Officer shall include the Appointing Officer's designee, unless otherwise
22 specified. For informational purposes, a list of job codes designated as Miscellaneous
23 Unrepresented and Management Unrepresented is on file with the Clerk of the Board of
24 Supervisors in Board File No. 240540.

25

1 SECTION 1. GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

2 A. All terms and conditions of employment not covered under this Ordinance shall
3 continue to be subject to the City’s direction and control. Unless specifically addressed
4 herein, those terms and conditions of employment that are set forth in the Charter,
5 Administrative Code, Civil Service Rules, and City policies and procedures, shall apply to
6 employees covered by this Ordinance.

7 B. Nothing in this Ordinance shall have application to changes of Civil Service rules
8 and matters subject to the exclusive jurisdiction of the Civil Service Commission under
9 Charter Section A8.409-3, unless specifically approved by the Civil Service Commission,
10 except as such changes may affect compensation.

11
12 SECTION 2. WAGE RATES

13 A. The wage rates for job codes covered by this Ordinance for fiscal year 2024-
14 2025 shall be increased as follows:

15	Effective July 1, 2024:	1.50%
16	Effective January 4, 2025:	1.50%
17	Effective June 30, 2025:	1.00%

18 B. The 1283 – Director, Employee Relations Division Classification’s Pay Plan shall
19 be the same range of pay as the 0954 – Deputy Director IV Classification.

20 The 1282 – Manager, Employee Relations Division Classification’s Pay Plan
21 shall be the same range of pay as the 0932 – Manager IV Classification.

22 The 1281 – Senior Employee Relations Representative Classification’s Pay Plan
23 shall be the same range of pay as the 1824 – Principal Administrative Analyst Classification.

24 There shall be three additional five percent (5%) steps (Steps 6, 7 & 8) at the top of the range
25 for this classification. The Employee Relations Director may place employees in Step 6, 7 or

1 8, contingent upon the Employee Relations Director designating the employee as the principal
2 representative for a major employee group.

3 The Pay Plan for classifications 1280 – Employee Relations Representative and
4 9530 – Labor Relations Representative, SFMTA, shall be the same range of pay as the 1244
5 – Senior Personnel Analyst Classification. There shall also be three additional five percent
6 (5%) steps (Steps 1, 2 & 3) at the bottom of the range. The Employee Relations Director for
7 classification 1280, or Director of Transportation or designee for classification 9530, has the
8 discretion to place such employees in Steps 6, 7, or 8.

9 The 1293 – Human Resources Director Classification’s Pay Plan shall be the
10 same range of pay as the 0964 – Department Head IV Classification.

11 C. The 1682 – Controller Classification’s Pay Plan shall be the same range of pay
12 as the 0965 – Department Head V Classification.

13 D. The AB44 – Confidential Chief Attorney II Classification’s Pay Plan shall be five
14 percent (5%) above the top step of Classification 8193 Chief Attorney I.

15 E. The Port Commission shall determine the salary for the 9399 Port Director
16 Classification, pursuant to Charter Appendix B3.581(h).

17 G. All base wage calculations shall be rounded to the nearest whole dollar, bi-
18 weekly salary.

19
20 SECTION 3. INTERNAL ADJUSTMENT PROCESS

21 Upon request of an Appointing Officer, the Human Resources Director, with the
22 concurrence of the Controller, may approve internal salary adjustments for members of the
23 Management Unit (002), except for the Mayoral Staff classifications (0881-0905), based upon
24 the following:

25 A. Standards

1 The following shall be the standards for internal adjustments for the wage rates for a
2 particular job code:

- 3 1. The salary for the job code is below the prevailing wage level in the relevant
4 labor market as demonstrated by verifiable salary data; and/or
- 5 2. There is an ongoing and demonstrable recruitment and/or retention problem for
6 the job code; and/or
- 7 3. Traditional salary relationships, which continue to be justified, have been
8 substantially altered; and/or
- 9 4. The duties, responsibilities, and/or minimum requirements for a job code have
10 been altered significantly; and/or
- 11 5. Adjustment is necessary to maintain comparability with similarly-situated
12 employees in represented bargaining units.

13 B. Internal Adjustment Cap

14 Internal adjustment costs shall not exceed those offered to members of the City's
15 bargaining unit #32.

16
17 SECTION 4. ACTING ASSIGNMENT PAY

18 A. Employees assigned by the Appointing Officer to perform the full range of
19 essential functions of a position in a higher job code shall receive compensation at a higher
20 salary if all of the following conditions are met:

- 21 1. The assignment is in writing with copies to the Department of Human Resources
22 and Controller.
- 23 2. The assignment conforms to all Civil Service Commission Rules, policies and
24 procedures.
- 25 3. The position to which the employee is assigned is a budgeted position.

1 4. The employee is assigned to perform the duties of a higher job code for longer
2 than ten (10) consecutive working days, after which acting assignment pay shall be retroactive
3 to the first day of the assignment.

4 B. If each of the above criteria are met, and upon written approval by the
5 Appointing Officer an employee shall be paid one full salary step adjustment (approximately
6 5%) as acting assignment pay, provided that pay does not exceed the maximum step of the
7 salary grade of the job code to which the employee was temporarily assigned. Premiums
8 based on percent of salary shall be paid at a rate that includes acting assignment pay.

9 C. This provision does not govern requests for classification or reclassification
10 review.

11
12 SECTION 5. SUPERVISORY DIFFERENTIAL ADJUSTMENT

13 The Appointing Officer may adjust the compensation of a supervisory employee whose
14 compensation grade is set by this Ordinance subject to the following conditions:

15 A. The supervisor, as part of the regular responsibilities of his/her job code,
16 supervises, directs, is accountable for, and is in charge of the work of a subordinate or
17 subordinates.

18 B. The supervisor must actually supervise the technical content of subordinate
19 work and possess education and/or experience appropriate to the technical assignment.

20 C. The organization is a permanent one approved by the Appointing Officer, Board,
21 or Commission, where applicable, and is a matter of record based upon review and
22 investigation by the Department of Human Resources.

23 D. The job codes of both the supervisor and the subordinate are appropriate to the
24 organization and have a normal, logical relationship to each other in terms of their respective
25 duties and levels of responsibility and accountability in the organization.

1 E. The compensation grade of the supervisor is less than one full step
2 (approximately 5%) over the compensation grade, exclusive of extra pay, of the employee
3 supervised. In determining the compensation grade of a job code paid a flat rate, the City will
4 convert the flat rate to a bi-weekly rate; for the compensation rate of the flat rate job code, the
5 City shall use the compensation grade the top step of which is closest to the converted flat
6 rate.

7 F. The adjustment of the compensation grade of the supervisor shall not exceed
8 5% over the compensation, exclusive of extra pay, of the employee supervised. If the
9 application of this section adjusts the compensation grade of an employee in excess of the
10 employee's immediate supervisor, whose job code is also covered by this Ordinance, the pay
11 of such immediate supervisor shall be adjusted to an amount \$1.00 bi-weekly in excess of the
12 base rate of the supervisor's highest paid subordinate, provided that the other applicable
13 conditions of this section are also met.

14 G. In no event will the Appointing Officer approve a supervisory salary adjustment
15 in excess of two (2) full steps (approximately 10%) over the supervisor's current base
16 compensation, exclusive of extra compensation. If in the following fiscal year a salary inequity
17 continues to exist, the Appointing Officer may again review the circumstances and may grant
18 an additional salary adjustment not to exceed two (2) full steps (approximately 10%).

19 H. The compensation adjustment is retroactive to the date the employee became
20 eligible, but not earlier than the beginning of the current fiscal year.

21 I. The Human Resources Department may review any changes in the conditions
22 or circumstances that were and are relevant to the request for salary adjustment under this
23 section.

1 SECTION 6. SEVERANCE PAY

2 A. Except as provided in Subsection (B) below, exempt employees in Management
3 Unit (002) shall have the same thirty (30) day notice of release or pay in lieu of notice and
4 severance pay benefits as available to members of the City’s bargaining unit #32, subject to
5 the same terms and conditions on which notice/pay in lieu of notice and severance pay is
6 available to member of the City’s bargaining unit #32.

7 B. Employees in class AB44 Confidential Chief Attorney II shall have the same
8 thirty (30) day notice of release or pay in lieu of notice and severance pay benefits as
9 available to members of the City’s bargaining unit #31, subject to the same terms and
10 conditions on which notice/pay in lieu of notice and severance pay is available to member of
11 the City’s bargaining unit #31.

12
13 SECTION 7. PREMIUM PAY

14 All premiums and additional forms of compensation described in this Ordinance shall
15 be paid only for actual hours worked.

16 There shall be no pyramiding of premiums for purposes of compensation calculations.
17 Each premium shall be calculated on the base wage rate exclusive of any and all premiums,
18 benefits and other forms of additional compensation.

19
20 SECTION 8. APPOINTMENT AND ADVANCEMENT THROUGH SALARY STEPS

21 Appointing Officers may appoint employees to any step, at any time, in the salary
22 grade up to but not exceeding the maximum of the salary grade. If there are no steps within
23 the salary grade, the Appointing Officer may appoint employees to any place within the grade
24 at any time, providing that the placement does not exceed the salary grade maximum.

1 Employees who enter below the salary grade maximum may advance one step
2 following completion of one year required service. Further increments may accrue following
3 completion of the required service at this step and at each successive step.

4 An employee's scheduled step increase may be denied if the employee's performance
5 has been unsatisfactory to the City. The denial of a step increase is subject to the grievance
6 procedure; provided, however, that nothing in this section is intended to or shall make
7 performance evaluations subject to the grievance procedure.

8
9 SECTION 9. METHODS OF CALCULATION

10 A. Bi-Weekly. An employee whose compensation is fixed on a bi-weekly basis
11 shall be paid the bi-weekly salary for the position for work performed during the bi-weekly
12 payroll period. There shall be no compensation for time not worked unless such time off is
13 authorized time off with pay.

14 B. Per Diem or Hourly. An employee whose compensation is fixed on a per diem
15 or hourly basis shall be paid the daily or hourly rate for work performed during the bi-weekly
16 payroll period on a bi-weekly pay grade. There shall be no compensation for time not worked
17 unless such time off is authorized time off with pay.

18
19 SECTION 10. WORK SCHEDULES

20 A. REGULAR WORK SCHEDULES

21 1. Regular Work Day. Unless otherwise provided in this Ordinance, a regular
22 workday is a tour of duty of eight (8) hours of work completed within not more than twenty-four
23 (24) hours.

24 2. Regular Work Week. The Appointing Officer shall determine the work schedule
25 for employees. A regular work week is a tour of duty of five (5) worked days within a seven

1 (7) day period. However, employees who are moving from one shift or one work schedule to
2 another may be required to work in excess of five (5) working days in conjunction with
3 changes in their work shifts or schedules.

4 3. Employees shall receive no compensation when properly notified (2-hour notice)
5 that work applicable to the job code is not available because of inclement weather conditions,
6 shortage of supplies, traffic conditions, or other unusual circumstances. Employees who are
7 not properly notified and report to work and are informed no work applicable to the job code is
8 available shall be paid for a minimum of two (2) hours. Employees who have been
9 designated by their department as emergency personnel must report to work as scheduled
10 unless otherwise notified by the Appointing Officer. Employees who begin their shifts and are
11 subsequently relieved of duty due to the above reasons shall be paid a minimum of two (2)
12 hours, and for hours actually worked beyond two (2) hours, computed to the nearest one-
13 quarter hour.

14 B. ALTERNATE WORK SCHEDULES

15 The Appointing Officer may enter into cost equivalent alternate work schedules for
16 some or all employees covered by this Ordinance. Such alternate work schedules may
17 include, but are not limited to, core hours flex-time; full-time work weeks of less than five (5)
18 days; or a combination of features mutually agreeable to the parties. Such changes in the
19 work schedule shall not alter the basis for, nor entitlement to, receiving the same rights and
20 privileges as those provided to employees on five (5) day, forty (40) hour a week schedules.

21 C. VOLUNTARY REDUCED WORK WEEK

22 Subject to approval by the Appointing Officer, employees covered by this Ordinance
23 may voluntarily elect to work a reduced work week for a specified period of time. Such
24 reduced work week shall not be less than twenty (20) hours per week. Pay, vacation,
25

1 holidays and sick pay shall be reduced proportionately in accordance with any such reduced
2 work week.

3
4 SECTION 11. STANDBY PAY AND PAGER PAY

5 Employees who, as part of the duties of their positions are required by the Appointing
6 Officer to standby when normally off duty to be instantly available to be called in for immediate
7 emergency service for the performance of their regular duties, shall be paid ten percent (10%)
8 of their regular straight time rate of pay for the period of such standby service. When such
9 employees are called to perform their regular duties in emergencies during the period of such
10 standby service, they shall be paid while engaged in such emergency service the usual rate of
11 pay for such service.

12 The provisions authorizing standby pay do not apply to job codes designated by a "Z"
13 symbol.

14
15 SECTION 12. CALL BACK

16 Except for employees at remote locations where City supplied housing has been
17 offered, or who are otherwise being compensated, employees who are called back to work
18 locations following the completion of the work day and departure from their place of
19 employment shall be granted a minimum of four (4) hours pay at the applicable rate or shall
20 be paid for all hours actually worked at the applicable rate, whichever is greater. This section
21 shall not apply to employees who are called back to duty when on stand-by status.

22 Notwithstanding the general provisions of this section, call back pay shall not be
23 allowed in job codes designated by a "Z" symbol.

1 SECTION 13. OVERTIME COMPENSATION

2 A. Subject to sub-paragraphs (B) through (D) below, the Appointing Officer may
3 require employees to work longer than the regular work day or the regular work week. Any
4 time worked by an employee with proper authorization, exclusive of part-time employees, in
5 excess of forty (40) hours actually worked during a regular work week shall be designated as
6 overtime and shall be compensated at one-and-one-half times the base hourly rate.

7 B. Employees working in job codes who are designated as having a regular work
8 week of less than forty (40) hours shall not be entitled to overtime compensation for work
9 performed in excess of their specified regular hours until they exceed forty (40) hours of hours
10 actually worked per week. Overtime shall be calculated and paid on the basis of the total
11 number of straight time hours actually worked in a week. Overtime compensation so earned
12 shall be computed subject to all the provisions and conditions set forth herein.

13 C. Only legal holidays, listed in Section 15 ("Holidays"), shall count as hours
14 worked for the purposes of computing overtime.

15 D. Employees in non-"Z" designated job codes who are required to work overtime
16 shall be paid at a rate of one and one-half times their regular base rate. An employee may
17 elect to accrue Compensatory Time Off ("CTO") in lieu of overtime, provided that the
18 Appointing Officer approves that election. In no instance may an employee accrue more than
19 one hundred sixty (160) hours of CTO. Non-"Z" classified employees who are appointed to a
20 position in another department shall have their entire CTO balance paid out at the rate of the
21 underlying classifications prior to appointment. Non-"Z" classified employees who are
22 appointed to positions in a higher, non-"Z" designated classifications or who are appointed to
23 positions in a "Z" designated classifications shall have their entire CTO balance paid out at the
24 rate of the lower classifications prior to promotion.

25

1 E. Employees in job codes designated by a "Z" symbol shall not be paid for
2 overtime worked but may earn CTO at the rate of one hour for each hour worked in excess of
3 40 hour/week. The maximum amount of CTO that may be accrued is one hundred sixty (160)
4 hours with exception of class 1282 Manager Employee Relations for which the maximum
5 amount of CTO that may be accrued is one hundred (100) hours in a fiscal year. In lieu of
6 accruing CTO during the fiscal year, unrepresented department heads, the 1283 Director of
7 Employee Relations and employees in AB44 Confidential Chief Attorney II shall have the
8 same Management Leave benefit applicable to employees in job codes assigned to the EM
9 Group.

10
11 SECTION 14. FAIR LABOR STANDARDS ACT

12 To the extent that this Ordinance fails to afford employees the overtime or
13 compensatory time off benefits to which they are entitled under the Fair Labor Standards Act
14 ("FLSA"), this Ordinance authorizes and directs all City departments to ensure that their
15 employees receive, at a minimum, such FLSA benefits.

16
17 SECTION 15. HOLIDAYS

18 Except when normal operations require, or in an emergency, employees covered by
19 this Ordinance shall not be required to work on the following days hereby declared to be
20 holidays for such employees:

21 January 1 (New Year's Day)

22 the third Monday in January (Martin Luther King, Jr.'s Birthday)

23 the third Monday in February (President's Day)

24 the last Monday in May (Memorial Day)

25 June 19 (Juneteenth)

1 July 4 (Independence Day)
2 the first Monday in September (Labor Day)
3 the second Monday in October (Indigenous Peoples Day and Italian American Heritage
4 Day)
5 November 11 (Veteran's Day)
6 Thanksgiving Day
7 the day after Thanksgiving
8 December 25 (Christmas Day)
9 Provided however, that, if January 1, July 4, November 11 or December 25 falls on a
10 Sunday, the Monday following is a holiday.

11 In addition, included shall be any day declared to be a holiday by proclamation of the
12 Mayor after such day has heretofore been declared a holiday by the Governor of the State of
13 California or the President of the United States.

14 For those employees assigned to a work week of Monday through Friday, and in the
15 event a legal holiday falls on Saturday, the preceding Friday shall be observed as a holiday;
16 provided, however, that except where the Governor declares that such preceding Friday shall
17 be a legal holiday, each department head shall make provision for the staffing of public offices
18 under the department head's jurisdiction on such preceding Friday so that those public offices
19 may serve the public as provided in the Administrative Code Section 16.4. Those employees
20 who work on a Friday that is observed as a holiday in lieu of a holiday falling on Saturday shall
21 be allowed a day off in lieu thereof as scheduled by the Appointing Officer in the current fiscal
22 year. The City shall provide one week's advance notice to employees scheduled to work on
23 the observed holiday, except in cases of unforeseen operational needs.

24 The City shall accommodate religious belief or observance of employees as required
25 by law.

1 Employees are entitled to five (5) floating holidays totaling forty (40) hours (pro-rated
2 for eligible part-time employees), in each fiscal year to be taken on days selected by the
3 employee subject to prior scheduling approval of the Appointing Officer. Employees hired on
4 an as-needed, intermittent or seasonal basis shall not receive floating holidays. Floating
5 holidays may be taken in hourly increments up to and including the number of hours
6 contained in the employee's regular shift. Floating holidays shall be carried forward from one
7 fiscal year to the next. The number of floating holidays carried forward to a succeeding fiscal
8 year may not exceed the total number of floating holidays received in the previous fiscal year.
9 No compensation of any kind shall be earned or granted for floating holidays not taken.
10 Employees who have established initial eligibility for floating holidays and subsequently
11 separate from City employment, may, at the sole discretion of the Appointing Officer, be
12 granted to take off those floating holiday(s) to which the separating employee was eligible and
13 had not yet taken off. The number of floating holidays carried forward to a succeeding fiscal
14 year shall not exceed the total number of floating holidays received in the previous fiscal year.

15 Floating holidays are to be scheduled per mutual agreement, based on operational
16 needs of the department.

17

18 SECTION 16. HOLIDAY COMPENSATION FOR TIME WORKED

19 Employees required by their respective Appointing Officer to work on any of the
20 holidays specified in Section 15 or to substitute holidays excepting Fridays observed as
21 holidays in lieu of holidays falling on Saturday, shall be paid extra compensation of one (1)
22 additional day's pay at time and one-half (1-1/2) the usual rate in the amount of twelve (12)
23 hours pay for eight (8) hours worked or a proportionate amount if less than eight (8) hours
24 worked; provided, however, that at an employee's request and with the approval of the
25 Appointing Officer, an employee may be granted CTO in lieu of paid overtime.

1 Employees occupying positions that are exempt from the FLSA (Executive,
2 Administrative and Professional) shall not receive extra compensation for holiday work but
3 may be granted time off at the discretion of the Appointing Officer.
4

5 SECTION 17. HOLIDAYS FOR EMPLOYEES ON WORK SCHEDULES OTHER
6 THAN MONDAY THROUGH FRIDAY

7 A. Employees assigned to seven (7) day-operation departments or employees
8 working a five (5) day work week other than Monday through Friday shall be allowed another
9 day off if a holiday falls on one of their regularly scheduled days off.

10 B. Employees whose holidays are changed because of shift rotations shall be
11 allowed another day off if a legal holiday falls on one of their days off.

12 C. Employees required to work on a holiday that falls on a Saturday or Sunday
13 shall receive holiday compensation for work on that day. Holiday compensation shall not then
14 be additionally paid for work on the Friday preceding a Saturday holiday, nor on the Monday
15 following a Sunday holiday.

16 D. Sections (B) and (C) above shall apply to part-time employees on a pro-rata
17 basis. If the provisions of this section deprive an employee of the same number of legal
18 holidays that an employee receives who works Monday through Friday, the employee shall be
19 granted additional days off to equal such number of holidays. The designation of such days off
20 shall be by mutual agreement of the employee and the appropriate employer representative.
21 Such days off must be taken within the current or next fiscal year. In no event shall the
22 provisions of this section result in the employee receiving more or less holidays than an
23 employee on a Monday through Friday work schedule.
24
25

1 SECTION 18. HOLIDAY PAY FOR EMPLOYEES LAID OFF

2 An employee who is laid off at the close of business the day before a holiday who has
3 worked not less than five (5) previous consecutive workdays shall be paid for the holiday at
4 the employee's normal rate of compensation.

5
6 SECTION 19. EMPLOYEES NOT ELIGIBLE FOR HOLIDAY COMPENSATION

7 Persons employed for holiday work only, or persons employed on a part-time work
8 schedule that is less than twenty (20) hours in a bi-weekly pay period, or persons employed
9 on an intermittent part-time work schedule (not regularly scheduled), or persons employed on
10 as-needed, seasonal or project basis for less than six (6) months continuous service, or
11 persons on leave without pay status both immediately preceding and immediately following
12 the legal holiday shall not receive holiday pay.

13
14 SECTION 20. PART-TIME EMPLOYEES ELIGIBLE FOR HOLIDAYS

15 Part-time employees who regularly work a minimum of twenty (20) hours in a bi-weekly
16 pay period shall be entitled to holiday pay on a proportionate basis.

17 Regular full-time employees are entitled to 8/80 or 1/10 time off when a holiday falls in
18 a bi-weekly pay period, therefore, part-time employees, as defined in the immediately
19 preceding paragraph, shall receive a holiday based upon the ratio of 1/10 of the total hours
20 regularly worked in a bi-weekly pay period. The computation of holiday time off shall be
21 rounded to the nearest hour.

22 The proportionate amount of holiday time off shall be taken in the same fiscal year in
23 which the holiday falls. Holiday time off shall be taken at a time mutually agreeable to the
24 employee and the appropriate employer representative.

1 SECTION 21. IN-LIEU HOLIDAYS

2 A. Requests for in-lieu holidays shall be made to the appropriate management
3 representative within thirty (30) days after the holiday is earned and must be taken within the
4 fiscal year.

5 B. In-lieu holidays will be assigned by the Appointing Officer if not scheduled in
6 accordance with the procedures described herein.

7 C. An in-lieu holiday shall be carried over into the next fiscal year.

8
9 SECTION 22. PROBATIONARY PERIODS

10 Probationary periods shall be defined and administered by the Civil Service
11 Commission. All permanent civil service appointees shall serve a minimum of 2,080 hours
12 probationary period.

13 A probationary period may be extended by mutual written agreement between the
14 employee and the Appointing Officer.

15
16 SECTION 23. HEALTH AND WELFARE

17 The City's contributions to employee health, dental, and other insurance benefits will be
18 equivalent to those offered to members of the City's bargaining unit #32.

19 In addition, employees who are Health Services System members are eligible for one
20 (1) annual VDT examination and prescribed eyewear.

21
22 SECTION 24. RETIREMENT CONTRIBUTION

23 Employees in classifications covered by this Ordinance shall pay retirement
24 contributions as set forth in the San Francisco Charter.

1 The parties acknowledge that the San Francisco Charter establishes the levels, terms
2 and conditions of retirement benefits for members of the San Francisco City and County
3 Employees Retirement System (“SFERS”). The fact that the Ordinance does not specify that
4 a certain item of compensation is excluded from retirement benefits does not and should not
5 be construed to mean that SFERS includes the compensation when calculating retirement
6 benefits.

7

8 SECTION 25. PRE-RETIREMENT PLANNING SEMINAR

9 Subject to development, availability, and scheduling by SFERS, employees shall be
10 allowed not more than one (1) day to attend a pre-retirement planning seminar sponsored by
11 SFERS.

12 Employees must provide at least two (2) weeks advance notice of their desire to attend
13 a retirement planning seminar to the appropriate supervisor. An employee who has timely
14 requested release time shall be released from work to attend the seminar unless staffing
15 requirements or other department exigencies require the employee’s attendance at work on
16 the day or days such seminar is scheduled. Release time shall not be unreasonably withheld.
17 All such seminars must be located within the Bay Area.

18 This section shall not be subject to the grievance procedure.

19

20 SECTION 26. WORKER’S COMPENSATION AND RETURN TO WORK

21 The City will make a good faith effort to return employees who have sustained an
22 occupational injury or illness to temporary modified duty within the employee’s medical
23 restriction. Duties of the modified assignment may differ from the employee’s regular job
24 duties or from job duties regularly assigned to employees in the injured employee’s job code.
25 Where appropriate modified duty is not available within the employee’s job code, on the

1 employee's regular shift, and in the employee's department, the employee may be temporarily
2 assigned pursuant to this section to work in another job code, on a different shift, and/or in
3 another department, subject to the approval of the Appointing Officer. The decision to provide
4 modified duty and/or the impact of such decisions shall not be subject to grievance or
5 arbitration. Modified duty assignments may not exceed three (3) months. An employee
6 assigned to a modified duty assignment shall the regular base rate of pay and shall not be
7 eligible for any other additional compensation (premiums) or out of class assignment pay as
8 may be provided under this Ordinance.

9 An employee who is absent because of an industrial disability and who is receiving
10 Temporary Disability, Vocational Rehabilitation Maintenance Allowance, or State Disability
11 Insurance, may request to supplement the amount of disability indemnity payment with salary
12 to be charged against the employee's accumulated unused sick leave with pay credit balance,
13 CTO, vacation, or other paid leave as available, so as to equal the normal salary the
14 employee would have earned for the regular work schedule. Use of CTO for this purpose
15 requires approval from the employee's Appointing Officer.

16 An employee who wishes not to supplement, or who wishes to supplement with CTO or
17 vacation, must submit a written request to the Appointing Officer within seven (7) calendar
18 days following the first date of absence. Disability indemnity payments will be automatically
19 supplemented with sick pay credits (if the employee has sick pay credits and is eligible to use
20 them) to provide up to the employee's normal salary unless the employee makes an
21 alternative election as provided in this section.

22 Employee supplementation of worker's compensation payments to equal the full salary
23 the employee would have earned for the regular work schedule in effect when the worker's
24 compensation leave began shall be drawn only from an employee's paid leave credits
25

1 including vacation, sick leave, or other paid leave as available. An employee returning from
2 disability leave will accrue sick leave at the regular rate and not an accelerated rate.

3 Salary may be paid on regular time-rolls and charged against the employee's sick
4 leave with pay, vacation, or CTO credit balance during any period before the determination of
5 eligibility for disability indemnity payment without requiring a signed option by the employee.
6 Sick leave with pay, vacation, or CTO credits shall be used to supplement disability indemnity
7 pay at the minimum rate of one (1) hour units.

8 This section clarifies and supersedes any conflicting provisions of the Civil Service
9 Commission Rules that are within the Charter authority of the Board of Supervisors.

10
11 SECTION 27. STATE DISABILITY INSURANCE COVERAGE

12 Upon a statement by a majority of employees in a job code, or by the sole incumbent in
13 a single "A" position or by the majority of employees in a multi "A" position, requesting that
14 they be enrolled in the State Disability Program, the City shall take all necessary action to
15 enroll affected employees therein.

16
17 SECTION 28. COMPLIANCE WITH DISABILITY AND ANTI-DISCRIMINATION
18 STATUTES

19 This Ordinance shall be interpreted, administered, and applied in a manner that
20 complies with the provisions of federal, state, and local disability and anti-discrimination laws.
21 The City shall have the right to take whatever action it deems appropriate to ensure
22 compliance with such laws.

23 A complaint of discrimination may, at the option of the employee, be processed through
24 the grievance procedure of this Ordinance, or through the applicable Civil Service rules, the
25 City Administrative Code, and federal and state law. If the employee elects to pursue

1 remedies for discrimination complaints outside the grievance procedure of this Ordinance, that
2 election shall constitute a waiver of the right to pursue that complaint through the grievance
3 process under this Ordinance. To the extent permissible by law, if there is an election to
4 pursue the complaint through the grievance process under this Ordinance, that election shall
5 constitute a waiver of the right to pursue the complaint in other forums and the employee shall
6 be required to execute a written acknowledgement of the waiver in a form approved by the
7 City Attorney.

8

9 SECTION 29. TUITION REIMBURSEMENT

10 The City will allocate \$30,000 for the Tuition Reimbursement Program for employees
11 covered by this Ordinance. Employees covered by this Ordinance may be reimbursed up to a
12 maximum of \$2,500 for tuition, registration fees, books and other materials for internal or
13 external training programs that will enhance the employee's work skills, professional
14 conferences, professional association memberships and desired licenses relevant to the
15 employee's current classification. Tuition reimbursement must be approved by the employee's
16 Appointing Officer and be in accordance with procedures determined by the Human
17 Resources Director.

18 Subject to approval by the Appointing Officer and to the extent funds are available,
19 employees may utilize up to \$1,000 of the funds available to them under this section to pay for
20 the cost of reasonable and necessary travel and lodging for approved training. Travel
21 reimbursement rates shall be as specified in the Controller's current travel policy.

22 In addition, subject to the approval of the Appointing Officer, an employee may also be
23 reimbursed up to \$1,000 of the maximum funds available to them for the purchase of personal
24 electronic devices (e.g. smartphones, tablets), laptop computers, professional software, and
25 books and subscriptions for use in the performance of their City duties. Tuition

1 reimbursement must be approved by the employee's Appointing Officer and be in accordance
2 with procedures determined by the Human Resources Director.

3
4 SECTION 30. RENEWAL FEES FOR CERTIFICATIONS, LICENSES OR
5 REGISTRATIONS

6 When a certificate, license or registration is required by the Civil Service Commission
7 as a minimum qualification for City employment in a position covered by this Ordinance, the
8 City will reimburse the employee for the amount of the mandatory fee for the renewal of such
9 certificate, license or registration.

10
11 SECTION 31. BAR DUES

12 Full-time permanent exempt employees covered by this Ordinance who, as a condition
13 of employment, are required to be a member of the California State Bar shall be reimbursed
14 for annual mandatory minimum California State Bar dues, plus one subcommittee.

15
16 SECTION 32. LONGEVITY PAY FOR AB44 CONFIDENTIAL CHIEF ATTORNEY II

17 Due to the high level of responsibility required of AB44 Confidential Chief Attorney IIs,
18 represented AB44 attorneys who have five (5) consecutive years of service at the fifth step
19 shall receive a two percent (2%) wage increase. The City agrees that the wage increase
20 provided in this paragraph is a part of covered gross pay and, accordingly, is an element of
21 compensation counted toward a represented attorney's retirement under SFERS. For the
22 purposes of this section only, a represented attorney will be deemed to have five (5)
23 consecutive years of service at the fifth step even if the represented attorney's service at the
24 fifth step has been broken by a period of less than one (1) year due to the represented
25 attorney's service in another attorney job code in the City.

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SECTION 33. TRAINING, CAREER DEVELOPMENT AND INCENTIVES

Employees covered by this Ordinance shall be on paid status when assigned to attend required educational programs scheduled during normal working hours.

SECTION 34. LIFE INSURANCE

Upon becoming eligible to participate in the Health Service System under San Francisco Administrative Code Section 16.700, the City shall provide life insurance in the amount of \$50,000 for all employees covered by this Ordinance.

SECTION 35. SAFETY EQUIPMENT & PROTECTIVE CLOTHING

All employees covered by this Ordinance shall be provided with safety equipment and protective clothing in accordance with Cal-OSHA requirements and as deemed appropriate by and authorized by the Appointing Officer.

SECTION 36. PARENTAL LEAVE

Upon proper advance notification, employees covered by this Ordinance may be granted up to forty (40) hours parental leave per fiscal year, four (4) hours of which will be paid leave to participate in the activities of a school or licensed child day care facility of any of the employee's children. In addition, parental leave shall not exceed eight (8) hours in any calendar month of the year.

In order to qualify for parental leave, the employees must give reasonable notice to their immediate supervisors before taking the time off. The employee must provide written verification from the school or licensed child day care facility confirming that the employee participated in school/child care related activities on a specific date and at a particular time, if

1 requested by management. The employee may utilize either existing vacation, CTO, or
2 personal (unpaid) leave to account for absences qualifying for parental leave after the
3 employee has used the paid leave hours as provided above. If both of the child's parents are
4 employed by the City at the same worksite, the entitlement to a planned absence on parental
5 leave applies only to the parent who first gives notice.

6 Denial of parental leave under this section is not subject to the grievance process.

7
8 SECTION 37. MILEAGE REIMBURSEMENT

9 Covered employees shall be reimbursed at the Controller's certified rate per mile when
10 required to use their personal vehicle for City business.

11
12 SECTION 38. GRIEVANCE PROCEDURE

13 A. Definition:

14 A grievance shall be defined as any dispute that involves the interpretation or
15 application of this Ordinance. The grievance must state the circumstances about which the
16 grievant claims to be aggrieved, the section(s) of the Ordinance that the grievant believes
17 were violated, and the remedy or solution sought by the grievant.

18 B. General Provisions:

19 In no event shall a grievance include a claim for money relief for more than a thirty (30)
20 working day period before the grievant initiated the grievance.

21 If the supervisor or Appointing Officer fails to respond within the required time limits
22 specified in paragraph C below, the grievant may then present the grievance in writing to the
23 next higher step. If the grievant fails to present the grievance to the next higher step within
24 the required time limits, then the grievance is considered withdrawn.

1 The parties may extend the time limits set forth in this grievance procedure by mutual
2 written agreement.

3 Any deadline date under this section that falls on a Saturday, Sunday or a legal holiday
4 listed in Section 15 shall be continued to the next business day.

5 C. Procedure:

6 Step I Immediate Supervisor

7 An employee having a grievance must first discuss it with the employee's immediate
8 supervisor. The employee's immediate supervisor is the individual who immediately assigns,
9 reviews or directs the work of an employee.

10 If a solution to the grievance, satisfactory to the employee and immediate supervisor, is
11 not accomplished by the informal discussion, the employee may pursue the matter further.
12 The employee shall submit a written statement of the grievance to the immediate supervisor
13 within fifteen (15) calendar days of the facts or event giving rise to the grievance or within
14 fifteen (15) calendar days from such time as the employee should have known of the
15 occurrence thereof. The discussion with the supervisor described in the preceding paragraph
16 does not extend the time to submit the written grievance.

17 The immediate supervisor will make every effort to arrive at a prompt resolution by
18 investigating the issue. The supervisor shall respond within ten (10) calendar days.

19 Step II Department Head or Designee

20 If the employee is not satisfied with the decision rendered at Step 1, the employee shall
21 submit the grievance in writing to the department head or designee within fifteen (15) calendar
22 days of receiving notification of the Step 1 decision or the due date for the Step 1 decision.
23 The grievance shall include a specific description of the basis for the claim, the Ordinance
24 section(s) believed violated and the resolution desired, and an explanation of why the Step I
25 response is insufficient. The parties shall meet within fifteen (15) calendar days, unless a

1 mutually agreed upon alternative is established. The Appointing Officer shall, within fifteen
2 (15) calendar days of receipt of the written grievance, or within ten (10) calendar days of the
3 date the meeting is held, whichever comes later, respond in writing to the grievance,
4 specifying the reason(s) for concurring with or denying the grievance.

5 Step III Director, Employee Relations Division

6 If the employee is not satisfied with the decision of the Appointing Officers, the
7 employee shall submit the grievance to the Employee Relations Director within fifteen (15)
8 calendar days after receipt of the Appointing Officer's decision or the date that decision was
9 due. The employee shall state why the Step II response is insufficient.

10 The Employee Relations Director shall have thirty (30) calendar days after receipt of
11 the written grievance in which to review and seek resolution of the grievance and to render a
12 decision concurring with or denying the grievance. The Employee Relations Director's
13 decision shall be final and binding.

14
15 SECTION 39. PAPERLESS PAY POLICY

16 A. The Citywide Paperless Pay Policy will apply to all employees covered by this
17 Ordinance.

18 B. Under the policy, all employees shall be able to access their pay advices
19 electronically, and print them in a confidential manner. Employees without computer access
20 shall be able to receive hard copies of their pay advices through their payroll offices upon
21 request.

22 C. Under the policy, all employees (regardless of start date) will have two options for
23 receiving pay: direct deposit or pre-loaded bank card.

LEGISLATIVE DIGEST

[Compensation for Unrepresented Employees]

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, 2024.

Existing Law

Under Charter Section A8.409-1, 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 all unrepresented job codes or positions of City employment.

Amendments to Current Law

The proposed ordinance presents the Mayor's proposed wages, hours and other terms and conditions of employment applicable to all unrepresented job codes or positions of City employment for Fiscal Year 2024-2025.



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2024

Unrepresented Employees

Unrepresented Employees Job Codes Unit 001

001	Misc. Unrepresented Employees	1280	Employee Relations Representative	Z
001	Misc. Unrepresented Employees	1281	Senior Employee Relations Representative	Z
001	Misc. Unrepresented Employees	9530	Labor Relations Representative, SFMTA	Z
001	Misc. Unrepresented Employees	9531	Senior Labor Relations Representative, SFMTA	Z



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2024

Unrepresented Employees

Unrepresented Employees Job Codes Unit 002

002	Mgt. Unrepresented Employees	0881	Mayoral Staff I	N
002	Mgt. Unrepresented Employees	0882	Mayoral Staff II	N
002	Mgt. Unrepresented Employees	0883	Mayoral Staff III	Z
002	Mgt. Unrepresented Employees	0884	Mayoral Staff IV	Z
002	Mgt. Unrepresented Employees	0885	Mayoral Staff V	Z
002	Mgt. Unrepresented Employees	0886	Mayoral Staff VI	Z
002	Mgt. Unrepresented Employees	0887	Mayoral Staff VII	Z
002	Mgt. Unrepresented Employees	0888	Mayoral Staff VIII	Z
002	Mgt. Unrepresented Employees	0889	Mayoral Staff IX	Z
002	Mgt. Unrepresented Employees	0890	Mayoral Staff X	Z
002	Mgt. Unrepresented Employees	0891	Mayoral Staff XI	Z
002	Mgt. Unrepresented Employees	0892	Mayoral Staff XII	Z
002	Mgt. Unrepresented Employees	0901	Mayoral Staff XIII	Z
002	Mgt. Unrepresented Employees	0902	Mayoral Staff XIV	Z
002	Mgt. Unrepresented Employees	0903	Mayoral Staff XV	Z
002	Mgt. Unrepresented Employees	0904	Mayoral Staff XVI	Z
002	Mgt. Unrepresented Employees	0905	Mayoral Staff XVII	Z
002	Mgt. Unrepresented Employees	1282	Manager, Employee Relations Division	Z
002	Mgt. Unrepresented Employees	1283	Director, Employee Relations Division	Z
002	Mgt. Unrepresented Employees	1293	Human Resources Director	Z
002	Mgt. Unrepresented Employees	1682	Controller	Z
002	Mgt. Unrepresented Employees	9399	Port Director	Z
002	Mgt. Unrepresented Employees	9979	Labor and Employment Advisor	Z
002	Mgt. Unrepresented Employees	AB44	Confidential Chief Attorney II, (Civil & Criminal)	Z

City and County of San Francisco
Carol Isen
Human Resources Director



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

May 15, 2024

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
2024 MAY 15 PM 3:24
BY AK

1. Building Inspectors Association (July 1, 2024, through June 30, 2027)
2. Consolidated Crafts (July 1, 2024, through June 30, 2027)
3. Carpenters, Local 22 (July 1, 2024, through June 30, 2027)
4. Deputy Probation Officers' Association (July 1, 2024, through June 30, 2027)
5. Deputy Sheriffs' Association (July 1, 2024, through June 30, 2027)
6. District Attorney Investigators' Association (July 1, 2024, through June 30, 2027)
7. International Brotherhood of Electrical Workers, Local 6 (July 1, 2024, through June 30, 2027)
8. International Federation of Professional and Technical Engineers, Local 21 (July 1, 2024, through June 30, 2027)
9. The Laborers' International Union, Local 261 (July 1, 2024, through June 30, 2027)
10. Machinists Union, Local 1414 (July 1, 2024, through June 30, 2027)
11. Municipal Attorneys' Association (July 1, 2024, through June 30, 2027)
12. Municipal Executives' Association (July 1, 2024, through June 30, 2027)
13. Operating Engineers, Local 3 (July 1, 2024, through June 30, 2027)
14. Supervising Probation Officers (July 1, 2024, through June 30, 2027)
15. San Francisco City Workers United (July 1, 2024, through June 30, 2027)
16. San Francisco Sheriffs' Managers and Supervisors Association (July 1, 2024, through June 30, 2027)
17. Service Employees International Union, Local 1021, Citywide (July 1, 2024, through June 30, 2027)
18. Stationary Engineers, Local 39 (July 1, 2024, through June 30, 2027)
19. Teamsters, Local 856 (Multi-Unit) (July 1, 2024, through June 30, 2027)
20. Transport Workers Union 200 (July 1, 2024, through June 30, 2027)
21. Transport Workers Union 250-A (7410) (July 1, 2024, through June 30, 2027)
22. Transport Workers Union 250-A (Multi) (July 1, 2024, through June 30, 2027)
23. United Association of Plumbers and Pipefitters, Local 38 (July 1, 2024, through June 30, 2027)
24. Union of American Physicians and Dentists, Unit 17 (July 1, 2024, through June 30, 2027)
25. Union of American Physicians and Dentists, Unit 18 (July 1, 2024, through June 30, 2027)
26. Unrepresented Employees Ordinance (July 1, 2024, through June 30, 2025)
27. Amendment No. 1 to San Francisco Police Officers Association (July 1, 2023, through June 30, 2026)

Please find enclosed for each Memorandum of Understanding:

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

Angela Calvillo
May 15, 2024
Page 2 of 2

- 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 Amendment No. 1 to San Francisco Police Officers Association

- 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

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 6 or earlier.

Thank you.

Enclosures

cc: Carol Isen, Human Resources Director
Kate Howard, Managing Deputy Director, DHR
Mawuli Tugbenyoh, Deputy Director, Policy and External Affairs, DHR
Jonathan Rolnick, Chief Labor Attorney
Greg Wagner, 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
Monique Crayton, 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, Liaison to the Board of Supervisors
RE: Compensation for Unrepresented Employees
DATE: May 21, 2024

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, 2024.

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



TO: Angela Calvillo, Clerk of the Board of Supervisors; Aaron Peskin, President of the Board of Supervisors
FROM: Tom Paulino
RE: 30-day Waiver Request for Memorandums of Understanding (MOU)
DATE: May 21, 2024

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

MOU's

1. Ordinance adopting and implementing the Collective Bargaining Agreement between the City and County of San Francisco and the San Francisco Deputy Sheriffs' Association, to be effective July 1, 2024 through June 30, 2027.
2. Ordinance adopting and implementing the Collective Bargaining Agreement between the City and County of San Francisco and Service Employees International Union, Local 1021, to be effective July 1, 2024 through June 30, 2027.
3. Ordinance adopting and implementing the decision and award of the Arbitration Board under Charter Section A8.409-4, establishing the Collective Bargaining Agreement between the City and County of San Francisco and The International Brotherhood of Electrical Workers, Local 6, to be effective July 1, 2024 through June 30, 2027.
4. Ordinance adopting and implementing the decision and award of the Arbitration Board under Charter Section A8.409-4, establishing the Collective Bargaining Agreement between the City and County of San Francisco and The San Francisco District Attorney Investigators' Association, to be effective July 1, 2024 through June 30, 2027.
5. Ordinance adopting and implementing the decision and award of the Arbitration Board under Charter Section A8.590-4, establishing the Collective Bargaining Agreement between the City and County of San Francisco and the San Francisco Sheriffs' Managers and Supervisors Association, to be effective July 1, 2024 through June 30, 2027.
6. Ordinance adopting and implementing the Collective Bargaining Agreement between the City and County of San Francisco and the Transport Workers Union of America, AFL-CIO, Local 200, to be effective July 1, 2024 through June 30, 2027.
7. Ordinance adopting and implementing the Collective Bargaining Agreement between the City and County of San Francisco and the Transport Workers Union of America, AFL-CIO, Local 250-A, Automotive Service Workers (7410), to be effective July 1, 2024 through June 30, 2027.
8. Ordinance adopting and implementing the Collective Bargaining Agreement between the City and County of San Francisco and the Transport Workers Union, Local 250-A, Multi-Unit (Unit 28), to be effective July 1, 2024 through June 30, 2027.

9. Ordinance adopting and implementing the Collective Bargaining Agreement between the City and County of San Francisco and the Union of American Physicians and Dentists, Unit 17, to be effective July 1, 2024 through June 30, 2027.
10. Ordinance adopting and implementing the Collective Bargaining Agreement between the City and County of San Francisco and the Union of American Physicians and Dentists, Unit 18, to be effective July 1, 2024 through June 30, 2027.
11. Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Carpenters 46 Northern California Counties Conference Board, on behalf of the Northern California Carpenters Regional Council and its Affiliated Local Union, and Carpenters Local Union No. 22 (“Local 22”), and Pile Drivers, Divers, Carpenters, Bridge, Wharf and Dock Builders, Local Union No. 34 (collectively “Union”), to be effective July 1, 2024, through June 30, 2027.
12. 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 of LIUNA, Local 261; 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; Plasterers and Shophands, Local 66; United Union of Roofers, Waterproofers and Allied Workers, Local 40; International Association of Sheet Metal, Air, Rail, and Transportation Workers, Sheet Metal Workers, Local Union No. 104; and Teamsters, Local 853, to be effective July 1, 2024, through June 30, 2027.
13. 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, AFL-CIO to be effective July 1, 2024 through June 30, 2027.
14. 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, 2024 through June 30, 2027.
15. Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Machinists Union, Local 1414, International Association of Machinists & Aerospace Workers Machinists Automotive Trades District Lodge 190 to be effective July 1, 2024 through June 30, 2027.
16. 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, 2024 through June 30, 2027.
17. Ordinance adopting and implementing the decision and award of the Arbitration Board under Charter Section A8.409-4, establishing the Memorandum of Understanding between the City and County of San Francisco and the Municipal Executives’ Association, to be effective July 1, 2024 through June 30, 2027.
18. Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO Supervising Probation Officers, to be effective July 1, 2024 through June 30, 2027.
19. Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Operating Engineers Local Union No. 3 of the

International Union of Operating Engineers, AFL-CIO to be effective July 1, 2024 through June 30, 2027.

20. Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and Teamsters Local 856, San Francisco Building Inspectors to be effective July 1, 2024 through June 30, 2027.
21. 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, 2024 through June 30, 2027.
22. 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, 2024 through June 30, 2027.
23. 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, 2024 through June 30, 2027.
24. 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, 2024 through June 30, 2027.
25. Ordinance adopting and implementing the decision and award of the Arbitration Board under Charter Section A8.409-4, establishing the Memorandum of Understanding between the City and County of San Francisco and the San Francisco City Workers United (Painters), to be effective July 1, 2024 through June 30, 2027.
26. Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and Service Employees International Union, Local 1021, Staff and Per Diem Nurses to be effective July 1, 2024 through June 30, 2027.
27. Memorandum of Understanding - Teamsters, Local 856, Freight Checkers, Clerical Employees & Helpers, (Supervising Registered Nurses, Unit 47

Unrepresented Employees Ordinance

1. 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, 2024.

Amendments

1. Ordinance adopting and implementing the First Amendment to the 2023-2026 Memorandum of Understanding between the City and County of San Francisco and the San Francisco Police Officers Association.

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

BOARD of SUPERVISORS



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

MEMORANDUM

TO: Greg Wagner, City Controller, Office of the Controller

FROM: Monique Crayton, Assistant Clerk, GAO Committee, Board of Supervisors

DATE: May 28, 2024

SUBJECT: LEGISLATION INTRODUCED - Cost Analysis, Memoranda of Understanding – 2024

The Board of Supervisors' Government Audit and Oversight Committee has received the following proposed legislation, introduced by Mayor Breed on May 21, 2024:

These matters are pending committee action; I'm forwarding them 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.

[File No. 240514 \[Memorandum of Understanding - Teamsters Local 856, San Francisco Building Inspectors\]](#)

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and Teamsters Local 856, San Francisco Building Inspectors to be effective July 1, 2024, through June 30, 2027.

[File No. 240515 \[Memorandum of Understanding - Carpenters 46 Northern California Counties Conference Board, Carpenters Local Union No. 22, Pile Drivers, Divers, Carpenters, Bridge, Wharf and Dock Builders, Local Union No. 34\]](#)

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Carpenters 46 Northern California Counties Conference Board, on behalf of the Northern California Carpenters Regional Council and its Affiliated Local Union, and Carpenters Local Union No. 22 ("Local 22"), and Pile Drivers, Divers, Carpenters, Bridge, Wharf and Dock Builders, Local Union No. 34 (collectively "Union"), to be effective July 1, 2024, through June 30, 2027.

c: Office of Chair Preston

[File No. 240516 \[Memorandum of Understanding - Crafts Coalition\]](#)

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 of LIUNA, Local 261; 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; Plasterers and Shophands, Local 66; United Union of Roofers, Waterproofers and Allied Workers, Local 40; International Association of Sheet Metal, Air, Rail, and Transportation Workers, Sheet Metal Workers, Local Union No. 104; and Teamsters, Local 853, to be effective July 1, 2024, through June 30, 2027.

[File No. 240517 \[Collective Bargaining Agreement - The San Francisco District Attorney Investigators' Association\]](#)

Ordinance adopting and implementing the decision and award of the Arbitration Board under Charter, Section A8.409-4, establishing the Collective Bargaining Agreement between the City and County of San Francisco and The San Francisco District Attorney Investigators' Association, to be effective July 1, 2024, through June 30, 2027.

[File No. 240518 \[Memorandum of Understanding - The San Francisco Deputy Probation Officers' Association\]](#)

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, 2024, through June 30, 2027.

[File No. 240519 \[Collective Bargaining Agreement - San Francisco Deputy Sheriffs' Association\]](#)

Ordinance adopting and implementing the Collective Bargaining Agreement between the City and County of San Francisco and the San Francisco Deputy Sheriffs' Association, to be effective July 1, 2024, through June 30, 2027.

[File No. 240520 \[Memorandum of Understanding - International Federation of Professional and Technical Engineers, Local 21, AFL-CIO\]](#)

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, AFL-CIO to be effective July 1, 2024, through June 30, 2027.

[File No. 240521 \[Collective Bargaining Agreement - The International Brotherhood of Electrical Workers, Local 6\]](#)

Ordinance adopting and implementing the decision and award of the Arbitration Board under Charter, Section A8.409-4, establishing the Collective Bargaining Agreement between the City and County of San Francisco and The International Brotherhood of Electrical Workers, Local 6, to be effective July 1, 2024, through June 30, 2027.

[File No. 240522 \[Memorandum of Understanding - The International Union of Operating Engineers, Stationary Engineers, Local 39\]](#)

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, 2024, through June 30, 2027.

[File No. 240523 \[Memorandum of Understanding - Machinists Union, Local 1414, International Association of Machinists & Aerospace Workers Machinists Automotive Trades District Lodge 190\]](#)

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Machinists Union, Local 1414, International Association of Machinists & Aerospace Workers Machinists Automotive Trades District Lodge 190, to be effective July 1, 2024, through June 30, 2027.

[File No. 240524 \[Memorandum of Understanding - Laborers International Union, Local 261\]](#)

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, 2024, through June 30, 2027.

[File No. 240525 \[Memorandum of Understanding - Municipal Attorneys Association\]](#)

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, 2024, through June 30, 2027.

[File No. 240526 \[Memorandum of Understanding - Municipal Executives' Association\]](#)

Ordinance adopting and implementing the decision and award of the Arbitration Board under Charter, Section A8.409-4, establishing the Memorandum of Understanding between the

City and County of San Francisco and the Municipal Executives' Association, to be effective July 1, 2024, through June 30, 2027

[File No. 240527 \[Collective Bargaining Agreement - The San Francisco Sheriffs' Managers and Supervisors Association\]](#)

Ordinance adopting and implementing the decision and award of the Arbitration Board under Charter, Section A8.590-4, establishing the Collective Bargaining Agreement between the City and County of San Francisco and the San Francisco Sheriffs' Managers And Supervisors Association, to be effective July 1, 2024, through June 30, 2027.

[File No. 240528 \[Memorandum of Understanding - Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO\]](#)

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO, to be effective July 1, 2024, through June 30, 2027.

[File No. 240529 \[Memorandum of Understanding - Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO Supervising Probation Officers\]](#)

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO Supervising Probation Officers, to be effective July 1, 2024, through June 30, 2027.

[File No. 240530 \[Memorandum of Understanding - San Francisco City Workers United \(Painters\)\]](#)

Ordinance adopting and implementing the decision and award of the Arbitration Board under Charter, Section A8.409-4, establishing the Memorandum of Understanding between the City and County of San Francisco and the San Francisco City Workers United (Painters), to be effective July 1, 2024, through June 30, 2027.

[File No. 240531 \[Memorandum of Understanding - United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 38\]](#)

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, 2024, through June 30, 2027.

[File No. 240532 \[Collective Bargaining Agreement - Service Employees International Union, Local 1021\]](#)

Ordinance adopting and implementing the Collective Bargaining Agreement between the City and County of San Francisco and Service Employees International Union, Local 1021, to be effective July 1, 2024, through June 30, 2027.

[File No. 240533 \[Memorandum of Understanding - Teamsters, Local 856 \(Multi-Unit\)\]](#)

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, 2024, through June 30, 2027.

[File No. 240534 \[Collective Bargaining Agreement - The Transport Workers Union, AFL-CIO, Local 200\]](#)

Ordinance adopting and implementing the Collective Bargaining Agreement between the City and County of San Francisco and the Transport Workers Union of America, AFL-CIO, Local 200, to be effective July 1, 2024, through June 30, 2027.

[File No. 240535 \[Collective Bargaining Agreement - Transport Workers Union, Local 250-A, Multi-Unit \(Unit 28\)\]](#)

Ordinance adopting and implementing the Collective Bargaining Agreement between the City and County of San Francisco and the Transport Workers Union, Local 250-A, Multi-Unit (Unit 28), to be effective July 1, 2024, through June 30, 2027.

[File No. 240536 \[Collective Bargaining Agreement - Transport Workers Union of America, AFL-CIO, Local 250-A, Automotive Service Workers \(7410\)\]](#)

Ordinance adopting and implementing the Collective Bargaining Agreement between the City and County of San Francisco and the Transport Workers Union of America, AFL-CIO, Local 250-A, Automotive Service Workers (7410), to be effective July 1, 2024, through June 30, 2027.

[File No. 240537 \[Collective Bargaining Agreement - Union of American Physicians and Dentists, Unit 17\]](#)

Ordinance adopting and implementing the Collective Bargaining Agreement between the City and County of San Francisco and the Union of American Physicians and Dentists, Unit 17, to be effective July 1, 2024, through June 30, 2027.

[File No. 240538 \[Collective Bargaining Agreement - Union of American Physicians and Dentists, Unit 18\]](#)

Ordinance adopting and implementing the Collective Bargaining Agreement between the City and County of San Francisco and the Union of American Physicians and Dentists, Unit 18, to be effective July 1, 2024, through June 30, 2027.

[File No. 240539 \[Memorandum of Understanding Amendment - San Francisco Police Officers Association\]](#)

Ordinance adopting and implementing the First Amendment to the 2023-2026 Memorandum of Understanding between the City and County of San Francisco and the San Francisco Police Officers Association.

[File No. 240540 \[Compensation for Unrepresented Employees\]](#)

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, 2024.

[File No. 240553 \[Memorandum of Understanding - Teamsters, Local 856, Freight Checkers, Clerical Employees & Helpers, \(Supervising Registered Nurses, Unit 47\)\]](#)

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and Teamsters, Local 856, Freight Checkers, Clerical Employees & Helpers, (Supervising Registered Nurses, Unit 47, to be effective July 1, 2024, through June 30, 2027.

[File No. 240554 \[Memorandum of Understanding - Service Employees International Union, Local 1021 - Staff and Per Diem Nurses\]](#)

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and Service Employees International Union, Local 1021, Staff and Per Diem Nurses, to be effective July 1, 2024, through June 30, 2027.

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

Member, Board of Supervisors
District 5



City and County of San Francisco

DEAN PRESTON

DATE: May 30, 2024
TO: Angela Calvillo
Clerk of the Board of Supervisors
FROM: Supervisor Dean Preston, Chair, Government Audit and Oversight Committee
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 of an urgent nature and request they be considered by the full Board on Tuesday, June 11, 2024, as Committee Reports:

1. 240415 [Hosting Panda Bears at the San Francisco Zoo - Behested Payment Waiver]
2. 240510 [Urging Mayor to Restore \$25 Million Reduction in the Department of Children, Youth and Their Families' Program Funding for FY2024-2025 Through a Public-Private Campaign Drive]
3. 240514 [Memorandum of Understanding - Teamsters Local 856, San Francisco Building Inspectors]
4. 240515 [Memorandum of Understanding - Carpenters 46 Northern California Counties Conference Board, Carpenters Local Union No. 22, Pile Drivers, Divers, Carpenters, Bridge, Wharf and Dock Builders, Local Union No. 34]
5. 240516 [Memorandum of Understanding - Crafts Coalition]
6. 240517 [Collective Bargaining Agreement - The San Francisco District Attorney Investigators' Association]
7. 240518 [Memorandum of Understanding - The San Francisco Deputy Probation Officers' Association]
8. 240519 [Collective Bargaining Agreement - San Francisco Deputy Sheriffs' Association]
9. 240520 [Memorandum of Understanding - International Federation of Professional and Technical Engineers, Local 21, AFL-CIO]
10. 240521 [Collective Bargaining Agreement - The International Brotherhood of Electrical Workers, Local 6]
11. 240522 [Memorandum of Understanding - The International Union of Operating Engineers, Stationary Engineers, Local 39]
12. 240523 [Memorandum of Understanding - Machinists Union, Local 1414, International Association of Machinists & Aerospace Workers Machinists Automotive Trades District Lodge 190]
13. 240524 [Memorandum of Understanding - Laborers International Union, Local 261]
14. 240525 [Memorandum of Understanding - Municipal Attorneys Association]
15. 240526 [Memorandum of Understanding - Municipal Executives' Association]
16. 240527 [Collective Bargaining Agreement - The San Francisco Sheriffs' Managers and Supervisors Association]
17. 240528 [Memorandum of Understanding - Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO]

18. 240529 [Memorandum of Understanding - Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO Supervising Probation Officers]
19. 240530 [Memorandum of Understanding - San Francisco City Workers United (Painters)]
20. 240531 [Memorandum of Understanding - United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 38]
21. 240532 [Collective Bargaining Agreement - Service Employees International Union, Local 1021]
22. 240533 [Memorandum of Understanding - Teamsters, Local 856 (Multi-Unit)]
23. 240534 [Collective Bargaining Agreement - The Transport Workers Union, AFL-CIO, Local 200]
24. 240535 [Collective Bargaining Agreement - Transport Workers Union, Local 250-A, Multi-Unit (Unit 28)]
25. 240536 [Collective Bargaining Agreement - Transport Workers Union of America, AFL-CIO, Local 250-A, Automotive Service Workers (7410)]
26. 240537 [Collective Bargaining Agreement - Union of American Physicians and Dentists, Unit 17]
27. 240538 [Collective Bargaining Agreement - Union of American Physicians and Dentists, Unit 18]
28. 240539 [Memorandum of Understanding Amendment - San Francisco Police Officers Association]
29. 240540 [Compensation for Unrepresented Employees]
30. 240553 [Memorandum of Understanding - Teamsters, Local 856, Freight Checkers, Clerical Employees & Helpers, (Supervising Registered Nurses, Unit 47)]
31. 240554 [Memorandum of Understanding - Service Employees International Union, Local 1021 - Staff and Per Diem Nurses]

These matters will be heard in the Government Audit and Oversight Committee at a Regular Meeting on Thursday, June 6, 2024, at 10:00 a.m.

Best,



Dean Preston
District 5 Supervisor
Committee Chair

City Hall • 1 Dr. Carlton B. Goodlett Place • Room 274 • San Francisco, California 94102-4689 • (415) 554-7630
Fax (415) 554-7634 • TDD/TTY (415) 554-5227 • E-mail: Dean.Preston@sfgov.org



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
MOU Total \$		130,829,000	\$ 293,251,000	\$ 471,568,000
<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
	Union Total \$	5,725,000	\$ 12,002,000	\$ 18,947,000
	<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
	Union Total \$	1,183,000	\$ 2,903,000	\$ 4,800,000
	<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
	Union Total \$	425,000	\$ 1,026,000	\$ 1,548,000
	<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
	Union Total	\$ 574,000	\$ 1,414,000	\$ 2,138,000
	<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
	Union Total	\$ 185,000	\$ 457,000	\$ 757,000
	<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
	Union Total	\$ 517,000	\$ 1,312,000	\$ 2,188,000
	<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
	Union Total	\$ 21,679,000	\$ 55,643,000	\$ 92,430,000
	<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
	Union Total	\$ 1,635,000	\$ 3,738,000	\$ 5,964,000
	<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
			<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
			<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
			<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
			<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
Union Total \$	7,392,000	\$ 18,900,000	\$ 31,622,000
<i>% of Wage and Benefits Base</i>	2.33%	5.95%	10.0%

240527	Sheriffs' Managers & Supervisors Association	FY 2024-25	FY 2025-26	FY 2026-27
	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
	Union Total \$	1,274,000	\$ 2,785,000	\$ 4,496,000
	<i>% of Wage and Benefits Base</i>	3.30%	7.22%	11.7%

240528	Operating Engineers, Local 3	FY 2024-25	FY 2025-26	FY 2026-27
	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
	Union Total \$	225,000	\$ 546,000	\$ 900,000
	<i>% of Wage and Benefits Base</i>	2.54%	6.17%	10.2%

240529	Supervising Probation Officers	FY 2024-25	FY 2025-26	FY 2026-27
	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
	Union Total \$	139,000	\$ 341,000	\$ 565,000
	<i>% of Wage and Benefits Base</i>	2.49%	6.12%	10.1%

10530	San Francisco City Workers United	FY 2024-25	FY 2025-26	FY 2026-27
	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
Union Total \$	344,000	\$ 840,000	\$ 1,388,000
<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
	Union Total \$	1,384,000	\$ 3,367,000	\$ 5,557,000
	<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
	Union Total \$	38,503,000	\$ 91,893,000	\$ 150,849,000
	<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
	Union Total \$	378,000	\$ 932,000	\$ 1,543,000
	<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
	Union Total \$	116,000 \$	302,000 \$	508,000
	% of Wage and Benefits Base	2.25%	5.85%	9.8%
240535	Transport Workers Union of America, Local 250-A (Multi)	FY 2024-25	FY 2025-26	FY 2026-27
	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
	Union Total \$	423,000 \$	1,032,000 \$	1,708,000
	% of Wage and Benefits Base	2.52%	6.14%	10.17%
240536	Transport Workers Union of America, Local 250-A (7410)	FY 2024-25	FY 2025-26	FY 2026-27
	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
	Union Total \$	83,000 \$	208,000 \$	347,000
	% of Wage and Benefits Base	2.40%	6.01%	10.03%
240537/ 240538	Union of American Physicians and Dentists	FY 2024-25	FY 2025-26	FY 2026-27
	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
	Union Total \$	1,962,000 \$	4,839,000 \$	8,019,000
	% of Wage and Benefits Base	2.47%	6.09%	10.10%
240540	Unrepresented Employees	FY 2024-25	FY 2025-26	FY 2026-27
	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
	Union Total \$	275,000 \$	716,000 \$	1,202,000
	% of Wage and Benefits Base	2.26%	5.89%	9.88%
40553	Teamsters Local 856: Supervising Registered Nurses	FY 2024-25	FY 2025-26	FY 2026-27
	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
	Union Total \$	1,684,000 \$	3,810,000 \$	6,150,000
	% of Wage and Benefits Base	3.76%	8.50%	13.7%
10554	SEIU, Local 1021, Staff and Per Diem Nurses	FY 2024-25	FY 2025-26	FY 2026-27
	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%
			84,461,000
			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.



Labor Negotiations Update

Department of Human Resources

Board of Supervisors – Government Audit and Oversight Committee

June 6, 2024



Settlement vs. Arbitration

- 26 Tables
- 21 Settled
- 5 Arbitration Awards
 - District Attorney Investigators' Association (DAIA)
 - Municipal Executives' Association (MEA)
 - Sheriff's Managers and Supervisors Association (MSA)
 - International Brotherhood of Electrical Workers (Local 6)
 - San Francisco City Workers United (Painters)



Miscellaneous Employee Highlights

General Wage Increase of 13% for Misc. City Employees:

- July 1, 2024: 1.50%
 - January 4, 2025: 1.50%
 - June 30, 2025: 1.00%
 - July 1, 2025: 1.00%
 - January 3, 2026: 1.50%
 - June 30, 2026: 2.00%
 - January 2, 2027: 2.00%
 - June 30, 2027: 2.50%
-
- **Term:** 3 Years



Fiscal Impact

Costs Wage Increases for All MOUs

	FY 2024-25	FY 2025-26	FY 2026-27
Wages	\$78.6M	\$206M	\$346.9M
Combined Cost of MOUs inc. Wages and Benefits	\$130.8M	\$293.3M	\$471.6M

1% of Total Compensation (all funds): \$49.7 million



Miscellaneous Employee Highlights

Wages & Benefits

- 13% Wage Increase over 3 years
- \$25.00 an hour minimum wage for all represented employees
- Improved employee safety measures
- Commitment to fill vacant positions
- Promotive opportunities
- Expanded employee training opportunities
- Pilot contract review process for the City's two largest unions, SEIU 1021 and IFPTE Local 21 (collectively representing nearly 20,000 CCSF employees)

Wages & Benefits

- 17.5% Wage Increase Over 3 Years including Market Adjustments
- 47 New Positions Across the Healthcare System
- Improved Employee Safety Measures
- Commitment to Fill Vacant Positions
- 33% Increase in Tuition Reimbursement
- Prioritizes Scheduling Permanent Nurse Staff



Public Safety Highlights

Wages & Benefits

- Deputy Sheriffs' Association
 - Longevity Pay: Additional 2% at 20 years and 2% at 25 years
- Sheriffs' Managers & Supervisors
 - Longevity Pay: Additional 2% at 25 years and 2% and 28 years
- Deputy Probation Officers
 - Adds new step 12 and increases wages at steps 8, 9, and 10 over 3 years



Hiring, Contracting, and Tracking Vacancies

- **Hiring**
 - Rule Changes to Expedite Hiring for Current Temporary Employees into Permanent Positions
 - City to Consider Using Labor Hiring Halls When Filling Exempt Positions
- **Contracting**
 - Pilot Contract Review Process with SEIU, Local 1021 Misc. and IFPTE, Local 21
 - City Provides Notice to Unions of Solicitations of Work
 - Collaborative Review of Future Contracting Out Processes
 - Fact Finder Process for Disputes Regarding PSC Contracts
- **Vacancies**
 - DHR to Maintain an Online Vacancy Dashboard



Questions?

BOARD of SUPERVISORS



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MEMORANDUM

GOVERNMENT AUDIT AND OVERSIGHT COMMITTEE

SAN FRANCISCO BOARD OF SUPERVISORS

TO: Supervisor Dean Preston, Chair
Government Audit and Oversight Committee

FROM: Monique Crayton, Assistant Clerk

DATE: June 7, 2024

SUBJECT: **COMMITTEE REPORT, BOARD MEETING**
Tuesday, June 11, 2024

The following files should be presented as COMMITTEE REPORTS at the regular Board meeting on Tuesday, June 11, 2024. These ordinances were acted upon at the regular Government Audit and Oversight Committee meeting on Thursday, June 6, 2024, at 10:00 a.m., by the votes indicated.

Item Nos. 41-69

41. File No. 240514 [Memorandum of Understanding - Teamsters Local 856, San Francisco Building Inspectors]
Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and Teamsters Local 856, San Francisco Building Inspectors to be effective July 1, 2024, through June 30, 2027.

42. File No. 240515 [Memorandum of Understanding - Carpenters 46 Northern California Counties Conference Board, Carpenters Local Union No. 22, Pile Drivers, Divers, Carpenters, Bridge, Wharf and Dock Builders, Local Union No. 34]
Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Carpenters 46 Northern California Counties Conference Board, on behalf of the Northern California Carpenters Regional Council and its Affiliated Local Union, and Carpenters Local Union No. 22 ("Local 22"), and Pile Drivers, Divers, Carpenters, Bridge, Wharf and Dock Builders, Local Union No. 34 (collectively "Union"), to be effective July 1, 2024, through June 30, 2027.

- 43. File No. 240516 [Memorandum of Understanding - Crafts Coalition]**
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 of LIUNA, Local 261; 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; Plasterers and Shophands, Local 66; United Union of Roofers, Waterproofers and Allied Workers, Local 40; International Association of Sheet Metal, Air, Rail, and Transportation Workers, Sheet Metal Workers, Local Union No. 104; and Teamsters, Local 853, to be effective July 1, 2024, through June 30, 2027.
- 44. File No. 240517 [Collective Bargaining Agreement - The San Francisco District Attorney Investigators' Association]**
Ordinance adopting and implementing the decision and award of the Arbitration Board under Charter, Section A8.409-4, establishing the Collective Bargaining Agreement between the City and County of San Francisco and The San Francisco District Attorney Investigators' Association, to be effective July 1, 2024, through June 30, 2027.
- 45. File No. 240518 [Memorandum of Understanding - The San Francisco Deputy Probation Officers' Association]**
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, 2024, through June 30, 2027.
- 46. File No. 240519 [Collective Bargaining Agreement - San Francisco Deputy Sheriffs' Association]**
Ordinance adopting and implementing the Collective Bargaining Agreement between the City and County of San Francisco and the San Francisco Deputy Sheriffs' Association, to be effective July 1, 2024, through June 30, 2027.
- 47. File No. 240520 [Memorandum of Understanding - International Federation of Professional and Technical Engineers, Local 21, AFL-CIO]**
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, AFL-CIO to be effective July 1, 2024, through June 30, 2027.
- 48. File No. 240521 [Collective Bargaining Agreement - The International Brotherhood of Electrical Workers, Local 6]**
Ordinance adopting and implementing the decision and award of the Arbitration Board under Charter, Section A8.409-4, establishing the Collective Bargaining Agreement between the City and County of San Francisco and The International Brotherhood of Electrical Workers, Local 6, to be effective July 1, 2024, through June 30, 2027.
- 49. File No. 240522 [Memorandum of Understanding - The International Union of Operating Engineers, Stationary Engineers, Local 39]**
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, 2024, through June 30, 2027.

50. File No. 240523 [Memorandum of Understanding - Machinists Union, Local 1414, International Association of Machinists & Aerospace Workers Machinists Automotive Trades District Lodge 190]
Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Machinists Union, Local 1414, International Association of Machinists & Aerospace Workers Machinists Automotive Trades District Lodge 190, to be effective July 1, 2024, through June 30, 2027.

51. File No. 240524 [Memorandum of Understanding - Laborers International Union, Local 261]
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, 2024, through June 30, 2027.

52. File No. 240525 [Memorandum of Understanding - Municipal Attorneys Association]
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, 2024, through June 30, 2027.

53. File No. 240526 [Memorandum of Understanding - Municipal Executives' Association]
Ordinance adopting and implementing the decision and award of the Arbitration Board under Charter, Section A8.409-4, establishing the Memorandum of Understanding between the City and County of San Francisco and the Municipal Executives' Association, to be effective July 1, 2024, through June 30, 2027.

54. File No. 240527 [Collective Bargaining Agreement - The San Francisco Sheriffs' Managers and Supervisors Association]
Ordinance adopting and implementing the decision and award of the Arbitration Board under Charter, Section A8.590-4, establishing the Collective Bargaining Agreement between the City and County of San Francisco and the San Francisco Sheriffs' Managers And Supervisors Association, to be effective July 1, 2024, through June 30, 2027.

55. File No. 240528 [Memorandum of Understanding - Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO]
Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO, to be effective July 1, 2024, through June 30, 2027.

56. File No. 240529 [Memorandum of Understanding - Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO Supervising Probation Officers]
Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO Supervising Probation Officers, to be effective July 1, 2024, through June 30, 2027.

57. File No. 240530 [Memorandum of Understanding - San Francisco City Workers United (Painters)]
Ordinance adopting and implementing the decision and award of the Arbitration Board under Charter, Section A8.409-4, establishing the Memorandum of Understanding between the City and County of San Francisco and the San Francisco City Workers United (Painters), to be effective July 1, 2024, through June 30, 2027.

58. File No. 240531 [Memorandum of Understanding - United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 38]
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, 2024, through June 30, 2027.

59. File No. 240532 [Collective Bargaining Agreement - Service Employees International Union, Local 1021]
Ordinance adopting and implementing the Collective Bargaining Agreement between the City and County of San Francisco and Service Employees International Union, Local 1021, to be effective July 1, 2024, through June 30, 2027.

60. File No. 240533 [Memorandum of Understanding - Teamsters, Local 856 (Multi-Unit)]
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, 2024, through June 30, 2027.

61. File No. 240534 [Collective Bargaining Agreement - The Transport Workers Union, AFL-CIO, Local 200]
Ordinance adopting and implementing the Collective Bargaining Agreement between the City and County of San Francisco and the Transport Workers Union of America, AFL-CIO, Local 200, to be effective July 1, 2024, through June 30, 2027.

62. File No. 240535 [Collective Bargaining Agreement - Transport Workers Union, Local 250-A, Multi-Unit (Unit 28)]
Ordinance adopting and implementing the Collective Bargaining Agreement between the City and County of San Francisco and the Transport Workers Union, Local 250-A, Multi-Unit (Unit 28), to be effective July 1, 2024, through June 30, 2027.

63. File No. 240536 [Collective Bargaining Agreement - Transport Workers Union of America, AFL-CIO, Local 250-A, Automotive Service Workers (7410)]
Ordinance adopting and implementing the Collective Bargaining Agreement between the City and County of San Francisco and the Transport Workers Union of America, AFL-CIO, Local 250-A, Automotive Service Workers (7410), to be effective July 1, 2024, through June 30, 2027.

64. File No. 240537 [Collective Bargaining Agreement - Union of American Physicians and Dentists, Unit 17]
Ordinance adopting and implementing the Collective Bargaining Agreement between the City and County of San Francisco and the Union of American Physicians and Dentists, Unit 17, to be effective July 1, 2024, through June 30, 2027.

65. File No. 240538 [Collective Bargaining Agreement - Union of American Physicians and Dentists, Unit 18]

Ordinance adopting and implementing the Collective Bargaining Agreement between the City and County of San Francisco and the Union of American Physicians and Dentists, Unit 18, to be effective July 1, 2024, through June 30, 2027.

66. File No. 240539 [Memorandum of Understanding Amendment - San Francisco Police Officers Association]

Ordinance adopting and implementing the First Amendment to the 2023-2026 Memorandum of Understanding between the City and County of San Francisco and the San Francisco Police Officers Association.

67. File No. 240540 [Compensation for Unrepresented Employees]

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, 2024.

68. File No. 240553 [Memorandum of Understanding - Teamsters, Local 856, Freight Checkers, Clerical Employees & Helpers, (Supervising Registered Nurses, Unit 47)]

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and Teamsters, Local 856, Freight Checkers, Clerical Employees & Helpers, (Supervising Registered Nurses, Unit 47, to be effective July 1, 2024, through June 30, 2027.

69. File No. 240554 [Memorandum of Understanding - Service Employees International Union, Local 1021 - Staff and Per Diem Nurses]

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and Service Employees International Union, Local 1021, Staff and Per Diem Nurses, to be effective July 1, 2024, through June 30, 2027.

RECOMMENDED AS A COMMITTEE REPORT

Vote: Supervisor Dean Preston - Aye
Supervisor Catherine Stefani - Aye
Supervisor Connie Chan - Aye

Cc: Board of Supervisors
Angela Calvillo, Clerk of the Board
Alisa Somera, Legislative Deputy
Anne Pearson, Deputy City Attorney