

File No. 220597

Committee Item No. 33

Board Item No. 37

## COMMITTEE/BOARD OF SUPERVISORS

### AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight

Date: June 2, 2022

Board of Supervisors Meeting:

Date: June 14, 2022

#### Cmte Board

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| <input type="checkbox"/>            | <input type="checkbox"/>            | Resolution                                   |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Ordinance                                    |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Legislative Digest                           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Budget and Legislative Analyst Report        |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Youth Commission Report                      |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Introduction Form                            |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Department/Agency Cover Letter and/or Report |
| <input type="checkbox"/>            | <input type="checkbox"/>            | MOU  |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Grant Information Form                       |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Grant Budget                                 |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Subcontract Budget                           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Contract / DRAFT Mills Act Agreement         |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Form 126 – Ethics Commission                 |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Award Letter                                 |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Application                                  |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Public Correspondence                        |

#### OTHER

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| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>DRAFT Ltr of Agrmt</u>                                     |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>DHR Memo 051322</u>  |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>MYR Lte 051722</u>   |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>MOU 30 Day Waiver Request</u>                              |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>Presidential Memo - 30-day Waiver 051922</u>               |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>COB Referral Cost Analysis 052322</u>                      |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>GAO Committee Report 052622</u>                            |
| <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <u>CON Cost Analysis - File Nos. 220566-220598 060122.pdf</u> |
| <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <u>No BLA Rpt 052622</u>                                      |

Prepared by: Jessica Perkinson

Date: May 25, 2022

Prepared by: Jessica Perkinson

Date: June 3, 2022

Prepared by: \_\_\_\_\_

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

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: Jessica Perkinson, Assistant Clerk

DATE: June 3, 2022

SUBJECT: **COMMITTEE REPORT, BOARD MEETING**  
Tuesday, June 7, 2022

The following file should be presented as a **COMMITTEE REPORT** at the Board Meeting on Tuesday, June 7, 2022. This item was acted upon at the Government Audit and Oversight Committee Meeting on Thursday, June 2, 2022, at 10:00 a.m., by the votes indicated.

**Item No. 83                      File No. 220597**

#### **Letter of Agreement - Committee Interns and Residents**

Ordinance adopting and implementing the Letter of Agreement between the City and County of San Francisco and the Committee of Interns and Residents, to be effective July 1, 2022, through June 30, 2023.

#### RECOMMENDED AS A COMMITTEE REPORT

Vote: Supervisor Connie Chan - Excused  
Supervisor Rafael Mandelman - Aye  
Supervisor Dean Preston - Aye

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

1 [Letter of Agreement - Committee Interns and Residents]

2

3 **Ordinance adopting and implementing the Letter of Agreement between the City and**  
4 **County of San Francisco and the Committee of Interns and Residents, to be effective**  
5 **July 1, 2022, through June 30, 2023.**

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

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

14

15 Section 1. The Board of Supervisors hereby adopts and implements the Letter of  
16 Agreement between the City and County of San Francisco and the Committee of Interns and  
17 Residents, to be effective July 1, 2022 through June 30, 2023.

18 The Letter of Agreement so implemented is on file with the Clerk of the Board of  
19 Supervisors in Board File No. 220597.

20

21 Section 2. The Board of Supervisors hereby authorizes the Department of Human  
22 Resources to make non-substantive ministerial or administrative corrections to the Letter of  
23 Agreement.

24

25 Section 3. Effective Date. This ordinance shall become effective upon enactment.  
Enactment occurs when the Mayor signs the ordinance, the Mayor returns the ordinance

1 unsigned or does not sign the ordinance within ten days of receiving it, or the Board of  
2 Supervisors overrides the Mayor's veto of the ordinance.

3  
4 APPROVED AS TO FORM:  
5 DAVID CHIU, City Attorney

6 By: /s/  
7 JONATHAN C. ROLNICK  
8 Chief Labor Attorney

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## LETTER OF AGREEMENT

Between and For

THE CITY & COUNTY OF SAN FRANCISCO

And

COMMITTEE OF INTERNS AND RESIDENTS, SEIU

1. **Preamble:** This Letter of Agreement (hereinafter "Letter Agreement") is made this 1st day of July, 2022, by and between the Department of Public Health of the and the City & County of San Francisco (hereinafter "the Department") and the City & County of San Francisco (hereinafter "the City") on behalf of all departments, commissions, officers and employees of the City and the Committee of Interns and Residents, SEIU (hereinafter "CIR" or "Union") representing interns and residents employed by the University of California, San Francisco (hereinafter "UCSF") who rotate through the Zuckerberg San Francisco General (hereinafter "ZSFG" or "Hospital") during their residency.
2. **Dissolution of Bargaining Unit:** UCSF has recognized CIR as the exclusive representative of residents, interns and fellows employed by UCSF. Based on that recognition, CIR is the exclusive representative of such individuals when they rotate to ZSFG. Accordingly, the parties agree to dissolve the 8-EE bargaining unit (the unit comprising the job codes 2273, 2275, 2277, 2279, 2281 and 2283). If the Civil Service Commission must approve the agreement to dissolve the bargaining unit, the parties agree to make a joint request to the Civil Service Commission and participate in good faith in any Civil Service Commission processes that are necessary to effectuate this agreement.
3. **Application of Letter Agreement:** This Letter Agreement is a contractual agreement that sets forth site-specific terms and conditions of CIR members' employment over which the City has control when the CIR members are in rotation at ZSFG. If on the date of execution of this Letter Agreement, the UCSF/CIR Memorandum of Understanding (hereinafter "MOU") includes a provision regarding the same subject matter as this Letter Agreement, the provision in the UCSF/CIR MOU shall supersede the provision in this Letter Agreement, and the City agrees to apply that provision to CIR members who are on rotation at ZSFG. If UCSF/CIR add to or amend a provision in the UCSF/CIR MOU after the date of execution of this Letter Agreement, CIR agrees to promptly inform the City, and upon the request of one or both parties, the parties shall thereafter participate in reopener negotiations regarding the application of that provision to CIR members when they rotate to ZSFG.
4. **Use of Departmental Facilities:** Departmental facilities will be available for use by the Union or its representatives for the purpose of holding Union meetings during off duty time periods subject to the availability of such facilities. The Union will provide timely advance notice of such meetings to the designated Departmental representative.
5. **Bulletin Board:** A bulletin board exclusively for the use of CIR shall be established or designated on the second floor of the Main Hospital Building near the Cafeteria.
6. **Distribution of Union Information:**
  - a. Distribution of official Union literature and materials by a Union member, shop steward, business agent or other Union representative will be permitted provided:
    - i. The intern/resident distributes such literature outside his regular working hours;

- ii. The distribution of literature to interns/residents on duty will be accomplished during their breaks (rest periods) or before or after their work shifts;
  - b. The above right shall not interfere with patient care or with the operations of the Department.
  - c. The Hospital agrees to provide interns and residents at the time of their sign-up a Union Information Packet supplied by the Union.
7. **New Employee Orientation:** Business representatives shall receive ten (10) working days' notice of pre-scheduled departmental orientation sessions for incoming bargaining unit members during the months of June - July and shall be permitted to make presentations at these orientation sessions in order to distribute Union materials and to discuss bargaining unit members' rights and obligations under this MOU.
8. **Access:** The Union shall have reasonable access to all work locations to verify that the terms and conditions of this MOU are being carried out and for the purpose of conferring with interns and residents, provided that access shall be subject to such rules and regulations as may be agreed to in writing by the Department and the Union.
9. **No Discrimination:**
- a. The Hospital and the Union agree that neither shall discriminate against any intern or resident because of race, color, creed, religion, sex, national origin, physical disability, age, political affiliation or opinion, sexual orientation, marital status, or gender identity or gender expression nor shall a person be the subject of sexual harassment. Confidential and expedited procedures for the handling of complaints of sexual harassment shall be utilized.
10. **Quality Improvement Incentive:** The City agrees to provide Quality Improvement Incentive (QI) pay to bargaining unit members at ZSFG who do not qualify for the UCSF Quality Improvement Incentive pay if the target goals as set by ZSFG hospital leadership are met by their Department. The QI pay will match the amount under the UCSF program.
11. **Health and Safety:**
- a. The City and the Hospital acknowledge their responsibility to provide safe, healthful work environments for Hospital employees and users of hospital services. Every intern and resident has the right to safe and healthful working conditions.
  - b. No intern or resident shall suffer adverse action by the City due to his or her refusal to:
    - i. Perform hazardous or unsafe tasks at the request of the City;
    - ii. Enter hazardous or unsafe working areas; or
    - iii. Perform work which has been made unsafe or hazardous as a result of the conduct or inaction of City agents.
  - c. In determining whether a particular activity is hazardous or unsafe, the parties shall take into account the fact that the very nature of interns and residents work involves daily exposure to communicable diseases and highly infectious matter. Evaluation of whether a given risk is unacceptable shall be based upon all surrounding facts, including the practices and conditions at similar health care institutions in Northern California.
  - d. If the City and union representative concur that such a task or area is unsafe, the City will request that the University reassign the intern/resident until the hazard is eliminated. If the City and Union

representative do not concur and the matter is within the City's area of responsibility under the settlement agreement:

- i. The intern/resident or union may request the University to reassign the intern/resident until the alleged hazard is eliminated, and
  - ii. Upon request by the intern/resident, union or City, the matter shall be submitted to the Chair of the Hospital Health and Safety Committee for action.
- e. If the matter remains unresolved after submission to the Chair of the Hospital Health and Safety Committee, the matter may be submitted to the grievance procedure for final resolution.
  - f. The Hospital, upon request, shall provide the Union that information which the Hospital is required to generate for Cal/OSHA requirements.
  - g. The Hospital and the Union agree to utilize the Hospital Health and Safety Committee to address Interns & Residents health and safety concerns, and will make every reasonable effort to resolve those concerns. The Hospital agrees that the Union may designate representatives to serve as official members of the committee.

12. **Interns & Residents Affairs Committee:** The Interns & Residents Affairs Committee will serve as the principal forum for discussing with Interns & Residents issues of house and other staffing levels. The Committee will investigate strategies for achieving optimum patient care and high standards of training and shall be available as a resource to the service chiefs and Interns & Residents. In the event that appropriate work schedules and hours cannot be maintained at current staffing levels, in the judgment of the University and Department, the Department shall request additional funds for staffing for the appropriate job tasks from the Mayor and Board of Supervisors which shall make a good faith attempt to obtain and appropriate funds for the additional staffing as part of the annual budget process. The problem shall be resolved as expeditiously as possible.

13. **Interns & Residents Lounge:** The Hospital shall continue to provide bargaining unit members with a lounge on the basement level of Building 5 for their exclusive use. The Hospital agrees to maintain 10 workstations with 10 functioning computers, 2 printers, and 5 telephones with an outside line for the use of all bargaining unit members. The Hospital shall ensure that printer paper is restocked and that HIPAA bins and trash cans are emptied a minimum of 3 times per week. These facilities may also be used by the Union business representative, but are in no way for the reserved or exclusive use of any Union representative.

14. **Security:**

- a. Interns & Residents, when faced with possible bodily harm without provision of adequate security, may leave the location and immediately take responsibility to notify security and take any other appropriate steps to resolve the situation.
- b. The Hospital agrees to continue to allow interns and residents who are on call, or on a Pediatrics Clinic, Family Medicine Clinic, ER, or Internal Medicine Swing Shift (starting at 11 a.m., noon, 1 or 2 p.m.), access to parking in those restricted zones agreed upon by the Union and Hospital Administration. The Hospital shall provide a total of no more than sixty-five (65) entries per day for Interns & Residents who are on call at the Hospital. Any changes in current Interns & Residents parking privileges shall be by mutual agreement of the Hospital and the Union. However, nothing in this section shall limit the Hospital's right to make overall changes in parking arrangements which would affect all non-management Hospital employees including interns and residents – e.g., instituting paid parking, building new parking facilities and/or eliminating existing facilities. Such proposed overall changes which affect Interns & Residents parking shall be subject to meet and confer.

15. **Interpreter Service:** The Hospital agrees to maintain interpreter services 24 hours a day, seven days a week. The Hospital is committed to providing a sufficient number of interpreters for the provision of adequate patient care. The Hospital agrees to meet regularly with Interns & Residents representatives to discuss interpreter services.
16. **Phlebotomy Service:** The Department agrees to continue the a.m. and p.m. blood draws utilizing phlebotomist(s).
17. **Hospital Committees:** The Hospital will recommend and support that Union appointed Interns & Residents representatives be included as voting members on various hospital committees as listed herein: Pharmacy and Therapeutics (P&T), Performance Improvement and Patient Safety (PIPS), Medical Executive (MEC), Laboratory Utilization, Ambulatory Care, Critical Care, Infection Control, Operating Room, Utilization Management.
18. **CPR:** The Hospital shall provide, free of charge, a course in basic CPR and Advanced Cardiac Life Support in accordance with the standards of the American Heart Association. These shall be available on an annual basis at SFGH Medical Center.
19. **Meals:**
  - a. Subject to verification of rotation at SFGH, the City and the Department agree to provide UCSF CIR bargaining unit members with meal cards, with a daily value of \$23.00, good for up to \$5.00 for breakfast, up to \$9.00 for lunch, and up to \$9.00 for dinner when working at SFGH. The Union recognizes that these passes are for the exclusive use of the individual to whom the pass is issued and that improper use or abuse of this privilege may result in the discontinuance of such privilege for that individual.
  - b. The midnight meal arrangement shall continue, and SFGH shall deliver 50 meals, including vegetarian options, around 6:00 pm to the refrigerator in the Interns and Residents Lounge on the basement level of Building 5, seven (7) days per week.
  - c. Interns & Residents may maintain a microwave oven in the Interns & Residents Lounge after appropriate inspection for electrical safety. It shall be the responsibility of the Interns & Residents to maintain cleanliness and sanitation of the oven.
  - d. A minimum of one vegetarian entrée per meal will be available in the SFGH cafeteria. In the event of a price increase in the cafeteria, the allotment per meal for interns and residents will be adjusted accordingly.
20. **On-Call Rooms:** The Hospital agrees to provide sleep quarters for on-call Interns & Residents at a level that accommodates two beds per room whenever possible. The sleep rooms will have locking doors, beds in good repair, and two phones per room where needed. Whenever possible, sleep rooms will have lockers and private bathroom facilities. They will be cleaned at least three times per week and beds will be made daily. Two sleep rooms of two beds each will be designated for female Interns & Residents. It is recognized by the Union, however, that these designations may be ignored or altered by the Interns & Residents, and that the Hospital is not responsible for enforcing this provision. Clean sheets, towels, and blankets will be provided. The Hospital will maintain dedicated sleep rooms except in emergency situations.
21. **Bilingual Pay:** An employee who routinely and consistently provides more than forty (40) hours per pay period of non-English services, including Braille and sign language, as part of his or her regular job assignment, will receive a bilingual premium of sixty dollars (\$60.00) biweekly. A “designated bilingual position” is a position designated by the Hospital which requires translation to and from a non-English language, including sign language for the hearing impaired and Braille for the visually impaired.



22. **Computer Access:** The Hospital will provide networked computer access in all resident work areas, including clinics. Computer access between SFGH to the clinics, and vice versa, will be provided. The Hospital will provide a sufficient number of computers necessary for the Residents and Interns to perform their regular work, such as the present system of drafting and printing patient orders, researching of medical literature, and reviewing patients' lifetime clinical records. Nearby printer access will be provided. The Hospital will provide 24-hour technical support to maintain and utilize the existing computer system. Nothing in this section shall be construed to require the Hospital to expend unreasonable funds, nor to purchase or provide additional, non-Hospital controlled database or subscription services.

- a. The Hospital agrees to add six (6) computer terminals that are networked to the Community Health Network and have internet access. Installation will be as follows: two (2) in the call rooms located in the basement; two (2) in the 3B area of the call rooms; and two (2) in the Interns & Residents lounge.

23. **Medical License Expense Reimbursement:**

- a. Reimbursement shall be prorated as follows:
  - i. Residents who spend three to six months or rotations at SFGH in their second year shall be reimbursed twenty-five percent (25%) of the total cost of their medical license and application.
  - ii. Residents who spend six or more months or rotations at SFGH in their second year shall be reimbursed fifty percent (50%) of the total cost of their medical license and application.
  - iii. Residents who do not meet this criteria, but who can verify that they will average three or more months or rotations at SFGH during their second and third year shall be reimbursed as follows:
    1. Three to six months or rotations – 25%
    2. Six or more months or rotations – 50%
- b. Eligibility for the Medical License Expense Reimbursement shall be limited to second year residents. To be eligible, the resident must provide his/her anticipated second year schedule (and third year if necessary) at SFGH and confirm his/her good standing with his/her residency program. Verification of anticipated schedule and good standing must be confirmed by the Residency Program Director, the Dean's Office at SFGH, and approved by the Executive Administrator of the Hospital. Residents failing to meet the requirements to remain in good standing as defined by their individual residency programs are not eligible for reimbursement of the initial license fee as outlined herein.
- c. The Medical License Expense Reimbursement will be paid only upon presentation of evidence of payment of the full cost of the licensing fee. The Hospital will not honor reimbursement requests submitted after the date that the resident starts his/her third year.

24. **Committee of Interns and Residents Patient Care Fund:** Providing quality patient care is the core mission of both the intern and resident physicians who make up the San Francisco chapter of CIR and the San Francisco General Hospital. To further advance this mission, both parties recognize that providing intern and resident physicians direct access to SFGH resources for the purchase of needed medical equipment, patient materials or educational supplies will increase the efficiency of the Hospital and the quality of care it provides. Therefore, CIR and SFGH agree to the following:

- a. San Francisco General Hospital will establish a special fund for the purchase of needed medical equipment, patient materials or educational supplies necessary to improve patient care at SFGH. The fund may also be used to support projects or initiatives that aim to improve patient satisfaction, safety, and the quality of care provided at SFGH. This fund will be known as the Committee of Interns and Residents Patient Care Fund.
- b. The elected officers of the SFGH CIR chapter will establish a CIR Patient Care Fund Committee made up of SFGH interns and residents who will be responsible for reviewing purchase requests and making recommendations to the San Francisco Director of Public Health or his designee. Any SFGH intern or resident may make a request to the Committee. The Committee will meet quarterly to review all newly submitted purchase requests made since the previous meeting as well as to review the progress of previously submitted patient care fund purchase requests. Representatives of the DPH Labor Relations team and Materials Management shall attend all Committee meetings, provided they are given timely notice from the Union.
- c. Committee recommendations accepted by the Director of Public Health or designee will be forwarded to the SFGH Materials Management, which will procure the requested items using CIR Patient Care Fund money. Subject to the City's Office of Contract Administration purchasing requirements and the availability of the requested item(s), all item(s) will be purchased within six months from the date the SFGH Materials Management receives the completed purchasing request (including any necessary supporting documentation) and has confirmed that the item(s) may be obtained from a City-approved vendor. The SFGH Materials Management will make best efforts to have the purchased items delivered within six months from the date of order, provided that exigent circumstances do not exist. SFGH will be responsible for the reasonable upkeep and maintenance of the items purchased. All decisions regarding upkeep and maintenance of items purchased lie solely within the discretion of the Hospital.
- d. Should the Director of Public Health or designee reject a proposal, written notice will be provided to the Committee within 30 days. Decisions by the Director of Public Health or designee are final and not subject to the grievance procedure of this Agreement.
- e. SFGH agrees to contribute to the Patient Care Fund \$400,000 in each fiscal year. Any portion of the annual contribution not used at the end of the fiscal year shall not be carried forward to the following fiscal year.
- f. Until such funds are exhausted, up to \$322,000, but no more, of the Patient Care Fund may be used annually to fund and pay for: medical books and journals; resident wellness activities; projects and training; exams; wearable medical equipment; computer and digital equipment; medical software items for employees in the unit; and conference registration excluding travel and lodging.
- g. Interns & Residents must spend a minimum of three (3) months on rotation at SFGH in a fiscal year to be entitled to reimbursement of educational expenses up to \$600 in that fiscal year. Interns & Residents may apply for and receive educational reimbursement funds prior to completion of the required three (3) months of rotation so long as they are scheduled to complete the three months during the fiscal year in which they apply for reimbursement. It is expected that all residents receiving funds will complete the required three (3) months of rotation. Any resident who receives educational reimbursement funds and does not complete her or his required three (3) months of rotation at SFGH shall repay the reimbursement funds received within 90 days of leaving the rotation.

- h. Interns & Residents must use the City and County of San Francisco, Department of Public Health reimbursement process to submit reimbursement requests electronically. The City agrees to utilize the Interns & Residents Affairs Committee to discuss improvements in the reimbursement process, upon request of the Union.
- i. Interns & Residents may use multiple fund sources to receive up to 100 percent reimbursement for items noted in paragraph 24(f). Under no circumstances may Interns & Residents use multiple fund sources to be reimbursed for more than 100 percent of any purchase.
- j. Interns & Residents shall be reimbursed within three (3) months of submitting the reimbursement request for medical education-related expenses as outlined above. An account balance of the portion of the Patient Care Fund allocated to educational reimbursement shall be presented during the quarterly Patient Care Fund meeting.

25. **Enforcement of Letter Agreement:**

- a. **Definition of Grievance:** A grievance shall be defined as any dispute which involves the interpretation or application of, or compliance with this Agreement. Discipline, discharge, and matters not expressly covered by this Agreement shall not be subject to the grievance procedure.
- b. **Grievance Description:** The Union and the City agree that the following guidelines will be used in the submission of grievances:
  - i. The basis and date of the grievance as known at the time of submission;
  - ii. The section(s) of the contract which the Union believes has been violated;
  - iii. The specific remedy or solution being sought by the Grievant.
- c. **Grievance Procedure:**
  - i. In no event shall a grievance include a claim for money relief for more than a thirty (30) working day period prior to the initiation of the grievance.
  - ii. The Union, a Resident or Intern, or a group of Residents or Interns shall submit a written statement of the grievance to the DPH Director of Human Resources/Labor Relations or his/her designee within thirty (30) calendar days of the facts or event giving rise to the grievance, or within thirty (30) calendar days from such time as the employee or Union should have known of the occurrence thereof. In cases alleging sexual harassment, the time limit during which to file a grievance shall be four (4) months.
- d. **Mediation:** Within thirty (30) days of the filing of the grievance, the parties shall request that the California State Mediation and Conciliation Service (“SMCS”) assign a mediator to help the parties resolve the grievance. The first day of mediation shall occur within sixty (60) days of the filing of the grievance. The parties may mutually agree to waive the mediation step of this procedure and proceed to arbitration.
- e. **Arbitration:**
  - i. If the parties are unable to informally resolve the grievance in mediation, CIR can elect to submit the grievance to an arbitrator. The arbitrator shall be selected by mutual agreement between the grievant’s representative and the City. The City and the Union must initiate the selection of an arbitrator and schedule the arbitration within thirty (30) calendar days of the union’s receipt of the date that one or both parties stated in writing

when the mediation was concluded. If the grievant's representative and the City are unable to agree on the selection of an arbitrator, they shall jointly request SMCS to submit a list of five (5) arbitrators who have had considerable experience as an arbitrator in public employment disputes. The grievant's representative and the City shall then alternately delete names from such list until only one (1) name remains, and that person shall serve as the arbitrator. Whether the employee representative and the City delete the first name in the alternating process of deleting names shall be determined by lot.

- ii. Except when a statement of facts mutually agreeable to the grievant and the City is submitted to the arbitrator, it shall be the duty of the arbitrator to hear and consider facts submitted by the parties.
- iii. It shall be the duty of the arbitrator to hold said hearing within forty-five (45) calendar days of written acceptance of appointment as the arbitrator.
- iv. The arbitrator shall have jurisdiction only over disputes arising out of grievances as defined herein. The arbitrator shall have no authority to add to, subtract from, or modify the terms of this Agreement. The award of the arbitrator shall be final and binding.
- v. Each party shall bear its own expenses in connection therewith. All fees and expenses of the arbitrator and court reporter and report, if any, shall be borne and paid in full and shared equally by the parties. Transcript costs shall be paid separately by the party requesting the transcript. If parties mutually request, and the arbitrator agrees, a court reporter may not be required.

26. Transfer of Letter Agreement Terms and Condition to UCSF MOU. On or before September 1, 2022, the City and the Union shall meet to discuss transferring, and incorporating, the terms of this Letter Agreement into the UCSF-CIR MOU to become effective July 1, 2023. The Department will work with UCSF to coordinate the transfer and incorporation of the terms of this Letter Agreement into the UCSF-CIR MOU.

27. **Duration of Letter Agreement:** This Letter Agreement shall be in effect July 1, 2022 through June 30, 2023. The term of this Letter Agreement will extend automatically for successive twelve (12) month terms unless a party provides the other written notice that it desires to renegotiate the Letter Agreement. Notice of the desire to renegotiate must be given at least one hundred and twenty (120) days before June 30.


DATED: \_\_\_\_\_, 2022

\_\_\_\_\_  
DARSHAN PATEL  
President, CIR-SEIU

DATED: \_\_\_\_\_, 2022

\_\_\_\_\_  
ANDREAS MITCHELL  
Northern CA Regional VP, CIR-SEIU

DATED: 5/12, 2022

  
CAROL ISEN  
Director of Human Resources, CCSF

**APPROVED AS TO FORM:**

DATED: 5/13, 2022

  
JONATHAN ROLNICK  
Chief Labor Attorney, CCSF

DATED: \_\_\_\_\_, 2022

\_\_\_\_\_  
KERIANNE STEELE  
Counsel, CIR

City and County of San Francisco  
Carol Isen  
Human Resources Director



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

May 13, 2022

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

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

RE: **Memoranda of Understanding**

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

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

Please find enclosed for each Memorandum of Understanding:

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

Angela Calvillo  
May 13, 2022  
Page 2 of 2

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

Additional Documentation:

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

Please find enclosed for the Unrepresented Employees Ordinance:

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

Please find enclosed for each Amendment

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

Please find attached for the Letter of Agreement

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

Please find attached for the Citywide Amendment

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

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

Thank you.

Enclosures

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

OFFICE OF THE MAYOR  
SAN FRANCISCO



LONDON N. BREED  
MAYOR

TO: Angela Calvillo, Clerk of the Board of Supervisors  
FROM: Tom Paulino  
RE: A Letter of Agreement between the City and County of San Francisco and the  
Committee of Interns and Residents, to be effective July 1, 2022 through June 30,  
2023  
DATE: May 17, 2022

---

**A Letter of Agreement between the City and County of San Francisco and the Committee of Interns and Residents, to be effective July 1, 2022 through June 30, 2023.**

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





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

---

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

**MOU's**

1. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Building Inspectors' Association, to be effective July 1, 2022 through June 30, 2024.
2. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Crafts Coalition: the Bricklayers and Allied Crafts, Local 3; Hod Carriers, Local 166; The Northern California Carpenters Regional Council, Local 22; Carpet, Linoleum and Soft Tile Workers, Local 12; Plasterers and Cement Masons, Local 300; Glaziers, Architectural Metal and Glass Workers, Local Union No. 718; International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artist and Allied Crafts of the United States, Its Territories and Canada, Local 16; International Association of Bridge, Structural, Ornamental, Reinforcing Iron Workers, Riggers and Machinery Movers, Local 377; Pile Drivers, Divers, Carpenters, Bridge, Wharf and Dock Builders, Local Union No. 34; Plasterers and Shophands, Local 66; United Union of Roofers, Waterproofers and Allied Workers, Local 40; Sheet Metal Workers International Union, Local 104; and Teamsters, Local 853, to be effective July 1, 2022 through June 30, 2024.
3. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the San Francisco District Attorney Investigators' Association, to be effective July 1, 2022 through June 30, 2024.
4. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the San Francisco Deputy Probation Officers' Association, to be effective July 1, 2022 through June 30, 2024.
5. Attached for introduction to the Board of Supervisors is an Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the San Francisco Deputy Sheriffs' Association, to be effective July 1, 2022 through June 30, 2024.

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

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

### **Unrepresented Employees Ordinance**

1. Attached for introduction to the Board of Supervisors is an Ordinance fixing compensation for persons employed by the City and County of San Francisco whose compensation is subject to the provisions of Section A8.409 of the Charter, in job codes not represented by an employee organization, and establishing working schedules and other terms and conditions of employment and methods of payment effective July 1, 2022.

### **Amendments**

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

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

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

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

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



SHAMANN WALTON

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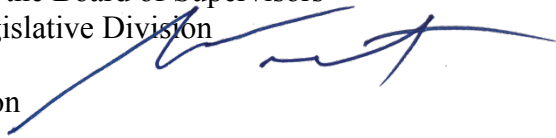
**MEMORANDUM**

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DATE: May 19, 2022

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

FROM: President Shamann Walton 

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

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

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Dear Madam Clerk and Legislative Division Staff,

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

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

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

BOARD of SUPERVISORS



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

## MEMORANDUM

TO: Ben Rosenfield, City Controller

FROM: Alisa Somera, Legislative Deputy Director  
Board of Supervisors

DATE: May 23, 2022

SUBJECT: LEGISLATION INTRODUCED

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

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

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

These matters are being forwarded to you for a cost analysis.

Please forward your analysis to me at the Board of Supervisors, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102 or [alisa.somera@sfgov.org](mailto:alisa.somera@sfgov.org).

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



Member, Board of Supervisors  
District 5



City and County of San Francisco

DEAN PRESTON

---

DATE: May 26, 2022

TO: Angela Calvillo  
Clerk of the Board of Supervisors

FROM: Supervisor Preston  
Chairperson

RE: Government Audit and Oversight Committee  
COMMITTEE REPORT

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

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

Member, Board of Supervisors  
District 5



City and County of San Francisco

DEAN PRESTON

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

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

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

Dean Preston

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

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

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

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

**ERICA MAJOR**

**Assistant Clerk**

Board of Supervisors

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

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

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

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

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

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

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

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

# Update on Bargaining

Government Audit and  
Oversight Committee

*June 2, 2022*





# 2022 Bargaining Summary

- 33 Amended MOUs and Unrep Ordinance
- 27 Successor MOUs
- 26 MOUs ratified by employees
- Limited amendments to Police and Fire MOUs



# Recovery and Restoration

- Coalition of all public employee organizations
- Union autonomy
- Negotiated general wage increase
- Two-year successor MOUs

- General wage increases
  - 5.25% Increase on July 1, 2022
  - 2.5% Increase on January 1, 2023
  - 2.25% Increase on June 30, 2023
  - Year two includes budgetary off-ramps
- Agreement to minimize labor strife
- Amendments to MOUs based on mutual agreement



# Restoration

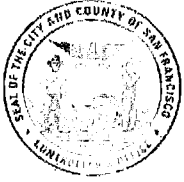
- Hiring agreements with the largest unions
- Labor market-based wage increases
  - Retention of existing employees
  - Recruitment of new employees
- Other improvements
  - Hybrid and remote work
  - Juneteenth holiday codified
  - Dropped prohibition on dual remedies (Gould)
  - Health and safety language improvements
  - Tuition Reimbursement Improvements





# Firefighters & Police Wages

- General Wage Increases:
  - – 12/26/20 → 6/30/22 (COB): deferred 3% for 18 months.
- Police Officers & Firefighters
  - Restoration of 3% Give-back
  - Estimated Cost: \$22 Million
- Police Longevity & Recruitment Incentives
  - 2% premium for years 5 and 15
  - Raise entry-level pay



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

Ben Rosenfield  
Controller

Todd Rydstrom  
Deputy Controller

June 1, 2022

Ms. Angela Calvillo  
Clerk of the Board of Supervisors  
City Hall, Room 244  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

RE: File Numbers 220566-220598: Memoranda of Understanding (MOU) between the City and County of San Francisco and various Unions representing City bargaining units

Dear Ms. Calvillo,

In accordance with Ordinance 92-94, I submit a cost analysis of 26 MOUs representing miscellaneous bargaining units, four MOU amendments for safety unions, one letter of agreement, and one Citywide amendment. The MOUs for all unions cover the period July 1, 2022 through June 30, 2024. The MOU amendments and letter of agreement cover the period July 1, 2022 through June 20, 2023. The Citywide amendment relates to carrying floating holiday balances from FY 2021-22 to FY 2022-23.

The MOUs and MOU amendments affect approximately 26,000 authorized positions with an overall salary and benefits base of approximately \$4.1 billion in FY 2022-23 and \$3.3 billion in FY 2023-24. Our analysis finds that the MOUs will result in increased costs to the City of \$213.7 million (or 5.2%) of base wage and benefit cost in FY 2022-23 and \$320.4 million (or 9.7%) of base wage and benefit cost in FY 2023-24. Approximately 60% of the increased cost is supported by the General Fund.

Our cost estimates assume that premiums, overtime, and other adjustments grow consistently with wage changes. Wage increases in FY 2023-24 could be delayed if the Joint Report projects a budget deficit greater than \$300 million. These cost estimates assume that those increases will take place as scheduled. If the increases were delayed, the estimated cost would be reduced to approximately \$231.3 million in FY 2023-24. See Attachments A and B for a detailed listing and analysis of costs for the affected MOUs.

If you have additional questions or concerns, please contact me at (415)-554-7500 or Carol Lu of my staff at (415)-554-7647.

Sincerely,

  
Ben Rosenfield  
Controller

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

## Attachment A

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

### Union Detail

File Number Union

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

|        |                                                                                  |    |                                    |    |                       |
|--------|----------------------------------------------------------------------------------|----|------------------------------------|----|-----------------------|
| 220579 | <b>San Francisco City Workers United</b>                                         |    | FY 2022-23                         |    | FY 2023-24            |
|        | Wages                                                                            | \$ | 552,000                            | \$ | 951,000               |
|        | Wage-Related Fringe Benefits                                                     |    | 136,000                            |    | 234,000               |
|        | Lead Person Pay                                                                  |    | 23,000                             |    | 23,000                |
|        | Life Insurance                                                                   |    | 6,000                              |    | 6,000                 |
|        | Height Worker Pay                                                                |    | 3,000                              |    | 3,000                 |
|        |                                                                                  |    | <b>Union Total \$</b>              |    | <b>\$ 1,217,000</b>   |
|        |                                                                                  |    | <i>% of Wage and Benefits Base</i> |    | <i>5.50%</i>          |
|        |                                                                                  |    |                                    |    | <i>9.29%</i>          |
| 220580 | <b>Sheriffs' Managers &amp; Supervisors Association</b>                          |    | FY 2022-23                         |    | FY 2023-24            |
|        | Wages                                                                            | \$ | 1,202,000                          | \$ | 2,071,000             |
|        | Wage-Related Fringe Benefits                                                     |    | 508,000                            |    | 875,000               |
|        | Job Class Equity Adjustments                                                     |    | 424,000                            |    | 440,000               |
|        | Uniform Allowance                                                                |    | 16,000                             |    | 16,000                |
|        |                                                                                  |    | <b>Union Total \$</b>              |    | <b>\$ 3,402,000</b>   |
|        |                                                                                  |    | <i>% of Wage and Benefits Base</i> |    | <i>6.60%</i>          |
|        |                                                                                  |    |                                    |    | <i>10.45%</i>         |
| 220581 | <b>Service Employees International Union, Local 1021</b>                         |    | FY 2022-23                         |    | FY 2023-24            |
|        | Wages                                                                            | \$ | 55,291,000                         | \$ | 95,292,000            |
|        | Wage-Related Fringe Benefits                                                     |    | 13,486,000                         |    | 23,242,000            |
|        | Job Class Equity Adjustments                                                     |    | 407,000                            |    | 422,000               |
|        | Longevity Pay                                                                    |    | 1,190,000                          |    | 1,190,000             |
|        | Step Adjustments                                                                 |    | 384,000                            |    | 1,548,000             |
|        | Training Program                                                                 |    | 200,000                            |    | 200,000               |
|        | Emergency Department Premium                                                     |    | 196,000                            |    | 206,000               |
|        | Uniform Allowance                                                                |    | 170,000                            |    | 73,000                |
|        | Radiology Technician Pay                                                         |    | 153,000                            |    | 204,000               |
|        |                                                                                  |    | <b>Union Total \$</b>              |    | <b>\$ 122,377,000</b> |
|        |                                                                                  |    | <i>% of Wage and Benefits Base</i> |    | <i>5.46%</i>          |
|        |                                                                                  |    |                                    |    | <i>9.34%</i>          |
| 220582 | <b>International Union of Operating Engineers Stationary Engineers, Local 39</b> |    | FY 2022-23                         |    | FY 2023-24            |
|        | Wages                                                                            | \$ | 4,225,000                          | \$ | 7,281,000             |
|        | Wage-Related Fringe Benefits                                                     |    | 1,024,000                          |    | 1,764,000             |
|        | Certification Premium                                                            |    | 69,000                             |    | 76,000                |
|        | Uniforms                                                                         |    | 54,000                             |    | 54,000                |
|        | Lead Person Pay                                                                  |    | 29,000                             |    | 29,000                |
|        | Life Insurance                                                                   |    | 27,000                             |    | 27,000                |
|        | Correctional Facility Premium                                                    |    | 12,000                             |    | 12,000                |
|        | City Distribution Division Premium                                               |    | 12,000                             |    | 12,000                |
|        | Cable Maintenance Mechanic Premium                                               |    | 1,000                              |    | 1,000                 |
|        | Diver Premium                                                                    |    | 0                                  |    | 0                     |
|        |                                                                                  |    | <b>Union Total \$</b>              |    | <b>\$ 9,256,000</b>   |
|        |                                                                                  |    | <i>% of Wage and Benefits Base</i> |    | <i>5.45%</i>          |
|        |                                                                                  |    |                                    |    | <i>9.26%</i>          |
| 220583 | <b>Teamsters, Local 856 (Multi-Unit)</b>                                         |    | FY 2022-23                         |    | FY 2023-24            |
|        | Wages                                                                            | \$ | 560,000                            | \$ | 965,000               |
|        | Wage-Related Fringe Benefits                                                     |    | 154,000                            |    | 266,000               |
|        | Floating Holiday                                                                 |    | 52,000                             |    | 52,000                |
|        | Standby Pay                                                                      |    | 22,000                             |    | 23,000                |
|        | In-Charge Assignment Pay                                                         |    | 3,000                              |    | 3,000                 |

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

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

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



## Attachment B

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

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

The MOUs and MOU amendments affect approximately 26,000 authorized positions with an overall salary and benefits base of approximately \$4.1 billion in FY 2022-23 and \$3.3 billion in FY 2023-24. Our analysis finds that the MOUs will result in increased costs to the City of \$213.7 million (or 5.2%) of base wage and benefit cost in FY 2022-23 and \$320.4 million (or 9.7%) of base wage and benefit cost in FY 2023-24. Approximately 60% of the increased cost is supported by the General Fund.

Our cost estimates assume that premiums, overtime, and other adjustments grow consistently with wage changes. Wage increases in FY 2023-24 could be delayed if the Joint Report projects a budget deficit greater than \$300 million. These cost estimates assume that those increases will take place as scheduled. If the increases were delayed, the estimated cost would be reduced to approximately \$231.3 million in FY 2023-24. See Attachments A and B for a detailed listing and analysis of costs for the affected MOUs.

The MOUs share the following key provisions:

- **Citywide Wage Increases.** With the exception of the four Safety Unions, the MOUs increase base wages by 5.25% on July 1, 2022; 2.50% on July 1, 2023; and 2.25% on January 6, 2024. As noted above, the increases in fiscal year 2023-24 could be delayed by six months if the Joint Report projects a budget deficit of greater than \$300 million. The amendments for the Fire Fighters and Police Officers Association MOUs increase wages 2.00% and 1.00%, respectively, on July 1, 2022.
- **Job Class Equity Adjustments.** Six MOUs contain provisions to adjust pay scales for select job classes to align with similar job classes within the City or with local employers.

Overall, 92% of the total cost increase is attributable to citywide wage increases and job class equity adjustment increases. In addition, most of the MOUs contain provisions to add or change premium pay for certain skills and certifications.

The MOUs are discussed in more detail below.

#### **File Number 220566 – Building Inspectors’ Association**

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

**File Number 220567 – Crafts Coalition**

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

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

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

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

The MOU affects 725 authorized positions with a base salary of \$88.4 million and an overall pay and benefits base of about \$156.9 million. We project the MOU will increase costs to the City by \$10.6 million in FY 2022-23 and \$16.7 million in FY 2023-24. About 78% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the costs is due to an increase in longevity and POST pay.

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

The MOU affects 36 authorized positions with a base salary of \$5.2 million and an overall pay and benefits base of about \$7.0 million. We project the MOU will increase costs to the City by \$0.4 million in FY 2022-23 and \$0.7 million in FY 2023-24. About 92% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the costs is due to an increase in the POST certification premium.

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

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

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

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

The MOU affects 4,705 authorized positions with a base salary of \$629.0 million and an overall pay and benefits base of about \$796.5 million. We project the MOU will increase costs to the City by \$47.1 million in FY 2022-23 and \$80.4 million in FY 2023-24. About 89% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is due almost entirely to equity adjustments and extended steps in certain job classes.

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

The MOU affects 1,303 authorized positions with a base salary of \$85.7 million and an overall pay and benefits base of about \$114.4 million. We project the MOU will increase costs to the City by \$6.4 million in FY 2022-23 and \$11.0 million in FY 2023-24. About 93% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is due to increases in various premiums and life insurance.

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

The MOU affects 465 authorized positions with a base salary of \$49.6 million and an overall pay and benefits base of about \$70.1 million. We project the MOU will increase costs to the City by \$1.6 million in FY 2022-23 and \$2.7 million in FY 2023-24. About 89% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is due almost entirely to equity adjustments in certain job classes. In addition, there is a small savings from abolishing the auxiliary premium.

**File Number 220575 – Municipal Attorneys Association**

The MOU affects 428 authorized positions with a base salary of \$98.1 million and an overall pay and benefits base of about \$122.2 million. We project the MOU will increase costs to the City by \$7.1 million in FY 2022-23 and \$11.8 million in FY 2023-24. About 90% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is mostly due to a pilot on a lead person pay premium and reimbursement for professional services.

**File Number 220576 – Municipal Executives Association**

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

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

The MOU affects 50 authorized positions with a base salary of \$6.0 million and an overall pay and benefits base of about \$8.3 million. We project the MOU will increase costs to the City by \$0.5 million in FY 2022-23 and \$0.8 million in FY 2023-24. About 97% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the increase is due to an increase in the uniform allowance.

**File Number 220578 – Operating Engineers Local Union No. 3 Supervising Probation Officers**

The MOU affects 28 authorized positions with a base salary of \$3.8 million and an overall pay and benefits base of about \$5.5 million. We project the MOU will increase costs to the City by \$0.3 million in FY 2022-23 and \$0.5 million in FY 2023-24. About 97% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is due to increases in instructor premiums.

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

The MOU affects 100 authorized positions with a base salary of \$10.0 million and an overall pay and benefits base of about \$13.1 million. We project the MOU will increase costs to the City by \$0.7 million in FY 2022-23 and \$1.2 million in FY 2023-24. About 96% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is mostly due to an increase in lead person pay.

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

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

attributable to the citywide wage increases in each year of the agreement. Most of the remaining cost is due to equity adjustments in certain job classes.

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

The MOU affects 11,625 authorized positions with a base salary of \$1,038.7 million and an overall pay and benefits base of about \$1,391.0 million. We project the MOU will increase costs to the City by \$71.5 million in FY 2022-23 and \$122.4 million in FY 2023-24. About 96% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is mostly due to step and equity adjustments for certain job classes and increases in premiums.

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

The MOU affects 613 authorized positions with a base salary of \$72.3 million and an overall pay and benefits base of about \$100.0 million. We project the MOU will increase costs to the City by \$5.5 million in FY 2022-23 and \$9.3 million in FY 2023-24. About 96% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is due to increases in various premiums, life insurance, and uniform allowance.

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

The MOU affects 89 authorized positions with a base salary of \$10.1 million and an overall pay and benefits base of about \$13.6 million. We project the MOU will increase costs to the City by \$0.8 million in FY 2022-23 and \$1.3 million in FY 2023-24. About 90% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is mostly due to an increase in the number of floating holidays and an increase in various premiums.

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

The MOU affects 119 authorized positions with a base salary of \$28.4 million and an overall pay and benefits base of about \$39.3 million. We project the MOU will increase costs to the City by \$2.2 million in FY 2022-23 and \$3.7 million in FY 2023-24. About 94% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is due to an increase in standby and on-call pay.

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

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

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

The MOU affects 133 authorized positions with a base salary of \$10.6 million and an overall pay and benefits base of about \$16.0 million. We project the MOU will increase costs to the City by \$0.3 million in FY 2022-23 and \$0.6 million in FY 2023-24. About 93% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is due to an increase in the number of steps and an increase in the uniform allowance.

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

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

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

The MOU affects 268 authorized positions with a base salary of \$33.9 million and an overall pay and benefits base of about \$49.4 million. We project the MOU will increase costs to the City by \$3.1 million in FY 2022-23 and \$5.6 million in FY 2023-24. About 83% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. Most of the remaining cost is due to an equity pay adjustment to all job classes in the union.

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

The MOU affects 187 authorized positions with a base salary of \$56.5 million and an overall pay and benefits base of about \$72.9 million. We project the MOU will increase costs to the City by \$3.9 million in FY 2022-23 and \$6.6 million in FY 2023-24. About 98% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the

cost is mostly due to extended steps in certain job classes and an increase in acting assignment pay.

**File Number 220591 – Unrepresented Employees**

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

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

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

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

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

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

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



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

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

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

There are not costs associated with this letter of agreement.

**File Number 220598 – Citywide Amendment**

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