



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

Ben Rosenfield  
Controller

Todd Rydstrom  
Deputy Controller

June 8, 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 220696: Memoranda of Understanding (MOU) between the City and County of San Francisco and Service Employees International Union, Local 1021: Staff & Per Diem Nurses

Dear Ms. Calvillo,

In accordance with Ordinance 92-94, I submit a cost analysis of an MOU between the City and County of San Francisco and the Service Employees International Union, Local 1021: Staff & Per Diem Nurses, file number 220696.

The MOU affects approximately 1,600 authorized positions with an overall salary and benefits base of approximately \$440 million in FY 2022-23. Our analysis finds that the MOU will result in increased costs to the City of \$28.9 million (or 6.6%) of base wage and benefit cost in FY 2022-23 and \$46.8 million (or 10.7%) of base wage and benefit cost in FY 2023-24. Approximately 95% of the increased cost is supported by the General Fund.

The MOU includes the same general wage increases that were received by other miscellaneous unions: 5.25% on July 1, 2022; 2.5% on July 1, 2023; and 2.25% on January 6, 2024. It also includes additional wage increases for all covered job classes of 1% on July 1, 2022 for steps 3-5 and 1.5% for steps 6-10, and an additional 0.5% for steps 6-10 on July 1, 2023. About 98% of the total cost increase is attributable to wage increases. There are other costs related to a new premium, leave time for various committees, and reimbursements. Details of the costs are:

**Service Employees International Union, Local 1021: Staff & Per**

**Diem Nurses**

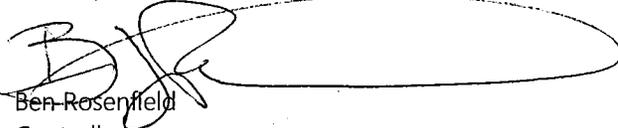
	FY 2022-23	FY 2023-24
Wages	\$ 18,250,000	\$ 31,454,000
Wage-Related Fringe Benefits	4,227,000	7,258,000
Pay Increases for Certain Steps	5,856,000	7,536,000
Meal and Rest Break Premium	463,000	476,000
Laguna Honda New Graduate Program	114,000	117,000
Violence Prevention Committee	41,000	42,000
Tuition Reimbursement	25,000	25,000
Committee on Retention, Reduce FTE	15,000	16,000
License Reimbursement	14,000	14,000
Parking Subsidy	10,000	10,000

**Union Total \$ 29,015,000 \$ 46,948,000**  
*% of Wage and Benefits Base 6.63% 10.74%*

Our cost estimate assumes 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. This cost estimate assumes that those increases will take place as scheduled. If the increases were delayed, it would reduce costs in FY 2023-24 by approximately \$11.8 million.

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