

Amendment No. 1
TO THE 2014-2017 COLLECTIVE BARGAINING AGREEMENT
BETWEEN
THE CITY AND COUNTY OF SAN FRANCISCO
AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021

The parties hereby amend the Collective Bargaining Agreement as follows:

ARTICLE III – D. ADDITIONAL COMPENSATION & PREMIUM PAY

3278 Recreation Facility Assistant

377a. Effective on or after October 10, 2015, the City will establish classification 3278 Recreation Facility Assistant with the following five salary steps and hourly rates:

- **Step 1: \$15.0000**
- **Step 2: \$15.5000**
- **Step 3: \$16.0000**
- **Step 4: \$16.8000**
- **Step 5: \$17.6375**

377b. Incumbents in classification 3279 Recreation Leader (as of the date classification 3278 is established) who receive appointments in classification 3278 shall be appointed as follows:

- **Employees appointed TEX shall be appointed at Step 3.**
- **Employees appointed PCS shall be appointed at Step 4.**

377c. All other appointees to classification 3278, including incumbents in classification 3279 who were appointed to class 3279 after the date the City establishes class 3278 who are appointed to class 3278 shall be appointed at Step 1, unless the Appointing Officer uses the appointment above entrance provision of this Agreement. Employees who are appointed PCS to class 3278 prior to July 1, 2016, shall advance to Step 2 on July 1, 2016 and advance through all subsequent salary steps at one year periods. Employees appointed PCS to class 3278 on or after July 1, 2016, shall advance to the next step upon one year of service. Step advancement for TEX employees is subject to the other provisions of this Agreement.

377d. Effective July 1, 2016, and in lieu of the general wage increase scheduled for that date under section III.A. of this Agreement, the City shall adjust the salary steps and hourly rates for class 3278 Recreation Facility as follows:

- **Step 1: \$15.0000**
- **Step 2: \$15.7500**
- **Step 3: \$16.5375**
- **Step 4: \$17.3625**

