

1 [Compensation for Unrepresented Employees]

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3 **Ordinance amending Ordinance No. 106-20 fixing compensation for persons**
4 **employed by the City and County of San Francisco whose compensation is subject to**
5 **the provisions of Section A8.409 of the Charter, in job codes not represented by an**
6 **employee organization, and establishing working schedules and other terms and**
7 **conditions of employment and methods of payment effective July 1, 2020.**

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

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

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20 Section 1. Amendment of Ordinance No. 106-20. Pursuant to Charter Section
21 A8.409-1, on May 12, 2020, the Mayor submitted an ordinance proposing the wages, hours,
22 and other terms and conditions of employment applicable to all unrepresented job codes or
23 positions of City employment. On June 30, 2020, the Board of Supervisors finally approved
24 that ordinance, and the Mayor approved it on July 10, 2020 (File No. 200480, Ordinance No.
25 106-20). Section 2 of that ordinance is hereby amended to eliminate wage increases for the
fiscal year for specified unrepresented classifications in the Mayor's Office, as follows:

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1 SECTION 2. WAGE RATES

2 A. The wage rates for job codes covered by this Ordinance for fiscal year 2020-
3 2021 shall be increased as follows:

4 Effective December 26, 2020: 3.00%

5 Effective COB June 30, 2021: 0.50%

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

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

10 The 1281 – Senior Employee Relations Representative Classification’s Pay
11 Plan shall be the same range of pay as the 1824 – Principal Administrative Analyst
12 Classification. There shall be three additional five percent (5%) steps (Steps 6, 7 & 8) at the
13 top of the range for this classification. The Employee Relations Director may place
14 employees in Step 6, 7 or 8, contingent upon the Employee Relations Director designating
15 the employee as the principal representative for a major employee group.

16 The Pay Plan for classifications 1280 – Employee Relations Representative
17 and 9530 – Labor Relations Representative, SFMTA, shall be the same range of pay as the
18 1244 – Senior Personnel Analyst Classification. There shall also be three additional five
19 percent (5%) steps (Steps 1, 2 & 3) at the bottom of the range. The Employee Relations
20 Director for classification 1280, or Director of Transportation or designee for classification
21 9530, may place employees in Steps 6, 7 or 8, contingent upon designating the employee as
22 the lead responsibility for an employee group.

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

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

3 D. The Port Commission shall determine the salary for the 9399 Port Director
4 Classification, pursuant to Charter Appendix B3.581(h).

5 E. All base wage calculations shall be rounded to the nearest whole dollar, bi-
6 weekly salary.

7 F. Notwithstanding the provisions of this Section 2 above, classifications in the list below
8 will receive no wage increase during fiscal year 2020-2021:

9 0885 Mayoral Staff V

10 0886 Mayoral Staff VI

11 0887 Mayoral Staff VII

12 0888 Mayoral Staff VIII

13 0889 Mayoral Staff IX

14 0890 Mayoral Staff X

15 0891 Mayoral Staff XI

16 0892 Mayoral Staff XII

17 0901 Mayoral Staff XIII

18 0902 Mayoral Staff XIV

19 0903 Mayoral Staff XV

20 0904 Mayoral Staff XVI

21 0905 Mayoral Staff XVII

22 G. Retirement Restoration. For employees affected by paragraph (F) above who retire
23 between December 26, 2020 and June 30, 2021, the City will provide restoration back pay for the
24 deferred 3.00% wage increase on paid regularly scheduled hours for the period that preceded the
25 date of retirement, back to December 26, 2020. Restoration payments constitute pensionable

1 compensation, to the maximum extent permissible under the Charter. As an example, by way of
2 illustration only, if an employee retires effective June 30, 2021, the City would provide back pay to
3 the employee for the period December 26, 2020 through June 29, 2021, in the amount of 3% on paid
4 regularly scheduled hours, including paid leave hours.

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6 Section 2. Effective Date. This Ordinance shall become effective upon enactment.
7 Enactment occurs when the Mayor signs the Ordinance, the Mayor returns the Ordinance
8 unsigned or does not sign the Ordinance within ten days of receiving it, or the Board of
9 Supervisors overrides the Mayor’s veto of the Ordinance.

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11 APPROVED AS TO FORM:
12 DENNIS J. HERRERA, City Attorney

13 By: /s/
14 KATHARINE HOBIN PORTER
15 Chief Labor Attorney

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