




OFFICE OF THE CONTROLLER
CITY AND COUNTY OF SAN FRANCISCO

Greg Wagner
Controller
ChiaYu Ma
Deputy Controller

MEMORANDUM

TO: Ms. Angela Calvillo

FROM: Greg Wagner, Controller 

DATE: June 2, 2026

SUBJECT: **File Numbers 260532 and 260533: Ordinance fixing wages and terms of employment for employees not represented by unions and an amendment to the 2024-2027 Memoranda of Understanding (MOU) between the City and County of San Francisco and the Machinists Union, Local 1414.**

Dear Ms. Calvillo,

In accordance with Ordinance 92-94, I submit a cost analysis of the ordinance fixing wages and terms of employment for employees not represented by a union and an amendment to the MOU between the City and the Machinists Union, Local 1414.

The ordinance for unrepresented employees, effective July 1, 2026, affects approximately 90 positions with an overall salary and benefits budgeted base of \$18 million. The ordinance raises wages by 2.0 percent on January 2, 2027, with a total wages and benefits cost of \$140 thousand. There is an additional raise of 2.5 percent on June 30, 2027, which will have no cost in FY 2026-27 but will lead to additional costs in FY 2027-28. Approximately 89 percent of the costs are supported by the General Fund.

The amendment to the MOU for the Machinists Union, Local 1414 changes the apprenticeship schedules for various job classes that are not expected to have an overall cost impact.

If you have additional questions or concerns, please contact me at (415)-554-7500 or Michael Mitton of my staff at (628)-652-9772.

CC: Sophia Kittler, Mayor's Budget Director
Ardis Graham, Employee Relations Director
Dan Goncher, Budget Analyst