

City and County of San Francisco
Carol Isen
Human Resources Director



Department of Human Resources
Connecting People with Purpose
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May 11, 2021

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

FROM: Amalia Martinez, Acting Employee Relations Director
Department of Human Resources

RE: **Unrepresented Employees Ordinance**

Please find enclosed for the Unrepresented Employees Ordinance:

- 1 Original ORDINANCE
- 1 Signed ORDINANCE on redline
- 1 Legislative Digest
- List of Classifications

Summary of Changes

- The wage rates for job codes covered by this Ordinance for fiscal year 2021-2022 shall be increased as follows:

Effective July 1, 2021:	3.00%
Effective January 8, 2022:	0.50%
- The AB44 – Confidential Chief Attorney II Classification’s Pay Plan shall be five percent (5%) above the top step of Classification 8193 Chief Attorney I to provide the standard supervisory differential.
- Classifications in the list below that received no wage increase during fiscal year 2020-2021 shall receive a portion of those deferred wages including (1) 0.5% wage increase on July 1, 2021 (deferred from close of business June 30, 2021) and (2) 1.00% wage increase on the close of business June 30, 2022 (portion of deferred 3.0% wage increase from December 26, 2020), in line with restoration of deferred fiscal year 2020-2021 wages agreed to with the San Francisco Police Officer’s Association and the San Francisco Fire Fighters Local 798.

0885 Mayoral Staff V
0886 Mayoral Staff VI
0887 Mayoral Staff VII
0888 Mayoral Staff VIII

0889 Mayoral Staff IX
0890 Mayoral Staff X
0891 Mayoral Staff XI
0892 Mayoral Staff XII
0901 Mayoral Staff XIII
0902 Mayoral Staff XIV
0903 Mayoral Staff XV
0904 Mayoral Staff XVI
0905 Mayoral Staff XVII

- Retirement Restoration. For employees listed above who received no wage increase in fiscal year 2021-2021 and who retire between July 1, 2021 and June 30, 2022, the City will provide restoration back pay for the deferred 3.00% wage increase on paid regularly scheduled hours for the 12-month period that preceded the date of retirement, back to December 26, 2020. Restoration payments constitute pensionable compensation, to the maximum extent permissible under the Charter. As an example, by way of illustration only, if an employee retires effective October 1, 2021, the City would provide back pay to the employee for the period December 26, 2020 through September 30, 2021, in the amount of 3% on paid regularly scheduled hours, including paid leave hours.

Electronic copies have been sent via e-mail today. Please refer to the appropriate Committee at your earliest convenience.

We request a waiver of the 30-Day hold and the following hearing dates, so the Board can approve the Ordinance to be effective July 1, 2021:

- Hearing at Government Audit and Oversight committee – June 10, 2021 (committee report)
- BOS 1st reading – June 15, 2021
- BOS 2nd reading – June 22, 2021

Copies of the enclosures have been sent to the Controller, and by copy hereof, I request that costing information be submitted directly to the Board with copies to the Employee Relations Division.

Thank you.

Enclosures

cc: Ben Rosenfield, Controller
Carol Isen, Human Resources Director
Mawuli Tugbenyoh, Chief of Policy Department of Human Resources
Kelly Kirkpatrick, Mayor's Budget Director
Sophia Kittler, Mayor's Liaison to the Board of Supervisors
Members, Government, Audit and Oversight Committee
John Carroll, Assistant Clerk, Board of Supervisors

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Brent Jalipa, Legislative Clerk, Board of Supervisors
Katharine Porter, Chief Labor Attorney, City Attorney's Office
File