



OFFICE OF THE CONTROLLER
CITY AND COUNTY OF SAN FRANCISCO

Ben Rosenfield
Controller

Todd Rydstrom
Deputy Controller

June 1, 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 220566-220598: Memoranda of Understanding (MOU) between the City and County of San Francisco and various Unions representing City bargaining units

Dear Ms. Calvillo,

In accordance with Ordinance 92-94, I submit a cost analysis of 26 MOUs representing miscellaneous bargaining units, four MOU amendments for safety unions, one letter of agreement, and one Citywide amendment. The MOUs for all unions cover the period July 1, 2022 through June 30, 2024. The MOU amendments and letter of agreement cover the period July 1, 2022 through June 20, 2023. The Citywide amendment relates to carrying floating holiday balances from FY 2021-22 to FY 2022-23.

The MOUs and MOU amendments affect approximately 26,000 authorized positions with an overall salary and benefits base of approximately \$4.1 billion in FY 2022-23 and \$3.3 billion in FY 2023-24. Our analysis finds that the MOUs will result in increased costs to the City of \$213.7 million (or 5.2%) of base wage and benefit cost in FY 2022-23 and \$320.4 million (or 9.7%) of base wage and benefit cost in FY 2023-24. Approximately 60% of the increased cost is supported by the General Fund.

Our cost estimates assume 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. These cost estimates assume that those increases will take place as scheduled. If the increases were delayed, the estimated cost would be reduced to approximately \$231.3 million in FY 2023-24. See Attachments A and B for a detailed listing and analysis of costs for the affected MOUs.

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

Attachment A

| Combined Costs for All MOUs and Amendments | | FY 2022-23 | FY 2023-24 |
|--|--|-----------------------|-----------------------|
| Wages | | \$ 159,250,000 | \$ 253,814,000 |
| Wage-Related Fringe Benefits | | 36,490,000 | 59,965,000 |
| Premiums | | 16,665,000 | 5,316,000 |
| Other Benefits | | 1,292,000 | 1,306,000 |
| MOU Total | | \$ 213,697,000 | \$ 320,401,000 |
| <i>% of Wage and Benefits Base</i> | | <i>5.21%</i> | <i>9.66%</i> |

Union Detail

File Number Union

| | | FY 2022-23 | FY 2023-24 |
|------------------------------------|---|-------------------|---------------------|
| 220566 | San Francisco Building Inspectors' Association | | |
| | Wages | \$ 500,000 | \$ 862,000 |
| | Wage-Related Fringe Benefits | 123,000 | 213,000 |
| | Acting Assignment Pay | 10,000 | 10,000 |
| | Life Insurance | 3,000 | 3,000 |
| Union Total | | \$ 636,000 | \$ 1,088,000 |
| <i>% of Wage and Benefits Base</i> | | <i>5.35%</i> | <i>9.16%</i> |

| | | FY 2022-23 | FY 2023-24 |
|------------------------------------|------------------------------|---------------------|---------------------|
| 220567 | Crafts Coalition | | |
| | Wages | \$ 2,465,000 | \$ 4,248,000 |
| | Wage-Related Fringe Benefits | 602,000 | 1,038,000 |
| | Lead Worker Pay | 42,000 | 42,000 |
| | Dispatch Premium | 26,000 | 27,000 |
| | Safety Equipment and Shoes | 20,000 | 20,000 |
| | Crane Certification | 4,000 | 4,000 |
| | Protective Equipment | 3,000 | 3,000 |
| | Underwater Pay | 4,000 | 4,000 |
| | Jackets | 1,000 | 1,000 |
| Union Total | | \$ 3,167,000 | \$ 5,387,000 |
| <i>% of Wage and Benefits Base</i> | | <i>5.42%</i> | <i>9.22%</i> |

| | | FY 2022-23 | FY 2023-24 |
|------------------------------------|---|---------------------|---------------------|
| 220568 | San Francisco Deputy Probation Officers' Association | | |
| | Wages | \$ 746,000 | \$ 1,286,000 |
| | Wage-Related Fringe Benefits | 304,000 | 524,000 |
| | Training Officer Premium | 11,000 | 12,000 |
| | Acting Assignment Pay | 3,000 | 3,000 |
| | Badge Retirement | 1,000 | 1,000 |
| Union Total | | \$ 1,065,000 | \$ 1,826,000 |
| <i>% of Wage and Benefits Base</i> | | <i>5.32%</i> | <i>9.13%</i> |

| | | FY 2022-23 | FY 2023-24 |
|--------|-------------------------------------|--------------|---------------|
| 220569 | Deputy Sheriffs' Association | | |
| | Wages | \$ 6,239,000 | \$ 10,753,000 |
| | Wage-Related Fringe Benefits | 1,996,000 | 3,440,000 |
| | Longevity Pay | 2,141,000 | 2,195,000 |
| | POST Pay | 243,000 | 265,000 |

Union Total \$ 10,619,000 \$ 16,653,000
 % of Wage and Benefits Base 6.77% 10.62%

| 220570 | San Francisco District Attorney Investigators' Association | FY 2022-23 | FY 2023-24 |
|--------|--|-------------------|-------------------|
| | Wages | \$ 289,000 | \$ 499,000 |
| | Wage-Related Fringe Benefits | 76,000 | 131,000 |
| | POST Certification Premium | 30,000 | 33,000 |
| | Union Total | \$ 395,000 | \$ 663,000 |
| | <i>% of Wage and Benefits Base</i> | <i>5.67%</i> | <i>9.52%</i> |

| 220571 | International Brotherhood of Electrical Workers, Local 6 | FY 2022-23 | FY 2023-24 |
|--------|--|---------------------|---------------------|
| | Wages | \$ 2,133,000 | \$ 3,676,000 |
| | Wage-Related Fringe Benefits | 505,000 | 870,000 |
| | Job Class Equity Adjustments | 794,000 | 1,295,000 |
| | Lead Worker Pay | 43,000 | 43,000 |
| | Life Insurance | 14,000 | 14,000 |
| | Severance Pay | 7,000 | 7,000 |
| | Waste Water Premium | 6,000 | 6,000 |
| | Height Premium | 5,000 | 5,000 |
| | Shoes and Clothing | 3,000 | 3,000 |
| | Underwater Pay | 1,000 | 1,000 |
| | Correctional Facility Premium | 1,000 | 1,000 |
| | Paid Meals | 0 | 0 |
| | Union Total | \$ 3,512,000 | \$ 5,921,000 |
| | <i>% of Wage and Benefits Base</i> | <i>6.99%</i> | <i>11.79%</i> |

| 220572 | International Federation of Professional and Technical Engineers, Local 21 | FY 2022-23 | FY 2023-24 |
|--------|---|----------------------|----------------------|
| | Wages | \$ 33,479,000 | \$ 57,700,000 |
| | Wage-Related Fringe Benefits | 8,336,000 | 14,366,000 |
| | Job Class Equity Adjustments | 4,557,000 | 7,615,000 |
| | Job Class Step Adjustments | 492,000 | 518,000 |
| | Advanced Certification | 93,000 | 93,000 |
| | Lead Person Pay | 45,000 | 45,000 |
| | Protective Clothing | 40,000 | 40,000 |
| | Physician Assistant Parity | 36,000 | 37,000 |
| | Union Total | \$ 47,078,000 | \$ 80,414,000 |
| | <i>% of Wage and Benefits Base</i> | <i>5.91%</i> | <i>10.10%</i> |

| 220573 | Laborers International Union, Local 261 | FY 2022-23 | FY 2023-24 |
|--------|---|--------------|--------------|
| | Wages | \$ 4,836,000 | \$ 8,334,000 |
| | Wage-Related Fringe Benefits | 1,172,000 | 2,020,000 |
| | Job Class Equity Adjustments | 203,000 | 404,000 |
| | Night Shift Premium | 53,000 | 58,000 |
| | Life Insurance | 51,000 | 51,000 |
| | Protective Clothing | 48,000 | 48,000 |
| | Lead Worker Pay | 39,000 | 39,000 |
| | Bilingual Pay | 33,000 | 33,000 |
| | Tuition Expenses | 8,000 | 8,000 |
| | Work Clothing | 3,000 | 3,000 |

Union Total \$ 6,446,000 \$ 10,998,000
 % of Wage and Benefits Base 5.63% 9.61%

| 220574 | Machinists Union, Local 1414 | FY 2022-23 | FY 2023-24 |
|--------|------------------------------------|---------------------|---------------------|
| | Wages | \$ 1,179,000 | \$ 2,032,000 |
| | Wage-Related Fringe Benefits | 284,000 | 490,000 |
| | Job Class Equity Adjustments | 192,000 | 199,000 |
| | Lead Person Premium | 5,000 | 5,000 |
| | Heavy Equipment Premium | 3,000 | 3,000 |
| | Auxilliary Premium - Abolished | (28,000) | (28,000) |
| | Union Total | \$ 1,635,000 | \$ 2,701,000 |
| | <i>% of Wage and Benefits Base</i> | <i>5.87%</i> | <i>9.69%</i> |

| 220575 | Municipal Attorney's Association | FY 2022-23 | FY 2023-24 |
|--------|-------------------------------------|---------------------|----------------------|
| | Wages | \$ 5,190,000 | \$ 8,946,000 |
| | Wage-Related Fringe Benefits | 1,223,000 | 2,107,000 |
| | Lead Person Pay Pilot | 429,000 | 429,000 |
| | Professional Services Reimbursement | 268,000 | 268,000 |
| | Standby Pay | 19,000 | 19,000 |
| | Severance Pay | 4,000 | 4,000 |
| | Union Total | \$ 7,133,000 | \$ 11,773,000 |
| | <i>% of Wage and Benefits Base</i> | <i>5.84%</i> | <i>9.64%</i> |

| 220576 | Municipal Executives Association | FY 2022-23 | FY 2023-24 |
|--------|------------------------------------|----------------------|----------------------|
| | Wages | \$ 11,385,000 | \$ 19,623,000 |
| | Wage-Related Fringe Benefits | 2,714,000 | 4,677,000 |
| | Long-Term Disability | 145,000 | 291,000 |
| | Acting Assignment Pay | 114,000 | 125,000 |
| | Training Expenses | 50,000 | 50,000 |
| | SFERS CEO Bonus | 27,000 | 0 |
| | Sheriffs' Retention Pay | 25,000 | 26,000 |
| | Uniform Allowance | 11,000 | 3,000 |
| | POST Premium | 10,000 | 11,000 |
| | Union Total | \$ 14,481,000 | \$ 24,806,000 |
| | <i>% of Wage and Benefits Base</i> | <i>5.39%</i> | <i>9.24%</i> |

| 220577 | Operating Engineers, Local 3 | FY 2022-23 | FY 2023-24 |
|--------|------------------------------------|-------------------|-------------------|
| | Wages | \$ 351,000 | \$ 605,000 |
| | Wage-Related Fringe Benefits | 84,000 | 144,000 |
| | Uniforms | 12,000 | 12,000 |
| | Union Total | \$ 447,000 | \$ 761,000 |
| | <i>% of Wage and Benefits Base</i> | <i>5.40%</i> | <i>9.20%</i> |

| 220578 | Supervising Probation Officers | FY 2022-23 | FY 2023-24 |
|--------|---|-------------------|-------------------|
| | Wages | \$ 198,000 | \$ 342,000 |
| | Wage-Related Fringe Benefits | 91,000 | 157,000 |
| | Instructor Premium - Firearms | 6,000 | 6,000 |
| | Instructor Premium - Other Specialized Training | 2,000 | 2,000 |
| | Union Total | \$ 297,000 | \$ 507,000 |
| | <i>% of Wage and Benefits Base</i> | <i>5.39%</i> | <i>9.20%</i> |

| | | | | | |
|--------|--|----|------------------------------------|-----------|--------------------|
| 220579 | San Francisco City Workers United | | FY 2022-23 | | FY 2023-24 |
| | Wages | \$ | 552,000 | \$ | 951,000 |
| | Wage-Related Fringe Benefits | | 136,000 | | 234,000 |
| | Lead Person Pay | | 23,000 | | 23,000 |
| | Life Insurance | | 6,000 | | 6,000 |
| | Height Worker Pay | | 3,000 | | 3,000 |
| | | | Union Total \$ | \$ | 1,217,000 |
| | | | <i>% of Wage and Benefits Base</i> | | <i>9.29%</i> |
| 220580 | Sheriffs' Managers & Supervisors Association | | FY 2022-23 | | FY 2023-24 |
| | Wages | \$ | 1,202,000 | \$ | 2,071,000 |
| | Wage-Related Fringe Benefits | | 508,000 | | 875,000 |
| | Job Class Equity Adjustments | | 424,000 | | 440,000 |
| | Uniform Allowance | | 16,000 | | 16,000 |
| | | | Union Total \$ | \$ | 3,402,000 |
| | | | <i>% of Wage and Benefits Base</i> | | <i>10.45%</i> |
| 220581 | Service Employees International Union, Local 1021 | | FY 2022-23 | | FY 2023-24 |
| | Wages | \$ | 55,291,000 | \$ | 95,292,000 |
| | Wage-Related Fringe Benefits | | 13,486,000 | | 23,242,000 |
| | Job Class Equity Adjustments | | 407,000 | | 422,000 |
| | Longevity Pay | | 1,190,000 | | 1,190,000 |
| | Step Adjustments | | 384,000 | | 1,548,000 |
| | Training Program | | 200,000 | | 200,000 |
| | Emergency Department Premium | | 196,000 | | 206,000 |
| | Uniform Allowance | | 170,000 | | 73,000 |
| | Radiology Technician Pay | | 153,000 | | 204,000 |
| | | | Union Total \$ | \$ | 122,377,000 |
| | | | <i>% of Wage and Benefits Base</i> | | <i>9.34%</i> |
| 220582 | International Union of Operating Engineers Stationary Engineers, Local 39 | | FY 2022-23 | | FY 2023-24 |
| | Wages | \$ | 4,225,000 | \$ | 7,281,000 |
| | Wage-Related Fringe Benefits | | 1,024,000 | | 1,764,000 |
| | Certification Premium | | 69,000 | | 76,000 |
| | Uniforms | | 54,000 | | 54,000 |
| | Lead Person Pay | | 29,000 | | 29,000 |
| | Life Insurance | | 27,000 | | 27,000 |
| | Correctional Facility Premium | | 12,000 | | 12,000 |
| | City Distribution Division Premium | | 12,000 | | 12,000 |
| | Cable Maintenance Mechanic Premium | | 1,000 | | 1,000 |
| | Diver Premium | | 0 | | 0 |
| | | | Union Total \$ | \$ | 9,256,000 |
| | | | <i>% of Wage and Benefits Base</i> | | <i>9.26%</i> |
| 220583 | Teamsters, Local 856 (Multi-Unit) | | FY 2022-23 | | FY 2023-24 |
| | Wages | \$ | 560,000 | \$ | 965,000 |
| | Wage-Related Fringe Benefits | | 154,000 | | 266,000 |
| | Floating Holiday | | 52,000 | | 52,000 |
| | Standby Pay | | 22,000 | | 23,000 |
| | In-Charge Assignment Pay | | 3,000 | | 3,000 |

| | | | | | |
|---------------------------|---|------------------------------------|-------------------|-----------|-------------------|
| | Safety Glasses | | 1,000 | | 1,000 |
| | Field Training Officer Pay | | 1,000 | | 1,000 |
| | Lead Person Pay for 7444 | | 0 | | 0 |
| | | Union Total \$ | 793,000 | \$ | 1,311,000 |
| | | <i>% of Wage and Benefits Base</i> | <i>5.83%</i> | | <i>9.64%</i> |
| 220584 | Teamsters Local 856: Supervising Registered Nurses | | FY 2022-23 | | FY 2023-24 |
| | Wages | \$ | 1,678,000 | \$ | 2,892,000 |
| | Wage-Related Fringe Benefits | | 386,000 | | 666,000 |
| | Standby and On-Call Pay | | 136,000 | | 148,000 |
| | | Union Total \$ | 2,200,000 | \$ | 3,706,000 |
| | | <i>% of Wage and Benefits Base</i> | <i>5.59%</i> | | <i>9.42%</i> |
| 220585 | Transport Workers Union of America, Local 200 | | FY 2022-23 | | FY 2023-24 |
| | Wages | \$ | 204,000 | \$ | 351,000 |
| | Wage-Related Fringe Benefits | | 49,000 | | 85,000 |
| | | Union Total \$ | 253,000 | \$ | 436,000 |
| | | <i>% of Wage and Benefits Base</i> | <i>5.25%</i> | | <i>9.04%</i> |
| 220586 | Transport Workers Union of America, Local 250-A (7410) | | FY 2022-23 | | FY 2023-24 |
| | Wages | \$ | 252,000 | \$ | 434,000 |
| | Wage-Related Fringe Benefits | | 58,000 | | 100,000 |
| | Step Adjustments | | 16,000 | | 32,000 |
| | Uniform Allowance | | 6,000 | | 6,000 |
| | Lead Person Premium | | 0 | | 0 |
| | | Union Total \$ | 332,000 | \$ | 572,000 |
| | | <i>% of Wage and Benefits Base</i> | <i>5.63%</i> | | <i>9.69%</i> |
| 220587 | Transport Workers Union of America, Local 250-A (Multi-Unit) | | FY 2022-23 | | FY 2023-24 |
| | Wages | \$ | 659,000 | \$ | 1,135,000 |
| | Wage-Related Fringe Benefits | | 165,000 | | 285,000 |
| | Lead Person Pay | | 15,000 | | 15,000 |
| | Life Insurance | | 5,000 | | 5,000 |
| | | Union Total \$ | 844,000 | \$ | 1,440,000 |
| | | <i>% of Wage and Benefits Base</i> | <i>5.38%</i> | | <i>9.17%</i> |
| 220588 | United Association of Journeymen and Apprentices - Plumbing and Fitting Industry, Local 38 | | FY 2022-23 | | FY 2023-24 |
| | Wages | \$ | 2,095,000 | \$ | 3,611,000 |
| | Wage-Related Fringe Benefits | | 500,000 | | 861,000 |
| | Job Class Equity Adjustments | | 494,000 | | 1,040,000 |
| | Lead Person Pay | | 36,000 | | 36,000 |
| | Uniforms | | 14,000 | | 14,000 |
| | | Union Total \$ | 3,139,000 | \$ | 5,562,000 |
| | | <i>% of Wage and Benefits Base</i> | <i>6.35%</i> | | <i>11.25%</i> |
| 220589/ 220590 | Union of American Physicians and Dentists | | FY 2022-23 | | FY 2023-24 |
| | Wages | \$ | 3,117,000 | \$ | 5,373,000 |
| | Wage-Related Fringe Benefits | | 708,000 | | 1,221,000 |
| | Step Adjustments | | 24,000 | | 0 |

| | | | |
|-------------------|---|----------------------|---------------------|
| | Acting Assignment Pay | 24,000 | 25,000 |
| | Equipment - Loupes | 18,000 | 18,000 |
| | Union Total | \$ 3,891,000 | \$ 6,637,000 |
| | <i>% of Wage and Benefits Base</i> | <i>5.34%</i> | <i>9.11%</i> |
| 220591 | Unrepresented Employees | FY 2022-23 | FY 2023-24 |
| | Wages | \$ 463,000 | \$ 798,000 |
| | Wage-Related Fringe Benefits | 110,000 | 189,000 |
| | Union Total | \$ 573,000 | \$ 987,000 |
| | <i>% of Wage and Benefits Base</i> | <i>5.25%</i> | <i>9.05%</i> |
| 220592/ 220593 | Fire Fighters Union Local 798 | FY 2022-23 | |
| | Wages | \$ 6,449,000 | |
| | Wage-Related Fringe Benefits | 1,082,000 | |
| | Union Total | \$ 7,531,000 | |
| | <i>% of Wage and Benefits Base</i> | <i>2.00%</i> | |
| 220594 | San Francisco Police Officers Association | FY 2022-23 | |
| | Wages | \$ 3,397,000 | |
| | Wage-Related Fringe Benefits | 594,000 | |
| | Retention Pay | 11,335,000 | |
| | Step Adjustments | 1,837,000 | |
| | Union Total | \$ 17,163,000 | |
| | <i>% of Wage and Benefits Base</i> | <i>4.30%</i> | |
| 220595 | Municipal Executives' Association - Police | FY 2022-23 | |
| | Wages | \$ 43,000 | |
| | Wage-Related Fringe Benefits | 8,000 | |
| | Retention Pay | 144,000 | |
| | Union Total | \$ 195,000 | |
| | <i>% of Wage and Benefits Base</i> | <i>3.85%</i> | |
| 220596 | Municipal Executives' Association - Fire | FY 2022-23 | |
| | Wages | \$ 60,000 | |
| | Wage-Related Fringe Benefits | 12,000 | |
| | Union Total | \$ 72,000 | |
| | <i>% of Wage and Benefits Base</i> | <i>2.00%</i> | |
| 220597 | Committee Interns and Residents | FY 2022-23 | FY 2023-24 |
| | N/A | | |
| | Union Total | \$ 0 | \$ 0 |
| | <i>% of Wage and Benefits Base</i> | <i>0.0%</i> | <i>0.0%</i> |
| 220598 | Citywide Amendment | FY 2021-22 | |
| | Floating and In-Lieu Holiday Balance Carryforward | \$ 0 | |
| | Total | \$ 0 | |
| | <i>% of Wage and Benefits Base</i> | <i>0.0%</i> | |

Note: The provisions listed above are only those that entail a cost to the City. If a provision above shows no cost, it has an estimated cost of less than \$500.

Attachment B

In accordance with Ordinance 92-94, I submit a cost analysis of 26 MOUs, one Letter of Agreement, and six MOU amendments between the City and County of San Francisco and various Unions representing employee bargaining units. The attached analysis reviews the MOUs and the amendments listed below:

- 220566 – Building Inspectors' Association
- 220567 – Crafts Coalition
- 220568 – Deputy Probation Officers' Association
- 220569 – Deputy Sheriffs' Association
- 220570 – District Attorney Investigators' Association
- 220571 – IBEW, Local 6
- 220572 – IFPTE, Local 21
- 220573 – Laborers International Union, Local 261
- 220574 – Machinists Union, Local 1414
- 220575 – Municipal Attorneys Association
- 220576 – Municipal Executives Association
- 220577 – Operating Engineers Local Union No. 3
- 220578 – Operating Engineers Local Union No. 3 Supervising Probation Officers
- 220579 – San Francisco City Workers United Painters
- 220580 – Sheriffs' Managers & Supervisors Association
- 220581 – SEIU, Local 1021
- 220582 – Operating Engineers Stationary Engineers, Local 39
- 220583 – Teamsters, Local 856 (Multi-Unit)
- 220584 – Teamsters, Local 856: Supervising Registered Nurses
- 220585 – Transport Workers Union of America, AFL-CIO, Local 200
- 220586 – Transport Workers, Local 250-A Automotive Service Workers (7410)
- 220587 – Transport Workers, Local 250-A Multi-Unit
- 220588 – United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 38
- 220589 – Union of American Physicians and Dentists, Unit 17
- 220590 – Union of American Physicians and Dentists, Unit 18
- 220591 – Unrepresented Employees
- 220592 – Fire Fighters Union Local 798, Unit 2
- 220593 – Fire Fighters Union Local 798, Unit 1
- 220594 – San Francisco Police Officers Association
- 220595 – Municipal Executives' Association - Police
- 220596 – Municipal Executives' Association - Fire
- 220597 – Committee Interns and Residents
- 220598 – Citywide Amendment

The MOUs and MOU amendments affect approximately 26,000 authorized positions with an overall salary and benefits base of approximately \$4.1 billion in FY 2022-23 and \$3.3 billion in FY 2023-24. Our analysis finds that the MOUs will result in increased costs to the City of \$213.7 million (or 5.2%) of base wage and benefit cost in FY 2022-23 and \$320.4 million (or 9.7%) of base wage and benefit cost in FY 2023-24. Approximately 60% of the increased cost is supported by the General Fund.

Our cost estimates assume 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. These cost estimates assume that those increases will take place as scheduled. If the increases were delayed, the estimated cost would be reduced to approximately \$231.3 million in FY 2023-24. See Attachments A and B for a detailed listing and analysis of costs for the affected MOUs.

The MOUs share the following key provisions:

- **Citywide Wage Increases.** With the exception of the four Safety Unions, the MOUs increase base wages by 5.25% on July 1, 2022; 2.50% on July 1, 2023; and 2.25% on January 6, 2024. As noted above, the increases in fiscal year 2023-24 could be delayed by six months if the Joint Report projects a budget deficit of greater than \$300 million. The amendments for the Fire Fighters and Police Officers Association MOUs increase wages 2.00% and 1.00%, respectively, on July 1, 2022.
- **Job Class Equity Adjustments.** Six MOUs contain provisions to adjust pay scales for select job classes to align with similar job classes within the City or with local employers.

Overall, 92% of the total cost increase is attributable to citywide wage increases and job class equity adjustment increases. In addition, most of the MOUs contain provisions to add or change premium pay for certain skills and certifications.

The MOUs are discussed in more detail below.

File Number 220566 – Building Inspectors’ Association

The MOU affects 62 authorized positions with a base salary of \$8.9 million and an overall pay and benefits base of about \$11.9 million. We project the MOU will increase costs to the City by \$0.6 million in FY 2022-23 and \$1.1 million in FY 2023-24. About 98% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. There are small costs associated with an increase in acting assignment and a life insurance provision.

File Number 220567 – Crafts Coalition

The MOU affects 413 authorized positions with a base salary of \$43.3 million and an overall pay and benefits base of about \$58.2 million. We project the MOU will increase costs to the City by \$3.2 million in FY 2022-23 and \$5.4 million in FY 2023-24. About 97% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the costs is mostly due to increases in lead worker pay and the dispatch premium as well as various safety equipment.

File Number 220568 – Deputy Probation Officers' Association

The MOU affects 116 authorized positions with a base salary of \$14.0 million and an overall pay and benefits base of about \$20.0 million. We project the MOU will increase costs to the City by \$1.1 million in FY 2022-23 and \$1.8 million in FY 2023-24. About 99% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. There are small costs associated with increases in the training premium and acting assignment pay.

File Number 220569 – Deputy Sheriffs' Association

The MOU affects 725 authorized positions with a base salary of \$88.4 million and an overall pay and benefits base of about \$156.9 million. We project the MOU will increase costs to the City by \$10.6 million in FY 2022-23 and \$16.7 million in FY 2023-24. About 78% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the costs is due to an increase in longevity and POST pay.

File Number 220570 – District Attorney Investigators' Association

The MOU affects 36 authorized positions with a base salary of \$5.2 million and an overall pay and benefits base of about \$7.0 million. We project the MOU will increase costs to the City by \$0.4 million in FY 2022-23 and \$0.7 million in FY 2023-24. About 92% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the costs is due to an increase in the POST certification premium.

File Number 220571 – International Brotherhood of Electrical Workers, Local 6

The MOU affects 837 authorized positions with a base salary of \$100.9 million and an overall pay and benefits base of about \$140.4 million. We project the MOU will increase costs to the City by \$3.5 million in FY 2022-23 and \$5.9 million in FY 2023-24. About 75% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. About 23% of the total

cost increase is due to equity adjustments in certain job classes. The remainder of the cost is due to increases in various premiums and life insurance.

File Number 220572 – International Federation of Professional and Technical Engineers, Local 21

The MOU affects 4,705 authorized positions with a base salary of \$629.0 million and an overall pay and benefits base of about \$796.5 million. We project the MOU will increase costs to the City by \$47.1 million in FY 2022-23 and \$80.4 million in FY 2023-24. About 89% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is due almost entirely to equity adjustments and extended steps in certain job classes.

File Number 220573 – Laborers International Union, Local 261

The MOU affects 1,303 authorized positions with a base salary of \$85.7 million and an overall pay and benefits base of about \$114.4 million. We project the MOU will increase costs to the City by \$6.4 million in FY 2022-23 and \$11.0 million in FY 2023-24. About 93% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is due to increases in various premiums and life insurance.

File Number 220574 – Machinists Union, Local 1414

The MOU affects 465 authorized positions with a base salary of \$49.6 million and an overall pay and benefits base of about \$70.1 million. We project the MOU will increase costs to the City by \$1.6 million in FY 2022-23 and \$2.7 million in FY 2023-24. About 89% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is due almost entirely to equity adjustments in certain job classes. In addition, there is a small savings from abolishing the auxiliary premium.

File Number 220575 – Municipal Attorneys Association

The MOU affects 428 authorized positions with a base salary of \$98.1 million and an overall pay and benefits base of about \$122.2 million. We project the MOU will increase costs to the City by \$7.1 million in FY 2022-23 and \$11.8 million in FY 2023-24. About 90% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is mostly due to a pilot on a lead person pay premium and reimbursement for professional services.

File Number 220576 – Municipal Executives Association

The MOU affects 1,354 authorized positions with a base salary of \$240.8 million and an overall pay and benefits base of about \$298.5 million. We project the MOU will increase costs to the City by \$14.5 million in FY 2022-23 and \$24.8 million in FY 2023-24. About 97% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is mostly due to increases in long-term disability insurance, acting assignment pay, and training expenses. There is also a one-time bonus for the CEO of SFERS.

File Number 220577 – Operating Engineers Local Union No. 3

The MOU affects 50 authorized positions with a base salary of \$6.0 million and an overall pay and benefits base of about \$8.3 million. We project the MOU will increase costs to the City by \$0.5 million in FY 2022-23 and \$0.8 million in FY 2023-24. About 97% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the increase is due to an increase in the uniform allowance.

File Number 220578 – Operating Engineers Local Union No. 3 Supervising Probation Officers

The MOU affects 28 authorized positions with a base salary of \$3.8 million and an overall pay and benefits base of about \$5.5 million. We project the MOU will increase costs to the City by \$0.3 million in FY 2022-23 and \$0.5 million in FY 2023-24. About 97% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is due to increases in instructor premiums.

File Number 220579 – San Francisco City Workers United - Painters

The MOU affects 100 authorized positions with a base salary of \$10.0 million and an overall pay and benefits base of about \$13.1 million. We project the MOU will increase costs to the City by \$0.7 million in FY 2022-23 and \$1.2 million in FY 2023-24. About 96% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is mostly due to an increase in lead person pay.

File Number 220580 – Sheriffs' Managers & Supervisors Association

The MOU affects 108 authorized positions with a base salary of \$17.0 million and an overall pay and benefits base of about \$32.6 million. We project the MOU will increase costs to the City by \$2.2 million in FY 2022-23 and \$3.4 million in FY 2023-24. About 80% of the total cost increase is

attributable to the citywide wage increases in each year of the agreement. Most of the remaining cost is due to equity adjustments in certain job classes.

File Number 220581 – Service Employees International Union, Local 1021

The MOU affects 11,625 authorized positions with a base salary of \$1,038.7 million and an overall pay and benefits base of about \$1,391.0 million. We project the MOU will increase costs to the City by \$71.5 million in FY 2022-23 and \$122.4 million in FY 2023-24. About 96% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is mostly due to step and equity adjustments for certain job classes and increases in premiums.

File Number 220582 – Operating Engineers Stationary Engineers, Local 39

The MOU affects 613 authorized positions with a base salary of \$72.3 million and an overall pay and benefits base of about \$100.0 million. We project the MOU will increase costs to the City by \$5.5 million in FY 2022-23 and \$9.3 million in FY 2023-24. About 96% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is due to increases in various premiums, life insurance, and uniform allowance.

File Number 220583 – Teamsters, Local 856 (Multi-Unit)

The MOU affects 89 authorized positions with a base salary of \$10.1 million and an overall pay and benefits base of about \$13.6 million. We project the MOU will increase costs to the City by \$0.8 million in FY 2022-23 and \$1.3 million in FY 2023-24. About 90% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is mostly due to an increase in the number of floating holidays and an increase in various premiums.

File Number 220584 – Teamsters, Local 856: Supervising Registered Nurses

The MOU affects 119 authorized positions with a base salary of \$28.4 million and an overall pay and benefits base of about \$39.3 million. We project the MOU will increase costs to the City by \$2.2 million in FY 2022-23 and \$3.7 million in FY 2023-24. About 94% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is due to an increase in standby and on-call pay.

File Number 220585 – Transport Workers Union of America, AFL-CIO, Local 200

The MOU affects 372 authorized positions with a base salary of \$44.1 million and an overall pay and benefits base of about \$61.9 million. We project the MOU will increase costs to the City by \$0.3 million in FY 2022-23 and \$0.4 million in FY 2023-24. One hundred percent of the total cost increase is attributable to the citywide wage increases in each year of the agreement.

File Number 220586 – Transport Workers, Local 250-A Automotive Service Workers (7410)

The MOU affects 133 authorized positions with a base salary of \$10.6 million and an overall pay and benefits base of about \$16.0 million. We project the MOU will increase costs to the City by \$0.3 million in FY 2022-23 and \$0.6 million in FY 2023-24. About 93% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is due to an increase in the number of steps and an increase in the uniform allowance.

File Number 220587 – Transport Workers, Local 250-A Multi-Unit

The MOU affects 98 authorized positions with a base salary of \$12.5 million and an overall pay and benefits base of about \$15.7 million. We project the MOU will increase costs to the City by \$0.8 million in FY 2022-23 and \$1.4 million in FY 2023-24. About 98% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the cost is due to an increase in lead person pay and the provision of life insurance.

File Number 220588 – United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 38

The MOU affects 268 authorized positions with a base salary of \$33.9 million and an overall pay and benefits base of about \$49.4 million. We project the MOU will increase costs to the City by \$3.1 million in FY 2022-23 and \$5.6 million in FY 2023-24. About 83% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. Most of the remaining cost is due to an equity pay adjustment to all job classes in the union.

File Number 220589/220590 – American Physicians and Dentists, Unit 17 and Unit 18

The MOU affects 187 authorized positions with a base salary of \$56.5 million and an overall pay and benefits base of about \$72.9 million. We project the MOU will increase costs to the City by \$3.9 million in FY 2022-23 and \$6.6 million in FY 2023-24. About 98% of the total cost increase is attributable to the citywide wage increases in each year of the agreement. The remainder of the

cost is mostly due to extended steps in certain job classes and an increase in acting assignment pay.

File Number 220591 – Unrepresented Employees

The MOU affects 60 authorized positions with a base salary of \$8.8 million and an overall pay and benefits base of about \$10.9 million. We project the MOU will increase costs to the City by \$0.6 million in FY 2022-23 and \$1.0 million in FY 2023-24. One hundred percent of the total cost increase is attributable to the citywide wage increases in each year of the agreement.

File Number 220592/220593 – Fire Fighters Union Local 798, Units 1 and 2

The MOU affects 1,723 authorized positions with a base salary of \$240.0 million and an overall pay and benefits base of about \$376.5 million. We project the MOU will increase costs to the City by \$7.5 million in FY 2022-23. One hundred percent of the total cost increase is attributable to a wage increase occurring one year earlier than was planned in the current MOU.

File Number 220594 – San Francisco Police Officers Association

The MOU affects 2,149 authorized positions with a base salary of \$302.7 million and an overall pay and benefits base of about \$399.1 million. We project the MOU will increase costs to the City \$17.2 million in FY 2022-23. About 23% of the total cost increase is attributable to a wage increase occurring one year earlier than was planned in the current MOU. The remainder of the cost is due to increases to retention pay occurring one year earlier than was planned and adjustment to the step structure.

File Number 220595 – Municipal Executives' Association – Police

The MOU affects 15 authorized positions with a base salary of \$4.1 million and an overall pay and benefits base of about \$5.1 million. About 26% of the total cost increase is attributable to a wage increase occurring one year earlier than was planned in the current MOU. The remainder of the cost is due to increases in retention pay occurring one year earlier than was planned in the current MOU.

File Number 220596 – Municipal Executives’ Association – Fire

The MOU affects 10 authorized positions with a base salary of \$2.7 million and an overall pay and benefits base of about \$3.6 million. One hundred percent of the total cost increase is attributable to a wage increase occurring one year earlier than was planned in the current MOU.

File Number 220597 – Committee Interns and Residents

There are not costs associated with this letter of agreement.

File Number 220598 – Citywide Amendment

The Citywide MOU amendment allows for floating and in-lieu holiday balances to be carried forward into the following fiscal year. Although this is not expected to increase costs to the City in the current term of the MOUs, it could potentially increase costs in future fiscal years.