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
% of Wage and Benefits Base	*5.21%*	*9.66%*

Union Detail

File Number Union

220566 San Francisco Building Inspectors' Association	FY 2022-23	FY 2023-24
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
% of Wage and Benefits Base	*5.35%*	*9.16%*

220567 Crafts Coalition	FY 2022-23	FY 2023-24
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
% of Wage and Benefits Base	*5.42%*	*9.22%*

220568 San Francisco Deputy Probation Officers' Association	FY 2022-23	FY 2023-24
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
% of Wage and Benefits Base	*5.32%*	*9.13%*

220569 Deputy Sheriffs' Association	FY 2022-23	FY 2023-24
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**
% of Wage and Benefits Base	*5.67%*	*9.52%*

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**
% of Wage and Benefits Base	*6.99%*	*11.79%*

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**
% of Wage and Benefits Base	*5.91%*	*10.10%*

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**
	% of Wage and Benefits Base	*5.87%*	*9.69%*

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**
	% of Wage and Benefits Base	*5.84%*	*9.64%*

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**
	% of Wage and Benefits Base	*5.39%*	*9.24%*

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**
	% of Wage and Benefits Base	*5.40%*	*9.20%*

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**
	% of Wage and Benefits Base	*5.39%*	*9.20%*

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	**$ 720,000**	**$ 1,217,000**
	% of Wage and Benefits Base	*5.50%*	*9.29%*

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	**$ 2,150,000**	**$ 3,402,000**
	% of Wage and Benefits Base	*6.60%*	*10.45%*

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	**$ 71,477,000**	**$ 122,377,000**
	% of Wage and Benefits Base	*5.46%*	*9.34%*

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	**$ 5,453,000**	**$ 9,256,000**
	% of Wage and Benefits Base	*5.45%*	*9.26%*

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**
% of Wage and Benefits Base	*5.83%*	*9.64%*

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**
% of Wage and Benefits Base	*5.59%*	*9.42%*

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**
% of Wage and Benefits Base	*5.25%*	*9.04%*

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**
% of Wage and Benefits Base	*5.63%*	*9.69%*

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**
% of Wage and Benefits Base	*5.38%*	*9.17%*

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**
% of Wage and Benefits Base	*6.35%*	*11.25%*

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**
	% of Wage and Benefits Base	*5.34%*	*9.11%*

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**
	% of Wage and Benefits Base	*5.25%*	*9.05%*

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**
	% of Wage and Benefits Base	*2.00%*

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**
	% of Wage and Benefits Base	*4.30%*

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**
	% of Wage and Benefits Base	*3.85%*

220596 Municipal Executives' Association - Fire

		FY 2022-23
Wages	$	60,000
Wage-Related Fringe Benefits		12,000
	Union Total	**$ 72,000**
	% of Wage and Benefits Base	*2.00%*

220597 Committee Interns and Residents

		FY 2022-23	FY 2023-24
N/A			
	Union Total	**$ 0**	**$ 0**
	% of Wage and Benefits Base	*0.0%*	*0.0%*

220598 Citywide Amendment

		FY 2021-22
Floating and In-Lieu Holiday Balance Carryforward	$	0
	Total	**$ 0**
	% of Wage and Benefits Base	*0.0%*

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 reminder of the cost is mostly due to step and equity adjustments for certain job classes and increases 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.