



OFFICE OF THE CONTROLLER
CITY AND COUNTY OF SAN FRANCISCO

Ben Rosenfield
 Controller
 Todd Rydstrom
 Deputy Controller

May 26, 2023

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 230561 and 230562: Memoranda of Understanding (MOU) between the City and County of San Francisco and two Unions representing City bargaining units

Dear Ms. Calvillo,

In accordance with Ordinance 92-94, I submit a cost analysis of two MOUs representing the Municipal Executives Association – Fire and Municipal Executives Association – Police. The MOUs cover the period July 1, 2023 through June 30, 2026. The MOUs affect 28 authorized positions with an overall salary and benefits base of \$9.2 million. Our analysis finds that the MOUs will result in increased costs to the City of between three hundred ninety-four thousand (\$394,000) and five hundred seventy-four thousand dollars (\$574,000) in FY 2023-24. Approximately 90% of the increased cost is supported by the General Fund.

The MEA – Fire MOU includes the general wage increases of 10.75% spread over the length of the contract, as well as an increase in retention pay for those with at least 24 months in their job class. Additionally, there is a provision for merit pay of up to 5% of salary, as determined by the Fire Chief or the Mayor.

Municipal Executives Association - Fire	FY 2023-24	FY 2024-25	FY 2025-26
Wages	\$ 120,000	\$ 210,000	\$ 371,000
Wage-Related Fringe Benefits	19,000	33,000	58,000
Retention Pay	44,000	47,000	49,000
Merit Pay	180,000	185,000	193,000
Training	4,000	4,000	4,000
Acting Assignment Pay	0	0	0
Union Total \$	367,000	\$ 479,000	\$ 675,000
<i>% of Wage and Benefits Base</i>	<i>9.57%</i>	<i>12.49%</i>	<i>17.60%</i>

The MEA – Police MOU includes the general wage increases of 10.75% spread over the length of the contract, and additional wage increases for two job classes. There is also an increase in retention pay for those with at least 24 months in their job class.

Municipal Executives Association - Police	FY 2023-24	FY 2024-25	FY 2025-26
Wages	\$ 167,000	\$ 292,000	\$ 516,000
Wage-Related Fringe Benefits	26,000	46,000	82,000
Retention Pay	0	73,000	76,000
Job Class Equity Adjustments	0	56,000	93,000
Acting Assignment Pay	12,000	13,000	13,000
Training Fund	6,000	6,000	6,000
Union Total \$	211,000	\$ 486,000	\$ 786,000
<i>% of Wage and Benefits Base</i>	<i>3.95%</i>	<i>9.09%</i>	<i>14.71%</i>

Our cost estimates assume that premiums, overtime, and other adjustments grow consistently with wage changes. Wage increases in FY 2024-25 and FY 2025-26 could be delayed if the March Joint Report projects a budget deficit greater than \$300 million. These cost estimates assume wage increases take place as scheduled. If the increases were delayed, the estimated cost would be reduced by one hundred forty-two thousand (\$142,000) dollars in FY 2024-25 and two hundred ninety-seven thousand (\$297,000) dollars in FY 2025-26.

If you have additional questions or concerns, please contact me at (415)-554-7500 or Carol Lu of my staff at (415)-554-7643.

Sincerely,



Ben Rosenfield
Controller

cc: Ardis Graham, Employee Relations Director
Severin Campbell, Budget Analyst