CITY AND COUNTY OF SAN FRANCISCO
OFFICE OF THE CONTROLLER

Ben Rosenfield
Controller

Monique Zmuda
Deputy Controller

June 12, 2014

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 140526 and 140528 through 140550: Memoranda of Understanding (MOU) between the City and County of San Francisco and various collective bargaining units.

Dear Ms. Calvillo,

In accordance with Ordinance 92-94, I am submitting a cost analysis of 24 MOUs between the City and County of San Francisco and various employee collective bargaining units. The amendments apply to MOUs for the period commencing July 1, 2014 through June 30, 2017, affecting 20,304 authorized positions with a salary base of approximately $1.73 billion and an overall pay and benefits base of approximately $2.26 billion.

Our analysis finds that the amendments to the MOUs result in increased costs to the City of approximately $52.8 million in FY 2014-15, $125.9 million in FY 2015-16 and $20.1 million in FY 2016-17. As a percentage of FY 2014-15 base wage and fringe costs these represent cost increases of 2.3%, 5.6%, and 8.9% respectively. Our cost estimates assume that premiums, overtime, and other adjustments grow consistently with wage changes.

Increased costs are driven by general wage increases to all of the 20,304, authorized positions, in addition to other various other provisions affecting terms and conditions of employment, employer paid health benefits and special pay for members of the collective bargaining units. See Attachments A and B for a detailed listing and analysis of the costs for the affected MOUs.

If you have additional questions or concerns please contact me at 554-7500 or Drew Murrell of my staff at 554-7647.

Sincerely,

Ben Rosenfield
Controller

cc: Martin Gran, ERD
Harvey Rose, Budget Analyst

ATTACHMENT A

Amendments to the Memoranda of Understanding of listed units from July 1, 2014 - June 30, 2017
Controller's Office Estimate of Total Costs/(Savings) FY 2014-15, FY 2015-16 and FY 2016-17

Citywide Provisions

	FY 2014-15	FY 2015 - 16	FY 2016 - 17
Wages - Citywide Pattern			
3.00% Effective first full pay-period of October 2014	$ 36,120,000	$ 50,100,000	$ 50,100,000
3.25% Effective first full pay-period of October 2014		$ 40,260,000	$ 55,880,000
2.49% (Projected CPI + .25%) Effective July 1, 2016			$ 42,900,000
	$ 36,120,000	**$ 90,360,000**	**$ 148,880,000**
Wage-Related Fringe Increases - Citywide Pattern	**$ 10,470,000**	**$ 26,150,000**	**$ 43,050,000**
Wages - Parity/Step Adjustments	**$ 5,730,000**	**$ 6,920,000**	**$ 6,530,000**
Wage - Related Fringe Increases - Parity/Step Adjustments	**$ 1,030,000**	**$ 1,390,000**	**$ 1,380,000**
Total Wage and Wage-Related Fringe Increases	**$ 53,350,000**	**$ 124,820,000**	**$ 199,840,000**
Health Premium Contribution Changes	**$ 2,640,000**	**$ 4,420,000**	**$ 4,630,000**
Wage and Wage Related Fringe Premium Changes	**$ (4,120,000)**	**$ (4,320,000)**	**$ (4,330,000)**
Other Miscellaneous Adjustments	**$ 915,000**	**$ 1,005,000**	**$ 985,000**
Annual Amount Increase (Decrease)	**$ 52,785,000**	**$ 125,925,000**	**$ 201,125,000**
Percent of FY 2014-15 Salary and Fringe	**2.3%**	**5.6%**	**8.9%**

Union Detail

File Number	Union	FY 2014-15	FY 2015 - 16	FY 2016 - 17
140550	**Unrepresented**	**$330,000**		
	Percent of FY 2014-15 Salary and Fringe	**2.1%**		
	Wages	$230,000	**The contract for Unrepresented employees extends from July 1, 2014 through June 30, 2015 and wage increases for the fiscal year 2015-16 and 2016-17 are not yet determined.**	
	Wage-Related Fringe Increases/(Decreases)	$70,000		
	Premium Increases/(Decreases)	$20,000		
	Increased Employee Development Fund Contribution	$10,000		
140526	**Building Inspectors (BI)**	**$230,000**	**$610,000**	**$990,000**
	Percent of FY 2014-15 Salary and Fringe	**2.0%**	**5.2%**	**8.4%**
	Wages	$180,000	$470,000	$770,000
	Wage-Related Fringe Increases/(Decreases)	$50,000	$140,000	$220,000

File Number	Union	FY 2014-15	FY 2015 - 16	FY 2016 - 17
140528	**Crafts Coalition**	**$1,090,000**	**$2,540,000**	**$4,090,000**
	Percent of FY 2014-15 Salary and Fringe	**2.4%**	**5.6%**	**9.0%**
	Wages	$760,000	$1,910,000	$3,150,000
	Wage-Related Fringe Increases/(Decreases)	$220,000	$560,000	$910,000
	Premium Increases/(Decreases)	$30,000	$30,000	$30,000
	Increased Employee Development Fund Contribution	$80,000	$40,000	$0
140529	**Deputy Probation Officers' Association (DPOA)**	**$600,000**	**$1,130,000**	**$1,720,000**
	Percent of FY 2014-15 Salary and Fringe	**3.2%**	**6.1%**	**9.2%**
	Wages	$300,000	$740,000	$1,220,000
	Wage-Related Fringe Increases/(Decreases)	$70,000	$160,000	$270,000
	Wages - 1.25% Effective 7/1/2014 in Addition to Citywide Pattern	$180,000	$180,000	$180,000
	Wage-Related Fringe Increases/(Decreases) in Addition to Citywide Pattern	$40,000	$40,000	$40,000
	Premium Increases/(Decreases)	$0	$0	$0
	Increased Employee Development Fund Contribution	$10,000	$10,000	$10,000
140530	**Deputy Sheriff's Association (DSA)**	**$1,430,000**	**$4,610,000**	**$8,040,000**
	Percent of FY 2014-15 Salary and Fringe	**1.6%**	**5.1%**	**8.9%**
	Wages	$1,750,000	$4,400,000	$7,260,000
	Wage-Related Fringe Increases/(Decreases)	$370,000	$920,000	$1,520,000
	Premium Increases/(Decreases)	$80,000	$80,000	$80,000
	15 Minute Briefing Period Pay Increases/(Decreases)	($770,000)	($790,000)	($820,000)
140541	**Sheriff's Managers & Supervisors Association (MSA)**	**$620,000**	**$1,200,000**	**$1,760,000**
	Percent of FY 2014-15 Salary and Fringe	**4.2%**	**8.1%**	**11.9%**
	Wages	$280,000	$710,000	$1,170,000
	Wage-Related Fringe Increases/(Decreases)	$60,000	$140,000	$240,000
	Wages - 1.5% Effective 7/1/2014 in Addition to Citywide Pattern	$140,000	$200,000	$200,000
	Wage-Related Fringe Increases/(Decreases) in Addition to Citywide Pattern	$30,000	$40,000	$40,000
	Increased overtime required to backfill release and training allowances	$100,000	$100,000	$100,000
	Premium Increases/(Decreases)	$10,000	$10,000	$10,000

File Number	Union	FY 2014-15	FY 2015 - 16	FY 2016 - 17
140531	**District Attorney Investigators' Association (DAIA)**	**$170,000**	**$360,000**	**$530,000**
	Percent of FY 2014-15 Salary and Fringe	**3.1%**	**6.5%**	**9.5%**
	Wages	$80,000	$210,000	$350,000
	Wage-Related Fringe Increases/(Decreases)	$20,000	$50,000	$80,000
	Wages - 2% Effective 10/11/2014 in Addition to Citywide Pattern	$60,000	$80,000	$80,000
	Wage-Related Fringe Increases/(Decreases) in Addition to Citywide Pattern	$10,000	$20,000	$20,000
140532	**Electricians Local 6**	**$890,000**	**$2,270,000**	**$3,620,000**
	Percent of FY 2014-15 Salary and Fringe	**2.3%**	**5.9%**	**9.5%**
	Wages	$650,000	$1,640,000	$2,710,000
	Wage-Related Fringe Increases/(Decreases)	$190,000	$470,000	$770,000
	Wages - 3.4% for Electrical Line Worker Effective 7/1/2015		$60,000	$60,000
	Wage-Related Fringe Increases/(Decreases) in Addition to Citywide Pattern		$20,000	$20,000
	Premium Increases/(Decreases)	($30,000)	($80,000)	($90,000)
	Health Contribution Model Changed from 90/10 to 93/93/83	$80,000	$160,000	$150,000
140533	**IFPTE, Local 21**	**$10,870,000**	**$26,980,000**	**$44,300,000**
	Percent of FY 2014-15 Salary and Fringe	**2.1%**	**5.2%**	**8.5%**
	Wages	$8,160,000	$20,540,000	$33,860,000
	Wage-Related Fringe Increases/(Decreases)	$2,460,000	$6,190,000	$10,190,000
	Wages - 6% for Fire Protection Engineer Effective 7/1/2014 in Addition to Citywide Pattern	$30,000	$30,000	$30,000
	Wage-Related Fringe Increases/(Decreases) for Fire Protection Engineer in Addition to the Citywide Pattern	$10,000	$10,000	$10,000
	Premium Increases/(Decreases)	($40,000)	($40,000)	($40,000)
	Increased Employee Development Fund Contribution	$250,000	$250,000	$250,000
140534	**Institutional Police Officers' Association (IPOA)**	**$10,000**	**$20,000**	**$30,000**
	Percent of FY 2014-15 Salary and Fringe	**3.4%**	**6.8%**	**10.1%**
	Wages - Parity with DSA & MSA	$10,000	$20,000	$30,000
	Wage-Related Fringe Increases/(Decreases)	$0	$0	$0

File Number	Union	FY 2014-15	FY 2015 - 16	FY 2016 - 17
140535	**Laborers, Local 261**	**$1,970,000**	**$4,790,000**	**$7,620,000**
	Percent of FY 2014-15 Salary and Fringe	**2.3%**	**5.5%**	**8.8%**
	Wages	$1,380,000	$3,480,000	$5,730,000
	Wage-Related Fringe Increases/(Decreases)	$400,000	$1,010,000	$1,660,000
	Premium Increases/(Decreases)	$20,000	$20,000	$20,000
	Health Contribution Model Changed from 90/10 to 93/93/83 plus stipend	$70,000	$180,000	$110,000
	Increased Employee Development Fund Contribution	$100,000	$100,000	$100,000
140536	**Local 1414 Automotive Machinists**	**$450,000**	**$1,000,000**	**$1,530,000**
	Percent of FY 2014-15 Salary and Fringe	**2.8%**	**6.2%**	**9.6%**
	Wages	$260,000	$650,000	$1,070,000
	Wage-Related Fringe Increases/(Decreases)	$80,000	$200,000	$320,000
	Wages - $0.40/hour for Automotive Machinist Effective 7/1/2014 in Addition to the Citywide Pattern	$50,000	$50,000	$50,000
	Wage-Related Fringe Increases/(Decreases) for Automotive Machinist Effective 7/1/2014 in Addition to the Citywide Pattern	$10,000	$10,000	$10,000
	Wages - 1% for Auto Body and Fender Worker and Car and Auto Painter Effective 10/11/2014 in Addition to the Citywide Pattern	$0	$10,000	$10,000
	Premium Increases/(Decreases)	$20,000	$20,000	$20,000
	Health Contribution Model Changed to 93/93/83	$30,000	$60,000	$50,000
140537	**Municipal Attorneys' Association (MAA)**	**$2,050,000**	**$4,900,000**	**$7,960,000**
	Percent of FY 2014-15 Salary and Fringe	**2.0%**	**4.8%**	**7.9%**
	Wages	$1,460,000	$3,670,000	$6,050,000
	Wage-Related Fringe Increases/(Decreases)	$420,000	$1,050,000	$1,730,000
	Premium Increases/(Decreases)	$70,000	$80,000	$80,000
	Increased Employee Professional Services Reimbursement Fund Contribution	$100,000	$100,000	$100,000
140538	**Municipal Executives' Association (MEA) - Misc.**	**$3,875,000**	**$9,555,000**	**$15,515,000**
	Percent of FY 2014-15 Salary and Fringe	**2.2%**	**5.4%**	**8.7%**
	Wages	$2,800,000	$7,040,000	$11,590,000
	Wage-Related Fringe Increases/(Decreases)	$800,000	$2,020,000	$3,330,000
	Long-Term Disability Plan Beginning January 1, 2015	$70,000	$140,000	$140,000
	Increased Employee Management and Leadership Training Fund Contribution	$75,000	$75,000	$125,000
	Health Contribution Model Changed to 65/75/83	$130,000	$280,000	$330,000

File Number	Union	FY 2014-15	FY 2015 - 16	FY 2016 - 17
140539	**Operating Engineers, Local 3**	**$140,000**	**$330,000**	**$530,000**
	Percent of FY 2014-15 Salary and Fringe	**2.4%**	**5.6%**	**9.0%**
	Wages	$100,000	$250,000	$410,000
	Wage-Related Fringe Increases/(Decreases)	$30,000	$70,000	$110,000
	Premium Increases/(Decreases)	$10,000	$10,000	$10,000
140540	**Painters (SFCWU)**	**$300,000**	**$650,000**	**$1,020,000**
	Percent of FY 2014-15 Salary and Fringe	**2.7%**	**5.8%**	**9.1%**
	Wages	$180,000	$450,000	$740,000
	Wage-Related Fringe Increases/(Decreases)	$50,000	$130,000	$210,000
	Premium Increases/(Decreases)	$70,000	$70,000	$70,000
140549	**Plumbers Local 38**	**$830,000**	**$2,120,000**	**$3,460,000**
	Percent of FY 2014-15 Salary and Fringe	**2.1%**	**5.5%**	**9.0%**
	Wages	$650,000	$1,640,000	$2,700,000
	Wage-Related Fringe Increases/(Decreases)	$180,000	$460,000	$770,000
	Wages - Plumbing Inspectors final COLA adjustment Effective 10/8/2016 - Change to the Citywide Pattern of 7/1/2016			($20,000)
	Wage-Related Fringe Increases/(Decreases) for Plumbing Inspectors			($10,000)
	Premium Increases/(Decreases)		$20,000	$20,000
140542	**SEIU Local 1021 Misc.**	**$24,780,000**	**$55,650,000**	**$87,470,000**
	Percent of FY 2014-15 Salary and Fringe	**2.6%**	**5.9%**	**9.2%**
	Wages	$15,090,000	$37,990,000	$62,600,000
	Wage-Related Fringe Increases/(Decreases)	$4,500,000	$11,310,000	$18,640,000
	Wages - 7% for Window Cleaner Supervisors Effective 7/1/2014 in Addition to Citywide Pattern	$10,000	$10,000	$10,000
	Wages - 4% for Public Safety Dispatchers Effective 7/1/2014 in Addition to Citywide Pattern	$760,000	$770,000	$770,000
	Wage-Related Fringe Increases/(Decreases) for Public Safety Dispatchers	$210,000	$210,000	$210,000
	New Steps for Food Service Workers	$320,000	$320,000	$320,000
	Step Schedule Introduced for Sheriff's Cadets	$210,000	$360,000	$370,000
	New Staff Eligibile for Layoff Impact Premium	$210,000	$210,000	$210,000
	10% Window Cleaner Supervisor Increase	$20,000	$20,000	$20,000
	Eligiblity Workers Class Adjustments	$1,340,000	$1,080,000	$700,000
	$50,000 Life Insurance for all members	$470,000	$470,000	$470,000
	Premium Increases/(Decreases)	($690,000)	($850,000)	($850,000)
	Health Contribution Model Changed to 100/96/83	$2,330,000	$3,750,000	$4,000,000

File Number	Union	FY 2014-15	FY 2015 - 16	FY 2016 - 17
140543	**Stationary Engineers Local 39**	**$1,030,000**	**$4,980,000**	**$7,690,000**
	Percent of FY 2014-15 Salary and Fringe	**1.4%**	**6.7%**	**10.4%**
	Wages	$1,290,000	$3,260,000	$5,380,000
	Wage-Related Fringe Increases/(Decreases)	$360,000	$900,000	$1,490,000
	Wages - 6% Effective 10/11/2014 in Addition to Citywide Pattern	$2,590,000	$3,720,000	$3,720,000
	Wage-Related Fringe Increases/(Decreases) in Addiiton to Citywide Pattern	$720,000	$1,030,000	$1,030,000
	Premium Increases/(Decreases)	($3,930,000)	($3,930,000)	($3,930,000)
140544	**Supervising Probation Officers (SPO)**	**$60,000**	**$140,000**	**$240,000**
	Percent of FY 2014-15 Salary and Fringe	**1.9%**	**4.5%**	**7.8%**
	Wages	$50,000	$120,000	$200,000
	Wage-Related Fringe Increases/(Decreases)	$10,000	$20,000	$40,000
140545	**Teamsters Local 856 (Multi-Unit)**	**$280,000**	**$690,000**	**$1,080,000**
	Percent of FY 2014-15 Salary and Fringe	**2.3%**	**5.6%**	**8.8%**
	Wages	$190,000	$490,000	$800,000
	Wage-Related Fringe Increases/(Decreases)	$50,000	$140,000	$220,000
	Wages - 2% for Senior Counselors Effective 10/11/2014 in Addition to Citywide Pattern	$20,000	$30,000	$30,000
	Wage-Related Fringe Increases/(Decreases) for Senior Counselors	$0	$10,000	$10,000
	Premium Increases/(Decreases)	$20,000	$20,000	$20,000
140546	**TWU-200 (SEAM)**	**$50,000**	**$120,000**	**$200,000**
	Percent of FY 2014-15 Salary and Fringe	**2.0%**	**4.7%**	**7.9%**
	Wages	$40,000	$90,000	$150,000
	Wage-Related Fringe Increases/(Decreases)	$10,000	$30,000	$50,000
140547	**TWU 250-A (7410)**	**$70,000**	**$160,000**	**$270,000**
	Percent of FY 2014-15 Salary and Fringe	**1.9%**	**4.5%**	**7.5%**
	Wages	$50,000	$140,000	$220,000
	Wage-Related Fringe Increases/(Decreases)	$20,000	$40,000	$70,000
	Premium Increases/(Decreases)	$10,000	$10,000	$10,000
	Health Contribution Model Changed to 93/93/83	($10,000)	($30,000)	($30,000)
140548	**TWU-250-A (Multi-Unit)**	**$240,000**	**$590,000**	**$950,000**
	Percent of FY 2014-15 Salary and Fringe	**2.0%**	**4.9%**	**7.9%**
	Wages	$180,000	$440,000	$720,000
	Wage-Related Fringe Increases/(Decreases)	$50,000	$130,000	$210,000
	Health Contribution Model Changed to 93/93/83	$10,000	$20,000	$20,000

ATTACHMENT B

In accordance with Ordinance 92-94, the Office of the Controller conducted a cost analysis of 24 MOUs between the City and County of San Francisco and various employee unions. The attached analysis reviews the MOUs listed below:

140550 - Unrepresented
140526 - Building Inspectors (BI)
140528 - Crafts Coalition
140529 - Deputy Probation Officers' Association (DPOA)
140541 - Sheriff's Managers & Supervisors Association (MSA)
140530 - Deputy Sheriff's Association (DSA)
140531 - District Attorney Investigators' Association (DAIA)
140532 - Electricians Local 6
140533 - IFPTE, Local 21
140534 - Institutional Police Officers' Association (IPOA)
140535 - Laborers, Local 261
140536 - Local 1414 Automotive Machinists
140537 - Municipal Attorneys' Association (MAA)
140538 - Municipal Executives' Association (MEA) - Misc.
140539 - Operating Engineers, Local 3
140540 - Painters (SFCWU)
140549 - Plumbers Local 38
140542 - SEIU Local 1021 Misc.
140543 - Stationary Engineers Local 39
140544 - Supervising Probation Officers (SPO)
140545 - Teamsters Local 856 (Multi-Unit)
140546 - TWU-200 (SEAM)
140547 - TWU 250-A (7410)
140548 - TWU-250-A (Multi-Unit)

Analyses for MOUs with Nurses, Police, and Firefighters are presented in separate letters. MOUs with Municipal Transit Agency (MTA) staff in bargaining units Electricians Local 6, Local 1414 Automotive Machinists, TWU-200 (SEAM), TWU Local 250-A Auto Service Worker, TWU Local 250-A Transit Operator, TWU Local 250-A Transit Fare Inspector, and Municipal Executives' Association (MEA) are negotiated directly with MTA and still pending agreement. MTA employees in those units are excluded from this analysis. A subset of MTA staff in the SEIU bargaining unit job classes considered “service critical” also negotiate directly with MTA and are excluded here.

The information below details the results of the analysis of the costs or savings resulting from amendments to the affected MOUs:

Citywide

Wages

The City and the bargaining units included in this analysis have agreed to a wage increase for all covered employees of 3% in October 2014, 3.25% in October 2015, and between 2.25% and 3.25%, depending on inflation as measured by the Consumer Price Index (CPI), in July of 2016. In calculating CPI, the Controller's Office will use the Consumer Price Index – All Urban Consumers (CPI-U) as reported by the Bureau of Labor Statistics for the San Francisco Metropolitan Statistical Area. The growth rate will be calculated using the percentage change in the price index from February 2015 to February 2016. The value of this increase is currently projected to be 2.49%.

With the exception of internal adjustments and parity increases, all units and their represented members follow the citywide pattern for wage increases. Adjustments and exceptions to this pattern for the units listed below are described in detail in this attachment.

- Deputy Probation Officers Association (DPOA)
- Deputy Sheriffs' Association (DSA)
- Sheriffs' Managers & Supervisors Association (MSA)
- District Attorney Investigators' Association (DAIA)
- International Brotherhood of Electrical Workers, Local 6 (IBEW Local 6)
- International Federation of Professional and Technical Engineers Local 21, AFL, CIO (IFPTE Local 21)
- Institutional Police Officers' Association (IPOA)
- Machinists Union, Local 1414
- United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local No. 38 (Plumbers and Pipe Fitters, Local 38)
- Service Employees International Union, Local 1021 (SEIU Local 1021)
- The International Union of Operating Engineers and Stationary Engineers, Local 39 (Stationary Engineers, Local 39)
- Teamsters, Local 856 Multi-Unit (Teamsters Local 856)

San Francisco International Airport Employee Transit Pilot Program

The San Francisco International Airport (SFIA) will implement an employee transit pilot program encouraging employees to use mass transportation to commute to and from SFIA work locations. The City and the affected unions have included changes to the MOU's that incorporate this change. Our analysis projects that this change will result in approximately $0.4 million of increased costs to the City during FY 2014-15 and $0.5 million of increased costs in FY 2015-16 and 2016-17. This pilot program will be evaluated in FY 2015-16 to determine whether it will be continued.

Compensatory Time Off

The City and 13 of the 24 unions have agreed to include changes to the MOUs affecting the compensation method for compensatory time earned by covered members. Employees occupying certain executive, administrative, or professional positions are not paid for overtime worked but instead are granted compensatory time off at the rate of one-and-one-half times for time worked in excess of regular work schedules. Under the amended MOUs, an employee who is appointed to a position in another department will have his or her entire compensatory time balance paid out at the rate of the underlying classifications prior to appointment. Similarly, an employee who is appointed to a position in a higher classification that allows for paid overtime will have his or her entire compensatory time balance paid out at the rate of the lower classification prior to promotion. Our analysis projects that the implementation of this change will result in no increased costs to the City during the term of the agreements. Over the long term, this change is likely to result in lower payouts than would otherwise have been made.

Paperless Pay

The City and the unions have agreed to implement a Citywide Paperless Pay Policy that will apply to all City employees. Under the policy, all employees shall be able to access their pay advices electronically, and will have, regardless of employee start date, two options for receiving pay; direct deposit or bank card. Upon implementation of the policy paper pay advices will no longer be available with the exception of those employees without computer access. Our analysis projects that this change will result in approximately $60,000 of total cost savings to the City from FY 2014-15 through FY 2016-17.

File Number 140528 - Crafts Coalition

The MOU for the Joint Craft Unions covers all members in the following units: Bricklayers and Allied Crafts, Local 3; Hod Carriers, Local 166; the Northern California Carpenters Regional Council, Local 22; Carpet, Linoleum and Soft Tile Workers, Local 12; Plasterers and Cement Masons, Local 300; Glaziers, Architectural Metal and Glass Workers, Local Union No. 718; International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artist and Allied Crafts of the United States, Its Territories and Canada, Local 16; International Association of Bridge, Structural Ornamental, Reinforcing Iron Workers, Riggers and Machinery Movers, Local 377; Pile Drivers, Divers, Carpenters, Bridge, Wharf and Dock Builders, Local Union No. 34; Plasterers and Shophands, Local 66; United Union of Roofers, Waterproofers and Allied Workers, Local 40; Sheet Metal Workers International Union, Local 104 and Teamsters, Local 853. The amendments to the MOU apply to the period commencing July 1, 2014 through June 30, 2017, affecting 415 authorized positions with a salary base of approximately $34.9 million and an overall pay and benefits base of approximately $45.9 million.

Our analysis projects that this agreement will result in approximately $1.1 million of increased costs to the City during FY 2014-15, $2.5 million of increased costs in FY 2015-16 and $4.1 million of increased costs in FY 2016-17. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.

File Number 140550 - Unrepresented

The amendments to the MOU apply to the period commencing July 1, 2014 through June 30, 2015, affecting 134 authorized positions with a salary base of approximately $12.0 million and an overall pay and benefits base of approximately $15.7 million.

Our analysis projects that this agreement will result in approximately $0.3 million of increased costs to the City during FY 2014-15. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.

File Number 140526 – Building Inspectors (BI)

The amendments to the MOU apply to the period commencing July 1, 2014 through June 30, 2017, affecting 80 authorized positions with a salary base of approximately $9.0 million and an overall pay and benefits base of approximately $11.8 million.

Our analysis projects that this agreement will result in approximately $0.2 million of increased costs to the City during FY 2014-15, $0.6 million of increased costs in FY 2015-16 and $1.0 million of increased costs in FY 2016-17. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.

File Number 140529 – Deputy Probation Officers' Association (DPOA)

The amendments to the MOU apply to the period commencing July 1, 2014 through June 30, 2017, affecting 160 authorized positions with a salary base of approximately $15.2 million and an overall pay and benefits base of approximately $18.6 million.

Our analysis projects that this agreement will result in approximately $0.6 million of increased costs to the City during FY 2014-15, $1.1 million of increased costs in FY 2015-16 and $1.7 million of increased costs in FY 2016-17. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.

File Number 140530 – Deputy Sheriff's Association (DSA)

The amendments to the MOU apply to the period commencing July 1, 2014 through June 30, 2017, affecting 769 authorized positions with a salary base of approximately $73.2 million and an overall pay and benefits base of approximately $90.0 million.

Our analysis projects that this agreement will result in approximately $1.4 million of increased costs to the City during FY 2014-15, $4.6 million of increased costs in FY 2015-16 and $8.0 million of increased costs in FY 2016-17. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.

The City and the union have also agreed to reinstate the annual salary survey market wage adjustment which was suspended under the previous MOU. Our analysis assumes that no market wage adjustments will occur during the contract period, as the most recent findings from a DHR market wage survey found that salaries for DSA members compared favorably with other agencies.

Outside of the scope of the MOU, the City has recognized the need to begin to pay for overtime worked by members that participate in regular daily briefings outside of their normal shift schedule. The MOU requires the City to pay, at a straight time rate, the first one-quarter hour in excess of eight hours per day that results from the daily briefings. Our analysis reflects this change as a savings from what would otherwise be required to pay at an overtime rate of time and a half.

Finally, the City and the union have agreed to revise longevity pay eligibility requirements to require all members hired after July 1, 2014 to have completed 18 years of service as sworn members prior to receiving longevity pay. Prior MOU language made members eligible after 5 years of service. Savings from this provision will occur outside of the contract period. The current estimated annual value of this premium pay is $1.1 million.

File Number 140541 – Sheriff's Managers & Supervisors Association (MSA)

The amendments to the MOU apply to the period commencing July 1, 2014 through June 30, 2017, affecting 98 authorized positions with a salary base of approximately $12.1 million and an overall pay and benefits base of approximately $14.7 million.

Our analysis projects that this agreement will result in approximately $0.6 million of increased costs to the City during FY 2014-15, $1.2 million of increased costs in FY 2015-16 and $1.8 million of increased costs in FY 2016-17. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.

As with Sheriff’s Deputies, the City and the union have agreed to reinstate the annual salary survey market wage adjustment which was suspended under the previous MOU. Our analysis assumes that no market wage adjustments will occur during the contract period, as the most recent findings from a DHR market wage survey found that salaries for MSA members compared favorably with other agencies.

MSA also mirrored the agreement with Sheriff’s Deputies and the City to adopt revisions to longevity pay eligibility to require all members hired after July 1, 2014 to have

completed 18 years of service as sworn members prior to receiving longevity pay. Prior MOU language made members eligible after 5 years of service. Savings from this provision will occur outside of the contract period. The current estimated annual value of this premium pay is $0.2 million.

Finally, our cost estimates include increased overtime costs of approximately $0.1 million annually as a result of increases to release and training and training time for unit members. Sheriff's Department staffing models require that any additional release time granted to Lieutenants and Sergeants be backfilled by staff in the same job classes at overtime compensation rates.

File Number 140531 – District Attorney Investigators' Association (DAIA)

The amendments to the MOU apply to the period commencing July 1, 2014 through June 30, 2017, affecting 42 authorized positions with a salary base of approximately $4.5 million and an overall pay and benefits base of approximately $5.6 million.

Our analysis projects that this agreement will result in approximately $0.2 million of increased costs to the City during FY 2014-15, $0.4 million of increased costs in FY 2015-16 and $0.5 million of increased costs in FY 2016-17. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.

File Number 140532 – International Brotherhood of Electrical Workers, Local 6 (IBEW Local 6)

The amendments to the MOU apply to the period commencing July 1, 2014 through June 30, 2017, affecting 294 authorized positions with a salary base of approximately $29.1 million and an overall pay and benefits base of approximately $38.2 million. Note that these amounts exclude bargaining unit members at MTA as they negotiate separately with MTA.

Our analysis projects that this agreement will result in approximately $0.9 million of increased costs to the City during FY 2014-15, $2.3 million of increased costs in FY 2015-16 and $3.6 million of increased costs in FY 2016-17. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.

File Number 140533 – International Federation of Professional and Technical Engineers Local 21, AFL, CIO (IFPTE Local 21)

The amendments to the MOU apply to the period commencing July 1, 2014 through June 30, 2017, affecting 3,883 authorized positions with a salary base of approximately $399.7 million and an overall pay and benefits base of approximately $523.9 million.

Our analysis projects that this agreement will result in approximately $10.9 million of increased costs to the City during FY 2014-15, $27.0 million of increased costs in FY 2015-16 and $44.3 million of increased costs in FY 2016-17. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.

Further, the City and the union have agreed to continue discussions regarding wage comparability and market status of classification 1093 IT Operations Support Administrator III. If the parties are unable to reach an agreement on further wage adjustments by September 30, 2014, either party may move the dispute to interest arbitration pursuant to Charter Sections A8.409 through A8.409-9.

In addition, the MOU explicitly ends the provision granting additional special acting assignment pay for the PUC/CIP Planning Function at the conclusion of the contract on June 30, 2017. This is outside of the costing period and not included in our analysis. We project that the expiration of this special pay will result in cost savings of approximately $70,000 annually.

File Number 140534 – Institutional Police Officers' Association (IPOA)

The amendments to the MOU apply to the period commencing July 1, 2014 through June 30, 2017, affecting 2 authorized positions with a salary base of approximately $0.2 million and an overall pay and benefits base of approximately $0.3 million.

Our analysis projects that this agreement will result in increased costs to the City during the contract period of less than $0.1 million. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.

File Number 140535 – Laborers International Union, Local 261 (Laborers, Local 261)

The amendments to the MOU apply to the period commencing July 1, 2014 through June 30, 2017, affecting 1,008 authorized positions with a salary base of approximately $65.5 million and an overall pay and benefits base of approximately $86.3 million.

Our analysis projects that this agreement will result in approximately $2.0 million of increased costs to the City during FY 2014-15, $4.8 million of increased costs in FY 2015-16 and $7.6 million of increased costs in FY 2016-17. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.

File Number 140536 – Machinists Union, Local 1414

The amendments to the MOU apply to the period commencing July 1, 2014 through June 30, 2017, affecting 147 authorized positions with a salary base of approximately $12.2 million and an overall pay and benefits base of approximately $16.0 million. Note that these amounts exclude bargaining unit members at MTA as they negotiate separately with MTA.

Our analysis projects that this agreement will result in approximately $0.5 million of increased costs to the City during FY 2014-15, $1.0 million of increased costs in FY 2015-16 and $1.5 million of increased costs in FY 2016-17. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.

File Number 140537 – Municipal Attorneys' Association (MAA)

The amendments to the MOU apply to the period commencing July 1, 2014 through June 30, 2017, affecting 434 authorized positions with a salary base of approximately $78.5 million and an overall pay and benefits base of approximately $101.1 million.

Our analysis projects that this agreement will result in approximately $2.1 million of increased costs to the City during FY 2014-15, $4.9 million of increased costs in FY 2015-16 and $8.0 million of increased costs in FY 2016-17. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.

Further, the City and the union have agreed to adopt a Standby Duty list pilot program to respond to officer involved shootings/in-custody deaths, search warrant review or homicides. Attorney’s on Standby Duty will be on call and available outside of regular business hours and ready to report for duty. Attorneys designated on Standby Duty will receive eight (8) hours of administrative leave per week of Standby Duty, which will be capped at forty (40) hours per calendar year in addition to any administrative leave granted under the MOU. The pilot program will expire on June 30, 2017. Costs for this program are not included in our analysis and will vary depending on how departments manage additional leave time granted under the MOU.

File Number 140538 – Municipal Executives' Association (MEA) - Misc.

The amendments to the MOU apply to the period commencing July 1, 2014 through June 30, 2017, affecting 974 authorized positions with a salary base of approximately $137.9 million and an overall pay and benefits base of approximately $178.5 million. Note that these amounts exclude bargaining unit members at MTA as they negotiate separately with MTA.

Our analysis projects that this agreement will result in approximately $3.9 million of increased costs to the City during FY 2014-15, $9.6 million of increased costs in FY

2015-16 and $15.5 million of increased costs in FY 2016-17. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.

File Number 140539 – Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO

The amendments to the MOU apply to the period commencing July 1, 2014 through June 30, 2017, affecting 48 authorized positions with a salary base of approximately $4.5 million and an overall pay and benefits base of approximately $5.9 million.

Our analysis projects that this agreement will result in approximately $0.1 million of increased costs to the City during FY 2014-15, $0.3 million of increased costs in FY 2015-16 and $0.5 million of increased costs in FY 2016-17. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.

File Number 140540 – San Francisco City Workers United (Painters)

The amendments to the MOU apply to the period commencing July 1, 2014 through June 30, 2017, affecting 107 authorized positions with a salary base of approximately $8.5 million and an overall pay and benefits base of approximately $11.2 million.

Our analysis projects that this agreement will result in approximately $0.3 million of increased costs to the City during FY 2014-15, $0.7 million of increased costs in FY 2015-16 and $1.0 million of increased costs in FY 2016-17. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.

File Number 140549 – United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local No. 38 (Plumbers and Pipe Fitters, Local 38)

The amendments to the MOU apply to the period commencing July 1, 2014 through June 30, 2017, affecting 295 authorized positions with a salary base of approximately $29.4 million and an overall pay and benefits base of approximately $38.6 million.

Our analysis projects that this agreement will result in approximately $0.8 million of increased costs to the City during FY 2014-15, $2.1 million of increased costs in FY 2015-16 and $3.5 million of increased costs in FY 2016-17. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.

File Number 140542 – Service Employees International Union, Local 1021 (SEIU Local 1021)

The amendments to the MOU apply to the period commencing July 1, 2014 through June 30, 2017, affecting 10,486 authorized positions with a salary base of approximately $717.5 million and an overall pay and benefits base of approximately $946.0 million. Note that these amounts exclude bargaining unit members in "service critical" job classes at MTA as they negotiate separately with MTA.

Our analysis projects that this agreement will result in approximately $24.8 million of increased costs to the City during FY 2014-15, $55.7 million of increased costs in FY 2015-16 and $87.5 million of increased costs in FY 2016-17. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.

Additionally, the City and the union have agreed to adopt a five percent premium effective July 1, 2014 for Patient Care Assistants hired on or before July 1, 2008 for all hours worked in a skilled nursing facility, rehabilitation facility, acute care facility, trauma center, clinic or any City facility other than the Department of Public Health's Behavioral Health Center (BHC). The Department of Public Health intends to reopen the BHC before the end of FY 2014-15, which is contingent upon the center receiving a Residential Care Facilities for the Elderly (RCFE) license from the state. Our costing estimates assume a full year of BHC costs at $61,000 in FY 2014-15 and no costs thereafter.

File Number 140543 – The International Union of Operating Engineers and Stationary Engineers, Local 39 (Stationary Engineers, Local 39)

The amendments to the MOU apply to the period commencing July 1, 2014 through June 30, 2017, affecting 645 authorized positions with a salary base of approximately $56.1 million and an overall pay and benefits base of approximately $73.8 million.

Our analysis projects that this agreement will result in approximately $1.0 million of increased costs to the City during FY 2014-15, $5.0 million of increased costs in FY 2015-16 and $7.7 million of increased costs in FY 2016-17. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.

Additionally, this agreement grants all members a 6% base wage increase effective October 11, 2014 in lieu of the 7.5% multiple license premium in the previous agreement. Our analysis finds the cost of the 6% base wage increase will be $3.3 million in FY 2014-15 and $4.8 million annually thereafter, offset by $3.9 million in projected savings per year from elimination of the multiple license premium.

File Number 140544 – Supervising Probation Officers (SPO)

The amendments to the MOU apply to the period commencing July 1, 2014 through June 30, 2017, affecting 24 authorized positions with a salary base of approximately $2.5 million and an overall pay and benefits base of approximately $3.0 million.

Our analysis projects that this agreement will result in approximately $0.1 million of increased costs to the City during FY 2014-15, $0.2 million of increased costs in FY 2015-16 and $0.2 million of increased costs in FY 2016-17. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.

File Number 140545 – Teamsters, Local 856 Multi-Unit (Teamsters Local 856)

The amendments to the MOU apply to the period commencing July 1, 2014 through June 30, 2017, affecting 106 authorized positions with a salary base of approximately $9.5 million and an overall pay and benefits base of approximately $12.3 million.

Our analysis projects that this agreement will result in approximately $0.3 million of increased costs to the City during FY 2014-15, $0.7 million of increased costs in FY 2015-16 and $1.1 million of increased costs in FY 2016-17. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.

File Number 140546 – Transport Workers Union, AFL-CIO Local 200

The amendments to the MOU apply to the period commencing July 1, 2014 through June 30, 2017, affecting 19 authorized positions with a salary base of approximately $1.9 million and an overall pay and benefits base of approximately $2.5 million. Note that these amounts exclude bargaining unit members at MTA as they negotiate separately with MTA.

Our analysis projects that this agreement will result in approximately $0.1 million of increased costs to the City during FY 2014-15, $0.1 million of increased costs in FY 2015-16 and $0.2 million of increased costs in FY 2016-17. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.

File Number 140547 – Transport Workers' Union, AFL CIO Local 250-A Automotive Service Workers (7410)

The amendments to the MOU apply to the period commencing July 1, 2014 through June 30, 2017, affecting 43 authorized positions with a salary base of approximately $2.7 million and an overall pay and benefits base of approximately $3.6 million. Note that

these amounts exclude bargaining unit members at MTA as they negotiate separately with MTA.

Our analysis projects that this agreement will result in approximately $0.1 million of increased costs to the City during FY 2014-15, $0.2 million of increased costs in FY 2015-16 and $0.3 million of increased costs in FY 2016-17. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.

File Number 140548 – Transport Workers' Union Local 250-A Multi-Unit (Unit 28)

The amendments to the MOU apply to the period commencing July 1, 2014 through June 30, 2017, affecting 92 authorized positions with a salary base of approximately $9.2 million and an overall pay and benefits base of approximately $12.1 million. Note that these amounts exclude bargaining unit members at MTA as they negotiate separately with MTA.

Our analysis projects that this agreement will result in approximately $0.2 million of increased costs to the City during FY 2014-15, $0.6 million of increased costs in FY 2015-16 and $1.0 million of increased costs in FY 2016-17. Our analysis assumes that premiums, overtime, and other adjustments grow consistently with wage changes.