

**Amendment No. 1
TO THE 2014-2017 MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY AND COUNTY OF SAN FRANCISCO
AND
INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS,
LOCAL 21**

3.) IT Operations Support Administrator Series

170. The parties will continue discussion regarding comparability and market status of classification 1093 IT Operations Support Administrator III, which is the benchmark classification for the classification series 1091, 1092, 1093, 1094, and 1095 (**collectively, the “IT Operations Support Administrator Series”**). If the parties are unable to reach agreement by September 30, 2014 on whether any wage adjustments are appropriate for the series, either party may move the dispute to interest arbitration pursuant to Charter Sections A8.409 through A8.409-9. The mediation-arbitration Board, with neutral chairperson Katherine Thomson, or another mutually agreed-upon arbitrator, will retain jurisdiction of this issue, subject to the following: The dispute may only be moved to arbitration if either party contends that the benchmark classification 1093 IT Operations Support Administrator III is above or below market by more than 5%. An award of any wage adjustment for the series, up or down, shall be implemented effective July 1, 2015.

170a. Effective July 1, 2016, the IT Operations Support Administrator Series shall move from having 5 salary steps with one year of required service between steps to having 10 salary steps with six months of required service between steps. Specifically, the City will split current 5% salary steps 1 through 4 into eight 2.5% steps; the current step 5 will become step 9; and the City will add a 2% step 10 above the new step 9. For illustration purposes, delineated below is the current and new step structure for classification 1093, with wage rates effective as of July 1, 2016, to serve as the template for restructuring the steps of the other classifications in the IT Operations Support Administrator Series.

<u>Current</u>		<u>Restructured</u>	
<u>Step</u>	<u>Salary</u>	<u>Step</u>	<u>Salary</u>
<u>1</u>	<u>\$76,440</u>	<u>1</u>	<u>\$76,440</u>
<u>-</u>	<u>-</u>	<u>2</u>	<u>\$78,312</u>
<u>2</u>	<u>\$80,262</u>	<u>3</u>	<u>\$80,262</u>
<u>-</u>	<u>-</u>	<u>4</u>	<u>\$82,212</u>
<u>3</u>	<u>\$84,266</u>	<u>5</u>	<u>\$84,266</u>
<u>-</u>	<u>-</u>	<u>6</u>	<u>\$86,320</u>
<u>4</u>	<u>\$88,478</u>	<u>7</u>	<u>\$88,478</u>
<u>-</u>	<u>-</u>	<u>8</u>	<u>\$90,636</u>
<u>5</u>	<u>\$92,924</u>	<u>9</u>	<u>\$92,924</u>
<u>-</u>	<u>-</u>	<u>10</u>	<u>\$94,718</u>

170b. Effective July 1, 2016, the City shall place covered employees in the new step structures and provide retroactive compensation, as provided below, as though the City implemented the new step structures in paragraph 170a as of July 1, 2015. For purpose of this section, including subsections (1) through (5) below, “covered employees” are (1)

current employees appointed in the IT Operations Support Administrator Series; and (2) those employee formerly in the 100x, 101x and 102x class series who were status granted into the IT Operations Support Administrator Series during Fiscal Year 2015-2016:

170c. 1. Effective retroactive to July 1, 2015, the City shall move each covered employee from his or her salary step under the original step structure for his or her classification to the comparable step under the new step structure for his or her classification.

<u>Original Step</u>	<u>Restructured Step</u>
<u>1</u>	<u>1</u>
<u>2</u>	<u>3</u>
<u>3</u>	<u>5</u>
<u>4</u>	<u>7</u>
<u>5</u>	<u>9</u>

This step placement effective July 1, 2015, shall not alter a covered employee's salary anniversary date. The City shall then advance covered employees through the new step structure as specified in subsections (2) through (4) below.

2. Employees hired before July 1, 2015, who are placed at or below the new Step 7 under subsection (1) above shall advance through the new step structure depending on their salary anniversary dates, as follows:

- Salary Anniversary Date from July 2 to January 1: Covered employees shall advance to the next step of the new step structure on July 1, 2015 and to the following step on the employee's salary anniversary date. Employees shall advance to each successive step upon completion of six months service. For example, an employee at Step 1 with a salary anniversary date of August 1 will move to the new Step 2 on July 1, 2015 and to the new Step 3 on August 1, 2015, and will continue to advance on six month intervals.
- Salary Anniversary Date from January 2 to July 1: Covered employees shall advance to the next step of the new step structure after six months of service from the original salary anniversary date and advance to each successive step upon completion of six months service. For example, an employee at Step 1 with a salary anniversary date of February 1 shall move to the new Step 2 on August 1, 2015 and to the new Step 3 on February 1, 2016.

170d. 3. Employees hired before July 1, 2015 who are placed at the new Step 9 on July 1, 2015, shall advance to Step 10 after six months of service from July 1, 2015 (i.e., January 1, 2016).

170e. 4. Employees hired on or after July 1, 2015, shall advance to each successive step upon completion of six months service

170f. 5. Effective July 1, 2016, covered employee shall be paid at their then current step under the restructured salary steps. In September of 2016, covered employees

shall receive retroactive pay for any step increases made under paragraphs 170b – 170e, including any cost of living or other adjustments to the salary structure.

14. Legislative Assistant Premium

213. Appointments in class 1835 Legislative Assistant above Step 1 may only be made by an Appointing Officer with the approval of the Human Resources Director and only if the appointment would result in a loss of compensation if the appointee were to accept the position at Step 1.
214. Employees in class 1835 Legislative Assistant whose performance in that job class has been satisfactory to the City for at least four consecutive years, with at least one year of satisfactory service at Step 5, shall receive a premium equal to 5.0% of base pay.
- 214a. Effective July 1, 2016, class 1835 Legislative Assistant shall receive a 2.5% wage increase in addition to the general wage increase provided for under Section III.A. Wages.**
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26. Extended Ranges

227. 1. Employees in classifications listed in the paragraph below shall be eligible for placement in an extended salary range with a value not to exceed 7.5% of the top step of the classification's existing salary range.
228. 2. The following classifications are eligible for placement in an extended salary range under this section:
- a. IS Engineer-Principal (1044)
 - x. IS Business Analyst-Principal (1054)**
 - x. IS Programmer Analyst-Principal (1064)**
 - b. IS Project Director (1070)
 - c. Principal Personnel Analyst (1246)
 - d. Senior Systems Accountant (1657)
 - e. Financial Systems Supervisor (1670)
 - f. Supervising Auditor (1686)
 - g. Senior Statistician (1806)
 - h. Performance Analyst III - Project Manager (1830)
 - i. Supervising Purchaser (1958)
 - j. Physician's Assistant (2218)
 - k. Forensic Toxicologist (2458)
 - l. Laboratory Services Manager (2489)
 - m. Health Program Coordinator III (2593)
 - n. Senior Employee Assistance Counselor (2595)
 - o. Volunteer/Outreach Coordinator (3374)
 - p. Principal Real Property Officer (4143)
 - q. Principal Personal Property Auditor (4224)
 - r. Principal Real Property Appraiser (4267)
 - s. Sewage Treatment Plant Superintendent (5130)

- t. Safety Officer (5177)
- u. Principal Engineer (5212)
- v. Principal Architect (5273)
- w. Planner V (5283)
- x. Traffic Sign Manager (5306)
- y. Project Manager I-IV (5502-5508)
- z. Chief Housing Inspector (6274)
- aa. Signal & Systems Engineer (9197)
- x. Feasibility Analyst, Port (9377)**
- x. Senior Property Manager, Port (9386)**

229. 3. The parties may agree to provide extended salary ranges for additional classifications; provided, however, that extended ranges shall be limited to those classes where there is no further in-unit promotive opportunity.
230. 4. Subject to the requirements set forth in this section, Appointing Officers may seek approval to place incumbent employees at a rate of pay in an extended range based on consideration of whether the adjustment would serve one or more of the following purposes:
- (a) to address demonstrated recruitment or retention issues;
 - (b) to compensate an employee exercising a special skill;
 - (c) to compensate for a special project of limited duration; and/or
 - (d) to recognize exemplary performance.
231. 5. Subject to the requirements as set forth in this section, Appointing Officers may select employees in the above eligible classifications for temporary placement in an extended range. For example, employees may be temporarily placed in an extended range to compensate for assignment to a special project of limited duration; placement in an extended range would be granted for the duration of that special assignment only.
232. 6. Placement in an extended salary range shall be assigned in increments of 2.5% above base pay (i.e., placement may be at 2.5%, 5.0% or 7.5% above base pay), set at the nearest existing salary grade, not to exceed 7.5% above base pay.
233. 7. The Department of Human Resources shall verify that employees selected for placement in an extended range under this section satisfy the foregoing criteria upon written certification by the Appointing Officer detailing the basis for the placement.
234. 8. Placement in extended salary ranges under this section shall be funded through Departmental budgets, and shall require certification by the Controller's Office and the Mayor's Budget Office that adequate funds are available.
235. 9. Employees placed in an extended range under this section shall not be eligible to receive additional pay under any of the following:
- (a) The Pilot Capital Project Incentive Program pursuant to the Capital Projects MOU Addendum (Appendix C of this Agreement); or

- (b) Leadership Pay or Special Skills Pay pursuant to the Capital Projects MOU Addendum (Appendix C of this Agreement); or
- (c) Acting Assignment Pay pursuant to section III.B of this Agreement; or
- (d) Supervisory Differential Adjustment section III.B of this Agreement.

236. 10. The City and the Union agree to work cooperatively to ensure the success of this program.
237. 11. Placements in extended ranges under this section are discretionary. The granting or failure to grant placement in an extended range is not subject to the grievance procedure or any other type of appeal.

IV.B(a). TUITION REIMBURSEMENT FOR SUPERVISING CLINICAL PSYCHOLOGISTS

409(a). Each regularly scheduled full-time or part-time 2576 Supervising Clinical Psychologists (excluding as needed employees) may be reimbursed up to a maximum of \$2,000 per fiscal year for tuition, internal or external training programs, professional conferences and professional association membership relevant to the employee's current classification. The funds may also be used to reimburse employees for the purchase of Personal Digital Assistants, professional software, books and subscriptions. Tuition reimbursement must be approved by the employee's Appointing Officer and be in accordance with procedures determined by the Human Resources Director.

IV.H(a). SPECIAL EDUCATION LEAVE FOR SUPERVISING CLINICAL PSYCHOLOGIST

417(a). Each regular full time or part time 2576 Supervising Clinical Psychologist (excluding as needed employees) shall be allowed the required number of hours of educational leave with pay for re-licensure to attend formally organized courses, institutes, workshops or classes to fulfill re-licensure requirements, as authorized and approved by the Appointing Officer or designee.

APPENDIX A: LOCAL 21 REPRESENTED CLASSIFICATIONS

THE FOLLOWING LIST OF CLASSES IS SUBJECT TO CHANGE. PLEASE REFER TO ADMINISTRATIVE CODE SECTION 16.200 THROUGH SECTION 16.222 OF THE SAN FRANCISCO ADMINISTRATIVE CODE (EMPLOYEE RELATIONS ORDINANCE) FOR THE MOST CURRENT LIST OF REPRESENTED CLASSIFICATIONS.

(As of July 1, 2012)- (As of May 5, 2016)

SetID	Job Code	Descr	Union Code
COMMN	1002	IS Operator-Journey	021
SFMTA	1002	IS Operator-Journey	021
COMMN	1003	IS Operator-Senior	021
SFMTA	1003	IS Operator-Senior	021

COMMN	1004	IS Operator-Analyst	021
SFMTA	1004	IS Operator-Analyst	021
COMMN	1010	Information Systems Trainee	021
SFMTA	1010	Information Systems Trainee	021
COMMN	1011	IS Technician Assistant	021
SFMTA	1011	IS Technician Assistant	021
COMMN	1012	IS Technical-Journey	021
SFMTA	1012	IS Technical-Journey	021
COMMN	1014	IS Technician-Supervisor	021
SFMTA	1014	IS Technician-Supervisor	021
COMMN	1021	IS Administrator 1	021
SFMTA	1021	IS Administrator 1	021
COMMN	1022	IS Administrator 2	021
SFMTA	1022	IS Administrator 2	021
COMMN	1023	IS Administrator 3	021
SFMTA	1023	IS Administrator 3	021
COMMN	1024	IS Administrator-Supervisor	021
SFMTA	1024	IS Administrator-Supervisor	021
COMMN	1031	IS Trainer-Assistant	021
SFMTA	1031	IS Trainer-Assistant	021
COMMN	1032	IS Trainer-Journey	021
SFMTA	1032	IS Trainer-Journey	021
COMMN	1033	IS Trainer-Senior	021
SFMTA	1033	IS Trainer-Senior	021
COMMN	1041	IS Engineer-Assistant	021
SFMTA	1041	IS Engineer-Assistant	021
COMMN	1042	IS Engineer-Journey	021
SFMTA	1042	IS Engineer-Journey	021
COMMN	1043	IS Engineer-Senior	021
SFMTA	1043	IS Engineer-Senior	021
COMMN	1044	IS Engineer-Principal	021
SFMTA	1044	IS Engineer-Principal	021
COMMN	1051	IS Business Analyst-Assistant	021
SFMTA	1051	IS Business Analyst-Assistant	021
COMMN	1052	IS Business Analyst	021
SFMTA	1052	IS Business Analyst	021
COMMN	1053	IS Business Analyst-Senior	021
SFMTA	1053	IS Business Analyst-Senior	021
COMMN	1054	IS Business Analyst-Principal	021

SFMTA	1054	IS Business Analyst-Principal	021
COMMN	1061	IS Program Analyst-Assistant	021
SFMTA	1061	IS Program Analyst-Assistant	021
COMMN	1062	IS Programmer Analyst	021
SFMTA	1062	IS Programmer Analyst	021
COMMN	1063	IS Programmer Analyst-Senior	021
SFMTA	1063	IS Programmer Analyst-Senior	021
COMMN	1064	IS Prg Analyst-Principal	021
SFMTA	1064	IS Prg Analyst-Principal	021
COMMN	1070	IS Project Director	021
SFMTA	1070	IS Project Director	021
COMMN	1091	IT Operations Support Admin I	021
SFMTA	1091	IT Operations Support Admin I	021
COMMN	1092	IT Operations Support Admin II	021
SFMTA	1092	IT Operations Support Admin II	021
COMMN	1093	IT Operations Support Admn III	021
SFMTA	1093	IT Operations Support Admn III	021
COMMN	1094	IT Operations Support Admin IV	021
SFMTA	1094	IT Operations Support Admin IV	021
COMMN	1095	IT Operations Support Admin V	021
SFMTA	1095	IT Operations Support Admin V	021
COMMN	1130	Youth Comm Advisor	022
COMMN	1203	Personnel Technician	022
SFMTA	1203	Personnel Technician	022
COMMN	1229	Special Examiner	022
COMMN	1230	Instructional Designer	021
COMMN	1231	EEO Senior Specialist	022
SFMTA	1231	EEO Senior Specialist	022
COMMN	1232	Training Officer	021
SFMTA	1232	Training Officer	021
COMMN	1233	EEO Programs Specialist	022
SFMTA	1233	EEO Programs Specialist	022
COMMN	1241	Personnel Analyst	022
SFMTA	1241	Personnel Analyst	022
COMMN	1244	Senior Personnel Analyst	022
SFMTA	1244	Senior Personnel Analyst	022
COMMN	1246	Principal Personnel Analyst	022
SFMTA	1246	Principal Personnel Analyst	022
COMMN	1249	Personnel Trainee	022

SFMTA	1249	Personnel Trainee	022
COMMN	1250	Recruiter	022
SFMTA	1250	Recruiter	022
COMMN	1312	Public Information Officer	021
SFMTA	1312	Public Information Officer	021
COMMN	1314	Public Relations Officer	021
SFMTA	1314	Public Relations Officer	021
COMMN	1360	Special Assistant 1	021
SFMTA	1360	Special Assistant 1	021
COMMN	1361	Special Assistant 2	021
SFMTA	1361	Special Assistant 2	021
COMMN	1362	Special Assistant 3	021
SFMTA	1362	Special Assistant 3	021
COMMN	1363	Special Assistant 4	021
SFMTA	1363	Special Assistant 4	021
COMMN	1364	Special Assistant 5	021
SFMTA	1364	Special Assistant 5	021
COMMN	1365	Special Assistant 6	021
SFMTA	1365	Special Assistant 6	021
COMMN	1366	Special Assistant 7	021
SFMTA	1366	Special Assistant 7	021
COMMN	1367	Special Assistant 8	021
SFMTA	1367	Special Assistant 8	021
COMMN	1368	Special Assistant 9	021
SFMTA	1368	Special Assistant 9	021
COMMN	1369	Special Assistant 10	021
SFMTA	1369	Special Assistant 10	021
COMMN	1370	Special Assistant 11	021
SFMTA	1370	Special Assistant 11	021
COMMN	1371	Special Assistant 12	021
SFMTA	1371	Special Assistant 12	021
COMMN	1452	Executive Secretary 2	022
SFMTA	1452	Executive Secretary 2	022
COMMN	1454	Executive Secretary 3	022
SFMTA	1454	Executive Secretary 3	022
COMMN	1492	Asst Clk, Board of Supervisors	022
SFMTA	1492	Asst Clk, Board of Supervisors	022
COMMN	1512	Cfdntal Sctry&Ex Asst PubIDfdr	022
COMMN	1520	Cfdntal Sctry to Distric Atty	022

COMMN	1522	Cfdntal Sctry to City Atty	022
COMMN	1543	Secretary, Comm on the Environ	022
COMMN	1544	Secretary, Library Commission	022
COMMN	1548	Sctry, Human Svcs. Commission	022
COMMN	1549	Sctry, Juv Probation Comm	022
COMMN	1551	Secretary, Health Commission	022
COMMN	1555	Sctry, Bldg Inspection Comm	022
COMMN	1574	Ex Asst to the Controller	022
COMMN	1649	Accountant Intern	021
SFMTA	1649	Accountant Intern	021
COMMN	1650	Accountant I	021
SFMTA	1650	Accountant I	021
COMMN	1652	Accountant II	021
SFMTA	1652	Accountant II	021
COMMN	1654	Accountant III	021
SFMTA	1654	Accountant III	021
COMMN	1657	Accountant IV	021
SFMTA	1657	Accountant IV	021
COMMN	1670	Financial Systems Supervisor	021
SFMTA	1670	Financial Systems Supervisor	021
COMMN	1684	Auditor II	021
SFMTA	1684	Auditor II	021
COMMN	1686	Auditor III	021
SFMTA	1686	Auditor III	021
COMMN	1803	Performance Analyst I	021
COMMN	1804	Statistician	021
SFMTA	1804	Statistician	021
COMMN	1805	Performance Analyst II	021
SFMTA	1805	Performance Analyst II	021
COMMN	1806	Senior Statistician	021
SFMTA	1806	Senior Statistician	021
COMMN	1823	Senior Administrative Analyst	021
SFMTA	1823	Senior Administrative Analyst	021
COMMN	1824	Pr Administrative Analyst	021
SFMTA	1824	Pr Administrative Analyst	021
COMMN	1825	Prnpl Admin Analyst II	021
SFMTA	1825	Prnpl Admin Analyst II	021
COMMN	1827	Administrative Services Mgr	021
SFMTA	1827	Administrative Services Mgr	021

COMMN	1830	Perf Analyst III Project Mgr	021
COMMN	1835	Legislative Assistant	022
SFMTA	1835	Legislative Assistant	022
COMMN	1849	Prog Mgr, Bus & Econ Develop	021
COMMN	1867	Auditor I	021
COMMN	1942	Asst Materials Coordinator	021
SFMTA	1942	Asst Materials Coordinator	021
COMMN	1944	Materials Coordinator	021
SFMTA	1944	Materials Coordinator	021
COMMN	1950	Assistant Purchaser	021
SFMTA	1950	Assistant Purchaser	021
COMMN	1952	Purchaser	021
SFMTA	1952	Purchaser	021
COMMN	1956	Senior Purchaser	021
SFMTA	1956	Senior Purchaser	021
COMMN	1958	Supervising Purchaser	021
SFMTA	1958	Supervising Purchaser	021
COMMN	2107	Med Staff Svcs Dept Anl	021
COMMN	2119	Health Care Analyst	021
COMMN	2218	Physician Assistant	021
COMMN	2403	Forensic Laboratory Analyst	021
COMMN	2456	Forensic Toxicologist	021
COMMN	2457	Forensic Toxicologist Supervis	021
COMMN	2458	Chief Forensic Toxicologist	021
COMMN	2481	Water Quality Technician	021
SFMTA	2481	Water Quality Technician	021
COMMN	2482	Water Quality Tech III	021
COMMN	2483	Biologist	021
COMMN	2484	Biologist III	021
COMMN	2485	Supv Biologist	021
COMMN	2486	Chemist	021
COMMN	2487	Chemist III	021
COMMN	2488	Supv Chemist	021
COMMN	2489	Lab Svcs Mgr	021
COMMN	2538	Audiometrist	021
SFMTA	2538	Audiometrist	021
COMMN	2540	Audiologist	021
SFMTA	2540	Audiologist	021
COMMN	2542	Speech Pathologist	021

SFMTA	2542	Speech Pathologist	021
COMMN	2548	Occupational Therapist	021
SFMTA	2548	Occupational Therapist	021
COMMN	2550	Senior Occupational Therapist	021
SFMTA	2550	Senior Occupational Therapist	021
COMMN	2551	Mental Hlth Treatment Spec	021
SFMTA	2551	Mental Hlth Treatment Spec	021
COMMN	2555	Physical Therapist Assistant	021
SFMTA	2555	Physical Therapist Assistant	021
COMMN	2556	Physical Therapist	021
SFMTA	2556	Physical Therapist	021
COMMN	2558	Senior Physical Therapist	021
SFMTA	2558	Senior Physical Therapist	021
COMMN	2561	Optometrist	021
COMMN	2566	Rehabilitation Counselor	021
SFMTA	2566	Rehabilitation Counselor	021
COMMN	2576	Sprv Clinical Psychologist	021
COMMN	2589	Health Program Coordinator 1	021
SFMTA	2589	Health Program Coordinator 1	021
COMMN	2591	Health Program Coordinator 2	021
SFMTA	2591	Health Program Coordinator 2	021
COMMN	2593	Health Program Coordinator 3	021
SFMTA	2593	Health Program Coordinator 3	021
COMMN	2594	Employee Assistance Counselor	021
SFMTA	2594	Employee Assistance Counselor	021
COMMN	2595	Sr Employee Asst Counselor	021
SFMTA	2595	Sr Employee Asst Counselor	021
COMMN	2802	Epidemiologist 1	021
SFMTA	2802	Epidemiologist 1	021
COMMN	2803	Epidemiologist 2	021
SFMTA	2803	Epidemiologist 2	021
COMMN	2819	Assistant Health Educator	021
SFMTA	2819	Assistant Health Educator	021
COMMN	2822	Health Educator	021
SFMTA	2822	Health Educator	021
COMMN	2825	Senior Health Educator	021
SFMTA	2825	Senior Health Educator	021
COMMN	2846	Nutritionist	021
SFMTA	2846	Nutritionist	021

COMMN	2924	Medical Social Work Supervisor	021
SFMTA	2924	Medical Social Work Supervisor	021
COMMN	2978	Contract Compliance Officer 2	021
SFMTA	2978	Contract Compliance Officer 2	021
COMMN	2982	Rent Board Supervisor	021
SFMTA	2982	Rent Board Supervisor	021
COMMN	2992	Contract Compliance Officer 1	021
SFMTA	2992	Contract Compliance Officer 1	021
COMMN	3374	Volunteer/Outreach Coord	021
COMMN	4140	Real Property Manager	021
COMMN	4142	Senior Real Property Officer	021
COMMN	4143	Principal Real Property Ofc	021
COMMN	4220	Personal Property Auditor	021
COMMN	4222	Sr Personal Property Auditor	021
COMMN	4224	Pr Personal Property Auditor	021
COMMN	4230	Estate Investigator	021
COMMN	4231	Senior Estate Investigator	021
COMMN	4260	Real Prop Appraiser Trainee	021
COMMN	4261	Real Property Appraiser	021
COMMN	4265	Senior Real Property Appraiser	021
COMMN	4267	Pr Real Property Appraiser	021
COMMN	5120	Architectural Administrator	021
SFMTA	5120	Architectural Administrator	021
COMMN	5130	Sewage Treatment Plant Supt	021
SFMTA	5130	Sewage Treatment Plant Supt	021
COMMN	5174	Administrative Engineer	021
SFMTA	5174	Administrative Engineer	021
COMMN	5177	Safety Officer	021
SFMTA	5177	Safety Officer	021
COMMN	5201	Junior Engineer	021
SFMTA	5201	Junior Engineer	021
COMMN	5203	Assistant Engineer	021
SFMTA	5203	Assistant Engineer	021
COMMN	5207	Assoc Engineer	021
SFMTA	5207	Assoc Engineer	021
COMMN	5209	Industrial Engineer	021
SFMTA	5209	Industrial Engineer	021
COMMN	5211	Eng/Arch/Landscape Arch Sr	021
SFMTA	5211	Eng/Arch/Landscape Arch Sr	021

COMMN	5212	Engineer/Architect Principal	021
SFMTA	5212	Engineer/Architect Principal	021
COMMN	5214	Building Plans Engineer	021
SFMTA	5214	Building Plans Engineer	021
COMMN	5215	Fire Protection Engineer	021
SFMTA	5215	Fire Protection Engineer	021
COMMN	5216	Chief Surveyor	021
SFMTA	5216	Chief Surveyor	021
COMMN	5218	Structural Engineer	021
SFMTA	5218	Structural Engineer	021
COMMN	5219	Senior Strucutral Engineer	021
SFMTA	5219	Senior Strucutral Engineer	021
COMMN	5241	Engineer	021
SFMTA	5241	Engineer	021
COMMN	5260	Architectural Assistant 1	021
SFMTA	5260	Architectural Assistant 1	021
COMMN	5261	Architectural Assistant 2	021
SFMTA	5261	Architectural Assistant 2	021
COMMN	5262	Landscape Architect Assoc 1	021
SFMTA	5262	Landscape Architect Assoc 1	021
COMMN	5265	Architectural Associate 1	021
SFMTA	5265	Architectural Associate 1	021
COMMN	5266	Architectural Associate 2	021
SFMTA	5266	Architectural Associate 2	021
COMMN	5268	Architect	021
SFMTA	5268	Architect	021
COMMN	5272	Landscape Architect Assoc 2	021
SFMTA	5272	Landscape Architect Assoc 2	021
COMMN	5274	Landscape Architect	021
SFMTA	5274	Landscape Architect	021
COMMN	5275	Planner Technician	021
COMMN	5276	City Planning Intern	021
COMMN	5277	Planner 1	021
SFMTA	5277	Planner 1	021
COMMN	5278	Planner 2	021
SFMTA	5278	Planner 2	021
COMMN	5283	Planner 5	021
SFMTA	5283	Planner 5	021
COMMN	5288	Transportation Planner II	021

SFMTA	5288	Transportation Planner II	021
COMMN	5289	Transportation Planner III	021
SFMTA	5289	Transportation Planner III	021
COMMN	5290	Transportation Planner IV	021
SFMTA	5290	Transportation Planner IV	021
COMMN	5291	Planner 3	021
SFMTA	5291	Planner 3	021
COMMN	5293	Planner 4	021
SFMTA	5293	Planner 4	021
COMMN	5298	Planner 3-Environmental Review	021
SFMTA	5298	Planner 3-Environmental Review	021
COMMN	5299	Planner 4-Environmental Review	021
SFMTA	5299	Planner 4-Environmental Review	021
COMMN	5301	Manager, Traffic Painting Prog	021
SFMTA	5301	Manager, Traffic Painting Prog	021
COMMN	5302	Traffic Survey Technician	021
SFMTA	5302	Traffic Survey Technician	021
COMMN	5303	Sprv, Traffic & Street Signs	021
SFMTA	5303	Sprv, Traffic & Street Signs	021
COMMN	5304	Materials Testing Aide	021
SFMTA	5304	Materials Testing Aide	021
COMMN	5305	Materials Testing Technician	021
SFMTA	5305	Materials Testing Technician	021
SFMTA	5306	Traffic Sign Manager	021
COMMN	5310	Survey Assistant I	021
SFMTA	5310	Survey Assistant I	021
COMMN	5312	Survey Assistant II	021
SFMTA	5312	Survey Assistant II	021
COMMN	5314	Survey Associate	021
SFMTA	5314	Survey Associate	021
COMMN	5320	Illustrator and Art Designer	021
SFMTA	5320	Illustrator and Art Designer	021
COMMN	5330	Graphics Supervisor	021
SFMTA	5330	Graphics Supervisor	021
COMMN	5362	Engineering Assistant	021
SFMTA	5362	Engineering Assistant	021
COMMN	5364	Engineering Associate 1	021
SFMTA	5364	Engineering Associate 1	021
COMMN	5366	Engineering Associate 2	021

SFMTA	5366	Engineering Associate 2	021
COMMN	5380	StdntDsgnTrain1, Arch/Eng/Plng	021
SFMTA	5380	StdntDsgnTrain1, Arch/Eng/Plng	021
COMMN	5381	StdntDsgn Train2/Arch/Eng/Plng	021
SFMTA	5381	StdntDsgn Train2/Arch/Eng/Plng	021
COMMN	5382	StdntDsgnTrain3, Arch/Eng/Plng	021
SFMTA	5382	StdntDsgnTrain3, Arch/Eng/Plng	021
COMMN	5408	Coord of Citizen Involvement	021
SFMTA	5408	Coord of Citizen Involvement	021
COMMN	5502	Project Manager 1	021
SFMTA	5502	Project Manager 1	021
COMMN	5504	Project Manager 2	021
SFMTA	5504	Project Manager 2	021
COMMN	5506	Project Manager 3	021
SFMTA	5506	Project Manager 3	021
COMMN	5508	Project Manager 4	021
SFMTA	5508	Project Manager 4	021
COMMN	5601	Utility Analyst	021
COMMN	5602	Utility Specialist	021
COMMN	5620	Regulatory Specialist	021
SFMTA	5620	Regulatory Specialist	021
COMMN	5638	Environmental Assistant	021
COMMN	5640	Environmental Spec	021
COMMN	5642	Sr. Environmental Spec	021
COMMN	5644	Principal Environ Specialist	021
COMMN	6115	Wastewater Control Inspector	021
SFMTA	6115	Wastewater Control Inspector	021
COMMN	6116	Sprv Wastewater Cont Inspector	021
SFMTA	6116	Sprv Wastewater Cont Inspector	021
COMMN	6130	Safety Analyst	021
SFMTA	6130	Safety Analyst	021
COMMN	6137	Assistant Industrial Hygienist	021
SFMTA	6137	Assistant Industrial Hygienist	021
COMMN	6138	Industrial Hygienist	021
SFMTA	6138	Industrial Hygienist	021
COMMN	6222	Depty Sealer of Weights & Meas	021
COMMN	6230	Street Inspector	021
SFMTA	6230	Street Inspector	021
COMMN	6231	Senior Street Inspector	021

SFMTA	6231	Senior Street Inspector	021
COMMN	6232	Street Inspection Supervisor	021
SFMTA	6232	Street Inspection Supervisor	021
COMMN	6262	Plan Checker	021
SFMTA	6262	Plan Checker	021
COMMN	6266	Senior Plan Checker	021
SFMTA	6266	Senior Plan Checker	021
COMMN	6270	Housing Inspector	021
SFMTA	6270	Housing Inspector	021
COMMN	6272	Senior Housing Inspector	021
SFMTA	6272	Senior Housing Inspector	021
COMMN	6274	Chief Housing Inspector	021
SFMTA	6274	Chief Housing Inspector	021
COMMN	6281	Fire Safety Inspector 2	021
SFMTA	6281	Fire Safety Inspector 2	021
COMMN	6317	Assistant Const Inspector	021
SFMTA	6317	Assistant Const Inspector	021
COMMN	6318	Construction Inspector	021
SFMTA	6318	Construction Inspector	021
COMMN	6319	Senior Const Inspector	021
SFMTA	6319	Senior Const Inspector	021
COMMN	6335	Disability Access Coordinator	021
SFMTA	6335	Disability Access Coordinator	021
COMMN	7132	Telecommunication Supervisor	021
SFMTA	7132	Telecommunication Supervisor	021
COMMN	7336	Electr Instrmntn Tech Wtr Poll	021
SFMTA	7336	Electr Instrmntn Tech Wtr Poll	021
COMMN	7457	Sign Worker	021
SFMTA	7457	Sign Worker	021
COMMN	8116	Legislative Calendar Clerk	022
SFMTA	8116	Legislative Calendar Clerk	022
COMMN	8118	Legislative Clerk	022
SFMTA	8118	Legislative Clerk	022
COMMN	8132	DA Investigative Assist	021
SFMTA	8132	DA Investigative Assist	021
COMMN	8151	Claims Investigator, CA	022
SFMTA	8151	Claims Investigator, CA	022
COMMN	8152	SrClaimsInvstgtor,Cty Atty Ofc	022
SFMTA	8152	SrClaimsInvstgtor,Cty Atty Ofc	022

COMMN	8167	Admin Hearing Examiner	021
SFMTA	8167	Admin Hearing Examiner	021
SFMTA	8168	Administrative Hearing Sup	021
COMMN	8169	Legislative Asst City Atty Ofc	022
SFMTA	8169	Legislative Asst City Atty Ofc	022
COMMN	8173	Legal Assistant	021
SFMTA	8173	Legal Assistant	021
COMMN	8219	Parking Enforcement Admin	021
SFMTA	8219	Parking Enforcement Admin	021
COMMN	8240	Pub Safety Communication Coord	021
SFMTA	8240	Pub Safety Communication Coord	021
COMMN	8247	Emergency Planning Coordinator	021
COMMN	8252	Forensic Latent Examiner I	021
COMMN	8253	Forensic Latent Examiner II	021
COMMN	8254	Forensic Latent Examiner Sup	021
COMMN	8259	Criminalist I	021
COMMN	8260	Criminalist II	021
SFMTA	8260	Criminalist II	021
COMMN	8262	Criminalist III	021
SFMTA	8262	Criminalist III	021
COMMN	8264	Forensic Document Examiner	021
SFMTA	8264	Forensic Document Examiner	021
COMMN	8600	Emergency Services Assistant	021
COMMN	8601	Emergency Services Coord I	021
COMMN	8602	Emergency Services Coord II	021
SFMTA	8602	Emergency Services Coord II	021
COMMN	8603	Emergency Services Coord III	021
COMMN	8604	Emergency Services Coord IV	021
SFMTA	9151	Real Estate Devt. Mgr, SFMTA	021
SFMTA	9195	Light Rail Vehicle Equip Eng	021
SFMTA	9196	Sr Light Rail Veh Equip Eng	021
SFMTA	9197	Signal and Systems Engineer	021
COMMN	9206	Airport Property Specialist 1	021
COMMN	9255	Airport Economic Planner	021
COMMN	9376	Market Research Spec, Port	021
COMMN	9377	Feasibility Analyst, Port	021
COMMN	9386	Senior Property Manager, Port	021
COMMN	9393	Maritime Marketing Repr	021
COMMN	9395	Property Manager, Port	021

COMMN	O045	Sr Development Spec Sup (OCII)	021
COMMN	O535	DvlpmntServicesManager (OCII)	021
COMMN	O550	Sr Project Mgr (OCII)	021
COMMN	O565	Sr Civil Engineer (OCII)	021
COMMN	O585	ContractComplianceSup (OCII)	021
COMMN	O586	Contract Comp Spec III (OCII)	021
COMMN	O590	Project Mgr (OCII)	021
COMMN	O595	Sr Dvlpmnt Spec (OCII)	021
COMMN	O615	Dvlpmnt Spec (OCII)	021
COMMN	O630	Sr Financial Analyst (OCII)	021
COMMN	O635	Architect (OCII)	021
COMMN	O640	ContractCompnceSpecII (OCII)	021
COMMN	O670	Financial Sys Acctnt (OCII)	021
COMMN	O705	Asst Development Spec (OCII)	021
COMMN	O720	Sr Prog Analyst (OCII)	021
COMMN	O740	Harbormaster (OCII)	021
COMMN	O970	Accounting Supervisor (OCII)	021
COMMN	O990	Assistant Prjct Manager (OCII)	021
COMMN	O995	Housing Program Manager (OCII)	021

Appendix F

TechHire Pilot Program

Effective July 1, 2016, the City will implement a two year TechHire Pilot Program (“Program”) to speed recruitment and filling vacancies in technologist classifications, expand training opportunities for employees in those classifications, foster diversity of the City’s technology workforce, and ensure exempt technologist hiring conforms to Charter requirements.

1. Training: The City will establish a Technologist Training Fund under the purview and administration of the Department of Technology, for the purpose of upgrading the skills and competencies of City technologists. The City will allocate not less than \$100,000 annually for Fiscal Year 2016-2017 and 2017-2018, as noted below:

<u>Funding Department</u>	<u>Amount</u>
<u>Citywide General Fund</u>	<u>\$50,000</u>
<u>Public Utilities Commission (“PUC”)</u>	<u>\$10,000</u>
<u>Airport Commission (“Airport”)</u>	<u>\$10,000</u>
<u>Port of San Francisco (“Port”)</u>	<u>\$10,000</u>

<u>Municipal Transportation Agency ("MTA")</u>	<u>\$20,000</u>
<u>Total Committed Funding</u>	<u>\$100,000</u>

Funds from the PUC, Airport, Port, and MTA will be used solely for employees of the respective departments.

2. Revision of IT Series Classification Specifications: The Union agrees not to oppose revised minimum qualifications for technology classifications. In turn, the City agrees that salary comparisons used in labor negotiations involving technology classifications will base job matches on job functions and responsibilities and not on minimum qualifications.

3. Demographic Report: At least once annually, the City will provide the Information Technology Advisory Committee (ITAC) with reports on the demographics of the City's technologist workforce, in a manner that protects employee privacy.

4. Quarterly Meeting: The City and the Union will devote one ITAC meeting each quarter to the Program, in which results of the Program will be reviewed. The parties will review success in:

- a) **speed in recruitment and filling vacancies;**
- b) **training efforts;**
- c) **fostering the diversity of the technology workforce; and**
- d) **ensuring exempt technologist hiring conforms to City Charter Requirements.**

5. Review of Classifications Categorized as Exempt from the Civil Service: The City will review the list of classifications that the Union believes may be inappropriately categorized as exempt from civil service, and will engage in good faith efforts to remedy appointments in any such classes if the City determines the class is inappropriately categorized.


FOR THE CITY

FOR THE UNION

Micki Callahan Date
Human Resources Director
Employee Relations Director

Bob Muscat Date
IFPTE, Local 21

Approved As To Form:



Katharine Hobin Porter Date
Chief Labor Attorney,
Office of the City Attorney