

**AMENDMENT No. 1
TO THE 2014-2017 MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY AND COUNTY OF SAN FRANCISCO
AND
OPERATING ENGINEERS LOCAL UNION NO. 3
OF THE INTERNATIONAL UNION OF OPERATING ENGINEERS, AFL-CIO
SUPERVISING PROBATION OFFICERS**

The parties hereby agree to amend the Memorandum of Understanding as follows, subject to approval by the San Francisco Board of Supervisors:

ARTICLE III.A. WAGES

Employees in classes 8414 Supervising Probation Officer, Juvenile Court, 8532 Supervising Probation Officer, Juvenile Court, 8434 Supervising Adult Probation Officer, and 8534 Supervising Adult Probation Officer shall maintain a maximum base wage salary that is at least ten percent (10%) higher than the maximum base wage salary received by class 8444 Deputy Probation Officer or class 8530 Deputy Probation Officer.

Represented employees will receive the following base wage increases:

Effective October 11, 2014 3%

Effective October 10, 2015 3.25%

Effective July 1, 2016, represented employees will receive a base wage increase between 2.25% and 3.25%, depending on inflation, and calculated as $(2.00\% \leq \text{CPI-U} \leq 3.00\%) + 0.25\%$, which is equivalent to the CPI-U, but no less than 2% and no greater than 3%, plus 0.25%.

In calculating CPI-U, the Controller's Office shall 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 shall be calculated using the percentage change in price index from February 2015 to February 2016.

Effective July 1, 2017, represented employees will receive a base wage increase of 3%.

Effective July 1, 2018, represented employees will receive a base wage increase of 3% unless the March 2018 Joint Report, prepared by the Controller, the Mayor's Budget Director and the Board of Supervisors' Budget Analyst, projects a budget deficit for fiscal year 2018-2019 that exceeds \$200 million, in which case the base wage adjustment of 3% due on July 1, 2018, will be delayed by six (6) months until the pay period including January 1, 2019.

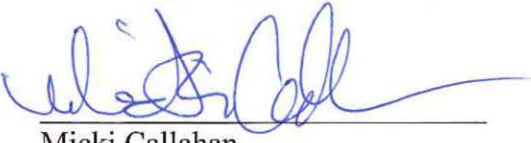
All base wage increases shall be rounded to the nearest **whole dollar, bi-weekly** salary schedule.

ARTICLE V.D. DURATION OF AGREEMENT

This Agreement shall be effective July 1, 2014 and shall remain in full force and effect through June 30, **2017**, with no reopeners except as specifically provided herein.

FOR THE CITY

Date: 1/20/17



Micki Callahan
Human Resources Director

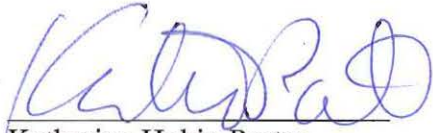
Date: 1-19-17



Suzanne R. Mason
Employee Relations Director

APPROVED AS TO FORM:

Date: 1/19/17



Katharine Hobin Porter
Chief Labor Attorney

FOR THE UNION

Date: _____

Jennifer Bills
Business Representative
Supervising Probation Officers