

**AMENDMENT No. 1
TO THE 2014-2017 MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY AND COUNTY OF SAN FRANCISCO
AND
TEAMSTERS, LOCAL 856
MULTI-UNIT**

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

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 October 11, 2014, active represented employees of Teamsters, Local 856 Multi-Unit in the 8322/8568 Senior Counselor classification shall receive a one-time wage adjustment of an additional two percent (2%) to their base wages.

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.

Base wages of SFERS classifications 8568 (Senior Counselor JUV (SFERS)) and 8572 (Supervising Counselor JUV (SFERS)) shall be maintained at the same level as classifications 8322 (Senior Counselor- JUV (PERS)) and 8324 (Supervising Counselor-JUV(PERS)), respectively.

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

ARTICLE VII.C. DURATION OF AGREEMENT

This Agreement shall be effective July 1, 2014, and shall remain in full force and effect through June 30, **2017**.

FOR THE CITY

Date: 1/19/17



Micki Callahan
Human Resources Director

Date: 01-19-17



Suzanne R. Mason
Employee Relations Director

APPROVED AS TO FORM:

Date: 1/19/17



Katharine Hobin Porter
Chief Labor Attorney

FOR THE UNION

Date: _____

Tim Jenkins
Business Representative
Teamsters, Local 856