

**AMENDMENT No. 1
TO THE 2014-2017 MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY AND COUNTY OF SAN FRANCISCO
AND
MUNICIPAL ATTORNEYS ASSOCIATION**

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 shall 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 $(2.00\% + \text{CPI-U} + 3.00\%) + 0.25\%$, 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 calculations shall be rounded to the nearest **whole dollar, bi weekly** salary schedule.

8177, 8181, 8182, 8183 and 8190. Due to the high level of responsibility required of senior attorneys at the Trial Attorney (8177), Assistant Chief Attorney (8181), Head Attorney (8182), Assistant Chief Attorney 2 (8183), and Office of Tax Collector Attorney (8190) levels, represented attorneys who have five consecutive years of service at the sixteenth step of the 8177 job code or five consecutive years of service at the fifth step of the 8181, 8182, 8183, or 8190 job code shall receive a two percent (2%) wage increase. Attorneys serving at the aforementioned fifth step of the 8181, 8182, 8183 or 8190 job code on July 1, 2014, shall immediately be credited with time served at those steps for purposes of the wage increase set forth in this paragraph and, as of July 1, 2014, shall receive the wage increase. The City agrees that the wage increase provided in this paragraph is a part of covered gross pay and, accordingly, is an element of compensation counted toward a represented attorney's retirement under SFERS. For the purposes of this section only, a represented attorney will be deemed to have five consecutive years of service at the sixteenth step of the 8177 or the fifth step of the 8181, 8182, 8183 or 8190 job code even if the represented attorney's service at the sixteenth or fifth step of such job code has been broken by a period of less than one year due to the represented attorney's service in another attorney job code in the City.

(1) Time served in another attorney job code resulting from the attorney's promotion shall not be counted towards the five years of service required at either step sixteen of the 8177 job code or step five in the 8181, 8182, 8183 or 8190 job code.

(2) Time served in another attorney job code resulting from the attorney's demotion shall be counted towards the five years' service required at step sixteen in job code 8177 or step five in the 8181, 8182, 8183 or 8190 job code; however, the wage increase referenced in this section shall not take effect unless and until the attorney is returned within the one year period to his or her former 8177, 8181, 8182, 8183 or 8190 job code at step sixteen (8177) or step 5 (8181, 8182, 8183, or 8190).

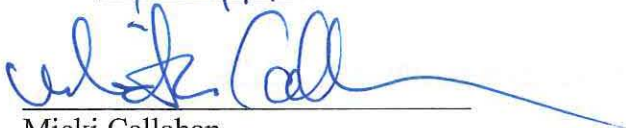
All compensation adjustments in this MOU shall be rounded to the nearest **whole dollar, bi weekly** salary grade and shall commence at the start of the payroll period closest to the specified date. Represented attorney base wage rates are attached hereto.

ARTICLE V.C. DURATION OF AGREEMENT

This Agreement shall be in effect from July 1, 2014, and shall remain in full force and effect through June 30, ~~2017~~ **2019**.

FOR THE CITY

Date: 1/19/17



Micki Callahan,
Human Resources Director

FOR THE UNION

Date: _____

Sean Connolly,
President, Municipal Attorneys' Association

Date: 01-19-17



Suzanne R. Mason
Employee Relations Director

APPROVED AS TO FORM:

Date: January 19, 2017



Moira C. Walsh
Managing Attorney