



CITY AND COUNTY OF SAN FRANCISCO
OFFICE OF THE CONTROLLER

Ben Rosenfield
Controller

Todd Rydstrom
Deputy Controller

February 10, 2017

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 170066 through 170090: 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 submit a cost analysis of 25 MOUs between the City and County of San Francisco and various employee collective bargaining units. The amendments apply to MOUs for the period July 1, 2017 through June 30, 2019, affecting 21,965 authorized positions with a salary base of approximately \$2.28 billion and an overall pay and benefits base of approximately \$2.87 billion.

The only change to these 25 MOUs from the prior MOUs is a provision for wage increases: A 3.00% wage increase effective July 1, 2017 and a 3.00% wage increase effective July 1, 2018. However, if the March 2018 Joint Report indicates a FY 2018-19 deficit of more than \$200 million, the wage increase in 2018 will be delayed to the pay period nearest January 1, 2019.

Our analysis finds that the amendment to the MOUs will result in increased costs to the City of approximately \$86 million in FY 2017-18 and \$175 million in FY 2018-19, or 3.0% and 6.1%, respectively, of FY 2017-18 base wage and benefit costs. Approximately 66% of the cost increase supports positions in the general fund. Our cost estimates assume that premiums, overtime, and other adjustments grow consistently with wage changes. We also assume that the wage increase in the second year will occur on July 1, 2018. If the increase were delayed to January 1, 2019, the estimated cost in FY 2018-19 is approximately \$131 million.

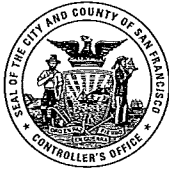
As there are no changes to the MOUs other than the wage increases, all increased costs are fully attributable to wage increases and wage-related benefit increases. See Attachment A for a detailed listing of the costs for each affected MOU.

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

Sincerely,


Ben Rosenfield
Controller

cc: Suzanne Mason, ERD
Harvey Rose, Budget Analyst



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ATTACHMENT A

Amendments to the Memoranda of Understanding of listed units from July 1, 2017 - June 30, 2019
Controller's Office Estimate of Total Costs/(Savings) FY 2017-18 and FY 2018-19

Citywide Provisions

Wages - Citywide Pattern	FY 2017-18	FY 2018-19
3.00% Effective July 1, 2017	\$ 68,480,000	\$ 68,480,000
3.00% Effective July 1, 2018		\$ 70,530,000
Total Wage Increase	\$ 68,480,000	\$ 139,010,000
Wage-Related Fringe Increases	\$ 17,730,000	\$ 35,990,000
Total Wage and Wage-Related Fringe Increase	\$ 86,210,000	\$ 175,000,000
Increase as a Percent of FY 2017-18 Salary and Fringe	3.0%	6.1%

**Union
Detail**

File Number	Union	FY 2017-18	FY 2018-19
170066	Local 1414 Automotive Machinists		
	Wages	\$ 420,000	\$ 850,000
	Wage-Related Fringe Increases	\$ 110,000	\$ 220,000
	Total	\$ 530,000	\$ 1,070,000
170067	Craft Coalition		
	Wages	\$ 1,220,000	\$ 2,480,000
	Wage-Related Fringe Increases	\$ 320,000	\$ 650,000
	Total	\$ 1,540,000	\$ 3,130,000
170068	Deputy Probation Officers' Association (DPOA)		
	Wages	\$ 430,000	\$ 870,000
	Wage-Related Fringe Increases	\$ 120,000	\$ 240,000
	Total	\$ 550,000	\$ 1,110,000

170069	Deputy Sheriff's Association (DSA)		
	Wages	\$ 2,820,000	\$ 5,720,000
	Wage-Related Fringe Increases	\$ 780,000	\$ 1,580,000
	Total	\$ 3,600,000	\$ 7,300,000
170070	Electricians Local 6		
	Wages	\$ 970,000	\$ 1,970,000
	Wage-Related Fringe Increases	\$ 250,000	\$ 510,000
	Total	\$ 1,220,000	\$ 2,480,000
170071	IFPTE, Local 21		
	Wages	\$ 15,000,000	\$ 30,450,000
	Wage-Related Fringe Increases	\$ 3,940,000	\$ 8,000,000
	Total	\$ 18,940,000	\$ 38,450,000
170072	Institutional Police Officers' Association (IPOA)		
	Wages	\$ 10,000	\$ 20,000
	Wage-Related Fringe Increases	\$ 0	\$ 0
	Total	\$ 10,000	\$ 20,000
170073	Municipal Attorneys' Association (MAA)		
	Wages	\$ 2,340,000	\$ 4,750,000
	Wage-Related Fringe Increases	\$ 590,000	\$ 1,200,000
	Total	\$ 2,930,000	\$ 5,950,000
170074	Municipal Executives Association (MEA) - Misc.		
	Wages	\$ 4,890,000	\$ 9,930,000
	Wage-Related Fringe Increases	\$ 1,210,000	\$ 2,460,000
	Total	\$ 6,100,000	\$ 12,390,000
170075	Operating Engineers, Local 3		
	Wages	\$ 160,000	\$ 320,000
	Wage-Related Fringe Increases	\$ 40,000	\$ 80,000
	Total	\$ 200,000	\$ 400,000
170076	Plumbers, Local 38		
	Wages	\$ 910,000	\$ 1,850,000
	Wage-Related Fringe Increases	\$ 240,000	\$ 490,000
	Total	\$ 1,150,000	\$ 2,340,000

170077	Painters (SFCWU)		
	Wages	\$ 290,000	\$ 590,000
	Wage-Related Fringe Increases	\$ 70,000	\$ 140,000
	Total	\$ 360,000	\$ 730,000
170078	Sheriff's Managers & Supervisors Association (MSA)		
	Wages	\$ 450,000	\$ 910,000
	Wage-Related Fringe Increases	\$ 130,000	\$ 260,000
	Total	\$ 580,000	\$ 1,170,000
170079	Teamsters Local 856 (Multi-Unit)		
	Wages	\$ 310,000	\$ 630,000
	Wage-Related Fringe Increases	\$ 80,000	\$ 160,000
	Total	\$ 390,000	\$ 790,000
170080	Unrepresented		
	Wages	\$ 400,000	\$ 810,000
	Wage-Related Fringe Increases	\$ 110,000	\$ 220,000
	Total	\$ 510,000	\$ 1,030,000
170081	Building Inspectors (BI)		
	Wages	\$ 260,000	\$ 530,000
	Wage-Related Fringe Increases	\$ 70,000	\$ 140,000
	Total	\$ 330,000	\$ 670,000
170082	District Attorney Investigators' Association (DAIA)		
	Wages	\$ 120,000	\$ 240,000
	Wage-Related Fringe Increases	\$ 30,000	\$ 60,000
	Total	\$ 150,000	\$ 300,000
170083	Laborers, Local 261		
	Wages	\$ 2,270,000	\$ 4,610,000
	Wage-Related Fringe Increases	\$ 590,000	\$ 1,200,000
	Total	\$ 2,860,000	\$ 5,810,000
170084	SEIU Local 1021 Misc.		
	Wages	\$ 24,670,000	\$ 50,080,000
	Wage-Related Fringe Increases	\$ 6,540,000	\$ 13,280,000
	Total	\$ 31,210,000	\$ 63,360,000

170085	SEIU Local 1021 Staff & Per Diem Nurses		
	Wages	\$ 8,070,000	\$ 16,380,000
	Wage-Related Fringe Increases	\$ 1,860,000	\$ 3,780,000
	Total	\$ 9,930,000	\$ 20,160,000
170086	Stationary Engineers, Local 39		
	Wages	\$ 1,980,000	\$ 4,020,000
	Wage-Related Fringe Increases	\$ 520,000	\$ 1,060,000
	Total	\$ 2,500,000	\$ 5,080,000
170087	Supervising Probation Officers (SPO)		
	Wages	\$ 70,000	\$ 140,000
	Wage-Related Fringe Increases	\$ 20,000	\$ 40,000
	Total	\$ 90,000	\$ 180,000
170088	TWU-200 (SEAM)		
	Wages	\$ 60,000	\$ 120,000
	Wage-Related Fringe Increases	\$ 20,000	\$ 40,000
	Total	\$ 80,000	\$ 160,000
170089	TWU 250-A (7410)		
	Wages	\$ 60,000	\$ 120,000
	Wage-Related Fringe Increases	\$ 20,000	\$ 40,000
	Total	\$ 80,000	\$ 160,000
170090	TWU 250-A (Multi-Unit)		
	Wages	\$ 310,000	\$ 630,000
	Wage-Related Fringe Increases	\$ 80,000	\$ 160,000
	Total	\$ 390,000	\$ 790,000