

File No. 170074 Committee Item No. 11  
 Board Item No. 10

**COMMITTEE/BOARD OF SUPERVISORS**  
 AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight Date February 16, 2017

Board of Supervisors Meeting Date 3/7/17

**Cmte Board**

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| <input type="checkbox"/>            | <input type="checkbox"/>            | Motion                                       |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Resolution                                   |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Ordinance                                    |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Legislative Digest                           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Budget and Legislative Analyst Report        |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Youth Commission Report                      |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Introduction Form                            |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Department/Agency Cover Letter and/or Report |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | MOU  |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Grant Information Form                       |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Grant Budget                                 |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Subcontract Budget                           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Contract/Agreement                           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Form 126 – Ethics Commission                 |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Award Letter                                 |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Application                                  |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Public Correspondence                        |

**OTHER (Use back side if additional space is needed)**

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| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>Controller's Cost Analysis - 02/09/17</u> |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>Presidential Action Memo - 02/01/17</u>   |
| <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <u>OHR VPT - 02/16/17</u>                    |
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Completed by: Erica Major Date February 10, 2017  
 Completed by: *[Signature]* Date 2/23/17

1 [Memorandum of Understanding - Municipal Executives Association]

2  
3 **Ordinance adopting and implementing Amendment No. 1 to the 2014-2017**

4 **Memorandum of Understanding between the City and County of San Francisco and the**  
5 **Municipal Executives Association, to implement base wage increases for FYs**  
6 **2017-2018 and 2018-2019 and other specified terms and conditions of employment, and**  
7 **extend the term of the agreement through June 30, 2019.**

8 **NOTE:** **Unchanged Code text and uncodified text** are in plain Arial font.  
9 **Additions to Codes** are in *single-underline italics Times New Roman font*.  
10 **Deletions to Codes** are in *strikethrough italics Times New Roman font*.  
11 **Board amendment additions** are in double-underlined Arial font.  
12 **Board amendment deletions** are in ~~Arial font~~.  
13 **Asterisks (\* \* \* \*)** indicate the omission of unchanged Code  
14 subsections or parts of tables.

15 Be it ordained by the People of the City and County of San Francisco:

16 Section 1. The Board of Supervisors hereby adopts and implements Amendment No. 1  
17 to the 2014-2017 Memorandum of Understanding ("MOU") between the City and County of  
18 San Francisco and the Municipal Executives Association, to implement base wage increases  
19 for fiscal years 2017-2018 and 2018-2019 and other specified terms and conditions of  
20 employment, and extend the term of the MOU through June 30, 2019.

21 Amendment No. 1 to the 2014-2017 MOU so implemented is on file with the Clerk of  
22 the Board of Supervisors in Board File No. 170074.

23  
24  
25

1 APPROVED AS TO FORM:  
2 DENNIS J. HERRERA, City Attorney

3 By:

  
4 KATHARINE HOBIN PORTER  
Chief Labor Attorney

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CITY AND COUNTY OF SAN FRANCISCO  
OFFICE OF THE CONTROLLER

GAO, BOS-11,  
COB, CPA SL

Ben Rosenfield  
Controller

2017 FEB -9 PM 3:02

Todd Rydstrom  
Deputy Controller

BY *TRB*

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.

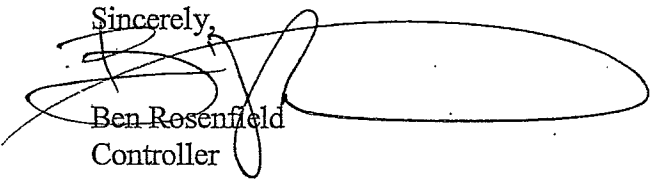
The only change to these 25 MOUs from the prior MOUs is a provision for wage increases: A 3.00% wage increase effective July 1, 2017 and a 3.00% wage increase effective July 1, 2018. However, if the March 2018 Joint Report indicates a FY 2018-19 deficit of more than \$200 million, the wage increase in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



**CITY AND COUNTY OF SAN FRANCISCO**  
**OFFICE OF THE CONTROLLER**

**Ben Rosenfield**  
**Controller**  
  
**Todd Rydstrom**  
**Deputy Controller**

**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**

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

**Union  
Detail**

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

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

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

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



AMENDMENT No. 1  
TO THE 2014-2017 MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE CITY AND COUNTY OF SAN FRANCISCO  
AND  
THE MUNICIPAL EXECUTIVES 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 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% :S CPI U :S 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 wages shall be rounded to the nearest **whole dollar, bi-weekly salary** grade.

The 8148/8556 (SFERS) – Chief District Attorney's Investigator pay plan shall be the same as the 0941 – Manager VI classification.

The 8150/8558 (SFERS) – Principal District Attorney's Investigator, Special Unit pay plan shall be the same as the 0931 – Manager III classification.

The 8315/8516 (SFERS) – Assistant Sheriff pay plan shall be the same as the 0954 – Deputy Director IV classification.

The 8330/8576 (SFERS) – Director, Log Cabin Ranch pay plan shall be the same as the 0922 – Manager I classification.

The 8344/8580 (SFERS) – Director, Juvenile Hall pay plan shall be the same as the 0923 – Manager II classification.

The 8348/8518 (SFERS) – Undersheriff pay plan shall be the same as the 0954 – Deputy Director IV classification.

The 8413/(8582 (SFERS) – Assistant Chief Probation Officer pay plan shall be the same as the 0953 – Deputy Director III classification.

The 8416/8584 (SFERS) – Director, Probation Services pay plan shall be the same as the 0922 – Manager I classification.

The 8418/8586 (SFERS) – Chief Probation Officer, Juvenile Court pay plan shall be the same as the 0963 – Department Head III classification.

The 8435/8588 (SFERS) – Division Director, Adult Probation pay plan shall be the same as the 0922 – Manager I classification.

The 8436/8590 (SFERS) – Chief Adult Probation Officer pay plan shall be the same as the 0962 – Department Head II classification.

The 8438/8592 (SFERS) – Chief Deputy Adult Probation Officer pay plan shall be the same as the 0952 – Deputy Director II classification.

The 8470 – Executive Director, County Parole Commission pay plan shall be the same as the 0932 Manager IV classification.

### **ARTICLE III.H. Salary Plan and Salary Adjustments**

#### **1. Employees in Management Classification/Compensation Plan Classifications**

##### **A. MCCP Salary Plan**

The plan consists of three pay ranges, A, B, and C. Range A was established as a 25% open range. Range B was established as a 15% open range. Range C was established as a 5% open range. Adjustment of compensation for individual employees is addressed below.

Scheduled Salary Progression in Range A. Subject to the other provisions of this section B, employees placed in MCCP in Range A will receive a 5% increase in pay on their anniversary date (anniversary date for their pre-MCCP class, if applicable, or else their employment anniversary date). Salary progression under this paragraph is not available for employees placed in Ranges B or C.

No progression above top of Range A. No employee can be increased to a level above the top salary available in Range A for the applicable classification, except through the MCCP B & C Adjustment process described herein.

Denial of Salary Progression. An employee's scheduled salary progression may be denied if the employee's performance has been unsatisfactory to the City. The denial of the increase is subject to the grievance procedure, provided, however, that nothing in this section is intended to or shall make performance evaluations subject to the grievance procedure.

Range B and C Adjustments. On an annual basis, or more often if requested by a member of the Adjustment Committee, Appointing Officers or Adjustment Committee members may seek approval to place incumbent employees (post-appointment) at a rate of pay in ranges B & C based on consideration of whether the adjustment would serve one or more of the following purposes: (i) to move towards internal equity (which may include issues of compaction), (ii) to address demonstrated recruitment or retention issues, (iii) to compensate an employee exercising special skill, (iv) to compensate an employee assigned to a special assignment of limited duration, (v) to recognize exemplary performance, or (vi) to address issues of compaction as to reporting relationships. Criteria (vi) will constitute the only circumstance in which an adjustment may result in a rate of pay in excess of Range C.

Financial Limitations. Effective July 1, 2014, there will be no additional city funding towards MCCP B & C adjustments. Effective July 1, 2015, the aggregate value of Range B & C adjustments and placement of non-MCCP eligible employees into step 6 and 7 shall not exceed one percent (1.0%) of MEA covered payroll (as defined by the Controller) each year for fiscal years 2015-2016, and 2016-2017, **2017-2018 and 2018-2019**. Each year, one-quarter of the allocation for that year shall be available for ongoing wage increases and the remaining three-quarters of the allocation shall be available for one-time payments.

In accordance with the dates set forth in the "Financial Limitations" paragraph above, a proportional pool of MCCP B & C funds will be calculated and segregated for Department Head allocations.

Adjustment Committee. A Committee consisting of the Controller (or designee), the Human Resource Director (or designee), and a designated representative of MEA will consider the application made by the Appointing Officer for placement of incumbent employees at a rate of pay in or above Ranges B & C, as described herein, or, for non-MCCP eligible employees, to steps 6 or 7, and committee members may submit such applications themselves. Subject to the applicable financial limitations and criteria, and in consultation with the submitting departments, the Adjustment Committee will decide in its sole discretion whether to approve such applications in whole or in part. Decisions of the committee are final and not subject to the grievance procedure. Any confidential personnel information made available to committee members for purposes of participating in decisions of the committee will be maintained in confidence.

Unused annual MCCP B & C funds shall not roll over; however, it is the intent of the parties that allocated funding shall be exhausted each year. Not later than May 15 of each year, the Adjustment Committee will meet and discuss how to distribute any remaining funds. In the absence of an agreement on an alternative, such remaining funds will be distributed equally to employees across the respective departmental pool(s) to which the funds were allocated, excluding Proposition F appointees.

Compensation Adjustments. All compensation adjustments made pursuant to this MOU shall be rounded to the nearest salary grade and shall commence at the start of the payroll period closest to the specified date.

During Fiscal Year 2014-2015, MEA, DHR, MTA, and the Controller's office will meet to consider the relevant data and make decisions as to the structure and administration of the Post-Appointment B & C Adjustment program.

Department MCCP Post-Appointment Review Process. Beginning in Fiscal Year 2015-2016, Departments shall establish and publish the following procedures by September 1st of each fiscal year to inform employees of the basis on which adjustments will be provided:

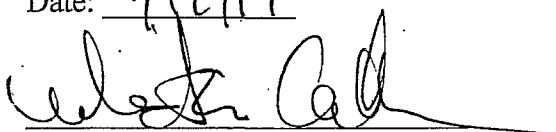
- Performance Measurement Standards
- Submission and Review Procedures
- Timelines

**ARTICLE VI.D. DURATION OF AGREEMENT**

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

FOR THE CITY

Date: 1/19/17



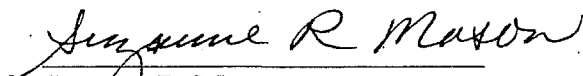
Micki Callahan  
Human Resources Director

FOR THE UNION

Date: \_\_\_\_\_

\_\_\_\_\_  
Raquel Silva  
Municipal Executives' Association

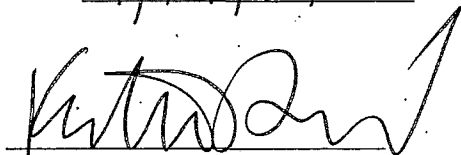
Date: 01-19-17



Suzanne R. Mason  
Employee Relations Director

*APPROVED AS TO FORM:*

Date: 1/19/17



Katharine Hobin Porter  
Chief Labor Attorney

# Two-Year Labor Extensions With 36 Unions

- **36 Unions Had MOU's Scheduled to Expire in June 2017**  
*(Automotive Machinists Local 1414; Building Inspectors' Association; Bricklayers; Carpenters Local 22; Carpet, Linoleum & Soft Tile; Plasterers Local 300; Glaziers Local 718; IATSE Local 16; Local 377; Pile Drivers Local 34; Plasterers and Shophands Local 66; Roofers Local 40; Sheet Metal Workers Local 104; Teamsters Local 853; DPOA; DSA; DAIA; IBEW Local 6; IPOA; Local 21; Local 261; Hod Carriers; MAA; MEA; OE3; Plumbers Local 38; Painters; SEIU 1021; SEIU RNs; MSA; Local 39; SPO; Teamsters 856; TWU Local 200; TWU Local 250-A (7410s); TWU Local 250-A Multi-Unit; Unrepresented)*
- **Includes 22,000 employees**
- **Two Year Extension Agreement (thru June 30, 2017):**
  - July 2017 – 3% cost of living increase
  - July 2018 – 3% cost of living increase unless March 2018 Joint Financial Report Projects a Deficit of More than \$200 million then wage increase delayed 6 months to Jan 2019
- **Additional General Fund cost \$58 million per fiscal year (\$87 million all funds)**



**Unions that have NOT ratified as of 2/15/2017:**

DPOA

Local 21 (3/3)

MAA (end next week – 2/24)

SEIU 1021

TWU 250-A Auto Service Worker (2/17)

TWU 250-A Miscellaneous (2/17)

BOARD of SUPERVISORS



City Hall  
1 Dr. Carlton B. Goodlett Place, Room 244  
San Francisco 94102-4689  
Tel. No. 554-5184  
Fax No. 554-5163  
TDD/TTY No. 554-5227

## MEMORANDUM

TO: Ben Rosenfield, City Controller, Office of the Controller

FROM: Erica Major, Assistant Clerk, Government Audit and Oversight Committee  
Board of Supervisors

DATE: January 30, 2017

SUBJECT: LEGISLATION INTRODUCED - MOUs

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The Board of Supervisors' Government Audit and Oversight Committee has received the following proposed legislation, introduced by Mayor Lee on January 24, 2017:

### **File No. 170066**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Machinists Union, Local 1414, International Association of Machinists & Aerospace Workers Machinists Automotive Trades District Lodge 190, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

### **File No. 170067**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Crafts Coalition: Bricklayers and Allied Crafts, Local 3; Hod Carriers, Local 166; Northern California Carpenters Regional Council, Local 22; Carpet, Linoleum and Soft Tile Workers, Local 12; Plasterers and Cement Masons, Local 300; Glaziers, Architectural Metal and Glass Workers, Local Union No. 718; International Alliance of the Theatrical Stage Employees, Moving Picture Technicians, Artist and Allied Crafts of the United States, Its Territories and Canada, Local 16; International Association of Bridges, Structural Ornamental, Reinforcing Iron Workers, Riggers and Machinery Movers, Local 377; Pile Drivers, Divers, Carpenters, Bridge, Wharf and Dock Builders, Local Union No. 34; Plasterers and Shophands, Local 66; United Union of Roofers, Waterproofers and Allied Workers, Local 40; Sheet Metal Workers International Union, Local 104; and Teamsters, Local 853, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170068**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the San Francisco Deputy Probation Officers' Association, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170069**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the San Francisco Deputy Sheriffs' Association, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170070**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the International Brotherhood of Electrical Workers, Local 6, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170071**

Ordinance adopting and implementing Amendment No. 2 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the International Federation of Professional and Technical Engineers, Local 21, AFL-CIO, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170072**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the San Francisco Institutional Police Officers' Association, to extend the term of the agreement through June 30, 2019.

**File No. 170073**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Municipal Attorneys Association, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.



**File No. 170074**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Municipal Executives Association, to implement base wage increases for FYs 2017-2018 and 2018-2019 and other specified terms and conditions of employment, and extend the term of the agreement through June 30, 2019.

**File No. 170075**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Operating Engineers Local Union 3 of the International Union of Operating Engineers, AFL-CIO, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170076**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 38, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170077**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the San Francisco City Workers United (Painters), to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170078**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the San Francisco Sheriffs' Managers and Supervisors Association, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170079**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Teamsters, Local 856, Multi-Unit, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170080**

Ordinance fixing compensation for persons employed by the City and County of San Francisco whose compensation is subject to the provisions of Section A8.409 of the Charter, in job codes not represented by an employee organization, and establishing wages, working schedules and other terms and conditions of employment, effective July 1, 2017.

**File No. 170081**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and Building Inspectors' Association, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170082**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the San Francisco District Attorney Investigators' Association, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170083**

Ordinance adopting and implementing Amendment No. 2 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Laborers International Union, Local 261, to implement base wage increases for FYs 2017-2018 and 2018-2019, other specified terms and conditions of employment, and extend the term of the agreement through June 30, 2019.

**File No. 170084**

Ordinance adopting and implementing Amendment No. 2 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Service Employees International Union, Local 1021, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170085**

Ordinance adopting and implementing Amendment No. 1 to the 2016-2017 Memorandum of Understanding between the City and County of San Francisco and the Service Employees International Union, Local 1021: Staff & Per Diem Nurses, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170086**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the International Union of Operating Engineers, Stationary Engineers, Local 39, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170087**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Operating Engineers Local Union 3 of the International Union of Operating Engineers, AFL-CIO, Supervising Probation Officers, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170088**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Transport Workers Union, AFL-CIO, Local 200, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170089**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Transport Workers' Union, AFL-CIO, Local 250-A, Automotive Service Workers (7410), to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

**File No. 170090**

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Transport Workers' Union, Local 250-A, Multi-Unit (Unit 28), to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

These matters are tentatively calendared to be heard in Committee on **Thursday, February 16<sup>th</sup>, 2017**. This matter is being forwarded to you for a cost analysis.

Please forward your analysis to me at the Board of Supervisors, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102.

c: Michelle Allersma, Office of the Controller  
Carol Lu, Office of the Controller

President, District 5  
BOARD of SUPERVISORS



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1 Dr. Carlton B. Goodlett Place, Room 244  
San Francisco 94102-4689  
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TDD/TTY No. 544-5227

BOS -11, COB  
GAO, LES  
Rep  
Rep  
C.A  
Mayor

London Breed

**PRESIDENTIAL ACTION**

Date: 2/1/2017

To: Angela Calvillo, Clerk of the Board of Supervisors

RECEIVED  
S.A.H.  
2017 FEB -1 PM 4:45  
BY AK

Madam Clerk,

Pursuant to Board Rules, I am hereby:

Waiving 30-Day Rule (Board Rule No. 3.23)

File No. 170066-170090 Mayor  
(Primary Sponsor)

Title. Various Collective Bargaining Agreements

Transferring (Board Rule No. 3.3)

File No. \_\_\_\_\_  
(Primary Sponsor)

Title. \_\_\_\_\_

From: \_\_\_\_\_ Committee

To: \_\_\_\_\_ Committee

Assigning Temporary Committee Appointment (Board Rule No. 3.1)

Supervisor \_\_\_\_\_

Replacing Supervisor \_\_\_\_\_

For: \_\_\_\_\_ Meeting  
(Date) (Committee)

London Breed, President  
Board of Supervisors



Edwin M. Lee  
Mayor

Micki Callahan  
Human Resources Director

MEMORANDUM

**Date:** Jan. 19, 2017

**To:** Angela Calvillo, Clerk of the Board  
Board of Supervisors

**From:** *Suzanne R. Mason*  
Suzanne R. Mason  
Employee Relations Director

**Subject:** Amendments to the 2014 Memoranda of Understanding between Unions and the City and County of San Francisco (Transmittal 1 of 2)

2017 JAN 19 PM 4:58  
AK

On behalf of the Honorable Mayor Edwin M. Lee, the Department of Human Resources is pleased to forward you the following amendments to the 2014 Memoranda of Understanding (MOUs). These amendments extend the 2014-2017 contracts through July 1, 2019, allowing the City and County to present a united front in this time of uncertainty.

1. Automotive Machinists No. 1414
2. Consolidated Crafts: Bricklayers, Carpenters, Carpet & Soft Tile Workers, Glaziers, Iron Workers, Pile Drivers, Cement Masons, Plasterers, Roofers, Sheet Metal Workers, Truck Drivers, and IATSE
3. Deputy Probation Officers' Association
4. Deputy Sheriffs' Association
5. Electrical Workers, Local 6
6. I.F.P.T.E. Local 21
7. Institutional Police Officers' Association
8. Municipal Attorneys' Association
9. Municipal Executives' Association
10. Operating Engineers, Local 3
11. Plumbers and Pipefitters, Local 38
12. San Francisco City Workers United (Painters)
13. Sheriff's Managers & Supervisors Association, Unit 12B
14. Teamsters, Local 856, Multi-Unit
15. Unrepresented

Please find enclosed for each Amendment:

- One original FINAL Amendment with original Ordinance
- Two copies of the Ordinance

This is the first of two transmittals. The remaining ten (10) amendments will be forwarded shortly.

Please refer these amendments to the appropriate committee at your earliest conveniences.

Thank you.

C: Micki Callahan, Human Resources Director

