



DEPARTMENT OF HUMAN RESOURCES
EMPLOYEE RELATIONS

CCSF MOU Extension 2017

**I.F.P.T.E.
Local 21
Tentative Agreement**

The parties mutually agree to extend the 2014-2017 Memorandum of Understanding ("MOU") as provided below and agree that the City will prepare and submit to the Board of Supervisors an MOU amendment to reflect these terms. The parties further agree that this tentative agreement is subject to approval as to form by the City Attorney's Office and is subject to approval by the Board of Supervisors.

By signing below, the parties agree to recommend approval of this tentative agreement.

TENTATIVE AGREEMENT

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%, except that if 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, then the base wage adjustment of 3% due on July 1, 2018, will be delayed by six (6) months and be effective the pay period including January 1, 2019.

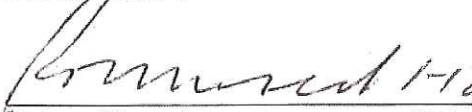
All base wage calculations shall be rounded to the nearest whole dollar, bi-weekly salary grade.

TERM

This Agreement shall remain in full force and effect from July 1, 2014, to and including June 30, 2019.

For the Union:

For the City and County of San Francisco:

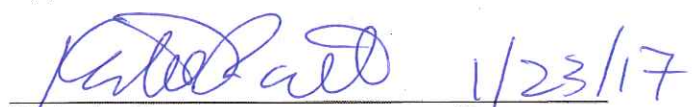


Robert Muscat
Executive Director
I.F.P.T.E. Local 21



Suzanne Mason
Employee Relations Director

Approved as to form:



Katharine Porter
Chief Labor Attorney