



Edwin M. Lee  
Mayor

Micki Callahan  
Human Resources Director

*Via email and US Mail*

January 18, 2017

Bob Muscat, Chair  
Public Employee Committee, SF Labor Council  
c/o IFPTE Local 21  
1167 Mission St. Suite 201  
San Francisco, CA 94103

Dear Mr. Muscat:

This will confirm our agreement applicable to all City employee unions who execute tentative agreements by January 19, 2017 extending their MOUs until June 30, 2017.

The City agrees that the provision of the tentative agreements that delays implementation of the July 1, 2018 scheduled wage increase because of projected shortfalls in the March, 2018 Joint Report shall not be used as evidence or precedent in any future interest arbitration proceedings under San Francisco Charter Sections A8.409 or 8A.104. This does not preclude the City from making a similar proposal in the future, and from supporting it with other evidence.

Sincerely,

A handwritten signature in blue ink, appearing to read "Micki Callahan", followed by a long horizontal line.

Micki Callahan  
Human Resources Director