

COMMISSION ON COMMUNITY INVESTMENT AND INFRASTRUCTURE

RESOLUTION NO. 39-2015

ESTABLISHING CLASSIFICATIONS OF POSITIONS AND COMPENSATION SCHEDULES FOR SUCCESSOR AGENCY STAFF AND ESTABLISHING AUTHORITY FOR APPOINTMENT TO AND VACATION FROM POSITIONS UNDER SAID CLASSIFICATIONS AND OTHER MATTERS

- WHEREAS, Prior to the dissolution of the Redevelopment Agency of the City and County of San Francisco (“Former Agency”), the Redevelopment Agency Commission approved, by Resolution No. 92-2011 (July 5, 2011), the classifications of positions, compensation schedules for each classification, comparability benchmarks for each classification, and other matters related to Former Agency employment. (“2011 Salary Resolution”); and,
- WHEREAS, The 2011 Salary Resolution implemented the Former Agency’s authority under the California Community Redevelopment Law to “select, appoint and employ such permanent and temporary officers, agency, counsel, and compensation as it requires.” Cal. Health & Safety Code § 33126. The 2011 Salary Resolution also implemented the Former Agency’s Personnel Policy and several labor agreements with employee bargaining groups represented by International Federation of Professional and Technical Engineers (IFPTE), Local 21, and the Service Employees International Union (SEIU), Local 1021; and,
- WHEREAS, On February 1, 2012, state law dissolved redevelopment agencies, created successor agencies to assume certain obligations of the former agencies, and established that the cities or counties that had originally formed redevelopment agencies (which had been separate public entities) were to assume the role of successor agencies, Assembly Bill No. 26 (Chapter 5, Statutes of 2011-12, First Extraordinary Session) (AB 26); and,
- WHEREAS, The Board of Supervisors of the City and County of San Francisco (“Board of Supervisors”), acting in its capacity as Successor Agency to the Redevelopment Agency of City and County of San Francisco, approved, by Ordinance Nos. 120-12, 121-12, 122-12, and 123-12 (June 27, 2012), amendments to the Former Agency’s labor agreements with Locals 21 and 1021. These ordinances had the effect of modifying the 2011 Salary Resolution and establishing new compensation rates and comparability benchmarks for remaining employees of the successor agency; and,
- WHEREAS, On June 27, 2012, the California Governor approved “clean-up” legislation to the redevelopment dissolution law, Assembly Bill No. 1484 (Chapter 26, Statutes of 2011-12), which became effective immediately. Among other things, AB 1484 established that successor agencies were separate public

entities from cities and counties and that the “successor agencies succeed to the organizational status of the former redevelopment agency.” Cal. Health & Safety Code § 34173 (g); and,

WHEREAS, The Board of Supervisors implemented AB 1484 by adopting Ordinance No. 215-12 (Oct 4, 2012), which established the Successor Agency Commission (“Commission”) as the governing body of the Successor Agency and authorized the Commission to appoint an executive director with responsibility for the day-to-day management of the Successor Agency and to take other labor-related actions. Section 6 of Ordinance No. 215-12; and,

WHEREAS, The Successor Agency, also known as the Office of Community Investment and Infrastructure (“OCII”), approved, by Resolution Nos. 5-2015 and 6-2105 (February 9, 2015), three-year contracts with both Local 21 and Local 1021, established staggered cost of living increases over the terms of the contracts, and made other changes in the terms and conditions of employment (“Labor Contracts”); and,

WHEREAS, Under the Labor Contracts, the represented employees will receive the following base wage increases during the terms of the contracts: 1) 6.121% effective the first full pay period in February 2015 2) 3.25% effective the first full pay period in October 2015; and 3) between 2.25% and 3.25%, effective the first full pay period in July 2016 and dependent on inflation, calculated as $(2.00\% \leq \text{CPI-U} \leq 3.00\%) + 0.25\%$, which is equivalent to the CPI-U, but no less than 2.00% and no greater than 3.00%, plus 0.25%. The CPI-U will be for the San Francisco Metropolitan Statistical Area and will be calculated using the percentage change in price index from February 2015 to February 2016; and,

WHEREAS Unrepresented classifications have historically received the same salary increases as represented employees, and,

WHEREAS, The Labor Contracts require represented employees to contribute an additional 3.5% of wages over the terms of the contracts to offset the cost of pension contribution requirements established by the California Public Employees Retirement System (“CalPERS”). The schedule of increased contributions is as follows: 1) 1.00% effective following ratification of the Labor Contracts; 2) 1.25% effective the first full pay period in October 2015; and 3) 1.25% effective the first full pay period in July 2016; and,

WHEREAS, This Salary Resolution incorporates the above-described salary increases to employees covered under the Labor Contracts, which became effective on February 3, 2015, and furthermore extends both the salary increases and the increased pension contributions to unrepresented employees. This Salary Resolution is consistent with the 2014-15 budget approved by the Commission and the Board of Supervisors and with the 2015-2016 budget approved by the Commission in Resolution No. 24-2015 (May 5, 2015); and,

- WHEREAS, The labor agreement between OCII and IFPTE Local #21 includes amended provisions with regard to compensatory time cash-outs, bereavement leave and floating holidays which differ from the OCII Personnel Policies;
- WHEREAS, Employees in positions whose classification listing is followed in this Resolution by a “Z” symbol will be entitled to compensatory time off at one and one-half times the number of overtime hours worked pursuant to the provisions of OCII Personnel Policy; and,
- WHEREAS, The Department of Human Resources (DHR) of the City and County of San Francisco and both SEIU #1021 and IFPTE Local #21 have reviewed the class descriptions for both OCII classes and City and County classes. And, based on the review of the OCII class description of duties, and job requirements these parties have identified a comparable City and County job classification; and,
- WHEREAS Salaries have been established based on the current salary for the comparable City and County job classifications; and,
- WHEREAS Extended salary ranges which have been provided in the Labor Contracts are published in compliance with CalPERS requirements that pensionable salary rates be publicly adopted and published; and,
- WHEREAS, The Salary Resolution lists all of the Successor Agency’s classifications and provides salary benchmarks for those classifications based on comparable positions in the City and County of San Francisco. The Salary Resolution lists Class Numbers for the comparable City positions and that are available at <http://www.sfdhr.org/index.aspx?page=32>. NOW, THEREFORE, BE IT
- RESOLVED, The following classifications and comparability benchmarks with City classes are in effect for Successor Agency staff:

Seq. No.	Class No.	Successor Agency Classification	Comparable City Class Number
1	500	Executive Director (Z)	1381
2	1060	Deputy Executive Director (Z)	0954
3	520	Agency General Counsel (Z)	8181
4	525	Deputy General Counsel (Z)	8177
5	1010	Assistant Deputy Executive Director (Z)	1377
6	580	Senior Attorney (Z)	8177
7	570	Construction Coordinator (Z)	6319
8	605	Senior Architect (Z)	5268
9	565	Senior Civil Engineer (Z)	5211
10	555	Senior Project Manager, Supervisory (Z)	5506
11	965	Human Resources Manager (Z)	0931
12	1015	Contract & Fiscal Services Manager (Z)	0932

Seq. No.	Class No.	Successor Agency Classification	Comparable City Class Number
13	535	Development Services Manager (Z)	0932
14	540	Housing Program Manager (Z)	0932
15	550	Senior Project Manager (Z)	5504
16	556	Architecture & Engineering Supervisor (Z)	5211
17	606	Planning Supervisor (Z)	5283
18	610	Senior Landscape Architect (Z)	5274
19	625	Information Systems Supervisor (Z)	1044
20	630	Senior Financial Analyst (Z)	1825
21	970	Accounting Supervisor (Z)	0931
22	1045	Senior Development Specialist (Supervisor) (Z)	0931
23	585	Contract Compliance Supervisor (Z)	0931
24	560	Administrative Services Manager (Z)	0931
25	590	Project Manager (Z)	5502
26	940	Property Management Supervisor (Z)	4142
27	955	Relocation Supervisor (Z)	2912
28	595	Senior Development Specialist (Z)	0923
29	1025	Housing Construction Specialist (Z)	5502
30	635	Architect (Z)	5241
31	620	Civil Engineer (Z)	5274
32	975	Environmental Assessment Specialist (Z)	5298
33	1050	Accountant IV (Z)	1657
34	660	Staff Attorney II (Z)	8177
35	655	Senior Planner (Z)	5293
36	585	Contract Compliance Specialist III (Z)	2978
37	665	Building/Construction Inspector II (Z)	6318
38	990	Assistant Project Manager (Z)	1824
39	1050	Contract Administration Specialist (Z)	1824
40	615	Development Specialist (Z)	1824
41	675	Building/Construction Specialist I (Z)	6317
42	640	Contract Compliance Specialist II (Z)	2992
43	945	Property Management Specialist (Z)	4140
44	690	Associate Civil Engineer (Z)	5207
45	700	Architectural Associate (Z)	5266
46	670	Financial Systems Accountant (Z)	1657

Seq. No.	Class No.	Successor Agency Classification	Comparable City Class Number
49	725	Staff Attorney I (Z)	8177
50	695	Accountant III (Z)	1654
51	715	Senior Personnel Analyst (Z)	1244
52	730	Associate Planner (Z)	5291
53	685	Public Affairs Officer (Z)	1314
54	720	Senior Programmer Analyst (Z)	1063
55	770	Senior Community Services Specialist (Z)	2912
56	705	Assistant Development Specialist (Z)	1823
57	745	Records & Information Supervisor (Z)	1408
58	735	Contract Compliance Specialist I (Z)	2975
59	780	Architectural Assistant (Z)	5260
60	760	Senior Legal Secretary (Z)	1460
61	740	Harbormaster (Z)	0922
62	1030	Management Assistant III (Z)	1844
63	785	Assistant Planner (Z)	5278
64	755	Administrative Analyst (Z)	1822
65	775	Accountant II (Z)	1652
66	750	Personnel Analyst (Z)	1241
67	765	Programmer Analyst (Z)	1062
68	800	Executive Secretary (Z)	1450
69	803	Support Services Supervisor (P)	1764
70	810	Administrative Secretary (P)	1406
71	790	Assistant Harbormaster (Z)	3233
72	1035	Management Assistant II (Z)	1842
73	795	Community Services Specialist (Z)	2910
74	820	Accountant I (Z)	1650
75	815	Facility Maintenance Supervisor (Z)	7215
76	825	Senior Harbor Attendant (P)	3232
77	850	Secretary (P)	1444
78	1040	Management Assistant I (Z)	1840
79	830	Harbor Office Supervisor (P)	1408
80	855	Records Specialist II (P)	1406
81	860	Senior Office Assistant (P)	1406
82	845	Purchasing Assistant (P)	1950
83	840	Harbor Attendant (P)	7514

Seq. No.	Class No.	Successor Agency Classification	Comparable City Class Number
85	875	Office Assistant II (P)	1426
86	880	Records Specialist I (P)	1404
87	882	Project/Planning Associate (P)	5276
88	865	Harbor Office Assistant (P)	1404
89	870	Law Clerk II	1460
90	885	Account Clerk II (P)	1632
91	895	Office Assistant I (P)	1426
92	890	Harbor Security Officer (P)	8202
93	900	Law Clerk I	5276
94	905	Account Clerk I (P)	1630
95	985	Staff Associate I (Z)	1362
96	915	Staff Associate II (Z)	1365
97	920	Staff Associate III (Z)	1823
98	921	Staff Associate IV (Z)	1824
99	930	Staff Associate V (Z)	5502
100	935	Staff Associate VI (Z)	5504

IT IS FURTHER RESOLVED that:

1. Appointment to OCII classification of Executive Director shall be made by the Commission and the person shall serve at the pleasure of OCII subject to the provisions of any employment agreement.
2. The Executive Director or his or her designee is authorized as required by the workload of OCII and the written budgets approved by OCII, to make appointments to positions in all OCII classifications and to vacate such positions.
3. In accordance with the Personnel Policy and Memoranda of Agreements (MOAs) with SEIU, Local 1021, and with IFPTE, Local 21, each person employed with OCII will be entitled to receive for his or her services, in his/her position, the rate of compensation described for the salary range number from Step 1 through Step 5, and, if applicable, for the extended range, as assigned to the classification to which his or her position is allocated and is illustrated in Attachment "A."
4. This Salary Resolution incorporates salary increases that OCII is obligated to provide represented employees during the terms of their MOAs described above; accordingly, the salary ranges listed in this resolution and in Attachment A will be automatically adjusted to reflect said increases during the term of the MOAs, which expire on June 30, 2017.
5. Unrepresented classes which were occupied on February 1, 2015 are hereby authorized to receive a salary increase equivalent to salary increases received by represented employees on that date.

6. The provisions of the labor agreement between the OCII and IFPTE Local #21 with regard to compensatory time cash-outs, bereavement leave and floating holidays shall apply to unrepresented classes.
7. The classifications of Executive Director and all other unrepresented classifications shall receive salary increases that are consistent with the future increases under the Local 21 and Local 1021 MOAs according to the following schedule: 1) 3.25% effective the first full pay period in October 2015; and 2) between 2.25% and 3.25%, effective the first full pay period in July 2016 and dependent on inflation, calculated as $(2.00\% \leq \text{CPI-U} \leq 3.00\%) + 0.25\%$, which is equivalent to the CPI-U, but no less than 2.00% and no greater than 3.00%, plus 0.25%. The CPI-U will be for the San Francisco Metropolitan Statistical Area and will be calculated using the percentage change in price index from February 2015 to February 2016.
8. The classifications of Executive Director and all other unrepresented classification's shall be required to contribute additional wages to offset the cost of the CalPERS pension contribution requirements according to the following schedule: 1) 1.00% effective on the first day of the first full pay period following approval of this Salary Resolution; 2) 1.25% effective the first full pay period in October 2015; and 3) 1.25% effective the first full pay period in July 2016.
9. Employees who are required to translate to and from foreign language for ten (10) or more work hours biweekly, including sign language as used by the deaf, may be granted additional compensation of thirty-five (\$35.00) dollars biweekly.
10. Employees who were permanently assigned as primary operators of word processing equipment prior to September 25, 1995 may be granted a premium of \$.91 per hour in their regular compensation rate for such hours that they are assigned to and actually work with word processing equipment following satisfactory completion of training in the word processing equipment to which assigned.
11. Supervisory employees whose compensation schedule is less than one range number over the compensation schedule of the employee supervised shall be granted a 5% supervisory differential adjustment so as to provide the supervisory employee with a salary that is no more than 5% higher than the employee who is being supervised.
12. Employees offered Extended Range as outlined in the Agreement, salary shall be reported in full (base rate pay plus special compensation) to the California Public Retirement Employee System ("CalPERS") based on the amount set forth and approved by the Executive Director.

I hereby certify that the foregoing resolution was adopted by the Commission at its meeting of June 16, 2015.



Commission Secretary