

**LETTER OF AGREEMENT  
BETWEEN  
THE CITY AND COUNTY OF SAN FRANCISCO  
AND  
INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS,  
LOCAL 21  
May 14, 2009**

1. Not later than June 1, 2009, the City will meet with the Union to discuss circumstances, if any, in which Prop F and exempt employees may have been utilized unnecessarily in lieu of permanent employees to fill positions in represented classifications.
2. The City will make available a summary report of any salary, benefit or other money saving reductions or deferrals made by the Board of Supervisors, the Mayor, the Mayor's staff, and other non-represented management personnel.
3. The City and Local 21 are committed to working with other stakeholders, including labor organizations, non-profit agencies, and community and business representatives, to develop and support revenue measure(s) on the November, 2009 ballot, provided that unions representing a majority of City employees agree to contributions to protect City jobs and services, such as those described herein. Upon the Union's request, the parties shall begin meeting between November 3, 2009 and November 10, 2009 to discuss the impact, if any, of the passage or failure of these revenue measure(s).

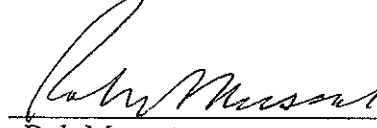
This letter of agreement will remain in effect through and inclusive of June 30, 2011.

FOR THE CITY

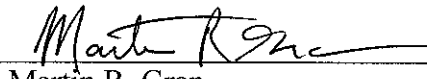
  
\_\_\_\_\_  
Micki Callahan  
Human Resources Director

7/14/09  
Date

FOR THE UNION

  
\_\_\_\_\_  
Bob Muscat  
IFPTE, Local 21

7.14.09  
Date

  
\_\_\_\_\_  
Martin R. Gran  
Employee Relations Director

7-14-09  
Date