



## *Bargaining 2017*

# Compensation Implementation

*Last Updated on 5/17/17*

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# Citywide Agreements

- **General Wage Increases:**
  - 7/1/17: 3.00%
  - 7/1/18: 3.00% *(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).*
- **Term:** 2 years
- **Applicable MOUs:** Auto. Mach., L1414, Craft Coalition, Build. Inspec., DPOA, DSA, DAIA, Elec., L6, IPOA, Laborers, L261, MAA, MEA Misc., Oper. Eng., L3, Painters, Plumbers, L38, Local 21, SEIU, Misc., SEIU Nurses, MSA, Stat. Eng., L39, Teamster, L856 Misc., TWU, Local 200, TWU Local 250-A Auto. Serv. and Misc., Sup. Prob., Sup. Nurses and Unrep. *(i.e., all except for Police and Fire)*



# Citywide Agreements

- **Wage Increase Calculations:**
  - Rounded to the nearest salary grade → whole dollar, biweekly salary

Excel Formula:

$\text{round}(\text{current bi-weekly rate} * (1 + \text{percent increase}), 0) = \text{new bi-weekly rate}$

Example: (3.00% wage increase applied to a bi-weekly salary of \$2,857)  
 $\text{round}(\$2,857 * (1 + .03), 0) = \$2,943$

Alternative Excel Formula for use with Annual Salaries:

$\text{mround}(\text{current annual rate} * (1 + \text{percent increase}), 26) = \text{new annual rate}$

Example: (3.00% wage increase applied to an annual salary of \$74,282)  
 $\text{mround}(\$74,282 * (1 + .03), 26) = \$76,518$

→ Use these formulas for calculating Acting Assignment Pays, Supervisory Differential Adjustments and MCCP wage increases.



## Other Changes

- **Retiree Health Care Trust Fund Contributions:** Effective 7/1/17, for employees hired on or before January 9, 2009, the employee contribution to the Retiree Health Care Trust Fund will increase from 0.25% to 0.50%.
- **Pension Contributions:** Effective 7/1/17, employee pension contributions shall increase by 1% for employees with an hourly pay rate of \$27.5923 or higher.



- **9910 Public Service Trainee:**
  - Provide 3.00% general wage increase effective 7/1/17 and 7/1/18 (in addition to any voluntary increases departments provide)
  - For those earning the minimum wage, their increase from \$13/hr to \$14/hr on 7/1/17 already provides for a 7.7% increase so no additional general wage increase need be provided; same for their 7/1/18 increase when their hourly rate increases from \$14/hr to \$15/hr (i.e., 7.1% increase)
- **Job Experience Crediting Program:**
  - Sunsets June 30, 2019



## IFPTE, Local 21

- **PUC/CIP Planning Function Assignment Pay:**
  - Sunsets June 30, 2019



## Auto. Mach., Local 1414

- **Class 7306 and 7309:**
  - Additional ~1.1% effective July 1, 2017 (wages equivalent to class 7313)



- **Standby – District Attorney's Office – Pilot Program**
  - Sunsets June 30, 2019





## UAPD, Units 17 and 18

- **General Wage Increases:**
  - 2210, 2292 and 2598: “me too” with Local 21 (i.e., receive 3% increase on 7/1/17 and 7/1/18)
  - 2230, 2232 and 2233: maintain 10% differential with 2328 (i.e., receive 3% increase on 7/1/17 and 7/1/18)