



Bargaining 2018

Compensation Implementation

Last Updated on 5/16/18





Police Officers' Association (POA)

- **General Wage Increases:**
 - 7/1/18: 3.00%
 - 7/1/19: 3.00%
 - 7/1/20: 2.00% *(unless the March 2020 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 2020-2021 that exceeds \$200 million, in which case the base wage adjustment of 2% due on July 1, 2020, will be delayed by six (6) months until the pay period including January 1, 2021).*
 - 12/26/20: 1.00% *(unless the March 2020 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 2020-2021 that exceeds \$200 million, in which case the base wage adjustment of 1% due on July 1, 2020, will be delayed by six (6) months until the close of business on June 30, 2021).*
- **Term:** 3 years



Police Officers' Association (POA)

- **Peace Officers Standards Training (P.O.S.T.):**
 - 7/1/18: 4.00% Int. / 6.00% Adv. → 5.00% Int. / 7.00% Adv.
 - 7/1/19: 5.00% Int. / 7.00% Adv. → 6.00% Int. / 8.00% Adv.
- **Longevity:** Effective 7/1/20, 2@23, 4%@30 → 1%@10, 2%@15, 2%@20, 2%@25 *(unless the March 2020 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 2020-2021 that exceeds \$200 million, in which case the increase in retention pay due on July 1, 2020, will be delayed by six (6) months until the pay period including January 1, 2021).*



Police Officers' Association (POA)

- **Uniform Allowance:** \$820 → \$1,100
- **Separation Wellness:** Percent of sick pay balance per years of service
 - 7/1/18: 2.50% → 2.00%
 - 7/1/19: 2.00% → 0.00%
- **Bilingual:** \$35 → \$80 per pay period
- **Emergency Child Care Reimbursement Pilot Program:** \$50,000 per year for term of MOU
- **Health and Dental:** Agree to re-open MOU if 50%+1 of PEC make changes to employee contributions to health or dental for calendar year 2020.



Firefighters, Local 798

- **General Wage Increases:**
 - 7/1/18: 3.00%
 - 7/1/19: 3.00%
 - 7/1/20: 3.00% *(unless the March 2020 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 2020-2021 that exceeds \$200 million, in which case the base wage adjustment of 3% due on July 1, 2020, will be delayed by six (6) months until the pay period including January 1, 2021).*
- **Term:** 3 years
- **Separation Wellness:** Percent of sick pay balance per years of service
 - 7/1/18: 2.50% → 2.00%
 - 7/1/19: 2.00% → 1.00%
 - 7/1/20: 1.00% → 0.00%



Firefighters, Local 798

- **Training and Education Pay:**
 - 12/29/18: 4.00% Int. / 6.00% Adv. → 5.00% Int. / 7.00% Adv.
 - 12/28/19: 5.00% Int. / 7.00% Adv. → 6.00% Int. / 8.00% Adv.
 - 04/03/21: 6.00% Int. / 8.00% Adv. → 7.00% Int. / 9.00% Adv. *(unless the March 2021 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 2021-2022 that exceeds \$200 million, in which case the increase to Training and Education due on April 3, 2021, will be delayed by six (6) months until October 2, 2021).*
- **Holiday Pay Premium:** Ineligible for holiday premium for two pay periods if call in sick the day of the legal holiday, day after or day before has been increased to now cover calling in sick two days before and after the legal holiday.



Firefighters, Local 798

- **Compensatory Time:** Effective 7/1/20,
 - Cap: 300 → 200 hours
 - Promotion: 80 → 40 hours
- **Surf Rescue:** 5% premium
- **EAP Grant:** maintain funding
- **Release Time:** 50/50 split with the Local 798
- **Call Back Pay:** 3 hours plus 1 hour of travel → 4 hours
- **Health and Dental:** Agree to re-open MOU if 50%+1 of PEC make changes to employee contributions to health or dental for calendar year 2020



MEA, Police

- **General Wage Increases:**
 - 7/1/18: 3.00%
 - 7/1/19: 3.00%
 - 7/1/20: 2.00% *(unless the March 2020 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 2020-2021 that exceeds \$200 million, in which case the base wage adjustment of 2% due on July 1, 2020, will be delayed by six (6) months until the pay period including January 1, 2021).*
 - 12/26/20: 1.00% *(unless the March 2020 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 2020-2021 that exceeds \$200 million, in which case the base wage adjustment of 1% due on July 1, 2020, will be delayed by six (6) months until the close of business on June 30, 2021).*
- **Term:** 3 years



MEA, Police

- **Commanders (0488/0489/0490):** POA P-2B MOU → MEA Police MOU
- **Annual Wellness:** Benefit maintained for Commanders that moved from the POA P-2B MOU in which they had the benefit
- **Separation Wellness:** Percent of sick pay balance per years of service
 - 7/1/18: 2.50% → 2.00%
 - 7/1/19: 2.00% → 0.00%
- **Severance:** two months → one week for each year of service up to 20 weeks, but not less than two months
- **Acting Assignment Pay:** 5% → 7.5% for 11+ days; full pay for 30+ days
- **Health and Dental:** Benefits linked to those provided under MEA Misc. MOU



MEA, Police

- **Uniform Allowance:** \$820 → \$1,100
- **Peace Officers Standards Training (P.O.S.T.):** for Commander and Deputy Chiefs
 - 7/1/18: 4.00% Int. / 6.00% Adv. → 5.00% Int. / 7.00% Adv.
 - 7/1/19: 5.00% Int. / 7.00% Adv. → 6.00% Int. / 8.00% Adv.
- **Longevity:** Effective 7/1/20, 2@23, 4%@30 → 1%@10, 2%@15, 2%@20, 2%@25 (unless the March 2020 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 2020-2021 that exceeds \$200 million, in which case the increase in retention pay due on July 1, 2020, will be delayed by six (6) months until the pay period including January 1, 2021).
- **Training:**
 - Police Command Staff Training Fund: \$10,000 annually
 - Joint Committee of DOJ Implementation: \$200,000 for FY18-19 only

- **General Wage Increases:**
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 - 7/1/19: 3.00%
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 - 7/1/20: 1.00% → 0.00%



MEA, Fire

- **Training and Education Pay:**
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 - 12/28/19: 5.00% Int. / 7.00% Adv. → 6.00% Int. / 8.00% Adv.
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- **Training Fund:** \$6,000 annually
- **Severance:** two months → one week for each year of service up to 20 weeks
- **Health and Dental:** Benefits linked to those provided under MEA Misc. MOU



UAPD, Units 17 and 18

- **General Wage Increases:** 3.00% on 7/1/18
- **Term:** 1 year
- **Supervisory Differential Adjustment:** Citywide provision added
- **Psychiatry Premium:** 15% for 2233s working at LHH Psychiatry
- **Life Insurance:** \$50,000
- **Employee Development Fund:**
 - Annual MOU Allocation: \$167,000 → \$250,000
 - Individual Employee Reimbursement: \$2,000 → \$2,500



IFPTE, Local 21

- **8240 Public Safety Comm. Coord.:** additional 6.4% wage increase effective 7/1/18
- **Tuition Reimbursement:** Additional \$100,000 for FY18-19 only



H-1 Paramedics

- **General Wage Increases:**
 - 7/1/18: 3.00%
 - 7/1/19: 3.00%
- **Term:** 2 years



Unrepresented Ordinance

- **General Wage Increases:** 3.00% on 7/1/18
- **Term:** 1 year