

City and County of San Francisco
Department of Human Resources

Overview Presentation on
BARGAINING 2007
June 13, 2007



Department of Human Resources

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Employee Relations *Compensation*

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Overview of 2007 Negotiations & Memoranda of Understanding



Bargaining 2007

POLICE



POLICE

- Term – July 1, 2007 – June 30, 2011
- General Wage Increases:
 - FY07-08: July 1st - 4%, December 29th - 2%
 - FY08-09: July 1st - 4%, December 27th - 3%
 - FY09-10: July 1st - 4%, December 26th - 2%
 - FY10-11: July 1st - 4%
- Step Advancement – Step increases will be based on satisfactory performance.
- Specialist Pay – 3% premium for those officers assigned as specialists in recognition of additional tactical duties and frequent changes in watches and work locations (*status based premium*)
- Starting Pay – Entry step increased by 4% to aide recruitment (Q2-Q4)
- Uniform Pay – Increased from \$750 to \$820 annually.



POLICE

■ Overtime and Compensatory Time

- Excluded sick pay, compensatory time and floating holidays from being included in the basis for calculating overtime resulting in approximately \$700,000 in annual savings.
- Captains shall no longer be eligible for overtime. Captains will be given an 8% wage adjustment to offset the loss of paid overtime, valued at around 12%, resulting in approximately \$150,000 in annual savings. (Q50-52)
- Officers shall not be eligible for 10B overtime assignments during hours on SP, VA, FH, In-Lieu, or DP.
- Reduced maximum compensatory time accrual to 300 hours by June 30, 2010 to decrease the City's long term liability.
- Officers promoted to higher ranks after June 30, 2008 shall be paid off for all accrued compensatory time over 80 hours to decrease the City's long term liability.
- City secured the right to pay off compensatory time above 480 hours in a uniform manner by percentage.
- Hours worked for the purpose of calculating overtime will not include compensatory time off or sick leave, unless the overtime is mandatory and unplanned.



POLICE

- Standby Pay – Reduced Standby Pay from three hours to two hours for officers placed on standby on days in which they are regularly assigned to work. Three hours of standby pay shall now be paid only to Officers placed on standby on days they are not regularly assigned. This change is expected to result in approximately \$800,000 in annual savings.
- Call-Back Pay – Officers that are called in to work while on standby shall earn a minimum three hour call-back pay consistent with department practice; however, such pay shall now be in lieu of standby pay. This change is expected to result in approximately \$2,100,000 in annual savings.
- Bilingual Pay – Russian added to existing list of compensable languages.
- Assistant Inspector Pay Parity – Assistant Inspector pay will be equivalent to that of Sergeant.



POLICE

- Motorcycle Sign-Up – Sign ups currently established by unit seniority will sunset upon conclusion of the MOU, to be replaced by more equitable departmental seniority.
- Housing Program – Financial incentive program created to assist Officers in the purchase or rental of homes in the City of San Francisco.
- Officer Rotation – New Officers shall be rotated to different stations every five years to ensure that officers are fully cross-trained.



POLICE

- Release Time – POA President will be released from duty on a full-time basis. Sixty hours per pay period will be used only for member representation and related functions; the POA will reimburse the City for the cost of the remaining twenty hours in the pay period.
- Substance Abuse Testing – Expansion of circumstances under which officers can be drug tested for cause.
- Commanders and Deputy Chiefs – Removed from rank and file MOU and into a separate management MOU to reflect working relationships.
- Paid Sick Leave Ordinance – Union agreed to waive provisions of San Francisco Administrative Code 12W Paid Sick Leave Ordinance.



POLICE

- Wellness Programs
 - Annual Wellness Program – Annual wellness program, allowing employees to cash out up to 100 hours of sick leave annually, is reduced to 50 hours. This change is expected to result in approximately \$2 million in annual savings.
 - Pilot Wellness Program – Restrict existing program to employees who have used 160 hours or less of sick pay in their final two years of employment, for the duration of the MOU.
- Retiree Medical Benefits – If the majority of City & County of San Francisco employees agree to an employee contribution to fund retiree health benefits, the parties agree to reopen the MOU on the subject of an employee contribution to fund retiree health benefits.



Bargaining 2007

FIRE



FIRE

- Term – July 1, 2007 – June 30, 2011
- General Wage Increases:
 - FY07-08: July 1st - 4%, December 29th - 2%
 - FY08-09: July 1st - 4%, December 27th - 3%
 - FY09-10: July 1st - 4%, December 26th - 2%
 - FY10-11: July 1st - 4%
- Step Advancement – Step increases will be based on satisfactory performance.
- Legal and Floating Holidays – Practice of employees working 4-10s receiving more hours of floating and legal holidays ended.



FIRE

Overtime and Compensatory Time

- Overtime at the rate of one-and-one-half (1.5) times shall not be earned until 106 hours are worked in a pay period (97.4 hours avg. biweekly).
- Excluded vacation from being included in the basis for calculating overtime.
- Reduced maximum compensatory time accrual to 300 hours by June 30, 2010 to decrease the City's long term liability.
- Employees promoted to higher ranks after June 30, 2008 shall be paid off for all accrued compensatory time over 80 hours to decrease the City's long term liability.



FIRE

- Administrative Assignment Pay – Premium Pay for employees placed in administrative assignment ended.
- Paid Sick Leave Ordinance – Union agreed to waive provisions of San Francisco Administrative Code 12W Paid Sick Leave Ordinance.
- Emergency Recall – Parties acknowledge that all employees must be able to respond in an emergency recall within four hours.
- Substance Abuse Testing – Finalized parameters of departments drug and alcohol screening procedures.



FIRE

- Pilot Wellness Program – Restrict existing program to employees who have used 160 hours or less of sick pay in their final two years of employment, for the duration of the MOU.
- Retiree Medical Benefits – If the majority of City & County of San Francisco employees agree to an employee contribution to fund retiree health benefits, the parties agree to reopen the MOU on the subject of an employee contribution to fund retiree health benefits.
- Hazardous Material Pay – Additional 5% premium provided for the twelve employees with direct hazardous materials responsibilities.
- Retention Pay – Additional 2% for employees with 26 years of service (4% total) beginning on July 1, 2008.
- Night Shift Differential – 6.25% premium for H-3 Level I & II EMTs/Paramedics that work between 6 p.m. and 6 a.m.



Bargaining 2007

NURSES



NURSES

- Term: July 1, 2007 – June 30, 2010
- General Wage Increases:
 - October 6, 2007 - 2.50%
 - April 5, 2008 - 3.00%
 - October 4, 2008 - 2.00%
 - April 4, 2009 - 4.00%
 - October 3, 2009 - 2.00%
 - April 3, 2010 - 4.00%
- Additional Wage Increases:
 - Class 2328 Nurse Practitioner shall receive a 1% increase effective July 1, 2008 and an additional 1% effective December 27, 2008.
- Weekend Premium:
 - Effective December 26, 2009, nurses shall be paid a 5% premium above their base hourly wage, including shift differential, for all hours worked on the weekend.



NURSES

- Charge Nurse - Effective April 4, 2009, this premium shall increase to 7.5%.
- Preceptor Nurse - Effective December 27, 2008 , this premium shall increase to 7.5%.
- New Hire Retention Bonus – An additional \$2,500 (\$7,500 total) after four years of employment to retain nurses who have completed two years of service with the City.
- Retiree P103 and As-Needed Nurse Bonus - A City retiree, who is subsequently hired in P103 or as-needed nursing classifications, shall receive a lump sum payment of \$2,000 after working 750 hours in a fiscal year.
- Sick Leave Ordinance – San Francisco Administrative Code, Chapter 12W Paid Sick Leave Ordinance is expressly waived in its entirety with respect to all employees covered by this Agreement.



NURSES

- Nursing Education
 - Increased the per nurse annual Tuition Reimbursement maximum to \$1,500. Effective July 1, 2008, the Tuition Reimbursement fund will increase to \$250,000.
 - Created a new Pilot Nursing Education Fund, with \$50,000 per fiscal year in 2008-2009 and 2009-2010, to fund continuing education units and other educational opportunities for Nurses.



Bargaining 2007

SUPERVISING NURSES



SUP. NURSES

- Term – July 1, 2007 – June 30, 2011
- General Wage Increases:
 - October 6, 2007- 2.50%
 - April 5, 2008 - 3.00%
 - October 4, 2008 - 3.00% (1% more than Nurses in exchange for moving into the citywide dental plan)
 - April 4, 2009 - 4.00%
 - October 3, 2009 - 2.00%
 - April 3, 2010 – 4.00%
 - FY10-11 – Wage Re-opener
- EPMC - 7.0% wage increase on 7/1/07 in exchange for the 7.5% EPMC.



SUP. NURSES

- 24-Hour Operations On-Call Pay
 - 8% → 9% effective 7/1/07
- Extended Hours Operations On-Call Pay
 - 4% effective 10/1/07
- Acting Assignment
 - 5% after the 10th day
- Master's Premium
 - 5% → 10% effective 7/1/10
- Pilot DPH Nursing Leadership Incentive Program
 - \$30,000 → \$50,000 per fiscal year



SUP. NURSES

- Weekend Premium
 - Effective December 26, 2009, nurses shall be paid a 5% premium above their base hourly wage, including shift differential, for all hours worked on the weekend.
- Sick Leave Ordinance
 - San Francisco Administrative Code, Chapter 12W Paid Sick Leave Ordinance is expressly waived in its entirety with respect to all employees covered by this Agreement (except for those employees who completed and submitted by March 5, 2007 a form for identifying a “designated person” on whose behalf the employee may use sick leave through June 30,2009).
- Employee Development Fund
 - \$2,000 → \$5,000 per Employee



Bargaining 2007

UNREPRESENTED



Unrepresented Employee Ordinances

- General Wage Increase: 2% 6/28/08
- EPMC: City shall pay 7.5% EPMC
- Employee Relations Classifications (1280, 1281, 1282)
- Mayoral Staff Compensation (0901-0905)
- Sup. Clinical Psychologist (2576): 5% 7/1/07
- Tuition Reimbursement
 - \$2,000 for employees in Unit 2 and for class 2576
- Life Insurance
 - Mgt. → all covered employees receive



Bargaining 2007

MOU Amendments and Closed MOUs *FY07-08 Impact*



Electricians, Local 6

(Bargaining 2007) – Effective 7/1/07

- Classification 7338 Electrical Line Worker shall have the following step structure:
 - Steps 1 through 8 apply to employees who are actively enrolled in the Electricians' High Voltage Apprenticeship Program.
 - Additionally, step 7 applies to employees appointed to the journey level 7338 Electrical Line Worker.
 - Step 9 applies only to employees regularly assigned to install, maintain and repair high voltage (exceeding 600 volts) overhead transmission and distribution lines and systems. It is the intent of the parties that such employees will perform these duties and receive Step 9 compensation on an ongoing basis.
- Underwater Diving Pay - employees shall be paid \$12.00 per hour more than the base hourly rate, exclusive of any additional compensation for other assignments, when assigned and actually engaged in duties and operations requiring underwater diving. Such assignments will be for an eight (8) hour minimum.



Deputy Sheriffs Association

(Bargaining 2005)

- Retention Pay
 - 2% after 5 years (7/1/07)
- Wage Adjustment
 - ½ Difference of CSA Wage Survey (12/29/07)



SEIU 1021

(Bargaining 2006)

■ Wage Adjustments:

- Diagnostic Imaging Technicians I-IV (2467, 2468, 2469, 2470)
 - 2.5% 6/30/07
- Pharmacists (2450, 2454)
 - 2% 4/5/08
- Worker's Compensation Adjuster (8141, 8165)
 - 2.5% 6/30/07
- Parking Control Officers (8214, 8216)
 - 1.5% 4/5/08

■ As-Needed Health



SEIU 1021

(Bargaining 2007) – Effective 7/1/07

- 2450 Pharmacist, 2454 Clinical Pharmacist
 - add. step 6 at 5.5 years (after 2 years at step 5)
 - night shift differential increased from 15% → 20%
- 2467, 2468, 2469, 2470 Diag. Imaging Techs
 - add. step 7 at 7.5 years (after 3 years at step 6)
- 2574 Clinical Psychologist
 - Maximum tuition reimbursement increased from \$500 → \$1,500 annually per employee
- 2575 Research Psychologist
 - Maximum tuition reimbursement increased from \$500 → \$1,500 annually per employee
- 2577, 2578 and 2579 Medical Examiner Investigators
 - 5% wage increase



SEIU 1021

(Bargaining 2007) – Effective 7/1/07

- 8237, 8238, 8239 Public Safety Comm. Dispatchers
 - City shall pay employees a \$2,000 bonus and build the 4% dispatch premium into base pay if the parties agree to a 4/11 work schedule to be implemented by February 1, 2008
 - \$1,000 signing bonus after completion of training and increased step 1 and 2 by 5% (put on-matrix) in exchange for lengthening the probationary period so that it ends 6 months after completion of training
 - An employee who refers a new applicant to the department shall receive a \$1,000 referral bonus after the applicant successfully completes training
- 9202, 9203, 9204 Airport Comm. Dispatchers
 - \$1,000 signing bonus after completion of training
 - An employee who refers a new applicant to the department shall receive a \$1,000 referral bonus after the applicant successfully completes training



Automotive Machinists, L1414

- Wage Adjustments:
 - Metal Fabricator (7305)
 - 2% 12/29/2007



Municipal Executives Association

■ Management Training

- Employees may utilize up to a maximum of \$2,000 per fiscal year for tuition, internal or external training programs, professional conferences and professional association membership. Employees may also use funds to purchase Personal Digital Assistants, professional software, books and subscriptions, and laptop computers, to the extent that these items would be used in the performance of their City duties.
- In addition, subject to approval by the Department of Human Resources and to the extent funds are available, employees may utilize up to \$1,000 of the funds available to them for that fiscal year under this article to pay for up to one-half of the cost of reasonable and necessary travel and lodging for approved training. Travel reimbursement rates shall be as specified in the Controller's travel policy memo. However, Management Training Funds may not be used for food.

■ Pay for Performance

- FY06-07: 2% bi-weekly for MEA employees sunsets on 6/30/07
- FY07-08, FY08-09: 1.5% lump sum in October if in the preceding fiscal year:
 - Received a Performance Plan and Performance Appraisal (PPAR).
 - Completed PPARs for all immediate reports.
 - Performance was not unsatisfactory.
 - Hired on or before 12/31/2006.

■ MCCP Post-Appointment Adjustments

- FY07-08: 0.50% MEA Payroll

■ Wage Adjustments

- 2452 Dir. of Pharm. Services, 2455 Pharmacy Dir., Laguna Honda
 - 2% 4/5/08



UAPD, Units 8-CC & 11-AA

■ Additional Steps:

- Additional 5.0% Step on 12/29/07 (2230)
- Additional 2.5% Step on 12/29/07 (2210, 2220, 2232, 2233, 2236, 2292, 2582)



IFPTE, Local 21

■ Wage Adjustments:

- Chemists/Biologists - 3% 12/29/07 (2481, 2482, 2483, 2484, 2485, 2486, 2487, 2488, 2489)
- Forensic Lab. Tech. - 3% 12/29/07 (2403)
- Waste Control Inspec. - 2% 12/29/07 (6115, 6116)

■ Extended Ranges: *New Eligible Classes:*

- 5130 Sewage Treatment Plant Superintendent



Teamsters, Local 856 (multi)

■ Wage Adjustments:

- 1434 Shelter Serv. Rep., 3370 Animal Care Attendant & 3372 Animal Control Officer – Additional 5% Step 12/29/07 (2 years at Step 5)
- 2462 Microbiologist & 2464 Sr. Microbiologist - 1% 6/28/08

■ Wage Differentials:

- 2496 Rad. Tech. Sup.
 - 2.5% 6/30/07
- 2453 Sup. Pharmacist
 - 2% 4/5/08



Negotiations On-going...

- *H-1 Paramedics (SEIU 1021)*
- *Fire and Police Management (MEA)*
- *Police P-2B Unit (Commanders and Deputy Chiefs)*



Reminders

- Floating Holidays
 - 8 hour benefit (regardless of schedule: 9/80, 4/10, etc.)
- Parking
 - Monthly costs are \$10 above the MUNI rate
- Vacation, Sick Pay Cash-outs
 - Per base pay
- Night Shift Differential
 - Include in OT only if receive on reg. sched. shift
- Acting Assignment and Supervisory Differential Adjustment
 - Employees may receive one, but not both (as both are adjustments to base wage; cannot stack)



Health Rates FY07-08 *(monthly)*

- Charter
 - \$403.14
- 75% of Kaiser
 - \$561.39
- Dental
 - \$104.42



DHR On-line

www.sfgov.org/dhr

- Workforce Development
- Employee Training
- Disaster Training

