Citywide Agreements

• **General Wage Increases:**
  
  – **7/1/19:** 3.00%
  
  – **12/28/19:** 1.00%
  
  – **7/1/20:** 3.00%, except that if the March 2020 Joint Report projects a budget deficit for fiscal year 2020-2021 that exceeds $200 million, then the base wage adjustment due on July 1, 2020, will be delayed to December 26, 2020
  
  – **12/26/20:** 0.50%, except that if the March 2020 Joint Report projects a budget deficit for fiscal year 2020-2021 that exceeds $200 million, then the base wage adjustment due on December 26, 2020, will be delayed to close of business June 30, 2021
  
  – **7/1/21:** 3.00%, except that if the March 2021 Joint Report projects a budget deficit for fiscal year 2021-2022 that exceeds $200 million, then the base wage adjustment due on July 1, 2021, will be delayed to January 8, 2022
  
  – **1/8/22:** 0.50%, except that if the March 2021 Joint Report projects a budget deficit for fiscal year 2021-2022 that exceeds $200 million, then the base wage adjustment due on January 8, 2022, will be delayed to close of business on June 30, 2022
Citywide Agreements

- **Term:** 3 years

- **Bilingual Pay:**
  - $40.00 per pay period: Teamsters, Local 856 Misc.
  - $50.00 per pay period: Deputy Sheriffs, MSA
  - $60.00 per pay period: DAIA, Deputy Probation Officers, Electricians, Local 6, Local 21, SEIU, Misc., SEIU, Nurses, Supervising Nurses, Supervising Probation Officers, TWU, Local 200, TWU, Local 250-A (Multi), UAPD

- **Standby Pay:** Deleted 25% provision (Deputy Probation Officers, Oper. Eng., Local 3, TWU, Local 200)

- **Lead Pay:**
  - $5.00 → $10.00 per day: SEIU, Misc.
  - $10.00 → $12.50 per day: Auto. Mach., Local 1414 (new), Building Inspectors, Crafts Coalition, Laborers, Local 261, Oper. Eng., Local 3, Plumbers, Local 38, TWU, Local 250-A (7410)
• **Overtime:** Based only on hours worked and legal holiday pay (LHP) (Building Inspectors)

• **Life Insurance:**
  - $50,000: Auto. Mach., Local 1414, Craft Coalition, Deputy Probation Officers, Plumbers, Local 38, TWU, Local 250-A (7410)
  - $100,000: MEA, Misc. (FY20-21; goes to $150,000 in FY21-22)

• **Acting Assignment Pay:** Auto. Mach., Local 1414, Crafts Coalition, Plumbers, Local 38
  - **Eligibility:** After the 10\(^{th}\) → 5\(^{th}\) day
  - **Rate:** 5.00% → 7.50%
Citywide Agreements

- **Compensatory Time Off:**
  - **Salaried (‘Z’) Employees:** Building Inspectors, Deputy Probation Officers, Laborers, Local 261, Oper. Eng., Local 3, Supervising Probation Officers, TWU, Local 250-A (Multi)
    - **Cap:** 160 hours
    - **Carryover:** 120 hours carry over into following fiscal year
  - **Hourly (Non-‘Z’) Employees:**
    - **Cap and Annual Earnings:**
      - 80 hours: TWU, Local 250-A (Multi)
      - 100 hours: Building Inspectors
      - 120 hours: Auto. Mach., Local 1414, Local 261, Local 21, Oper. Eng., Local 3, Supervising Probation Officers, TWU, Local 250-A (7410),
      - 160 hours: Deputy Probation Officers
    - **Annual Earnings:**
      - 200 hours: Electricians, Local 6
    - **Cash Out Upon Promotion and Change in Department:** Auto. Mach., Local 1414, Building Inspectors, Deputy Probation Officers, Electricians, Local 6, Oper. Eng., Local 3, Supervising Probation Officers, TWU, Local 250-A (7410), TWU, Local 250-A (Multi)

*See specific MOUs for exact implementation dates*
Citywide Agreements

• **Legal Holidays and Paid Status:** Employees must be on paid status *both* before and after the legal holiday in order to be paid for the legal holiday (Local 21, MEA, Misc., MSA, Oper. Eng., Local 3)

• **In-Lieu Legal Holidays:** May be carried over into the next fiscal year (MSA)

• **Floating Holidays:**
  – **Access upon Appointment:** Deputy Probation Officers, Local 21, UAPD
  – **4 → 5 days per Year:** Deputy Probation Officers, Local 21
• **Wage Adjustments:**
  - **2303 Patient Care Assistant:** Employees at steps 1-5 shall have access to steps 6-10 previously reserved for former 2302s
  - **5322 Graphic Artist:** Additional 5% step for Forensic Specialty
  - **8201 School Crossing Guard:** $2.00 per hour increase on 7/1/19
  - **8208 and 8210 Park Rangers:** 5.00% on 7/1/20
  - **8211 Supervising Building and Grounds Patrol Officer:** 3.00% on 7/1/19
  - **8300 Sheriff Cadet:** 5.00% on 7/1/20

• **Airport Field Officer Training Premium:** Class 9213 Airfield Safety Officer added to list of eligible classifications. Included in the pay issued on August 20, 2019, active employees in classification 9213 Airfield Safety Officer shall receive a one-time lump sum payment calculated by applying the Airport Field Training Officer premium to qualifying hours (meeting the requirements for that premium) worked during fiscal year 2018-2019 after the effective date of their appointment to classification 9213.
• **Compensatory Time in Lieu of Paid Overtime:** Upon request of employee → mutual agreement

• **Overtime for Emergency Response Assignments:**
  – 2940 Protective Services Workers and 2944 Protective Services Supervisors in Department of Aging and Adult Services
  – 2914 Social Worker Supervisors, 2918 HAS Social Workers, 2940 Protective Services Workers, and 2944 Protective Services Supervisors at the Family and Children Services Program
• **Public Safety Communications Premium:**
  - On the Job Training: $3.00 per hour → 6.00%
  - Communications Training Officer: $4.00 per hour → 8.00%

• **Pressure Washer Premium:** 5.00% (performance based)
Wage Adjustments:

- 1249, 1241, 1244 and 1246 Human Resources Analysts: 0.50% on 7/1/20; 0.50% on 7/1/21
- 2485 Supervising Biologist: 3.75% on 7/1/19; 3.75% on 7/1/20
- 2488 Supervising Chemist: 3.75% on 7/1/19; 3.75% on 7/1/20
- 5174, 5201, 5203, 5207, 5209, 5211, 5212, 5214, 5218, 5219, 5241, 5502, 5504, 5506 and 5508 Engineers: 1.00% on 7/1/19; 1.00% on 7/1/20
- 5310, 5312 and 5314 Survey Associate: 0.50% on 7/1/19; 0.50% on 7/1/20
- 6222 Deputy Sealer of Weights and Measures: 5.04% on 7/1/19
- **Extended Ranges:** Additional classifications now eligible for extended ranges
  - 1231 EEO Senior Specialist
  - 1232 Training Officer
  - 1314 Public Relations Officer
  - 1825 Principal Administrative Analyst
  - 5209 Industrial Engineer
  - 5644 Principle Environmental Analyst
  - 8132 District Attorney’s Investigative Assistant

- **Resident Engineer Premium:** 2.00% → 5.00%

- **Sick Leave:** Waived 12W, Paid Sick Leave Ordinance

- **Severance:** One week for each year of service up to 12 weeks

- **Tuition Reimbursement:** $750,000 → $1,000,000 allocated per year
• **MCCP Post-Appointment Adjustments:** One-time, lump sum adjustments increase from 0.75% to 0.90% for FY19-20 and FY20-21 and 1.00% for FY21-22

• **Management Leave:** All employees covered under the MOU to receive 5 management leave days per fiscal year in lieu of administrative or executive leave
• **Wage Adjustments:**
  – [7126 Mechanical Shop and Equipment Superintendent](#): 11.00% on 7/1/19
  – [7258 Maintenance Supervisor I](#): 5.00% on 7/1/19
  – [7232 Hetch Hetchy Mechanical Shop Supervisor](#): 5.00% on 7/1/19
  – [7325 General Utility Mechanic](#): 5.00% on 7/1/19
  – [7327 Apprentice Maintenance Machinist I](#): 5.00% on 7/1/19
  – [7330 Senior General Utility Mechanic](#): 5.00% on 7/1/19
  – [7331 Apprentice Maintenance Machinist II](#): 5.00% on 7/1/19
  – [7332 Maintenance Machinist](#): 5.00% on 7/1/19
  – [7337 Maintenance Machinist Assistant Supervisor](#): 5.00% on 7/1/19
  – [7434 Maintenance Machinist Helper](#): 5.00% on 7/1/19

• **Tool Allowance:** $0.25 per hour wage increase in-lieu of $600 annual tool allowance for all classifications excluding apprentices
• **Weekend Premium:** 15% for Saturday; 30% for Sunday (status / assignment based)

• **Lump Sum Payment:** Included in pay issued on 8/20/19, equivalent to 5% of base regular pay for FY18-19 for employees in class 7258, 7337, 7332, 7331, 7327 and 7434.
• **Certification Premium:** 5.0% → 5.5% maximum
Crafts Coalition

- **Wage Adjustments:**
  - 7251 Track Maintenance Worker Supervisor I: 10.00% on 7/1/19

- **Asbestos Certification Premium:** $2.00 per hour (performance based)

- **ADCI Premium:** 3.00% (status / assignment based)

- **Sewage Premium:** $6.00 → $8.00 per day

- **Uncertified Boom Truck / Street Sweeper Premium:** $0.50 → $0.75 per hour

- **Specialized Equipment Premium:** $1.25 → $1.50 per hour

- **Underwater Diving Pay:** $18.00 → $20.00 per hour
• **Waste Water Treatment Facility Premium:** $4.00 → $6.00 per day

• **Severance:** For Cat. 18 appointments
Electricians, Local 6

• Wage Adjustments:
  – 7257 and 7273 Comm. Line Supervisors: 1.70% on 12/28/19; 1.70% on 7/1/21
  – 7482 and 7484 Power Generation Technicians: 1.00% on 12/28/19; 1.00% on 7/1/21; 1.00% on COB 6/30/22
  – 9240, 9241 and 9242 Airport Electricians: 2.00% on 7/1/19

• Certification Premium: 5.0% → 5.5% maximum

• Night Shift: 8.50% / 10.00% → 9.00% / 11.00%

• Work Clothing: $125 → $175 per year

• Rest Period: All hours worked within 8 hours of ending of callback or holdover paid at one-and-one-half-time overtime rate
• **Tuition Reimbursement:** $5,000 → $8,000 allocated per year

• **Schedule II Cycle Special Assignment Premium:** = 7.50% (status / assignment based premium)

• **Underwater Diving Pay:** $12.00 → $14.00 per hour
**Wage Adjustments:**

- 3420 Natural Resource Specialist: 2.00% on 7/1/19
- 3421 Chief Natural Resource Specialist: 2.00% on 7/1/19
- 3428 Nursery Specialist: 2.00% on 7/1/19
- 3430 Chief Nursery Specialist: 2.00% on 7/1/19
- 3435 Urban Forestry Inspector: 7.50% on 7/1/19
- 3438 Arborist Technician Supervisor II: 1.50% on 7/1/19
- 7215 General Laborer Supervisor I: 2.00% on 7/1/19

**Health Insurance:** Effective 1/1/20, 93/93/83 → 93/93/88
Operating Engineers, Local 3

- **Crane Certification Premium:** 2.25% → 3.00%

- **Class A & B Driver’s Licenses:** City shall reimburse issuance or renewal fees
• **Industrial Coatings Premium:** $1.00 → $1.25 per hour

• **Correctional Facility Premium:** $2.00 → $2.50 per hour

• **Taping Premium:** $1.25 → $1.50 per hour

• **Thermoplastic Truck Premium:** $1.00 per hour (performance based)

• **Hydro Washer Truck Premium:** $1.25 per hour (performance based)

• **Sand Blast Premium:** $1.00 per hour (performance based)
• Wage Adjustments:
  – 7134 Water Construction and Maintenance Superintendent: 7.50% on 7/1/19
  – 7240 Water Meter Shop Supervisor: 3.00% on 7/1/19; 3.00% on 7/1/20; 3.00% on 7/1/21
  – 7353 Water Meter Repairer: 3.00% on 7/1/19; 3.00% on 7/1/20; 3.00% on 7/1/21

• Boat / Barge Premium: 5.00% (performance based)

• Cross-Connection Certification Premium: 3.00% (status / assignment based)

• Asbestos Certification Premium: $2.00 per hour (performance based)

• Severance: For Cat. 18 appointments

• Night Duty: 15% for 7213 and 7347 at Airport for graveyard shift
Stationary Engineers, Local 39

• Wage Adjustments:
  – 7120 Building and Grounds Maintenance Superintendent: 1.25% on 7/1/19; 1.25% on 7/1/20; 1.25% on 7/1/21
  – 7203 Building and Grounds Maintenance Supervisor: 1.25% on 7/1/19; 1.25% on 7/1/20; 1.25% on 7/1/21
  – 7205 Chief Stationary Engineer: 1.25% on 7/1/19; 1.25% on 7/1/20; 1.25% on 7/1/21
  – 7333 Apprentice Stationary Engineer: 1.25% on 7/1/19; 1.25% on 7/1/20; 1.25% on 7/1/21
  – 7334 Stationary Engineer: 1.25% on 7/1/19; 1.25% on 7/1/20; 1.25% on 7/1/21
  – 7335 Senior Stationary Engineer: 1.25% on 7/1/19; 1.25% on 7/1/20; 1.25% on 7/1/21

• Multiple License Certification Premium: 1.00% (status / assignment based)
• **OIS Standby Pay:** 20.00%
• Emergency Road Repair Premium: $1.20 → $2.50 per road call
• **Acting Assignment Pay:** Step of higher class, at least 5.00% above employee’s base → 5.00%

• **Floating Holidays:** Two paid furlough days converted into two additional floating holidays

• **Environmental Health Temporary Events:** $310 per event

• **Vector Control Certified Technician Premium:** 2.00% (performance based)

• **Public Pay Telephone Calls:** Deleted

• **Retro Tues-Sat Schedule Differential Pay:** 5% lump sum paid on 8/20/19

• **Tuition Reimbursement:** $10,000 → $15,000 annually
• **Salary Steps:** Time taken to achieve certain steps reduced
  – **Step 8:** 10.5 → 10 years
  – **Step 9:** 16 → 15 years
  – **Step 10:** 21 → 20 years

• **Jail Health Services Premium:** 1.00% on 7/1/19; 2.00% on 7/1/20; 3.00% on 7/1/21 (status / assignment based)

• **Tuition Reimbursement:** Effective 7/1/20, $275,000 → $300,000
Supervising Nurses

• **On-Call Premium**: Performance → Status / Assignment Based
• **Weekend Differential:** 5.00%

• **Education Leave:** 40 → 50 hours a year

• **Professional Services Reimbursement:** $375 per quarter for FY19-20 and FY20-21; $400 per quarter for FY21-22
Deputy Sheriffs

• **Advanced POST Premium**: 6.00% → 6.50%

• **Acting Assignment Pay**: Step of higher class, at least 5.00% above employee’s base → 5.00%

• **Canine Pay**: 1.5x Fed. Min. Wage or 1.5x Employee base wage times 0.2222

• **Officer Training Duties Premium**: $3.12 → $5.00 per hour

• **Longevity Premium**: 2% for those hired on or after 7/1/14 after 18 → 15 years

• **Uniforms**: $950 annually → $42.30 per pay period
• **Wage Adjustments:**
  – 8310/8510 Sheriff’s Lieutenant: 0.70% on 12/28/19; 0.70% on 12/26/20; 0.60% on 1/8/22
  – 8312/8512 Sheriff’s Captain: 1.00% on 12/28/19; 1.00% on 12/26/20; 1.00% on 1/8/22

• **Advanced POST Premium:** 6.00% → 6.50%

• **Officer Training Duties Premium:** $3.12 → $5.00 per hour

• **Canine Pay:** 1.5x Fed. Min. Wage or 1.5x Employee base wage times 0.2222

• **Tuition Reimbursement:** $5,000 annually
Supervising Probation Officers

- **Floating Holidays**: Two paid furlough days converted into two additional floating holidays

- **Firearms Instructor Premium**: Meet and Confer process completed by 9/30/19 to determine
• **Wage Adjustments:**
  - 8146/8550, 8147/8552 and 8149/8554 District Attorney Investigators: 1.50% on 7/1/19; 2.50% on 7/1/20

• **Safety Equipment and Training:** 1.00% increase on 7/1/19 in lieu of professional reimbursement

• **Compensatory Time:** 300 hour cap and accrual per fiscal year; 480 cap for those in OIS unit.

• **Severance:** One week per year of service
• **Bar Dues:** City shall cover the cost exclusive of quarterly stipend

• **Standby Pay:**
  – **District Attorney/Dept. of Police Accountability:** $500 per week
  – **Public Defender:** $200 per week
• **Wage Adjustments:**
  - **1434 Shelter Service Representative:** 1.00% on 7/1/19
  - **2453 Supervising Pharmacist:** 1.00% on 7/1/19; 1.00% on 7/1/20; 1% on 7/1/21
  - **3370 and 3372 Animal Control Officers:** 1.00% on 7/1/19

• **Field Training Officer Premium:** $10.00 per day for class 3372 (performance based)

• **Officer of the Day Premium:** $18 → $25 per day

• **Night Shift:** 10% / 15% for 2496 Imaging Supervisor
Unrepresented Ordinance

- **Wage Adjustments:**
  - 1280 and 1281 Employee Relations Representatives: 0.50% on 7/1/20; 0.50% on 7/1/21

- **Term:** 1 year
• **H-42 Assistant Fire Marshall:** Effective July 1, 2019, the annual base rate of pay, inclusive of the 3% base wage increase effective July 1, 2019, shall be $211,562. Included in the pay issued on August 20, 2019, active employees in classification H42 Assistant Fire Marshall shall receive a one-time lump sum payment calculated by applying the difference between the annual rate they earned in fiscal year 2018-2019 (i.e., $193,388) and $205,400 for any compensation earned in fiscal year 2018-2019.