



Bargaining 2019

Compensation Implementation

Last Updated on 8/5/19





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)



Citywide Agreements

- **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 10th → 5th 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



SEIU, Local 1021, Miscellaneous

- **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.



SEIU, Local 1021, Miscellaneous

- **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
 - 2574 Clinical Psychologists, 2930 Behavioral Health Clinicians, 2931 Marriage, Family and Child Counselors 2932 Senior Behavioral Health Clinicians in Comprehensive Crisis Services.



SEIU, Local 1021, Miscellaneous

- **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



IFPTE, Local 21

- **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



Municipal Executives' Association

- **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



Automotive Machinists, Local 1414

- **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



Automotive Machinists, Local 1414

- **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.



Building Inspectors

- **Certification Premium:** 5.0% → 5.5% maximum

- **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



Crafts Coalition

- **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



Electricians, Local 6

- **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



Laborers, Local 261

- **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)



Plumbers, Local 38

- **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)



TWU, Local 200 SEAM

- **OIS Standby Pay: 20.00%**



TWU, Local 250-A (7410)

- **Emergency Road Repair Premium:** \$1.20 → \$2.50 per road call



TWU, Local 250-A (Multi)

- **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



SEIU, Local 1021, Nurses

- **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



Sheriffs' Managers and Supervisors

- **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



District Attorney Investigators

- **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



Municipal Attorneys' Association

- **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



Teamsters, Local 856 (Misc.)

- **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



Firefighters, Local 798

- **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.