Bargaining 2020
Compensation Implementation
Last Updated on 12/1/20
Since the March 2020 Joint Report projected a budget deficit for fiscal year 2020-2021 that exceeded $200 million, the following compensation adjustments will be delayed as follows:

- **July 1, 2020 → December 26, 2020:**

- **December 26, 2020 → June 30, 2021 (COB):**
March 2020 Joint Report

Since the March 2020 Joint Report projected a budget deficit for fiscal year 2020-2021 that exceeded $200 million, the following compensation adjustments will be delayed as follows:

• **July 1, 2020 → December 26, 2020:**
  – **3.00% General Wage Increase:** Fire, MEA Fire
  – **2.00% General Wage Increase:** Police, MEA Police
  – **Longevity Pay Restructure:** Police, MEA Police

• **December 26, 2020 → June 30, 2021 (COB):**
  – **1.00% General Wage Increase:** Police, MEA Police
• **General Wage Increases:**
  - 12/26/20 → 6/30/23 (COB): 2.00% of 3.00% *(deferred).*
  - 12/26/20 → 6/30/22 (COB): 1.00% of 3.00% *(deferred).*
  - 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 *(new).*
  - 7/1/22: 3.00%, except that if the March 2022 Joint Report projects a budget deficit for fiscal year 2022-2023 that exceeds $200 million, then the base wage adjustment due on July 1, 2022, will be delayed to January 7, 2023 *(new).*

• **Retirement Restoration:** Retiring employees will be eligible for up to 12 months of restoration back pay for the 3.00% general wage increase originally due on December 26, 2020.

• **Term:** Extended two years to June 30, 2023.
• **General Wage Increases:**
  - 12/26/20 → 6/30/22 (COB): 2.00% (deferred).
  - 6/31/21 (COB) → 6/30/23 (COB): 1.00% (deferred).
  - 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 (new).
  - 7/1/22: 3.00%, except that if the March 2022 Joint Report projects a budget deficit for fiscal year 2022-2023 that exceeds $200 million, then the base wage adjustment due on July 1, 2022, will be delayed to January 7, 2023 (new).

• **Retention Pay:**
  - 12/26/20 → 6/30/22 (COB): 2@23 / 4%@30 → 1%@10 / 2%@15 / 2%@20 / 2%@25 (deferred).
  - 1,700 hours worked (WKP) eligibility requirement struck.
• **Retirement Restoration**: Retiring employees will be eligible for up to 12 months of restoration back pay for the 2.00% general wage increase originally due on December 26, 2020, the 1.00% general wage increase due on COB June 30, 2021, and the retention pay increase due on December 26, 2020.

• **10B Overtime**: Employees are ineligible to work 10B overtime assignments:
  – during hours in which an employee is regularly scheduled to work; or
  – if the employee took more than twenty hours of paid sick leave in last three months as reviewed on a quarterly basis.

• **Term**: Extended two years to June 30, 2023.
• **General Wage Increases:**
  - 12/26/20 → 6/30/23 (COB): 2.00% of 3.00% (deferred).
  - 12/26/20 → 6/30/22 (COB): 1.00% of 3.00% (deferred).
  - 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 (new).
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  - 6/31/21 (COB) → 6/30/23 (COB): 1.00% (deferred).
  - 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 (new).
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• **Retention Pay:**
  - 12/26/20 → 6/30/22 (COB): 2@23 / 4%@30 → 1%@10 / 2%@15 / 2%@20 / 2%@25 (deferred).
  - 1,700 hours worked (WKP) eligibility requirement struck.
• **Retirement Restoration**: Retiring employees will be eligible for up to 12 months of restoration back pay for the 2.00% general wage increase originally due on December 26, 2020, the 1.00% general wage increase due on COB June 30, 2020, and the retention pay increase due on December 26, 2020.

• **Term**: Extended two years to June 30, 2023.
• **Night Shift Premium**: For 2471, 2472, 2473 and 2474 classifications, increased from 8%/10% → 10%/15% effective 7/1/20 with a retro lump sum for FY19-20 due on 8/18/20.
• **Overtime:**
  
  – Hours worked for 2320 Nurses in excess of 12 hours in a day shall be paid at the one-and-one-half-time overtime rate.
  
  – Missed meal breaks shall be considered mandatory overtime and shall always be paid at the one-and-one-half-time overtime rate.
  
  – Class 2830 Public Health Nurse shall be eligible for paid overtime as of 7/1/20.
• **2496 Imaging Supervisor**: Effective 7/1/20, steps 6 and 7 added with retro lump sum for FY19-20 due on 8/18/20.
Sup. Prob. Officers

- **Firearms Instructor Premium**: 5% premium effective 7/1/20 for class 2966 with retro lump sum for FY19-20 due on 8/18/20.
• **Wage Increases**: Classifications in the range 0885-0905 (Mayoral Staff V through XVII) will receive no wage increase during fiscal year 2020-2021.