

Bargaining 2016

Compensation Implementation

Updated as of 5/31/16

Steve Ponder

Classification & Compensation Director



7/1/16 General Wage Increase

Effective July 1, 2016, represented employees will receive a base wage increase between 2.25% and 3.25%, depending on inflation, and calculated as $(2.00\% \leq \text{CPI-U} \leq 3.00\%) + 0.25\%$, which is equivalent to the CPI-U, but no less than 2% and no greater than 3%, plus 0.25%.

In calculating CPI-U, the Controller's Office shall use the Consumer Price Index – All Urban Consumers (CPI-U), as reported by the Bureau of Labor Statistics for the San Francisco Metropolitan Statistical Area. The growth rate shall be calculated using the percentage change in price index from February 2015 to February 2016.

262.600	CPI-U for February 2016
- 254.910	CPI-U for February 2015
7.690	<i>Index difference</i>
÷ 254.910	CPI-U for February 2015
3.02%	<i>Percent difference</i>

Applies to all Unions Except:
 Police, Fire, MEA Police and
 MEA Fire

3.00%	Percent difference above adjusted to within 2.00% to 3.00% range
+ 0.25%	With an additional 0.25% increase
3.25%	<i>General Wage Increase</i>

Employee Pension Contributions

Employee pension contributions are indexed to the employer's contribution rate. As the employer's rate will be reduced from 22.8% to 21.4% in FY16-17, the vast majority of employees will see their pension contributions reduced by 1%; see chart below.

ADDITIONAL EMPLOYEE CONTRIBUTIONS PER PROPOSITION C BY EMPLOYEE GROUP					
Employee Group	Fixed Contrib.	Hourly Base Rate of Pay (FY16-17)	Range	Add. Contributions FY15-16	FY16-17
Misc. < \$50,000	7.50%	< \$26.6592	N/A	N/A	N/A
Misc. \$50,000 - \$100,000	7.50%	\$26.6592 - \$53.3186	-4.00% to 4.00%	3.50%	2.50%
Misc. > \$100,000	7.50%	≥ \$53.3187	-5.00% to 5.00%	4.00%	3.00%
Police/Fire (pre-7/1/10 hires)	7.50%	All	-6.00% to 6.00%	4.50%	3.50%
Police/Fire < \$100,000 (post-7/1/10 hires)	9.00% ¹	< \$53.3187	-4.00% to 4.00%	3.50%	2.50%
Police/Fire > \$100,000 (post-7/1/10 hires)	9.00% ¹	≥ \$53.3187	-5.00% to 5.00%	4.00%	3.00%
Sheriff (pre-1/7/12 hires) PERS ³	7.50%	All	-6.00% to 6.00%	Neg.	Neg.
Sheriff < \$100,000 (post-1/7/12 hires) SFERS	9.00%	< \$53.3187	-4.00% to 4.00%	3.50%	2.50%
Sheriff > \$100,000 (post-1/7/12 hires) SFERS	9.00%	≥ \$53.3187	-5.00% to 5.00%	4.00%	3.00%
Misc. Safety < \$100,000 (pre-1/7/12 hires) PERS	9.00%	< \$53.3187	-4.00% to 4.00%	Neg.	Neg.
Misc. Safety > \$100,000 (pre-1/7/12 hires) PERS	9.00%	≥ \$53.3187	-5.00% to 5.00%	Neg.	Neg.
Misc. Safety < \$100,000 (post-1/7/12 hires) SFERS	9.00%	< \$53.3187	-4.00% to 4.00%	3.50%	2.50%
Misc. Safety > \$100,000 (post-1/7/12 hires) SFERS	9.00%	≥ \$53.3187	-5.00% to 5.00%	4.00%	3.00%
¹ Police/Fire with 9% member contribution to retirement					
² Add. contribution per terms of MOU in lieu of that provided by Prop. C					
³ Sheriff with 7.5% member contribution to retirement; there were no hires between 7/1/10 and 1/7/12					
<u>Legend</u>					
N/A - no additional contribution					
Neg. - negotiate cost savings equivalent to value of add. contrib.					

Retiree Health Care Trust Fund Contributions

For employees hired before January 10, 2009, they will begin making contributions into the RHCTF starting at 0.25% in Fiscal Year 2016-2017.

- **Hired on or after 1/10/09:**
 - Employee: 2.00%
 - Employer: 1.00%

- **Hired before 1/10/09:** Employee and Employer: (*each*)
 - FY16-17: 0.25%
 - FY17-18: 0.5%
 - FY18-19: 0.75%
 - FY19-20 & thereafter: 1.00%

SEIU, Local 1021, Nurses

- **General Wage Increase:** 3.25% effective 7/1/16
- **Term:** 1 year
- **Lump Sum Payment:** Included in the pay issued on August 23, 2016, the City shall provide to each permanent employee in represented classifications who is employed as of August 12, 2016, a one-time lump sum payment equivalent to 0.75% of the regular paid hours that employee worked in fiscal year 2015-2016.

Supervising Nurses

- **General Wage Increase:** 3.25% effective 7/1/16
- **Term:** 3 years
- **Lump Sum Payment:** Included in the pay issued on August 23, 2016, the City shall provide to each permanent employee in represented classifications who is employed as of August 12, 2016, a one-time lump sum payment equivalent to 0.75% of the regular paid hours that employee worked in fiscal year 2015-2016.

IFPTE, Local 21

- 109x IT Oper. Support class series revised step structure
- Extended Ranges for 1054 and 1064
- 1835 Legislative Assistant shall receive an additional 2.5% wage increase on 7/1/16

SEIU, Local 1021, Misc.

- 3278 Recreation Facility Assistants will have the following hourly wage rates effective July 1, 2016 in lieu of receiving the general wage increase:

Step 1: \$15.0000

Step 2: \$15.7500

Step 3: \$16.5375

Step 4: \$17.3625

Step 5: \$18.2375

Unrep. Ordinance

- Will receive 3.25% general wage increase on 7/1/16 pursuant to citywide CPI-U wage formula
- Health Benefits for all employees covered by ordinance linked to bargaining unit #32 effective 1/1/17