Bargaining 2017

Compensation Implementation

Last Updated on 5/17/17

Steve Ponder, Classification and Compensation Director
Monica Guzman, Classification and Compensation Analyst
Claire McCaleb, Classification and Compensation Analyst
Citywide Agreements

- **General Wage Increases:**
  - **7/1/17:** 3.00%
  - **7/1/18:** 3.00% (unless the March 2018 Joint Report, prepared by the Controller, the Mayor’s Budget Director and the Board of Supervisors’ Budget Analyst, projects a budget deficit for fiscal year 2018-2019 that exceeds $200 million, in which case the base wage adjustment of 3% due on July 1, 2018, will be delayed by six (6) months until the pay period including January 1, 2019).

- **Term:** 2 years

• **Wage Increase Calculations:**
  - Rounded to the nearest salary grade → whole dollar, biweekly salary

  **Excel Formula:**
  \[
  \text{round} \left( \text{current bi-weekly rate} \times (1 + \text{percent increase}), 0 \right) = \text{new bi-weekly rate}
  \]

  **Example:** *(3.00% wage increase applied to a bi-weekly salary of $2,857)*
  \[
  \text{round} \left( 2,857 \times (1 + .03), 0 \right) = 2,943
  \]

  **Alternative Excel Formula for use with Annual Salaries:**
  \[
  \text{mround} \left( \text{current annual rate} \times (1 + \text{percent increase}), 26 \right) = \text{new annual rate}
  \]

  **Example:** *(3.00% wage increase applied to an annual salary of $74,282)*
  \[
  \text{mround} \left( 74,282 \times (1 + .03), 26 \right) = 76,518
  \]

  → *Use these formulas for calculating Acting Assignment Pays, Supervisory Differential Adjustments and MCCP wage increases.*
• **Retiree Health Care Trust Fund Contributions:** Effective 7/1/17, for employees hired on or before January 9, 2009, the employee contribution to the Retiree Health Care Trust Fund will increase from 0.25% to 0.50%.

• **Pension Contributions:** Effective 7/1/17, employee pension contributions shall increase by 1% for employees with an hourly pay rate of $27.5923 or higher.
• **9910 Public Service Trainee:**
  – Provide 3.00% general wage increase effective 7/1/17 and 7/1/18 (in addition to any voluntary increases departments provide)
  – For those earning the minimum wage, their increase from $13/hr to $14/hr on 7/1/17 already provides for a 7.7% increase so no additional general wage increase need be provided; same for their 7/1/18 increase when their hourly rate increases from $14/hr to $15/hr (i.e., 7.1% increase)

• **Job Experience Crediting Program:**
  – Sunsets June 30, 2019
• **PUC/CIP Planning Function Assignment Pay:**
  - Sunsets June 30, 2019
• **Class 7306 and 7309:**
  – Additional ~1.1% effective July 1, 2017 (wages equivalent to class 7313)
• Standby – District Attorney’s Office – Pilot Program
  – Sunsets June 30, 2019
• **General Wage Increases:**
  
  – **2210, 2292 and 2598:** “me too” with Local 21 (i.e., receive 3% increase on 7/1/17 and 7/1/18)
  
  – **2230, 2232 and 2233:** maintain 10% differential with 2328 (i.e., receive 3% increase on 7/1/17 and 7/1/18)