

City and County of San Francisco  
Department of Human Resources

*Overview Presentation on*  
**BARGAINING 2006**  
June 26, 2006



# Department of Human Resources

---

Philip Ginsburg  
Director

Ted Yamasaki  
Managing Deputy Director



# Department of Human Resources

## Employee Relations

Micki Callahan

Director

Alice Villagomez

Senior Labor Relations Manager

Steven Ponder

Compensation Manager

Mary Hao

Grievance Manager



# Labor Relations Staff

Jennifer Johnston

Employee Relations Representative

Kathleen Beebe

Employee Relations Representative

Christina Fong

Employee Relations Representative

Murlene Randle

Employee Relations Representative

Ileana Samanc

Employee Relations Representative

Lyn Cipriano

Administrative Support

*Negotiations Assistants:*

Paul Greene

Masa Shiohira

Jennifer Stoughton



# Compensation Staff

---

Rich David

Compensation Analyst

Carmela Villasica

Compensation Analyst



# Overview of 2006 Negotiations & Memoranda of Understanding



# Bargaining 2006

## General MOU Provisions

- **Term** (exceptions: 1 year for Nurses and Sup. Nurses)
  - Three Year Deals (7/1/06 – 6/30/09)
- **General Wage Increases** (exceptions: MEA, Nurses, Sup. Nurses)
  - Crafts, Local 21, DPOA, DA Inv., Teamsters L350, Teamsters L856(multi), TWU 250-A (multi and 7410):
    - FY06-07: 2.5% 12/30/2006
    - FY07-08: 2.0% 6/28/2008
    - FY08-09: 3.5% 12/27/2008
  - SEIU Tri-Local, MAA, UAPD, Oper. Eng., Instit. Police, Laborers, Stat. Eng. L39, TWU L200:
    - FY06-07: 2.5% 12/30/06
    - FY07-08: 2.0% 4/5/08
    - FY08-09: 3.75% 4/4/09



# Bargaining 2006

## General MOU Provisions

### ■ **Employer Paid Member Contribution (EPMC)**

- 7.0% wage increase on 7/1/06 in exchange for employee agreement to resume paying their own employee retirement contribution to SFERS in the amount of 7.5% of covered gross salary (exceptions: SEIU Tri-Local, TWU-200)
- 7.5% wage increase on 7/1/06 in exchange for employee agreement to resume paying their own employee retirement contribution to PERS in the amount of 9% of covered gross salary (exceptions: Probation Officers, Teamsters, Local 856 (multi) – PERS only)
- Employer interest: recruitment and retention
- Employee interest: higher salary for retirement calculation





# Bargaining 2006

## General MOU Provisions

### ■ **Civil Service Reform:**

- Step Advancement based on Satisfactory Performance
  - Effective July 1, 2006, step advancement will be based on satisfactory performance.
  - Each MOU has a slight variation. Please check the MOU (Article III. Seniority Increments) for specific language.
  - In general, employees will receive the step increase, unless the Department determines that the employee's performance has not been satisfactory
  - Employees may grieve denial of step advancement. Performance evaluations may be used as evidence, but the evaluation itself will not be subject to the grievance procedure.
  - "Step increment due date" or "Step increase anniversary date" will not change as a result of any denial.
  - Most MOUs require a notice period for intent to withhold step increases. We generally recommend a 60-day notice.



# Bargaining 2006

## General MOU Provisions

### ■ **Civil Service Reform:**

#### ■ Probationary Period

##### ■ Length:

- One year for new hires
- Six months for promotive appointments
- Three months for all other job changes

##### ■ Administration:

- Managers should initiate such reviews at least thirty (30) days prior to the expiration of the probationary period in order to ensure that the probationary period does not unintentionally lapse.

##### ■ Applicable MOU: The duration of the probationary period shall be pursuant to the applicable terms of the MOU existing at the time of the appointment.

- For example, for a new employee hired on June 1, 2006 under a 2003-2006 MOU that provided for a six month probationary period, his/her probationary period shall conclude COB November 30, 2006.
- However, if the probationary period for new hires was increased from six months to one year under the successor 2006-2009 MOU, the probationary period for an employee hired on July 1, 2006 shall conclude COB June 30, 2007.



# Bargaining 2006

## General MOU Provisions

### ■ **Civil Service Reform:**

- Governmental Accounting Standards Board (GASB) Committee
  - City and Union agree to form committee to insure that there is sufficient funding for retiree medical expenses.
  - Pursuant to GASB 45, beginning in January 2007, state and local government employers must account for, and report, the annual cost of Other Post Employment Benefits (OPEB) in the same way they report pensions.
  - City must estimate the future value of such benefits for its retirees and then calculate an actuarially derived yearly expense to be shown on its budget. Currently, retiree health is pay-as-you-go funded.



# Bargaining 2006

## General MOU Provisions

### ■ **Civil Service Reform:**

#### ■ Expedited Termination Arbitration

- Terminations, suspensions over 15 days
- SEIU and Local 21 agreed to work out details in July with a goal for best efforts to conclude arbitration in 90 days.

#### ■ Personnel Files

- Currently, most MOUs have a prohibition against using disciplinary materials that are older than 2 or 3 years, with some exceptions.
- In general, exceptions have been expanded to include “material relating to disciplinary actions based on the misuse or being under the influence of drugs or alcohol at work; acts which would constitute a crime; workplace violence; or mistreatment of persons including retaliation, harassment or discrimination of other persons based on a protected class status.”
- SEIU contract provides that the above documents can be used for 5 years, as opposed to 3 years for other kinds of violations.



# Bargaining 2006

## General MOU Provisions

### ■ **Civil Service Reform:**

- Pilot Wellness Program – Ended pilot program that did not demonstrate savings justifying continuance beyond the terms of successor MOUs.
- Pay Reduction in Lieu of Suspension
  - Effective July 1, 2006, departments may temporarily reduce an employee's pay by 1 step for a certain period of time, in lieu of issuing an unpaid suspension.
  - Only for FLSA-covered employees (or “Non-Z” in CCSF speak).
  - Please refer to the MOU to verify that this is an option for use.
  - Suggest using temporary reduction in pay to address attendance issues.
  - Not available in the SEIU citywide or Nurses MOU
  - Check with ERD to confirm its application in each MOU.



# Bargaining 2006

## General MOU Provisions

### ■ **Civil Service Reform:**

- Consolidated Craft MOU
- Performance Incentive Pay – MEA, Local 21, Deputy Probation Officers, Supervising Probation Officers, Supervising Nurses



# Bargaining 2006

## General MOU Provisions

### ■ **Other Changes:**

#### ■ Floating Holidays

- 5 additional FHs in recognition of employee payment of the member contribution to retirement sunset.
- Unused FHs automatically rollover one fiscal year.
- FHs may be used in hourly increments (*to the extent operationally feasible; same as with VA or CT*)



# Bargaining 2006

File Numbers	Bargaining Unit	Step Increases Based on Satisfactory Performance	Consistent Employee Probationary Periods	Disciplinary Action to Temporarily Reduce Employee's Pay	Expedited Grievance and Arbitration Procedures	Personnel Files Related to Specific Disciplinary Actions	Retiree Medical Benefits Committee	Expiration of Pilot Wellness Incentive Program
06-0740	Deputy Probation Officers Association	X	N/A	X	N/A	X	X	X
06-0741	Transport Workers Union, Local 250-A, Multi-Unit	X	X		X	X	X	X*
06-0742	Transport Workers Union, Local 250-A, (7410)	X	X		N/A	X	X	X*
06-0743	Teamsters, Local 856	X	X	X	X	X	X	X
06-0744	Teamsters, Local 350	X	X	X	X	N/A	X	X*
06-0745	Supervising Probation Officers	X	X	X		X	X	X*
06-0746	Operating Engineers, Local 3		X		X	X	X	X
06-0747	District Attorney Investigators Association	X	N/A		N/A	N/A	X**	X
06-0748	Municipal Attorneys Association		N/A	N/A		N/A		X
06-0749	Unrepresented Employees	X	N/A					X
06-0750	Service Employees Intl. Union Locals UHW 535 & 790	X	X		X	X	X	X
06-0751	SEIU, Local 790 & Per Diem Nurses		N/A		X			X





# Bargaining 2006

File Numbers	Bargaining Unit	Step Increases Based on Satisfactory Performance	Consistent Employee Probationary Periods	Disciplinary Action to Temporarily Reduce Employee's Pay	Expedited Grievance and Arbitration Procedures	Personnel Files Related to Specific Disciplinary Actions	Retiree Medical Benefits Committee	Expiration of Pilot Wellness Incentive Program
06-0752	Supervising Nurses, Local 856	X	N/A		X	X	X	X
06-0753	Transport Workers Union, AFL-CIO, Local 200	X	X	X	X	X	X	X
06-0754	Institutional Police Officers Association	X	N/A	X	X	X	X	X
06-0755	International Brotherhood of Electrical Workers, Local 6	X	X		X		X	X
06-0756	Automotive Machinists Union, Local 1414		X	X			X	X
06-0757	United Association Journeymen, Plumbers, Local 38	X	X		X		X	X
06-0758	Laborers International Union, Local 261	X	X		X		X	X
06-0759	Consolidated Crafts	X	X		X		X	X
06-0760	Int Federation of Prof & Tech Engineers, Local 21	X	X				X	X
06-0761	Committee of Interns and Residents, SEIU	N/A	N/A	N/A	N/A	N/A	N/A	X
06-0762	Union of American Physicians & Dentists, Unit 8-CC		N/A				X	X
06-0763	Union of American Physicians & Dentists, Unit 11-AA		N/A				X	X
06-0764	Municipal Executive Association	X	X				X	X*
06-0765	Stationary Engineers, Local 39	N/A	X	N/A	X	N/A	X**	X



# Bargaining 2006

*SEIU 790, 535 and UHW*



# SEIU 790, 535 and UHW

## ■ General Wage Increases:

- FY06-07: 2.5% 12/30/06
- FY07-08: 2.0% 4/5/08
- FY08-09: 3.75% 4/4/09

## ■ Wage Adjustments:

- Diagnostic Imaging Technicians I-IV (2467, 2468, 2469, 2470)
  - 7.5% 7/1/06
  - 2.5% 6/30/07
- Police Comm. Dispatchers (8237, 8238, 8239) – 7% (7/1/06)
- Airport Comm. Dispatchers (9202, 9203, 9204) – 11% (7/1/06)
- Pharmacists (2450, 2454)
  - 7.5% 7/1/06
  - 2% 4/5/08
  - 0.25% 4/4/09



# SEIU 790, 535 and UHW

- Wage Adjustments: (cont.)
  - Airport Safety Officers (9212, 9220) – 2% (7/1/06)
  - Protective Service Workers (2940, 2944) – Add. 5% Step (7/1/06)
  - Worker's Compensation Adjuster (8141, 8165)
    - 2.5% 7/1/06
    - 2.5% 6/30/07
  - Parking Control Officers (8214, 8216)
    - Roll ~1.5¢ into hourly base to reflect deletion of \$32 annual telephone reimbursement lump sum (7/1/06)
    - 2.5% 12/30/06
    - 1.5% 4/5/08
    - Service Critical (7/1/06)
    - Transfer to SEIU/MTA contract (6/30/09)



# SEIU 790, 535 and UHW

- EPMC – City will pay 7.5% EPMC
- As-Needed Employee Health Insurance – City shall fund as-needed employee health insurance; implement April 2007
  - \$500,000 in FY06-07
  - \$2,000,000 in FY07-08
  - \$2,000,000 in FY08-09
- DPH Patient Care Staffing Committee
- Expedited Termination Arbitration
- Written Warnings not subject to Skelly requirements



# SEIU 790, 535 and UHW

- Airport Training Officer Field Premium - \$1.40 → \$2 per hour
- Airport Emergency Service Worker Premium - 2% for 9209 Community Police Services Aides assigned to Airport Traffic Division (9/1/06)
- Word Processing Premium - discontinue premium; provide two annual lump sums to those that had been receiving (September payouts).
- Parking Control Officer Train. Premium - \$2 → \$3 per hour
- Public Safety Comm. Disp. Train. Premium - \$2 → \$3 per hour; \$4 if Comm. Train. Off.
- Parking Control Officer Telephone Reimbursement - \$32 built into base
- Charge Nurse Premium - 5% for 2312 LVNs and 2305 LPTs at LHH and Behavioral Health Center (*performance based*).
- Charge Pharmacist Premium – 5% for 2450 Pharmacist
- District Station Premium - 5% for 9209 Community Police Services Aides assigned to a district station



# SEIU 790, 535 and UHW

- Satisfactory Performance for Step Advancement: a denial of a step increase requires 15-days notice and a current appraisal
- Personnel Files: disciplinary materials related to certain serious infractions remain in the file for 5 years
- Shift Bidding Process: must not be done in an arbitrary and capricious manner
- New Recreation and Park Training Committee
- Retirement: Committee to explore improvements
- Tuition Reimbursement: \$40,000 → \$120,000 annual contribution
- Parking: Sufficient parking will be provided at DPH locations to employees with parking permits
- Probation: 6 months for new hires and promotions; 3 months for all other circumstances (i.e. transfers, bumping, etc...)



# SEIU 790, 535 and UHW

- Sheriff's Cadet (8300) – flat rate at current top step
- 'Z' Designated Employees may cash-out compensatory time earned on legal holidays for paid overtime at fiscal year end.
- DPH Training Fund
- Floating Holidays – 1 additional after 20 years of service
- Annual Uniform Allowance:
  - \$800 - 8204 Instit. Police Off. (September)
  - \$500 - 8302 Security Guard, 1705 Comm. Disp. II and 8300 Sheriff's Cadet (September)
  - DPH:
    - Uniform: \$225 → \$250
    - Lab Coats or Smocks: \$175 → \$200; \$100 → \$125 (2903, 2905, 2908)
- Night Shift – additional classes at DPH





# SEIU 790, 535 and UHW

- Contracts and Grants – summaries of any proposed grant agreement (when the essential services could be performed by SEIU members) will be provided to the Union no later than 30 days prior to submission of the grant for authorization. It is not the City's intent to use the grant process to avoid contracting out limitations.
- Meet and Confer: Disaster Service Workers – on the impact of any plan that assigns specific responsibilities to employees in their state-mandated status as Disaster Service Workers.
- Meet and Confer: Meal and rest periods – break and lunch period scheduling; existing department practices will continue until the conclusion of the meet and confer process.



# SEIU 790, 535 and UHW

- Work Preservation Agreement – provisions from this now-expired agreement are incorporated into the new MOU
  - Internal Job Placement Committee will convene within 10 days when the City issues layoff notices to 75 or more SEIU-represented employees
  - Moves the preamble to the contract; the preamble addresses the objective of the parties to work cooperatively to avoid reductions in direct public services and the City workforce.
  - The City agreed that it will not assign work currently performed by SEIU represented employees to any other bargaining unit.



# Bargaining 2006

*CRAFTS*



# Consolidated Craft MOU

Bricklayers, Local 3  
Building Inspectors Association  
Carpenters, Local 22  
Cement Masons, Local 300  
Glaziers, Local 718  
Hod Carriers, Local 36  
IATSE, Local 16  
Ironworkers, Local 377  
Painters, Local 1176  
Pile Drivers, Local 34  
Plasterers, Local 66  
Roofers, Local 40  
Sheet Metal Workers, Local 104  
Teamsters, Local 853



# Consolidated Craft MOU

- General Wage Increases:
  - 2.5% 12/30/06; 2% 6/28/2008; 3.5% 12/27/2008
- Wage Adjustments: (7/1/06)
  - 7272 Carpenter Supervisor II 2.5%
  - 7242 Painter Supervisor I 1.5%
  - 7278 Painter Supervisor II 1.5%
  - 7346 Painter 1.5%
- EPMC - 7.0% wage increase on 7/1/06 in exchange for the 7.5% EPMC.
- Consolidated Craft MOU Lump Sum: \$500 (July 2006)
- Mandatory Overtime not subject to 5 day look-back rule
- Tuition Reimbursement (Bricklayers/Hod Carriers, Cement Masons, Glaziers, IATSE, Iron Workers, Painters, Pile Drivers, Plasterers and Roofers) - \$4,500 per year and up to \$250 per employee
- Substance Abuse – City and Union to meet and confer in regards to a substance abuse testing program
- Temporary Reduction in Pay in Lieu of Suspension – verbally agreed
- Expedited Arbitration
- Probationary Period



# Consolidated Craft MOU

- Bricklayers, Local 3 / Hod Carriers, Local 36
- Building Inspectors Association
  - Certification Premiums
    - Maximum percentage: 4% → 5%
    - Certified Building Official: 3% → 4%
    - Plans Examiner: 2% → 3% (3.5% with ATC Safety Assessment Prog. Cert.)
  - OSHPD - \$5 → \$8 per hour (*performance based*)
- Carpenters, Local 22
  - Protective Clothing Premium - \$1.50 per hour when assigned to perform work using designated protective clothing
- Cement Masons, Local 300
- Glaziers, Local 718
- IATSE, Local 16
- Ironworkers, Local 377



# Consolidated Craft MOU

- Painters, Local 1176
  - Height Work Pay - \$1hr for work over 50 feet; \$2 for over 100 feet; \$3 for over 180 feet.
  - Thermo Plastic Applicators Premium - \$0.75 → \$1.50 per hour
  - Night Shift – 15%
  - 7242 Painter Supervisor I – flat rate at current step 5
- Pile Drivers, Local 34
- Plasterers, Local 66
- Roofers, Local 40
- Sheet Metal Workers, Local 104
- Teamsters, Local 853
  - Specialized Equipment Premium (replacing Boom Truck and Front End Loader Premium) - \$1.25 per hour (*performance based*)
  - Street Sweeper/Uncertified Boom Truck Premium (replacing Tow Tilt Trailers, Trailers, Or Other Equipment Over 6000 Pounds Gross Weight Premium) - \$0.50 per hour (*performance based*)
  - Boom/Winch Truck Premium (replacing Portable Toilet Vacuum Truck Premium) - \$2 per hour when assigned to designated equipment
  - Removed Semi-Tractor Trailer Combinations Premium and Sewer Cleaner, Catch Basin/Storm Drain Cleaner, or Grit Truck Premium



# Consolidated Craft MOU

- Reading the Consolidated Craft MOU
  - All provisions (including premiums) apply to ALL participating unions, except in the following cases:
    - Specific Classes are noted
    - There is a reference to a union's specific appendix
  - When specific classes are noted in a provision, that provision only applies to those specific classes
  - Provisions in each union's respective appendix apply only to that union
  - Premiums that did not previously apply to some unions will now apply due to the consolidation
    - In many cases, this application is likely to be nominal





# Automotive Machinists, L1414

- General Wage Increases:
  - 2.5% 12/30/06; 2% 6/28/2008; 3.5% 12/27/2008
- Wage Adjustments:
  - 7305 Metal Fabricator: 2% 12/30/06; 2% 12/29/2007
- EPMC - 7.0% wage increase on 7/1/06 in exchange for the 7.5% EPMC.
- Heavy Equipment Premium (7381) - \$0.40 per hour for work on heavy equipment vehicles. Increase to \$0.45 on 12/27/08 (*performance based*)
- Auxiliary Equipment Premium (7313) - \$0.40 per hour for work on heavy equipment vehicles. Increase to \$0.45 on 12/27/08 (*performance based*)
- Certified Welder Premium - \$10 per hour (*performance based*)
- Annual Tool Allowance - \$375 → \$400 (\$500 in FY08-09)



# Electricians, Local 6

- General Wage Increases:
  - 2.5% 12/30/06; 2% 6/28/2008; 3.5% 12/27/2008
- Wage Adjustments: 7/1/06
  - 6252 Line Inspector 4%
  - 9240 Airport Electrician 5%
  - 9241 Airport Electrician Supervisor 5%
  - 9242 Head Airport Electrician 5%
  - 9354 Crane Mechanic Technician 5%
  - 9358 Crane Mechanic Supervisor 5%
- Lump Sum: 6252 Line Inspector \$10,418.59 (July 2006)
- EPMC - 7.0% wage increase on 7/1/06 in exchange for the 7.5% EPMC.
- OSHPD - \$8 per hour (*performance based*)
- Lead Certification Premium – 7308 Cable Splicer added to list of eligible classes.
- LTD – after 180 day elimination period, sixty percent (60%) of salary



# Electricians, Local 6

- Certification Premium: Inspectors with the following certifications will receive the premiums not to exceed 5%:
  - General Building Official 4%
  - Electrical Plan Review 2%
  - Fire Alarm (IAEI) or Protection (NPDA) 2%
  - Mechanical Inspector 2%
  - Residential Energy Code Specialist 1%
- Professional Development - \$250 per employee in July of 2006.
- Standby:
  - 10% when outfitted by their department with an electronic paging device or cell phone
  - 25% when on call for immediate emergency service
  - 20% PUC
- Waste Water Facility Premium - \$3 per diem



# Laborers, Local 261

- General Wage Increases:
  - FY06-07: 2.5% 12/30/06
  - FY07-08: 2.0% 4/5/08
  - FY08-09: 3.75% 4/4/09
- EPMC - 7.0% wage increase on 7/1/06 in exchange for the 7.5% EPMC.
- Pneumatic Tools Premium:
  - July 1, 2006: Increases from \$0.70 to \$1.25
  - July 1, 2007: Increases from \$1.25 to \$1.30
  - July 1, 2008: Increases from \$1.30 to \$1.35
- Underwater Diving Premium
  - \$12.00/hour for an eight hour minimum
- District Captain Pay
  - Receive an additional 5% of pay for each day when their regularly assigned Supervisor II is absent
- Lead Pay
  - Added clarifying language
- Standby
  - Modified language to encompass Local 6 and PUC modifications



# Operating Engineers, Local 3

- General Wage Increases:
  - 2.5% 12/30/06; 2.0% 4/5/08; 3.75% 4/4/09
- EPMC - 7.0% wage increase on 7/1/06 in exchange for the 7.5% EPMC.
- Crane Certification Premium – 2% (7/1/06)
- Mandatory Overtime not subject to 5-day look-back rule



# Stationary Engineers, Local 39

- General Wage Increases
  - 2.5% 12/30/06; 2.0% 4/5/08; 3.75% 4/4/09
- Wage Adjustments (7/1/06)
  - Classes 7205, 7252, and 7245 1%
  - Classes 7335, 7373, and 7343 0.33%
- EPMC
  - 7% wage increase on 7/1/06 in exchange for the 7.5% EPMC (SFERS).
- Multiple License Premium – Increased from 5% to 7.5%
- Dive Pay - \$10 per hour
- Apprenticeship Fund – City shall increase per employee contribution from \$200 to \$500.
- Parking
  - Sufficient parking at DPH locations will be provided to all employees who purchase a parking permit.
  - a labor-management committee will develop solutions to transportation and parking issues.



# Plumbers, Local 38

- General Wage Increases:
  - 2.5% 12/30/06; 2.0% 6/28/2008; 3.5% 12/27/2008
- Wage Adjustments: (7/1/06)
  - 7239 Plumber Supervisor II 2.5%
  - 7248 Steam Fitter Supervisor II 2.5%
  - 7284 Utility Plumber Supervisor II 2.5%
  - 1466 Meter Reader 4.0%
- EPMC - 7.0% wage increase on 7/1/06 in exchange for the 7.5% EPMC.
- Night Shift – 10% for hours of 5pm to 7am
- Standby Premium – 20% of regular straight time rate
- Lead Worker – Limited to non-supervisory classifications



# Plumbers, Local 38

- Bilingual Premium - \$35 → \$40 bi-weekly
- Underwater Diving Premium - \$10 → \$12 per hour
- Waste Water Treatment Premium – 7360 Pipe Welder added to list of eligible classes
- Sewer Service Camera Operator Premium – 3% for eligible 7449 Sewer Service Workers (*status based*)
- Epoxy Premium - \$0.75 an hour (*performance based*)
- Automobile Allowance - \$100 (was \$35) per month when use 6 (was 11) or more working days in a month
- Backhoe, Boiler and CFC Certification Premium – 3% (*status based*)





# Plumbers, Local 38

- Inspector Certification Premiums – 6242 Plumbing Inspector, 6244 Chief Plumbing Inspector, and 6246 Senior Plumbing Inspector who hold certifications in the following categories shall be granted additional premium pays not exceed 5%
  - Certified Plumbing Inspector           3%
  - Wet Side Piping Inspector           3%
  - Plans Examiner                       2%
  - Mechanical Inspector               2%
- Mandatory Overtime not subject to 5 day look-back rule
- Tuition Reimbursement – Annual Allocation \$3,000 → \$5,000
- Professional Development - \$500 per employee (*July 2006*)
- Step Advancement based on Satisfactory Performance
- Apprenticeship Program
- Substance Abuse – City and Union to meet and confer in regards to a substance abuse testing program



# Bargaining 2006

***SAFETY***



# Deputy Probation Officers

## ■ General Wage Increases

- 2.5% 12/30/06; 2% 6/28/2008; 3.5% 12/27/2008

## ■ EPMC

- Employer shall pay the full 9% member contribution to PERS for term of MOU.

## ■ Pilot Performance Incentive Program

## ■ Floating Holidays

- one additional FH for FY06-07 only



# Supervising Probation Officers

---

- General Wage Increases
  - 2.5% 12/30/06; 2.0% 4/5/08; 3.75% 4/4/09
- EPMC
  - 7.5% wage increase on 7/1/06 in exchange for the 9% EPMC (PERS).
- Pilot Performance Incentive Program



# Institutional Police

- General Wage Increases and Wage Adjustments:
  - Departments Other than Sheriff's
    - 2.5% 12/30/06; 2.0% 4/5/08; 3.75% 4/4/09
    - EPMC - 5.8% wage increase on 7/1/06 in exchange for the 7% EPMC (PERS).
    - 3% Lump Sum Payment (August 2006 per 7/1/06 base wage)
  - Sheriff's Department – increases in exchange for major changes in work rules
    - 8205 Institutional Police Sergeant parity with 8308 Sheriff's Sergeant.
    - 8209 Institutional Police Lieutenant parity with 8310 Sheriff's Lieutenant.
    - 8206 Institutional Police Captain parity with 8312 Sheriff's Captain.
    - EPMC – 0%
    - Compensatory Time – Ability to Earn and Use Abridged over term of MOU
- Uniform Allowance - \$850 annually per employee
- Expedited Arbitration
- Reduction in Pay
- Personnel Files



# District Attorney Investigators Association

---

- General Wage Increases
  - 2.5% 12/30/06; 2% 6/28/2008; 3.5% 12/27/2008
- Market Adjustment
  - 1% 7/1/06
- EPMC
  - 7.5% wage increase on 7/1/06 in exchange for the 9% EPMC (PERS).



# Deputy Sheriffs Association

*(Bargaining 2005)*

## ■ General Wage Increases:

- July 1, 2005 2.0%
- November 5, 2005 2.0%
- May 6, 2006 2.0%
- December 30, 2006 2.0%
- June 28, 2008 2.0%

## ■ Market Adjustments:

- July 1, 2005 1/4 the difference of MOU market salary survey (2.0%)
- July 1, 2006 1/3 the difference of MOU market salary survey (2.43%)
- December 29, 2007 1/2 the difference of MOU market salary survey
- December 27, 2008 the difference of MOU market salary survey

## ■ Retention Pay – 2% after 5 years (7/1/07)



# Deputy Sheriffs Association

*(Bargaining 2005)*

- EPMC - In recognition of the Union's cost sharing obligations pursuant to the enhancement of their PERS safety retirement, the employees covered by this MOU have agreed to continue to pay the members retirement contribution in an amount equal to 7.5% of covered gross salary
- Compensatory Time Off - To address backfill and staffing issues, employees ability to earn compensatory time off in lieu of paid overtime will be incrementally reduced from a 480 cap to a maximum accrual of 80 hours per fiscal year and a maximum balance of 80 hours. Further, employees shall be required to give the Department five (5) days advance written notice of a request to use compensatory time off.
- Accelerated Steps - To address retention issues, employees in classification 8304 Sheriff shall advance through their former 5% annual step increases in increments of six months at 2.5% step increases.
- Uniform Allowance - Increased annual allowance from \$775 to \$850.





# Bargaining 2006

*HEALTH*



# SEIU 790, Nurses

- Wage Increases:

- 2% July 1, 2006
- 2% October 7, 2006
- 4% April 7, 2007

- Wage Adjustment:

- 4/7/07 2328 Nurse Practitioner 1.5%
- 2323 Clinical Nurse Specialist Pager Premium – 5%



# Supervising Nurses, Local 856

- Wage Increases:
  - 2% July 1, 2006
  - 2% October 7, 2006
  - 4% April 7, 2007
- 24-hour Operations On-Call Pay - 7% → 8% (1/1/07)
- Rape Treatment Center and CASARC - \$9 per hour
- Pilot DPH Nursing Leadership Incentive Program - \$30K
- Administrative Days – 4 per fiscal year



# UAPD, Units 8-CC & 11-AA

## ■ General Wage Increases:

- FY06-07: 2.5% 12/30/06
- FY07-08: 2.0% 4/5/08
- FY08-09: 3.75% 4/4/09

## ■ Additional Steps:

- Additional 5.0% Step on 12/30/06 (2210, 2220, 2230, 2232, 2233, 2236, 2292, 2582, 2598)
- Additional 5.0% Step on 12/29/07 (2230)
- Additional 2.5% Step on 12/29/07 (2210, 2220, 2232, 2233, 2236, 2292, 2582)

- EPMC - 7.0% wage increase on 7/1/06 in exchange for the 7.5% EPMC.



# CAIR, Interns and Residents

## Wages Reflective of Relationship with UC Interns and Residents

- Effective July 1, 2006, the monthly wage rates shall be as follows:
  - Post MD1 \$4,043.75
  - Post MD2 \$4,159.25
  - Post MD3 \$4,303.00
  - Post MD4 \$4,448.67
  - Post MD5 \$4,660.75
  - Post MD6 \$4,798.08
- Effective June 30, 2007, the monthly wage rates shall be as follows:
  - Post MD1 \$4,205.50
  - Post MD2 \$4,325.62
  - Post MD3 \$4,475.12
  - Post MD4 \$4,626.61
  - Post MD5 \$4,847.18
  - Post MD6 \$4,990.01
- Effective June 28, 2008, the monthly wage rates shall be as follows:
  - Post MD1 \$4,331.67
  - Post MD2 \$4,455.39
  - Post MD3 \$4,609.37
  - Post MD4 \$4,765.41
  - Post MD5 \$4,992.60
  - Post MD6 \$5,139.71



# CAIR, Interns and Residents

---

- Bilingual Pay - \$35 → \$60 bi-weekly
- Patient Care Fund:
  - FY06-07: \$102,000
  - FY07-08: \$112,000
  - FY08-09: \$112,000



# Bargaining 2006

*PROFESSIONAL*



# IFPTE, Local 21

- General Wage Increases:
  - 2.5% 12/30/06; 2% 6/28/2008; 3.5% 12/27/2008
- Wage Adjustments:
  - Phys./Occup. Therapists - Add. 5% Step 7/1/06 (2542, 2548, 2550, 2556, 2558)
  - District Attorney Invest. Asst. - Add. 5% Step 7/1/06 (8132)
  - Rent Board Sup. - 5% 12/30/06, 5% 12/29/07 & 5% 12/27/08 (2982)
  - Personal/Real Prop. Appr./Aud. - 2% 12/30/06 (4220, 4222, 4224, 4261, 4265, 4267)
  - Engineers/Architects – 12/30/06
    - 3% (5120, 5174, 5201, 5203, 5207, 5209, 5211, 5214, 5217, 5218, 5219, 5224, 5241, 5256, 5260, 5261, 5262, 5265, 5266, 5268, 5270, 5272, 5274, 5275, 5502, 5504, 5506, 5508, 6335, 9195, 9196 & 9197)
    - 5% (5212, 5273)
  - Public Info./Rel. Officers - 3% 12/30/06 (1312, 1314)
  - Fire Protection Eng. - 3% 12/30/06 (5215)
  - Purchasers - 2% 12/30/06 (1950, 1952, 1956, 1958)
  - Criminalists - 3% 12/30/06 (8259, 8260, 8262)





# IFPTE, Local 21

## ■ Wage Adjustments: (cont.)

- Sr. Admin. Analyst - 1% 12/30/06 (1823)
- Estate Investigators - 2% 12/30/06 (4230, 4231)
- Mech./Elec. Eng. - 2% 12/30/06 (5342, 5344, 5346, 5350, 5352, 5354, 5362, 5364, 5366)
- Auditors - 2% 12/30/06 (1654, 1655, 1657, 1686, 1801)
- Public Safety Comm. Disp. - 3% 12/30/06 (8240)
- Personnel Analysts - 2% 12/30/06 (1241, 1244, 1246)
- Chief Surveyor – 2% 12/30/06 (5216)
- Chemists/Biologists - 3% 12/29/07 (2481, 2482, 2483, 2484, 2485, 2486, 2487, 2488, 2489)
- Forensic Lab. Tech. - 3% 12/29/07 (2403)
- Waste Control Inspec. - 2% 12/29/07 (6115, 6116)



# IFPTE, Local 21

- EPMC - 7.0% wage increase on 7/1/06 in exchange for the 7.5% EPMC
- Premiums: (effective 10/7/06)
  - Purchasing Manager Certification – 3% (1950, 1952, 1956, 1958)
  - Public Safety Comm. Coord. Premium (Class 8240) - 4% for related AA/AS or BA/BS, or 10+ years exp.
  - Env. Planner CIP Premium
  - Advanced Appraiser Cert. Lump Sum - \$1,000 in October per fiscal year
  - Housing Inspector Certification Premiums – maximum of 4%
    - 2% - ICC Property Maintenance & Housing Inspector
    - 2% - ICC Residential Building Inspector or Building Inspector
    - 2% - ICC Building Code Accessibility Specialist
    - 2% - State of CA registered Environmental Health Specialist
  - Certified Hand Therapist Premium – 5% (*performance based*)
  - 1231s (EEO) – 5% when 1231s review Dept. EEOs
  - OSHPD – 5% when assigned
  - Legislative Assistants – 5% effect. 10/7/06 if 1 year Step 7 and 4+ years with same Supervisor



# IFPTE, Local 21

- Drug Testing – UCRC to develop drug testing policy
- Flex-Staffing
- Extended Ranges – up to 7.5% (recruit/retain; special skills; limit. duration; exemp. perf.)
- Lead Pay - \$5 → \$10 per diem
- Exemplary Performance Recognition Pay – paid out 11/30 each fiscal year.
- Employee Development Fund - \$500,000 per fiscal year.



# Municipal Attorneys Association

---

- General Wage Increases:
  - FY06-07: 2.5% 12/30/06
  - FY07-08: 2.0% 4/5/08
  - FY08-09: 3.75% 4/4/09
- EPMC - 7.0% wage increase on 7/1/06 in exchange for the 7.5% EPMC



# TWU, Local 200

- General Wage Increases
  - 2.5% 12/30/06; 2.0% 4/5/08; 3.75% 4/4/09
- EPMC
  - 7.0% wage increase on 7/1/06 in exchange for the 7.5% EPMC
- Bilingual Premium
  - \$40 and \$60 (from \$35 and \$50)
- Compensatory Time – ‘Z’ Ees earn at straight-time
- Probationary Period
- GASB Committee



# Teamsters, Local 350

---

- General Wage Increases

- 2.5% 12/30/06; 2% 6/28/2008; 3.5% 12/27/2008

- EPMC

- 7.0% wage increase on 7/1/06 in exchange for the 7.5% EPMC



# Teamsters, Local 856 (multi)

- General Wage Increases:
  - 2.5% 12/30/06; 2% 6/28/2008; 3.5% 12/27/2008
- Wage Adjustments:
  - 1434 Shelter Serv. Rep., 3370 Animal Care Attendant & 3372 Animal Control Officer – Additional 5% Step 12/29/07 (2 years at Step 5)
  - 2462 Microbiologist & 2464 Sr. Microbiologist - 1% 6/28/08
- Wage Differentials:
  - 2496 Rad. Tech. Sup.
    - 7.5% 7/1/06
    - 2.5% 6/30/07
  - 2453 Sup. Pharmacist
    - 7.5% 7/1/06
    - 2% 4/5/08
    - 0.25% 4/4/09
- EPMC (arbitration award) - Classifications enrolled in:
  - SFERS - 7.0% wage increase on 7/1/06 in exchange for the 7.5% EPMC (SFERS).
  - PERS - Employer shall pay the full 9% member contribution to PERS for term of MOU.



# Teamsters, Local 856 (multi)

- “Officer of the Day” - \$10 → \$11 per day
- In Charge Pay:
  - 1434 Shelter Serv. Rep., 3370 Animal Care Attendant & 3372 Animal Control Officer : \$7 → \$9 per day
  - 3320 Animal Keeper: \$5 → \$5.50 per day
- Meter Technology Premium – Effect. 10/1/06, \$5 per day for 7444 Parking Meter Repairer who perform complex repairs on-site.
- Floating Holidays - 3 → 4 FHs (*beginning in FY08-09*)
- Health Insurance (*beginning in FY08-09*)
  - Sunset \$190 cash payment option
  - Medically Single
  - Dependent Health Care Pick-Up: \$225 to 75% of Kaiser
- Acting Assignment – Beginning on 5<sup>th</sup> day.





# TWU, 250-A (multi)

- General Wage Increases:
  - 2.5% 12/30/06; 2% 6/28/2008; 3.5% 12/27/2008
- EPMC:
  - 7.0% wage increase on 7/1/06 in exchange for the 7.5% EPMC.
- Night Duty: 10% for hours 5 pm through 7 am (10/1/06)
- Special Event Premium: Five \$190 Special Events premiums per fiscal year in lieu of overtime.
- Professional Football Games - \$190 → \$225 per game
- Public Phone Calls - \$0.35 → \$0.50 per call
- Pilot Performance Incentive Program (FY07-08, 08-09)



# Bargaining 2006

*TRANSIT*



# TWU, Local 250-A (7410)

- General Wage Increases
  - 2.5% 12/30/06; 2% 6/28/2008; 3.5% 12/27/2008
- EPMC - 7.0% wage increase on 7/1/06 in exchange for the 7.5% EPMC.
- Tire Premium - \$1.00 → \$1.20 per hour
- Emergency Road Repairs - \$1.00 → \$1.20 per hour
- Specialty Fleet/Equipment Allowance - \$450 annually (paid in December)
- Life Insurance



# Bargaining 2006

# *MANAGEMENT*



# Municipal Executives Association

- General Wage Increases:
  - 2% 12/30/06; 2% 6/28/2008; 3% 12/27/2008
- Wage Adjustments:
  - 1843 Exec. Dir., SE Community Fac. Comm.
    - 5% 7/1/06
  - 2452 Dir. of Pharm. Services, 2455 Pharmacy Dir., Laguna Honda
    - 7.5% 7/1/06
    - 2% 4/5/08
    - 0.25% 4/4/09
- EPMC:
  - 7.0% wage increase on 7/1/06 in exchange for the 7.5% EPMC (SFERS).
  - 7.5% wage increase on 7/1/06 in exchange for the 9% EPMC (PERS). Classes: 8148, 8150, 8315, 8326, 8330, 8340, 8344, 8348, 8413, 8416, 8418, 8435, 8436, 8470.



# Municipal Executives Association

- MCCP:

- Salary Ranges (open ranges):

- A: 25%

- B: 15%

- C: 5%

- Incumbents:

- Receive 5% annual increases to the top of A beginning on 12/30/06 (providing their compensation has been fixed for at least 12 months).

- Post-Appointment access to ranges B & C based on retention, internal/external equity, special skills, time limited or exemplary performance.



# Municipal Executives Association

---

- Non-MCCP:
  - Classifications:
    - 2785 Assistant General Services Manager
    - 3233 Marina Associate Manager
    - 4310 Commercial Division Assistant Supervisor
  - Add. 6<sup>th</sup> and 7<sup>th</sup> Step (5% Each)
    - Access to add. steps consistent with access to ranges B & C in MCCP.



# Municipal Executives Association

## ■ Financial Limitations

- Value of MCCCP Ranges B & C and Non-MCCCP Steps 6 and 7 adjustments not to exceed:
  - FY06-07: 0.75% MEA Payroll
  - FY07-08: 0.50% MEA Payroll
  - FY08-09: 0.50% MEA Payroll

## ■ Adjustment Committee

- Placement of incumbent employees at rate of pay in MCCCP Ranges B & C and Non-MCCCP Steps 6 and 7 shall be made by committee from representatives from the Controller, Human Resources Director and MEA.





# Municipal Executives Association

- Pay for Performance:
  - FY06-07: 2% bi-weekly for MEA employees hired on or before 12/31/2005.
  - FY07-08, FY08-09: 1.5% lump sum in October if in the preceding fiscal year:
    - Received a Performance Plan and Performance Appraisal (PPAR).
    - Completed PPARs for all immediate reports.
    - Performance was not unsatisfactory.
- Severance



# Bargaining 2006

*UNREPRESENTED*



# Unrepresented Employee Ordinances

---

- General Wage Increase: 2.5% 12/30/06
- EPMC: City shall pay 7.5% EPMC
- Pilot Wellness Program: Sunsets 6/30/07



# Reminders

- Floating Holidays
  - 8 hour benefit (regardless of schedule: 9/80, 4/10, etc.)
- Parking
  - Monthly costs are \$10 above the MUNI rate
- Vacation, Sick Pay Cash-outs
  - Per base pay
- Night Shift Differential
  - Include in OT only if receive on reg. sched. shift
- Acting Assignment and Supervisory Differential Adjustment
  - Employees may receive one, but not both (as both are adjustments to base wage; cannot stack)



# Reminders

- FLSA Overtime (Non-'Z'/Non-Exempt Employees)
  - Hours *worked* in excess of 40 in a week
  - Based on regular rate of pay
    - Example: If an employee is regularly scheduled to work the night shift and then works an overtime assignment during the day, the employee's regular rate of pay (including the night shift) should be used to calculate the overtime rate for that assignment.
  - Compensatory Time (in lieu of paid overtime)
    - Upon Separation, must cash out (per regular rate of pay)
    - Cap – may accrue up to cap and then must be paid OT
      - 480 hours – Safety (Police, Fire)
      - 240 hours – Non-Safety



# Health Rates FY06-07 *(monthly)*

---

- Charter
  - \$365.66
- 75% of Kaiser
  - \$494.47
- Dental
  - \$109.08



# DHR On-line

*[www.sfgov.org/dhr](http://www.sfgov.org/dhr)*

---

- Civil Service Reform
- Employee Training

