

City and County of San Francisco
Department of Human Resources

Overview Presentation on

Bargaining 2010

Compensation Implementation



Bargaining 2010

Public Employees Committee (PEC)



Public Employees Committee (PEC)

General Provisions

- 12 Unpaid Furloughs (4.62%): For FY10-11 & FY11-12
 - Hourly Wage Rate Reduction
 - Unpaid Furloughs
 - Paid Hour Reduction
- Healthcare Reform: In FY11-12, unless a mutually agreeable alternative is agreed to, medically single capped at second highest cost insurance plan.



Public Employees Committee (PEC)

General Provisions

- Hourly Wage Rate Reduction:
 - Wage Reductions:
 - 4.50%: 7/1/10 through 7/8/11 (26.7 pay periods)
 - 5.00%: 7/9/11 through 6/8/12 (24 pay periods)
 - Paid Leave Payouts: VA, Vested SP and CT paid out at pre-reduction rate
 - Unions: Local 21; Probation Officers; Supervising Probation Officers; Teamsters, Local 856 (Misc.); TWU, Local 200; TWU, Local 250-A (Misc.)



Public Employees Committee (PEC)

General Provisions

■ Unpaid Furloughs:

- 12 unpaid furloughs per fiscal year
- Unpaid furlough hours considered time worked for overtime purposes
- No add. FHs as receive value of time off from taking the days unpaid
- Unions: Craft Coalition; Plumbers; Laborers; TWU, Local 250-A (7410s); Operating Engineers; Electricians, Local 6 (Non-PEC; Arb. Award); Auto. Mach., Local 1414 (Non-PEC)



General Provisions

■ Floating Holidays:

■ 3 Floating Holidays per quarter (12 per FY):

- FY10-11: July 1st, October 2nd, January 8th and April 16th
- FY11-12: July 1st, October 1st, January 7th and April 14th

■ Minimum Staffing Days:

- Four work days between December 25th and January 1st
- One work day for the day prior to Thanksgiving

■ Cap: No cap for FY10-11 through FY14-15

■ Retirement Restoration: To be eligible, must swap out any of the additional FHs used during restoration period with VA.



Public Employees Committee (PEC)

SEIU, Local 1021 - Miscellaneous

- Wage Reduction: (4.62% + 0.95% = 5.57%)
 - 7/10/10 through 7/8/11: 5.75% (26 pay periods)
 - 7/9/11 through 6/30/12: 5.50% (25.5 pay periods)
- EPMC Swap: Effective 7/1/11
 - Wages: 6% Increase (7.25% for PERS – 8204 & 8316)
 - EPMC: 7.5% → 0% (9% → 0% for PERS – 8204 & 8316)
- Exceptions: Smaller concession, but no add. FHs
 - Continued 3.75% Deferral: with 0.95% wage reduction
 - Classes: 8202 (Airport), 8213, 8217, 8237, 8238, 8239, 9202, 9203, 9204, 9209, 9212 and 9220
 - 4.69% EPMC Reduction (SFERS): with 0.95% wage reduction
 - Classes: 2424, 2450, 2454, 2467, 2468, 2469, 2470 and 2493
 - EPMC: 7/1/10 – 2.81%; 7/1/11 – 0%
 - 4.66% EPMC Reduction (PERS): with 0.95% wage reduction
 - Classes: 8318, 8320 and 8321
 - EPMC: 7/1/10 – 4.34%; 7/1/11 – 0%



Public Employees Committee (PEC)

SEIU, Local 1021 - Miscellaneous

- Exceptions: Smaller concession, but no add. FHs
 - 7/1/10 through 6/11/11: 1.00% wage reduction
 - 7/1/11: wage increases for these groups as follows
 - Continued 3.75% Deferral: 6.00% wage increase
 - 4.69% EPMC Reduction (SFERS): 2.25% wage increase
 - 4.66% EPMC Reduction (PERS): 3.50% wage increase
 - 7/9/11 through 6/30/12: 1.00% wage reduction
 - COB 6/30/12: 4.75% wage increase (3.75% + restoration of 1%)



Public Employees Committee (PEC)

SEIU, Local 1021 - Miscellaneous

- “Relief for Individuals”: Temporary, Add. Steps
 - 1406 Sr. Clerk:
 - Step 6 – 1424 Clerk Typist, Step 5
 - Step 7 – 1426 Sr. Clerk Typist, Step 5
 - Step 8 – 1444 Secretary I, Step 5
 - Step 9 – 1446 Secretary II, Step 5
 - Step 10 – 1428 Unit Clerk, Step 5
 - 1424 Clerk Typist:
 - Step 6 – 1426 Sr. Clerk Typist, Step 5
 - Step 7 – 1446 Secretary II, Step 5
 - 1426 Sr. Clerk Typist:
 - Step 6 – 1446 Secretary II, Step 5



Public Employees Committee (PEC)

SEIU, Local 1021 - Miscellaneous

- “Relief for Individuals”: Temporary, Add. Steps
 - 2303 Patient Care Assistant:
 - Step 6 – 2302 Nurse Assistant, Step 1
 - Step 7 – 2302 Nurse Assistant, Step 2
 - Step 8 – 2302 Nurse Assistant, Step 3
 - Step 9 – 2302 Nurse Assistant, Step 4
 - Step 10 – 2302 Nurse Assistant, Step 5
 - 8202 Security Guard:
 - Step 6 – Police Security Guards at the Airport
 - Step 36 – Former 40hr Security Guards at FAM/AAM
 - 8226 Museum Guard:
 - Step 6 – Former 40hr Museum Guards



Public Employees Committee (PEC)

Municipal Executives' Association (MEA)

- 12 Unpaid Furloughs:

- Paid Hour Reduction: 1.75 hours unpaid per pay period from 7/1/10 through PPE 6/8/12
- Pay for Performance: Forego 1.5% Bonus for FY10-11 and FY11-12
- FY08-09 0.5% Range B&C Allocation: Forego one-time value from FY08-09 through FY11-12 (2% cumulative value)

- Retirement Restoration: may use 3 of 12 add. FHs and still receive retirement restoration.



Public Employees Committee (PEC)

Union of American Physicians and Dentists (UAPD)

- 12 Unpaid Furloughs:
 - Education Leave: 40 hours unpaid per fiscal year
 - Unpaid Legal Holidays: 6 per fiscal year
 - Employee Development Fund: forego allocations for FY10-11 and FY11-12
- 2598 Medical Examiners: 4 unpaid legal holidays per fiscal year, but exempted from unpaid educational leave
- Floating Holidays: no additional FHs



Public Employees Committee (PEC)

Unrepresented Ordinance

- 12 Unpaid Furloughs: (3.5% + 1.12% = 4.62%)
 - Continue to forego 3.5% wage increase from FY09-10
 - Wage Reduction: 1.25% 7/1/10 through 3/30/12 (equivalent of 1.12% over 52 pay periods)
- Mayoral Staff: 4.5% reduction effective 7/1/10
- Floating Holidays: Additional 12 per fiscal year



Bargaining 2010

Other Unions



Municipal Attorneys' Associations (MAA)

- Paid Hour Reduction: Paid hours reduced per pay period (*no pro-ration for beginning of the fiscal year pay periods*)
 - 3.75 hours: 7/1/10 – 4/1/11 (20 pay periods)
 - 4.00 hours: 4/2/11 – 6/24/11 (6 pay periods)
 - 3.75 hours: 7/1/11 – 3/30/12 (20 pay periods)
 - 4.00 hours: 3/31/12 – 6/22/12 (6 pay periods)
- Prof. Serv. Reimbursement: Suspend for FY10-11 and FY11-12 except for reimbursement of Bar dues.
- Healthcare: Medically Single and 75% of Kaiser Dependent Care Index; forego \$225 cash back
- Healthcare Reform: FY11-12



Arbitration Award

District Attorney Investigators

- 12 Unpaid Furloughs: One Year Deal (FY10-11)
 - Wage Reduction: 7/10/10 through 6/10/11 – 5.00%
(24 pay periods)
- Healthcare Reform: FY11-12



Arbitration Award

Stationary Engineers, Local 39

- Wage Reduction: 3.75% (7/1/10 through 6/8/12)
- Floating Holidays: No additional FHs
- Healthcare Reform: FY11-12



Institutional Police Officers

- Unpaid Legal Holidays: FY10-11 and FY11-12
 - the second Monday in October (Columbus Day);
 - the third Monday in January (Martin Luther King, Jr.'s Birthday);
 - the third Monday in February (Presidents' Birthday);
 - the last Monday in May (Memorial Day)
- Healthcare Reform: FY11-12



Firefighters, Local 798

- Wage Deferrals:

- 4.00%: 7/1/10 → 7/1/11

- 3.00% to 5.00% (Based on Survey): 7/1/11 → 7/1/12

- Healthcare Reform: FY11-12



MEA Fire

- Wage Changes:
 - Chief (0140) and Deputy Chief (0150)
 - 2.00% Increase: 7/1/10 → 7/1/11
 - 2.00% Temporary Reduction: FY10-11
 - 3.00% to 5.00% Increase (Based on Survey): 7/1/11 → 7/1/12
 - Asst. Deputy Chiefs II (H-51) and EMS Chief (H-53)
 - 4.00% Increase: 7/1/10 → 7/1/11
 - 3.00% to 5.00% Increase (Based on Survey): 7/1/11 → 7/1/12
- Healthcare Reform: FY11-12



SEIU, Local 1021 - Nurses

■ Wage Increases:

- 2.00%: 7/1/10
- 2.00%: 12/25/10
- 8.00%: 3/31/12 (4% from deferrals; 4% from EPMC Swap)

■ EPMC:

- 7.5% → 2.5%: 3/31/12

■ Charge Nurse Premium: 5%

■ Healthcare Reform: FY11-12



Supervising Nurses

- Wage Increases:
 - 2.00%: 12/25/10
 - 3.00%: 4/2/11
 - 5.00%: 3/31/12
- 24hr and Extended Hour On-Call Pay: 9% → 7% for FY10-11 and FY11-12



Police, P-1 and P-2A MOU

- Wage Changes:
 - 4.00% Increase: 7/1/10
 - 2.31% Temporary Reduction: FY10-11
 - ~~2.00% Increase: 1/8/11~~
 - 3.00% to 5.00% Increase (Based on Survey): 7/1/11
 - 1.54% Temporary Reduction: FY11-12
 - 2.00% Increase: 1/7/12
- Annual Wellness Program: Suspended for FY10-11
- Night Shift Differential: 6pm to 6am → 7pm to 5am for FY10-11 and FY11-12
- Additional Floating Holidays:
 - 7/1/10: 6 (must be used prior to vacation)
 - 7/1/11: 4 (must be used prior to vacation)
 - 7/1/12: 4
 - COB 6/30/13: 4
- Healthcare Reform: FY11-12



Police, P-2B MOU

- Wage Changes:
 - 2.00% Increase: 7/1/10
 - 2.31% Temporary Reduction: FY10-11
 - ~~2.00% Increase: 1/8/11~~
 - 3.00% to 5.00% Increase (Based on Survey): 7/1/11
 - 1.54% Temporary Reduction: FY11-12
 - 2.00% Increase: 3/31/12
- Annual Wellness Program: Suspended for FY10-11
- Additional Floating Holidays:
 - 7/1/10: 6 (must be used prior to vacation)
 - 7/1/11: 4 (must be used prior to vacation)
 - 7/1/12: 4
 - COB 6/30/13: 4
- Healthcare Reform: FY11-12



MEA Police

- Wage Changes:
 - ~~2.00% Increase: 7/1/10~~
 - ~~2.00% Increase: 1/8/11~~
 - 2.00% Increase: 7/1/12
- Healthcare Reform: FY11-12

