

City and County of San Francisco
Department of Human Resources

Overview Presentation on
Bargaining 2013

Compensation Implementation



Police

- **New Lower Steps:** Two additional 5% lower steps below the existing entry
- **Wage Increases:**
 - 7/1/15 – 1%
 - 7/1/16 – 2%
 - 7/1/17 – 2%
- **Pilot Wellness Program:**
 - COB 6/30/18 - Sunsets



Deputy Sheriffs

- **Emergency Services Premium:** Increases to 3% on 7/1/13 (currently 1%)



Sheriffs' Supervisory and Management Associations (MSA)

- **Emergency Services Premium:** Increases to 3% on 7/1/13 (currently 1%)
- **Pilot Fitness Incentive Testing (FIT) Program:** Consists of a fitness test which employees may participate in twice a year. Employees may earn up to 20 FIT hours for each testing period, not to exceed 40 FIT hours per year. FIT hours can only be earned through participation in the San Francisco Sheriff's Department MSA FIT Program. FIT hours can be used for personal time off, provided it will not negatively impact operations, including but not limited to whether such use will cause the Department to incur overtime.



SEIU, Local 1021, Nurses

- **Step Advancement for External P103 Per Diem Nurses:** Per Diem nurses who have completed one year of service ~~or~~ and one thousand hours of service shall advance to the next step through step 6 of the Per Diem salary range. If a per diem nurse does not complete 1000 hours of service within one year, she/he shall advance to the next step upon completion of the 1000 hours of required service.



Unrepresented

- Wage Increases:
 - 7/1/13 - 1.00%
 - 1/4/14 - 1.00%
 - 3/29/14 - 1.00%

