

City and County of San Francisco  
Department of Human Resources

*Overview Presentation on*  
**Bargaining 2014**

# Compensation Implementation

Last Updated  
Monday  
June 9th  
4 p.m.



*Overview Presentation on*

**Bargaining 2014**

**Compensation Implementation**

**Citywide  
Agreements**



# Citywide Agreements

- **General Wage Increases:** All (except Plumbing Inspectors; Fire Prot. Engineers)
  - 10/11/14: 3.00%
  - 10/10/15: 3.25%
  - 7/1/16: 2.25% - 3.25% dependent upon change in CPI-U from February 2015 to February 2016.
- **Term:** 3 years
- **Paperless Pay:**
  - Electronic Pay Advices in lieu of printed pay stub
  - Direct Deposit or Bank Card in lieu of paper check



# Citywide Agreements

- **Health:** Monthly Employer Contributions for 2015 (All unions except SEIU, Misc.; Painters; Laborers; Nurses; Sup. Nurses; MEA (Misc., Fire, Police))
  - **Employee Only:** 93% of total premium capped at 2<sup>nd</sup> highest plan (in lieu of Charter Contribution)
    - Kaiser: \$38.78
    - Blue Shield: ~\$48.01
  - **Employee Plus One Dependent:** 93% of total premium capped at 2<sup>nd</sup> highest plan
    - Kaiser: \$77.42
    - Blue Shield: ~\$95.88
  - **Employee Plus Two or More Dependents:** 83% of total premium capped at 2<sup>nd</sup> highest plan
    - Kaiser: \$265.89
    - Blue Shield: ~\$329.33



# Citywide Agreements

- **Tuition Reimbursement: Employee Allocation**
  - IFPTE, Local 21: \$1,500 → \$2,000
  - Teamsters, Local 856 (Multi-Unit): \$1,500 → \$2,000
  - Unrepresented: \$2,000 → \$2,500
  - Craft Coalition: \$250 → \$750
  - Laborers, Local 261: \$500 → \$1,200
  - Painters: \$250
  - Plumbers, Local 38: \$500 → \$750
  - Stationary Engineers, Local 39: \$500 → \$1,000



# Citywide Agreements

- **Tuition Reimbursement: Annual Allocation**
  - IFPTE, Local 21: \$500,000 → \$750,000
  - Unrepresented: \$15,000 → \$25,000
  - Carpenters: \$2,000 → \$5,000
  - Painters: \$2,000
  - Plumbers, Local 38: \$5,000 → \$7,500
  - Deputy Probation Officers: \$10,000 → \$20,000
  - District Attorney Investigators: \$5,000 → \$6,000
  - SEIU, Local 1021 Nurses: \$250,000 → \$275,000 (FY15-16)



# Citywide Agreements

## ■ Overtime:

- Based on all Hours Paid excluding Sick Pay used in the same week (i.e., no look back provision):
  - Craft Coalition
  - Electrical Workers, Local 6
  - Laborers, Local 261
  - Plumbers, Local 38
- Based on all Hours Paid:
  - Stationary Engineers, Local 39



# Citywide Agreements

## ■ Lead Pay:

### ■ Teamsters, Local 856 (Multi-Unit):

- take lead on job when at least 3 *other* persons are assigned (formerly 2 persons)
- “plan, design, sketch...” *and* “lead...” (formerly *or*)

### ■ Craft Coalition:

- “plan, design, sketch...” *or* “lead...” (formerly *and*)

### ■ Building Inspectors:

- take lead on job when at least 3 persons are assigned (formerly 2 persons)

### ■ Operating Engineers, Local 3:

- take lead on job when at least 3 persons are assigned (formerly 2 persons)
- removed requirement to “plan, design, sketch...”

### ■ Plumbers, Local 38:

- “plan, design, sketch...” *or* “lead...” (formerly *and*)

### ■ TWU, Local 250-A (Auto. Service Workers):

- “plan, design, sketch...” *and* “lead...” (formerly *or*)
- 5.5% → \$10 per day





# Citywide Agreements

## ■ Compensatory Time Caps:

Unions	Non-"Z" FLSA Covered	"Z" FLSA Exempt	"L" Law Enforcement
Automotive Machinists			
Building Inspectors	240		
Craft Coalition	240		
Deputy Probation Officers	240		
Deputy Sheriffs' Association	160		
District Attorney Invest.		480	480
Electrical Workers	240		
Instit. Police Officers	80		80
Laborers	240		480
Local 21		160 <sup>1</sup>	
Mgt. & Sup. Sheriff	160	160 <sup>1</sup>	
Municipal Attorneys			
MEA Misc.		240 <sup>2</sup>	
Operating Engineers	240		480
Painters	240		
Plumbers	240		
SEIU, Misc.	240		480
SEIU, Nurses			
Stat. Eng.	240	240	
Sup. Prob. Off.	240		
Teamsters, L856, Misc.	240	240	
Teamsters, L856, Sup. Nurses	240		
TWU, Local 200	120 <sup>3</sup>	160 <sup>1</sup>	
TWU, Local 250-A Multi	240		
TWU, Local 250-A Auto. Serv.	120 <sup>4</sup>		
UAPD			
Unrep.	160	160	

<sup>1</sup> 120 hour carry over between fiscal years

<sup>2</sup> Transfer in cap reduced to 160 as of 7/1/17

<sup>3</sup> 80 hour carry over between fiscal years

<sup>4</sup> 40 hour carry over between fiscal years

### Notes

- Non-"Z" and "L" designated classification compensatory time always maintains a cash value (i.e., must earn paid overtime if over compensatory cap and compensatory time must be cashed out upon separation; cannot be waived.)
- "L" designated classifications may never earn more than 480 hours of compensatory time and Non-"Z" designated classification may never earn more than 240 hours of compensatory time per the FLSA.

### Administrative Leave

- Municipal Attorneys - 80 hour cap (40 hour carry over)
- MEA, Misc. - 160 hour cap (120 hour carry over)



# Citywide Agreements

- **Non-“Z” or “L” Compensatory Time Cash Out:** Local 21, TWU, Local 200, Laborers, Craft Coal., Stat. Eng., Oper. Eng., Plumbers, DSA\*, MSA\*, Teamsters, L856 Multi, DAIA\*, Unrep., Painters
  - **Appointment in Another Department:** An employee who is appointed to a position in another department shall have his or her entire compensatory time balances paid out at the rate of the underlying classification prior to appointment.
  - **Upon Promotion:** An employee who is appointed to a position in a higher, Non-Z or L designated classification or who is appointed to a position in a Z- designated classification shall have his or her entire compensatory time balances paid out at the rate of the lower classification prior to promotion.

*\* see specific MOU provision for variations*



*Overview Presentation on*

**Bargaining 2014**

**Compensation Implementation**

**SEIU, Local 1021**  
**Miscellaneous**



# SEIU, Local 1021, Miscellaneous

- **Health (2014):** 100% of total premium paid for by employer at Employee Only through the remainder of 2014
- **Health (2015):** Monthly Employer Contributions for 2015
  - **Employee Only:** 100% of total premium (in lieu of Charter Contribution)
  - **Employee Plus One Dependent:** 96% of total premium capped at 2<sup>nd</sup> highest plan
  - **Employee Plus Two or More Dependents:** 83% of total premium capped at 2<sup>nd</sup> highest plan
- **2604/2606 Food Service Workers:** Additional 6<sup>th</sup> step.
- **7268 Window Cleaner Supervisors:** 10% differential over 7392 Window Cleaner.



# SEIU, Local 1021, Miscellaneous

- **8300 Cadets:** Added 4 steps to flat rated compensation.
- **Flexible Staffing Classifications:** Create deep classes
  - Eligibility Workers (2903/2905)
  - Employment and Training Specialists (9702/9703)
  - Social Workers (2910/2912)
- **Preceptor Pay for LVNs at Jail Health Services:** \$10 per day  
(new premium)
- **Diagnostic Imaging Technologist:** Recruitment bonus \$2,000  
→ \$4,000
- **Life Insurance:** \$50,000



# SEIU, Local 1021, Miscellaneous

- **8238/8239 Public Safety Comm. Dispatchers:**
  - Wage Increase: 4% effective 7/1/14
  - 4% Call Taking / Dispatch Training Premium: eliminated
  - New Hire / Referral Bonuses: eliminated
- **2303 PCA MHRF/BHC Premium**: 5% for those hired before 7/1/08 when assigned to work outside of MHRF/BHC.
- **Appointment Above Entrance**: no longer requires SEIU's approval



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**Professional**



# IFPTE, Local 21

- **Standby Pay:** eliminate 25% provision
- **Employee Development Fund:**
  - Annual Allocation: \$500,000 → \$750,000
  - Employee Cap: \$1,500 → \$2,000
- **5215 Fire Protection Engineers:**
  - 6% wage increase effective 7/1/14
  - Subsequent wage increases linked to 6281 Fire Safety Inspection (e.g., will not receive the 3% effective 10/11/14)
- **109x IT Oper. Support Admin. Series:** comparability study
- **PUC/CIP Planning Function Assignment Pay:** expires on COB 6/30/17.





# Teamsters, Local 856, Multi-Unit

## ■ Lead Pay:

- take lead on job when at least 3 other persons are assigned (formerly 2 persons)
- “plan, design, sketch...” and “lead...” (formerly or)

## ■ ACC Shoe Allowance: \$160 → \$200 biannual

## ■ 8322/8568 Senior Counselors:

- Market Adjustment: 2% wage increases effective 10/11/14
- Officer of the Day Premium: \$11 → \$18 per day

## ■ 7444 Meter Technology Premium: only applicable to those hired on or before 7/1/14 and that earned premium in FY13-14.



# Teamsters, Local 856, Multi-Unit

- **Night Duty:** 8% premium from 6 pm to 6 am → 8.5% premium from 5 pm to midnight and 10% premium from midnight to 7 am.
- **Life Insurance:** \$50,000 policy
- **Tuition Reimbursement:** Employee Cap \$1,500 → \$2,000



# TWU, Local 250-A, Multi-Unit

- **Auto Allowance:** \$40 → \$45 per day
- **Special Events Premium:** eliminated



# Municipal Executives' Association, Misc.

- **MCCP Post-Appointment Committee:**
  - Suspended for FY14-15
  - 1.0% Annual, Use-It-or-Lose-It Allocation
  - Up to 0.75% for one-time; up to 0.25% for on-going
- **Leadership Development Program:** \$75,000 annual allocation
- **Flexible Spending Account:**
  - **Employee Only:** Charter and 65% of Kaiser Index
  - **Employee Plus One Dependent:** Charter and 75% of Kaiser Index
  - **Employee Plus Two or More Dependents:** 83% of total premium capped at 2<sup>nd</sup> highest plan



# Municipal Executives' Association, Misc.

- **Long Term Disability (LTD):** added for Employees with Two or More Dependents
- **Floating Holidays:** Employees eligible to use upon hire
- **VDT Examination and Eyewear:** added
- **Sick Leave Ordinance:** waived
- **Sup. Diff. Adj.:** if sup. diff. causes compaction with immediate supervisor, immediate supervisor's biweekly compensation adjusted to be \$1 → \$100 in excess of subordinate.



# Municipal Attorneys' Association

- **Longevity Premium:** added classes 8181, 8183 and 8190
- **DA Standby Program:** 8 hours per week
- **Professional Reimbursement:** \$1,250 → \$1,500 per employee
- **8177 Control Point:** at step 5



# Unrepresented

- **Night Duty:** 6.25% → 8.5% premium
- **VDT Examination and Eyewear:** added
- **Tuition Reimbursement:**
  - Annual Allocation: \$15,000 → \$25,000
  - Employee Cap: \$2,000 → \$2,500
- **Term:** one year



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**Compensation Implementation**

**Trades**





# Craft Coalition

## ■ Covered Unions:

Bricklayers

Carpenters

Cement Masons

Glaziers

Hod Carriers

IATSE

Ironworkers

Pile Drivers

Plasterers

Roofers

Sheet Metal Workers

Teamsters, Local 853



# Craft Coalition

- **Tuition Reimbursement:** Employee Cap \$250 → \$750
- **Overtime:** Sick Pay not included in calculation; no look back
- **Lead Pay:** “plan, design, sketch...” or “lead...” (formerly and)
- **Height Pay:** \$2.00 → \$3.00 per hour
- **Underwater Diving Premium:** \$15 → \$18 per hour.
- **Acting Assignment Pay:** After 10<sup>th</sup> consecutive day → After 10<sup>th</sup> day within 60 working days.
- **Heating and Vent. Inspec. Certification Premiums:** up to 5%  
(new premium)
- **Boom Truck/Street Sweep Premium:** add class 7251



# Craft Coalition

- **Tuition Reimbursement:**
  - Carpenters: Annual Allocation \$2,000 → \$5,000
  - Employee Cap: \$750 for all covered employees
- **Protective Equipment Premium (Carpenters):** \$1.50 → \$2.50 per hour.
- **Callback Pay:** may now include up to one hour of paid travel time.



# Automotive Machinists, Local 1414

## ■ Internal Adjustments:

- 7306 Auto. Body and Fender Worker: 1% effective 10/11/14
- 7309 Car and Auto Painter: 1% effective 10/11/14
- 7313 Automotive Machinist: an additional \$0.40 per hour effective 7/1/14

■ **Heavy Equipment Premium**: \$0.45 → \$1.25 per hour

■ **Tool Allowance**: \$550 → \$600 annually



# Building Inspectors

- **Lead Pay:** take lead on job when at least 3 persons are assigned (formerly 2 persons)
- **Step Advancement:** employees hired on or after 7/1/14 at step one shall advance to step two after one year of service (i.e., no longer merely six months)
- **Standby Pay:** eliminate 25% provision
- **Night Duty:**
  - 10% → 8% premium for hours worked between 5pm and midnight.
  - Must work at least 4 hours of night shift to be eligible for the premium.



# Electrical Workers, Local 6

- **Market Adjustment:** 3.4% effective 7/1/15 for 7338 Electrical Line Worker
- **Height Premium:** \$0.75 → \$2.00 per hour
- **Epoxy premium:** \$1 per hour (**new premium**)
- **Waste Water Treatment Facility Premium:** \$3.00 → \$4.00 per day
- **Bilingual Pay:** \$35 per pay period (**new premium**)
- **Overtime:** Sick Pay not included in calculation; no look back



# Laborers, Local 261

- **Airport Perimeter Maintenance Premium:** 10% (new premium)
- **Sick Leave Ordinance:** partial waiver
- **Education Fund:**
  - Employees eligible for reimbursement for training up to \$500 → \$1,200
  - Employees eligible for reimbursement for association memberships up to \$1,000 → \$1,200
  - \$100,000 per year to Apprenticeship Board for training
- **Sewer Repair Supervisory Differential:** 5% → 7.5%



# Laborers, Local 261

- **Health Stipend:** Calendar Years 2015 and 2016
  - Employee Only: \$25 per month
  - Employee Plus One: \$50 per month
  - January 2017: 6 month value payout of stipend expenditure for 2016 pro-rated to all members in the bargaining unit.
- **Overtime:** Sick Pay not included in calculation; no look back





# Operating Engineers, Local 3

- **MTA Performance/Attendance Incentive Pay:** For those employees that received this pay in FY13-14, they shall receive a one-time lump sum bonus of \$1,500 by the first pay period in September of 2014.
- **Lead Pay:**
  - take lead on job when at least 3 persons are assigned (formerly 2 persons)
  - removed requirement to “plan, design, sketch...”
- **Crane Certification Premium:** 2% → 2.25%



# Painters

- **Health:** 90/10 at Employee Only; Charter and 75% of Kaiser Index for Employee Plus One or Employee Plus Two or More
- **Taper Premium:** \$1.00 → \$1.25 per hour
- **Tuition Reimbursement:**
  - Annual Allocation: \$2,000
  - Employee Cap: \$250



# Plumbers, Local 38

- **Lead Pay:** “plan, design, sketch...” or “lead...” (formerly and)
- **Underwater Diving Premium:** \$15 → \$18 per hour.
- **Acting Assignment Pay:** After 10<sup>th</sup> consecutive day → After 10<sup>th</sup> day within 60 working days.
- **Plumbing Inspectors Certification Premiums:** Effective 7/1/15, maximum premium 5% → 6%.
- **Wastewater Certification Premium:** 3% (new premium)
- **Overtime:** Sick Pay not included in calculation; no look back.
- **Tuition Reimbursement:**
  - Annual Allocation: \$5,000 → \$7,500
  - Employee Cap: \$500 → \$750



# Plumbers, Local 38

- **6242/6244/6246 Plumbing Inspectors:** Will receive the 2.25%-3.25% wage increase on 10/8/16 (which is scheduled citywide to be on 7/1/16).
- **Callback Pay:** may now include up to one hour of paid travel time.



# Stationary Engineers, Local 39

- **Hospital Premium:** eliminated
- **Correctional Facility Premium:** \$1.50 → \$2.00 per hour
- **Tuition Reimbursement:** Employee Cap \$500 → \$1,000
- **Multiple License Premium:** eliminated and rolled into base pay as a 6% wage increase effective 10/11/14
- **Uniform Allowance:** \$200 → \$500 per year
- **Overtime:** all paid hours included in daily and weekly calculations



# TWU, Local 200

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- **Step Advancement:** employees hired on or after 7/1/14 at step one shall advance to step two after one year of service (i.e., no longer merely six months).



# TWU, Local 250-A, Auto Service Worker

- **Lead Pay:**

- “plan, design, sketch...” and “lead...” (formerly or)
- 5.5% → \$10 per day



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**Compensation Implementation**

**Safety**





# Deputy Sheriffs' Association

- **Salary Setting Wage Survey:** last pay period in June of each year, set rates of pay per MOU defined salary survey
- **Facility Commander Pay:** eliminated
- **Canine Pay:**
  - \$82 → \$163.20 per pay period for additional duties
  - \$100 → \$150 per month for reimbursement
- **Muster:** 15 minutes straight-time pay for daily briefings
- **Uniform Allowance:** \$850 → \$950 annually
- **Longevity Premium:** for those hired on or after 7/1/14, receive premium after 5 → 18 years of service.



# Sheriffs' Management and Supervisory Association (MSA)

- **Wage Increases:** 1.5% effective 10/11/14 (in addition to 3% citywide general wage increase)
- **Longevity Premium:** for those hired on or after 7/1/14, receive premium after 5 → 18 years of service.
- **Uniform Allowance:** \$850 → \$950 per year
- **Peer Support:** \$3,500 annually beginning in FY15-16



# Deputy Probation Officers' Association

- **Wage Increases:** 1.25% effective 7/1/14
- **Tuition Reimbursement:** \$10,000 → \$20,000 annual allocation



# Supervising Probation Officers

- **Citywide deal**



# District Attorney Investigators' Association

- **Wage Increases:** 2% effective 10/11/14 (in addition to 3% citywide general wage increase)
- **Practice Ammunition:** \$4,000 → \$5,000 annually
- **Training Fund:** \$5,000 → \$6,000 annual allocation



# Institutional Police Officers' Association

- **Wage Increases:** 1.5% effective 10/11/14 (per linkage to MSA; in addition to 3% citywide general wage increase)



# Firefighters, Local 798

## ■ **New Lower Steps:**

- H-2: Two Steps
- H-3 Level I: One Step
- H-3 Level II: One Step
- H-3 Level III: Two Steps

## ■ **Wage Increases:**

- 7/1/15: 1%
- 7/1/16: 2%
- 7/1/17: 2%

■ **Pilot Wellness Program:** sunsets on COB 6/30/18

■ **Term:** extended through 6/30/18



# MEA, Police

- **Wage Increases:**
  - 7/1/15: 1%
  - 7/1/16: 2%
  - 7/1/17: 2%
- **Health:** new MEA Misc. model effective 1/1/16
- **Pilot Wellness Program:** sunsets on COB 6/30/18
- **Term:** extended through 6/30/18





# MEA, Fire

- **Wage Increases:**
  - 7/1/15: 1%
  - 7/1/16: 2%
  - 7/1/17: 2%
- **Health:** new MEA Misc. model effective 1/1/16
- **Pilot Wellness Program:** sunsets on COB 6/30/18
- **Term:** extended through 6/30/18



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**Health**



# SEIU Local 1021, Nurses

- **Term:** two years
- **EPMC Swap:** 1.9% wage increase on 10/11/14 in exchange for employees paying remaining 2.5% of EPMC.
- **Wages:**
  - 10/11/14: 3.00%
  - 10/10/15: 3.25%
- **2830 Longevity Premium:** \$2.25/hr. premium eliminated for employees hired on or after 7/1/14.
- **Retention Bonus:** eliminated
- **Health:** Sup. Nurse Model effective 1/1/15
- **Nurse Education Program:** \$50,000 annually



# SEIU Local 1021, Nurses

- **Tuition Reimbursement:** Annual Allocation \$250,000 → \$275,000 beginning in FY15-16



# Teamsters, Local 856, Sup. Nurses

- **Term:** 2012-2014 MOU extended two years through 6/30/16
- **Wages:**
  - 10/11/14: 3.00%
  - 10/10/15: 3.25%



## UAPD *(Closed 2012-2015 MOUs)*

- **Internal Adjustments:** wage realignment to 10% over 2328s for 2230s (and corresponding differentials for 2232 and 2233) effective 1/3/15.
- **Wage Increases:** 2210 Dentist, 2292 Shelter Veterinarian and 2598 Assistant Medical Examiner will receive a 3% wage increase on 10/11/14 (per linkage with Local 21 MOU).

