

City and County of San Francisco
Department of Human Resources

Overview Presentation on
Bargaining 2015

Compensation Implementation



UAPD, Units 17 and 18

- **General Wage Increases:**
 - 2210, 2292 and 2598:
 - 10/10/15: 3.25%
 - 7/1/16: 2.25% - 3.25% dependent upon change in CPI-U from February 2015 to February 2016
 - FY17-18: “me too” with Local 21
 - 2230, 2232 and 2233: maintain 10% differential with 2328
- **Lump Sum:** \$3,500 for 2210s with 16 years of City service as of 7/1/15 to be paid out by 9/1/15
- **Prenatal Premium:** abolished
- **Compensatory Time:** may accrue up to 160 hours and carry over 120 hours into subsequent fiscal year. Implemented 7/1/15 for 2230, 2232 and 2233 and COB 6/30/18 for 2210, 2292 and 2598



UAPD, Units 17 and 18

- **Employee Development Fund:**

- Annual Allocation: currently \$117,500; increases to \$142,000 for FY16-17 and to \$167,000 for FY17-18
- Employee Cap: \$1,500 → \$2,000

- **Long Term Disability (LTD)**: 180 day/60% Plan changed to 90 day/66.67% Plan effective 1/1/16.

- **Sick Leave Ordinance**: waived



Unrepresented Ordinance

- **General Wage Increases:** 3.25% effective 10/10/15
- **Tuition Reimbursement:** annual allocation \$25,000 → \$30,000



H-1s

- **Pilot Wellness Program:** sunsets COB 6/30/18
- **Health:** 93/93/83 model effective 1/1/16
- **Term:** extended thru 6/30/18



Laborers, Local 261

- **Arborist Apprentices:** \$2,431 contributed for each 3408/3409 Apprentice Arborist per fiscal year into the Laborer's Training Fund in FY15-16 and FY16-17

