



Bargaining 2020

Compensation Implementation

Last Updated on 12/1/20



March 2020 Joint Report



March 2020 Joint Report

Since the March 2020 Joint Report projected a budget deficit for fiscal year 2020-2021 that exceeded \$200 million, the following compensation adjustments will be delayed as follows:

- **July 1, 2020 → December 26, 2020:**
 - 3.00% General Wage Increase: SEIU, Misc., Local 21, MEA Misc., Auto. Mach., Build. Inspec., Crafts Coalition, Elec., Laborers, Oper. Eng., Painters, Plumbers, Stat. Eng., TWU Local 200, TWU Local 250-A 7410, TWU Local 250-A Multi, Nurses, Sup. Nurses, UAPD, Deputy Sheriffs, MSA, Prob. Off., Sup. Prob. Off., DAIA, MAA, Teamsters, L856 Multi and Unrep.
- **December 26, 2020 → June 30, 2021 (COB):**
 - 0.50% General Wage Increase: SEIU, Misc., Local 21, MEA Misc., Auto. Mach., Build. Inspec., Crafts Coalition, Elec., Laborers, Oper. ng., Painters, Plumbers, Stat. Eng., TWU Local 200, TWU Local 250-A 7410, TWU Local 250-A Multi, Nurses, Sup. Nurses, UAPD, Deputy Sheriffs, MSA, Prob. Off., Sup. Prob. Off., DAIA, MAA, Teamsters, L856 Multi and Unrep.



March 2020 Joint Report

Since the March 2020 Joint Report projected a budget deficit for fiscal year 2020-2021 that exceeded \$200 million, the following compensation adjustments will be delayed as follows:

- **July 1, 2020 → December 26, 2020:**
 - 3.00% General Wage Increase: Fire, MEA Fire
 - 2.00% General Wage Increase: Police, MEA Police
 - Longevity Pay Restructure: Police, MEA Police
- **December 26, 2020 → June 30, 2021 (COB):**
 - 1.00% General Wage Increase: Police, MEA Police

Citywide Agreements



Firefighters, Local 798

- **General Wage Increases:**
 - 12/26/20 → 6/30/23 (COB): 2.00% of 3.00% (deferred).
 - 12/26/20 → 6/30/22 (COB): 1.00% of 3.00% (deferred).
 - 7/1/21: 3.00%, except that if the March 2021 Joint Report projects a budget deficit for fiscal year 2021-2022 that exceeds \$200 million, then the base wage adjustment due on July 1, 2021, will be delayed to January 8, 2022 (new).
 - 7/1/22: 3.00%, except that if the March 2022 Joint Report projects a budget deficit for fiscal year 2022-2023 that exceeds \$200 million, then the base wage adjustment due on July 1, 2022, will be delayed to January 7, 2023 (new).
- **Retirement Restoration:** Retiring employees will be eligible for up to 12 months of restoration back pay for the 3.00% general wage increase originally due on December 26, 2020.
- **Term:** Extended two years to June 30, 2023.



Police Officers' Association

- **General Wage Increases:**
 - 12/26/20 → 6/30/22 (COB): 2.00% (deferred).
 - 6/31/21 (COB) → 6/30/23 (COB): 1.00% (deferred).
 - 7/1/21: 3.00%, except that if the March 2021 Joint Report projects a budget deficit for fiscal year 2021-2022 that exceeds \$200 million, then the base wage adjustment due on July 1, 2021, will be delayed to January 8, 2022 (new).
 - 7/1/22: 3.00%, except that if the March 2022 Joint Report projects a budget deficit for fiscal year 2022-2023 that exceeds \$200 million, then the base wage adjustment due on July 1, 2022, will be delayed to January 7, 2023 (new).
- **Retention Pay:**
 - 12/26/20 → 6/30/22 (COB): 2@23 / 4%@30 → 1%@10 / 2%@15 / 2%@20 / 2%@25 (deferred).
 - 1,700 hours worked (WKP) eligibility requirement struck.



Police Officers' Association

- **Retirement Restoration:** Retiring employees will be eligible for up to 12 months of restoration back pay for the 2.00% general wage increase originally due on December 26, 2020, the 1.00% general wage increase due on COB June 30, 2021, and the retention pay increase due on December 26, 2020.
- **10B Overtime:** Employees are ineligible to work 10B overtime assignments:
 - during hours in which an employee is regularly scheduled to work; or
 - if the employee took more than twenty hours of paid sick leave in last three months as reviewed on a quarterly basis.
- **Term:** Extended two years to June 30, 2023.

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MEA Police

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- **Term:** Extended two years to June 30, 2023.



SEIU, Local 1021, Misc.

- **Night Shift Premium:** For 2471, 2472, 2473 and 2474 classifications, increased from 8%/10% → 10%/15% effective 7/1/20 with a retro lump sum for FY19-20 due on 8/18/20.



SEIU, Local 1021, Nurses

- **Overtime:**
 - Hours worked for 2320 Nurses in excess of 12 hours in a day shall be paid at the one-and-one-half-time overtime rate.
 - Missed meal breaks shall be considered mandatory overtime and shall always be paid at the one-and-one-half-time overtime rate.
 - Class 2830 Public Health Nurse shall be eligible for paid overtime as of 7/1/20.



Teamsters, Local 856 (Multi)

- **2496 Imaging Supervisor:** Effective 7/1/20, steps 6 and 7 added with retro lump sum for FY19-20 due on 8/18/20.



Sup. Prob. Officers

- **Firearms Instructor Premium:** 5% premium effective 7/1/20 for class 2966 with retro lump sum for FY19-20 due on 8/18/20.



Unrepresented Ordinance

- **Wage Increases:** Classifications in the range 0885-0905 (Mayoral Staff V through XVII) will receive no wage increase during fiscal year 2020-2021.