



IFPTE, Local 21 Bargaining Summary

| Issue | MOU Section | Summary |
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| Wages | III.A. | July 1, 2024: 1.5% January 4, 2025: 1.5% June 30, 2025, at close of business: 1% July 1, 2025: 1% January 3, 2026: 1.5% June 30, 2026, at close of business: 2% January 2, 2027: 2% June 30, 2027, at close of business: 2.5% |
| Duration of Agreement | VI.D. | Duration of Successor MOU is for the term July 1, 2024 – June 30, 2027. |
| Representatives and Stewards | I.F. | Union shall furnish DHR/ERD a written list of Union Representatives and stewards and amend the list as needed. |
| Probationary Period | II.B. | Expands six-month probationary period to employees promoted into Local 21 from another bargaining unit. |
| Contracting Out of Work | II.E. | Pilot Professional Services Contract Review Process for SEIU Local 1021 and IFPTE Local 21 which provides notice to unions of solicitations of work and a fact finder review process for disputes regarding PSC contracts. Introduces an online vacancy dashboard to be updated monthly listing all budgeted and filled positions by classification and department. |
| Reassignment | II.F. | Allows either physical posting or electronic posting of reassignment opportunities. |
| 1070 IS Project Director | III.B. | Effective July 1, 2024, there shall be two additional extended ranges, each at a rate of 2.5%, for employees in classification 1070. |
| Advanced Appraiser Certification Premium | III.B. | Employees in classifications 4220, 4222, 4224, 4261, 4265, and 4267 who possess and maintain advanced appraiser certificates shall receive a lump sum of \$3,000 for each FY the certification is maintained. |



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| Licensed Planner Architects | III.B. | Employees in classifications 5291 and 5293, who are required to hold an architecture license for their position, shall be paid a premium of 5%. |
| Height Work Pay | III.B. | Employees in classification 7457, who are required to perform Height Work shall be compensated \$2.00 per hour above the base rate of pay for the hours spent doing Height Work. |
| IT Operations Support Administrator | III.B. | Effective July 1, 2024, employees in classifications 1091, 1092, 1093, 1094, and 1095 shall receive a one-time, additional base wage adjustment of 1%. |
| Extended Range | III.B. | Employees in classification 1250 shall be eligible for placement in an extended salary range. |
| Architects and Landscape Architects | III.B. | Effective July 1, 2024, employees in the following classifications shall receive a base wage increase: 5260 (2.66%); 5261 (3.48%); 5262, 5265, 5268, 52740 (1.96%); 5266, 5272 (3.92%); 5120 (22.20%). |
| Engineer Classifications Equity | III.B. | Effective July 1, 2024, employees in classifications 5502, 5504, 5506, and 5508 shall receive a 2.5% base wage increase. |
| Health Program Coordinator 2593 | III.B. | Effective July 1, 2025, employees in classification 2593 removed from placement in the extended salary range; employees shall be eligible to advance through 8 steps based on 1 year at preceding step; employees who complete 12 months of service at Steps 5 – 7 shall be eligible for the next Step. |
| Street Inspector Equity | III.B. | Effective July 1, 2024, employees in classifications 6230, 6231, and 6232 shall receive a base wage increase of 2.5%; effective July 1, 2025, employees in classifications 6230, 6231, and 6232 shall receive a base wage increase of 2.5%. |
| Housing Inspector Adjustment | III.B. | Effective July 1, 2024, employees in classifications 6270, 6272, and 6274 shall receive a one-time, additional wage adjustment of 1%; effective July 1, 2025, employees in classifications 6270, 6272, and 6274 shall receive a one time, additional wage adjustment of 1%. |
| Flexible Staffing | III.E. | DHR and Departments shall convene discussions with Union Representatives toward developing the Flexible Staffing program for all classifications for which a promotive line is identified. |



Employee Relations

City and County of San Francisco
Department of Human Resources

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| Part Time Holiday Compensation | III.J. | Part-time employees will now receive holiday pay based on their regular work schedule instead of hours actually worked; employees can use in lieu holidays in the current or following FY. |
| Bereavement Leave | III.X. | The City will align the bereavement leave benefit for represented employees with the Civil Service Commission’s rule on such leaves of absence including any future amendment or change to such rule. |
| Parental Release Time | III.Y. | Represented employees shall be granted paid release time to attend school-related meetings such as parent teacher up to a maximum of four (4) hours per FY. |
| Training, Career Development and Incentives – Physician Assistants | IV.X. | Physician Assistants shall be given release time to participate in twice yearly DPH wide meetings to complete continuing education. |
| Protective Clothing | V.E. | Employees assigned to the SFMTA Sign Shop shall receive a voucher for up to \$200 for the purchase of one pair of protective footwear. |
| Transition to Permanent Civil Service Appointments | Appendix H | <p>Prior to October 1, 2024, the parties agree to review all provisional appointees in classifications represented by the Union hired prior to July 1, 2024.</p> <p>Prior to December 31, 2024, the City shall present an anticipated civil service examination plan for all job classifications with provisional appointments hired prior to July 1, 2024.</p> <p>The parties shall meet and make joint proposals to the Civil Service Commission requesting Civil Service Rule changes to the hiring process to provide current provisional appointees an expedited opportunity to transition to permanent civil service.</p> <p>The parties agree to use “rule of the list” as the default certification rule for all eligible lists established through this process.</p> <p>The parties agree to meet bimonthly for FY 2024 – 2025 to address issues related to provisional appointments. Thereafter, the parties agree to meet quarterly to continue to review and transition provisional employees to Permanent Civil Service (PCS) status.</p> |



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| Standby and Call Back | Side Letter | Reiterates Standby and Call Back procedures for DT employees in the event of an emergency. |