

# Department of Human Resources Negotiations Update

Government Audit and Oversight Committee  
Board of Supervisors  
June 1, 2023





# MEA Fire Chiefs Tentative Agreement

## **Wage Increases (10.75% over three years):**

- **July 1, 2023** – 2.5% wage increase
- **January 6, 2024** – 2.25% wage increase
- **January 4, 2025** – 3% wage increase\*
- **July 1, 2025** – 3% wage increase\*\*

\*Can be delayed by 6 months if the City's projected financial deficit for FY24-25 is greater than \$300 million

\*\*Can be delayed by 12 months if the City's projected financial deficit for FY25-26 is greater than \$300 million

## **Retention Pay**

- 7/1/24 – 1% at 24 months in unit; Additional 1% at 30 months in unit (2 of 8 currently eligible)

## **Merit Pay**

- Merit pay adjustments may be awarded 0%-5% of base annual salary



# MEA Fire Chiefs Agreement Cost

## SF MEA Fire Agreement Cost by Fiscal Year

		<u>FY23-24</u>	<u>FY24-25</u>	<u>FY 25-26</u>
Wages, Training Fund, Merit Pay and Retention Pay		\$367,000	\$479,000	\$675,000
<b>1% Total Compensation</b>		<b>\$38,352</b>		

1% numbers are calculated using budgeted salary with known increases and the previous year's actuals for holidays, overtime, and premiums.



# MEA Police Chiefs Tentative Agreement

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## **Retention Pay**

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## **Compaction**

- Commanders - 2% ATB increase on 7/1/24; 3% ATB increase on 1/3/26
- Assistant Chiefs – 7/1/24 - Additional 3% step at 2 years in position



# MEA Police Chiefs Agreement Cost

## SF MEA Police Agreement Cost by Fiscal Year

		<u>FY23-24</u>	<u>FY24-25</u>	<u>FY 25-26</u>
Wages, Retention Pay, Compaction Adjustments, Training Fund, LWLP		\$211,000	\$486,000	\$786,000
<b>1% Total Compensation</b>		<b>\$53,437</b>		

1% numbers are calculated using budgeted salary with known increases and the previous year's actuals for holidays, overtime, and premiums.

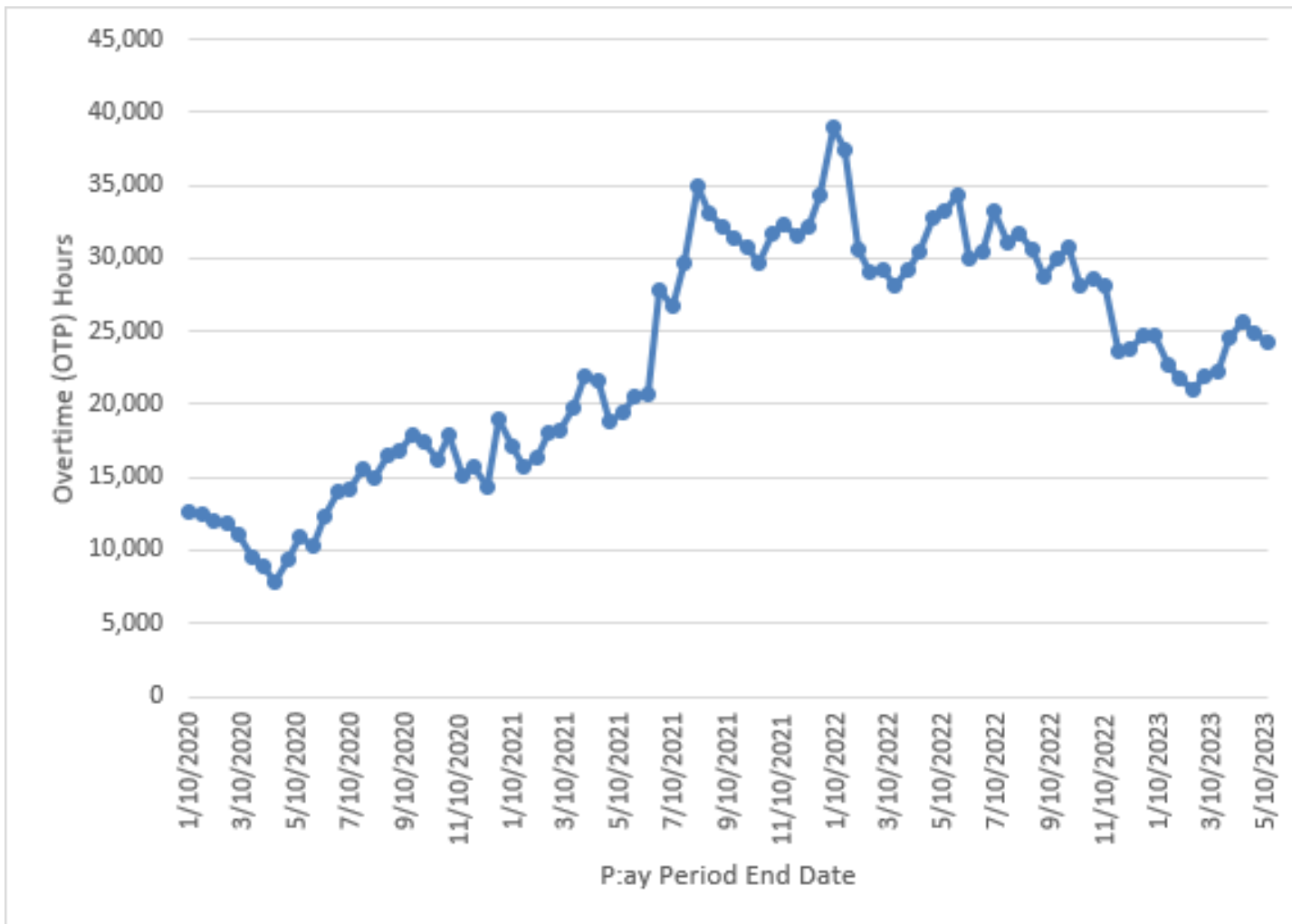


# MOU Amendments: Local 798

- Employees on a 48.7-hour work week must work more than 106 hours in the 14-day PPSD before earning 1.5x overtime.
- Amendment allows the Chief of the Fire Department to request an exemption to minimize mandatory overtime from the Human Resources Director.



# MOU Amendments: Local 798





# MOU Amendments: SEIU

- Classification Studies and Equity Side Letter
  - Added additional classifications to be analyzed
    - 1209 Benefits Technician and 1210 Benefits Analyst
    - 1820 Junior Administrative Analyst
    - 3375 Animal Health Technician
    - 8238/8239 Public Safety Communications Dispatcher/Supervisor
- Public Safety Communications Dispatchers Step Adjustment
  - Added 5% salary step for 8238 and 8239 to address recruitment and retention
  - Costs: \$1,542,000 in FY 2023-2024
- Emergency Response (ER) Retention Payments
  - Payments to Human Services Agency ER employees paid for by the State
    - FY2021-2022: \$99,725
    - FY2022-2023: \$106,000





# MOU Amendments: MEA

- Emergency Response (ER) Retention Payments
  - Payments to Human Services Agency ER employees paid for by the State
    - FY2021-2022: \$18,275
    - FY2022-2023: \$12,000
- Airport Parking
  - Reinstate pilot program consistent with other employees at the Airport



# Unrepresented Ordinance

- Annual submission
- Wages and benefits align with what is provided to MEA
- Covers: Mayoral Staff, Employee Relations Division, SFMTA Employee Relations Staff, Human Resources Director, Controller, Port Director, Confidential Chief Attorney II (Civil & Criminal)



A8.590-5(d)

## Charter Factors for Arbitrator Consideration

- **Changes in the average consumer price index** for goods and services
- Wages, hours, benefits and terms and conditions of employment of **employees performing similar services**
- Wages, hours, benefits and terms and conditions of **other employees in the City and County of San Francisco**
- **Formulas** provided for in this Charter for the establishment and maintenance of wages, hours, benefits and terms and conditions of employment
- The **financial condition of the City and County of San Francisco** and its ability to meet the costs of the decision



Thank You

