

# IAFF Local 798 Tentative Agreement

Board of Supervisors  
Government Audit and Oversight Committee

May 4, 2023





## 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



# SFFD Recruitment and Retention

## Fire Recruitment and Retention Data for FY21-22

<u>Employment Actions (for FT employees)</u>	<u>Fire</u>
Retirements	73
Resignations with 2+ years of experience	7
	<hr/>
	80
New Hires (to the City)	172
Releases from Probation	15
Resignations with < 2 years of experience	17
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	140
Change (#)	60
Change (%)	3.56%
Active Fulltime Employees (7/1/22)	1,686



# Bay Area Firefighter Total Compensation Survey

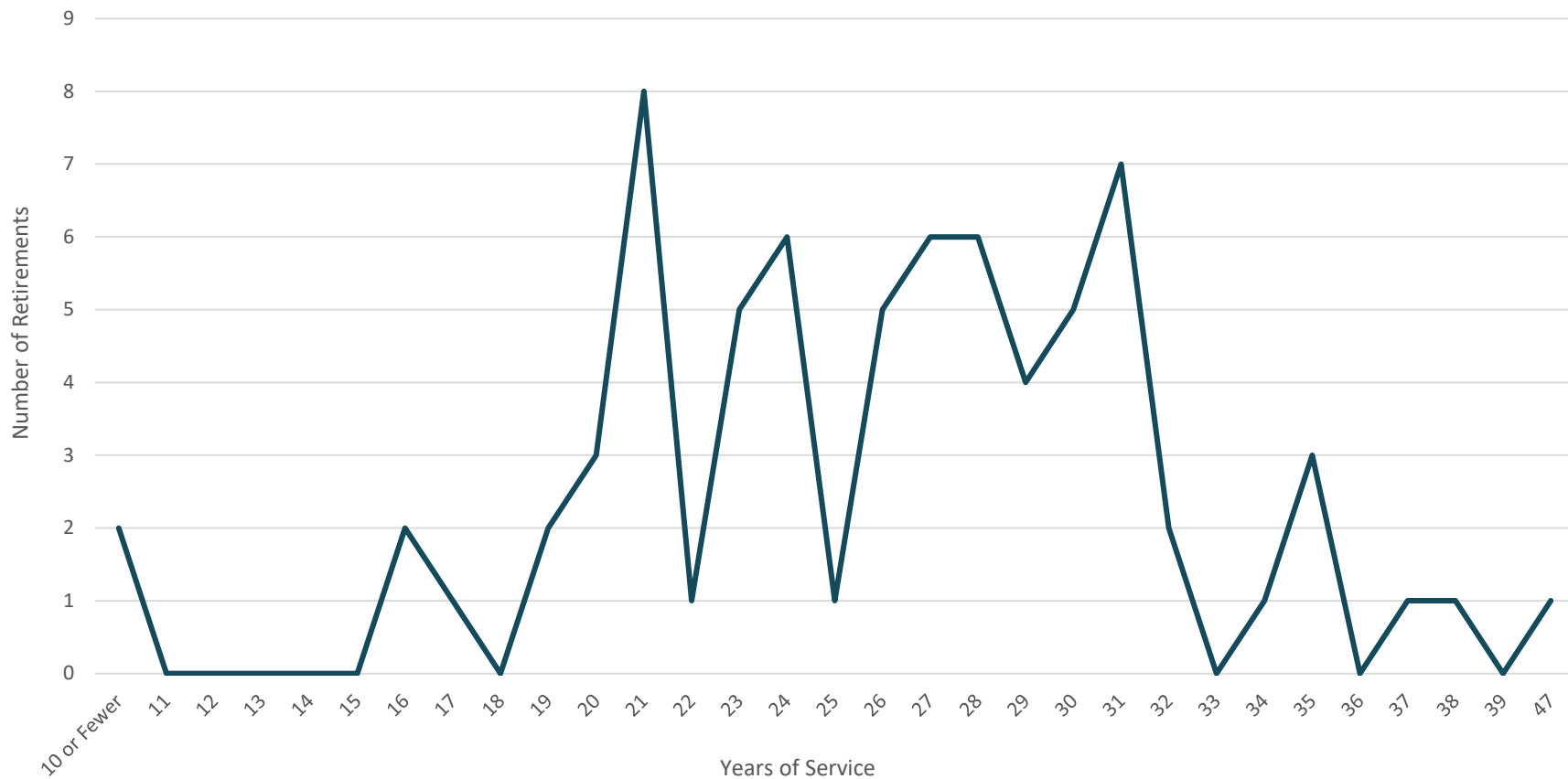
Jurisdiction	Salary	Total Comp.
Santa Clara City	\$162,160	\$186,484
Hayward	\$139,164	\$158,062
<b>San Francisco</b>	<b>\$135,656</b>	<b>\$157,838</b>
San Jose	\$138,989	\$149,384
Daly City	\$128,755	\$146,858
Fremont	\$127,340	\$140,096
Oakland	\$129,884	\$139,036
Alameda	\$126,408	\$135,636
Berkeley	\$122,188	\$133,030
Richmond	\$123,744	\$131,173
Contra Costa	\$122,487	\$130,207
Marin	\$117,674	\$125,870
Santa Rosa	\$111,427	\$125,622
Vallejo	\$109,283	\$121,727

Survey conducted January 2023



# SFFD Firefighter Retirements

Firefighter Retirements by Years of Service  
Fiscal Year 2022





# IAFF Local 798 Agreement Summary

## 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 6 months if the City's projected financial deficit for FY24-25 is greater than \$300 million

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

## Retention Pay Increases 2% Increase):

- **July 1, 2024** – employees get an additional 2% wage increase once they reach 21 years of service

## Additional Terms

- 3 years covering July 1, 2023 – June 30, 2026
- 2% Holiday Premium increase effective July 1 (offsets added Sick Pay restrictions)
- Establish pilot Emergency Child Care Reimbursement Program for employees working mandatory OT



# IAFF Local 798 Agreement Cost

## Local 798 Agreement Cost by Fiscal Year

	<u>FY23-24</u>	<u>FY24-25</u>	<u>FY 25-26</u>
Wages, Premiums, Emergency Childcare Fund	\$15,680,000	\$33,450,000	\$54,580,000
Total Cost Over 3 Years:	\$103,710,000*		
<b>1% Total Compensation</b>	<b>\$4,283,323**</b>		

\*Costing from Controller's Office.

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



# A8.590-5

## Impasse Resolution Procedures

- **3-member Arbitration Panel**
  - Parties each appoint one panel member
  - Mutually agree to third member (the Arbitrator)
- **Quasi-Judicial proceeding, conducted in accordance with California Code of Civil Procedure**
- **Parties submit final negotiation offers to arbitration panel for consideration**
  - Arbitrator chooses offer which best conforms to factors in Charter Section A8.590-5(d)
  - Decision process is piecemeal – final award may contain proposals from both parties on separate topics of negotiation
- **May 15 deadline for Arbitrator to submit decision to Board of Supervisors (assumes parties waive cooling-off period)**
  - Awards submitted late are not effective until the following calendar year (at earliest).





Thank You

