



Labor Negotiations Update

Department of Human Resources

Board of Supervisors – Government Audit and Oversight Committee

June 6, 2024



Settlement vs. Arbitration

- 26 Tables
- 21 Settled
- 5 Arbitration Awards
 - District Attorney Investigators' Association (DAIA)
 - Municipal Executives' Association (MEA)
 - Sheriff's Managers and Supervisors Association (MSA)
 - International Brotherhood of Electrical Workers (Local 6)
 - San Francisco City Workers United (Painters)

General Wage Increase of 13% for Misc. City Employees:

- July 1, 2024: 1.50%
 - January 4, 2025: 1.50%
 - June 30, 2025: 1.00%
 - July 1, 2025: 1.00%
 - January 3, 2026: 1.50%
 - June 30, 2026: 2.00%
 - January 2, 2027: 2.00%
 - June 30, 2027: 2.50%
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- **Term:** 3 Years



Fiscal Impact

Costs Wage Increases for All MOUs

| | FY 2024-25 | FY 2025-26 | FY 2026-27 |
|----------------------------------------------------------|-------------------|-------------------|-------------------|
| Wages | \$78.6M | \$206M | \$346.9M |
| Combined Cost of MOUs inc. Wages and Benefits | \$130.8M | \$293.3M | \$471.6M |

1% of Total Compensation (all funds): \$49.7 million



Miscellaneous Employee Highlights

Wages & Benefits

- 13% Wage Increase over 3 years
- \$25.00 an hour minimum wage for all represented employees
- Improved employee safety measures
- Commitment to fill vacant positions
- Promotive opportunities
- Expanded employee training opportunities
- Pilot contract review process for the City's two largest unions, SEIU 1021 and IFPTE Local 21 (collectively representing nearly 20,000 CCSF employees)

Wages & Benefits

- 17.5% Wage Increase Over 3 Years including Market Adjustments
- 47 New Positions Across the Healthcare System
- Improved Employee Safety Measures
- Commitment to Fill Vacant Positions
- 33% Increase in Tuition Reimbursement
- Prioritizes Scheduling Permanent Nurse Staff



Public Safety Highlights

Wages & Benefits

- Deputy Sheriffs' Association
 - Longevity Pay: Additional 2% at 20 years and 2% at 25 years
- Sheriffs' Managers & Supervisors
 - Longevity Pay: Additional 2% at 25 years and 2% and 28 years
- Deputy Probation Officers
 - Adds new step 12 and increases wages at steps 8, 9, and 10 over 3 years



Hiring, Contracting, and Tracking Vacancies

- **Hiring**
 - Rule Changes to Expedite Hiring for Current Temporary Employees into Permanent Positions
 - City to Consider Using Labor Hiring Halls When Filling Exempt Positions
- **Contracting**
 - Pilot Contract Review Process with SEIU, Local 1021 Misc. and IFPTE, Local 21
 - City Provides Notice to Unions of Solicitations of Work
 - Collaborative Review of Future Contracting Out Processes
 - Fact Finder Process for Disputes Regarding PSC Contracts
- **Vacancies**
 - DHR to Maintain an Online Vacancy Dashboard



Questions?