

SF Police Officers Association Tentative Agreement

Board of Supervisors
Government Audit and Oversight Committee

April 6, 2023





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



SF Police Recruitment and Retention

Police Recruitment and Retention Data Calendar Year 2022	
Active Fulltime Employees on 1/1/22*	2,065
New Hires (to the City)	42
Resignations	-80
Releases From Probation	-15
Retirements	-99
Active Fulltime Employees on 1/1/23	1,906
<i>Difference (#)</i>	<i>-159</i>
<i>Difference (%)</i>	<i>-7.70%</i>

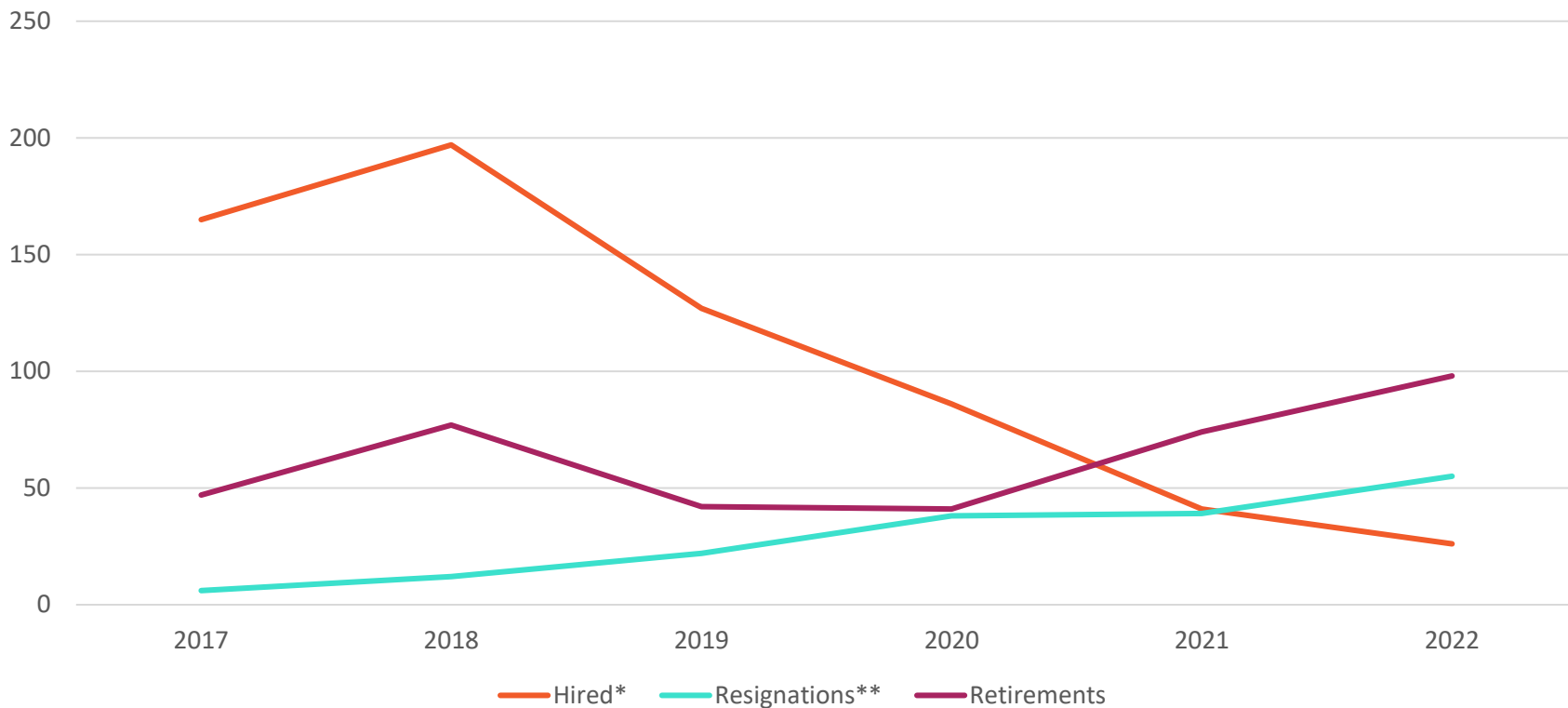
In 2022, the Police Department's workforce decreased by approximately 8% due to high retirements, increased resignations, and low hiring.

** PeopleSoft data as of 2/13/23*



SF Police Hires, Resignations, and Retirements

Hires, Resignations, and Retirements by Year



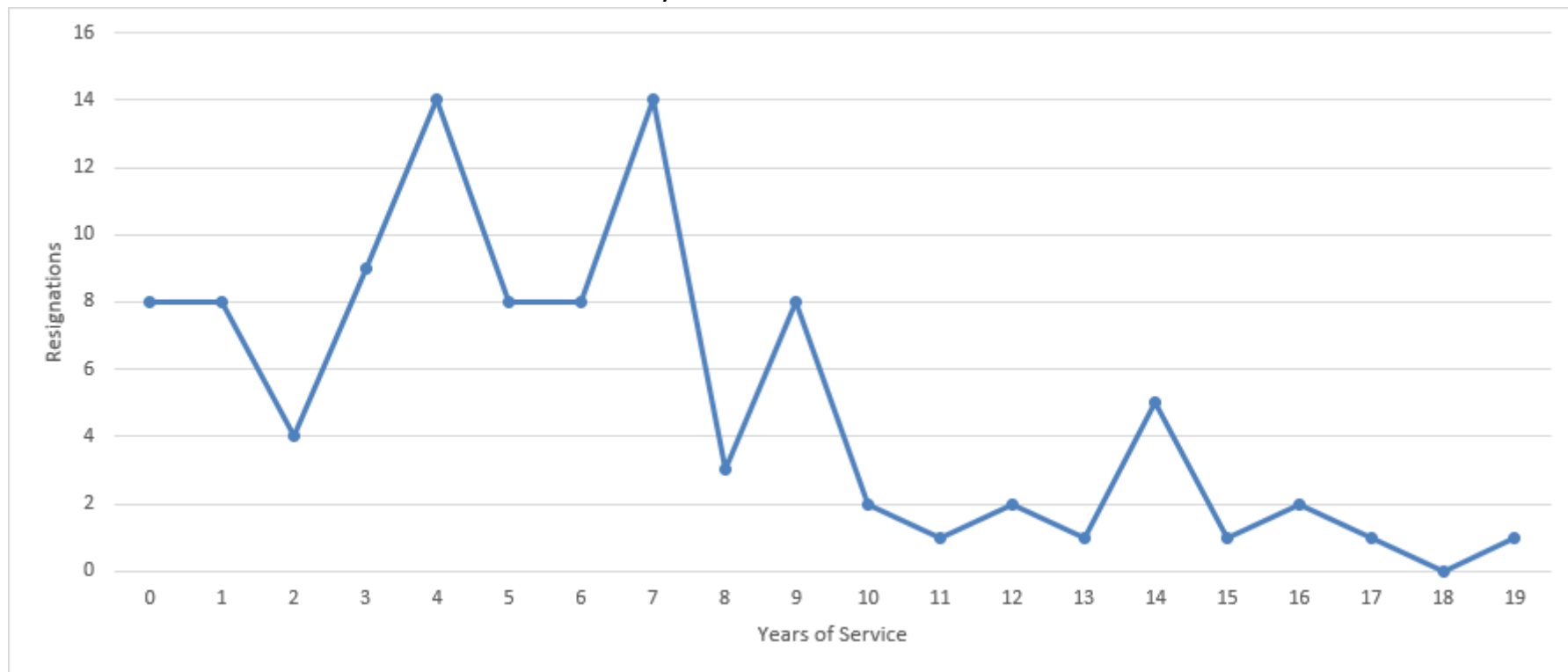
* Provided by POL

** Officer resignations with 2 or more years of service



SF Police Officer Resignations by Years of Service

Resignations by Years of Service
July 2021 – October 2022





Police Officer Bay Area Compensation Survey

Police Officer Total Compensation Survey		
<u>Jurisdiction</u>	<u>Base Wage</u>	<u>Total Comp.</u>
Santa Clara	\$173,412	\$187,018
San Jose	\$151,693	\$163,745
Fremont	\$142,850	\$151,742
San Francisco	\$139,360	\$151,445
Berkeley*	\$139,327	\$150,344
Oakland	\$137,704	\$148,364
Daly City	\$135,984	\$146,502
Hayward	\$131,976	\$142,774
Richmond	\$124,297	\$134,237
Santa Rosa	\$118,607	\$128,899
Fairfield	\$123,206	\$128,768
Concord	\$120,336	\$127,753

**In negotiations*



SF POA 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 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 Increases (9% Increase):

- **January 6, 2024** – employees get an additional 3% wage increase once they reach 5 years of service
- **July 1, 2024** – employees get an additional 3% wage increase once they reach 7 years of service
- **January 3, 2026** – employees get an additional 3% wage increase once they reach 8 years of service

Additional Terms

- 3 years covering July 1, 2023 – June 30, 2026
- Increase to the current Q2/Q3/Q4 Salary Steps 1 and 2 increase by 4% and 2%, respectively
- Emergency Child Care Reimbursement which provides reimbursement up to \$25 per each 30 minutes up to \$100 for child care to employees held over for mandatory OT
- Service credit for lateral police officers or deputy sheriffs hired from other agencies outside of SFPD advance to the next salary step after one year instead of two



SF POA Agreement Cost

SF POA Agreement Cost by Fiscal Year			
	<u>FY23-24</u>	<u>FY24-25</u>	<u>FY 25-26</u>
Wages, Retention, Signing, Step Increase	\$25,791,170	\$56,329,435	\$84,737,924
1% Total Compensation	\$4,697,364		

Estimated pending official costing from Controllers 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

