

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

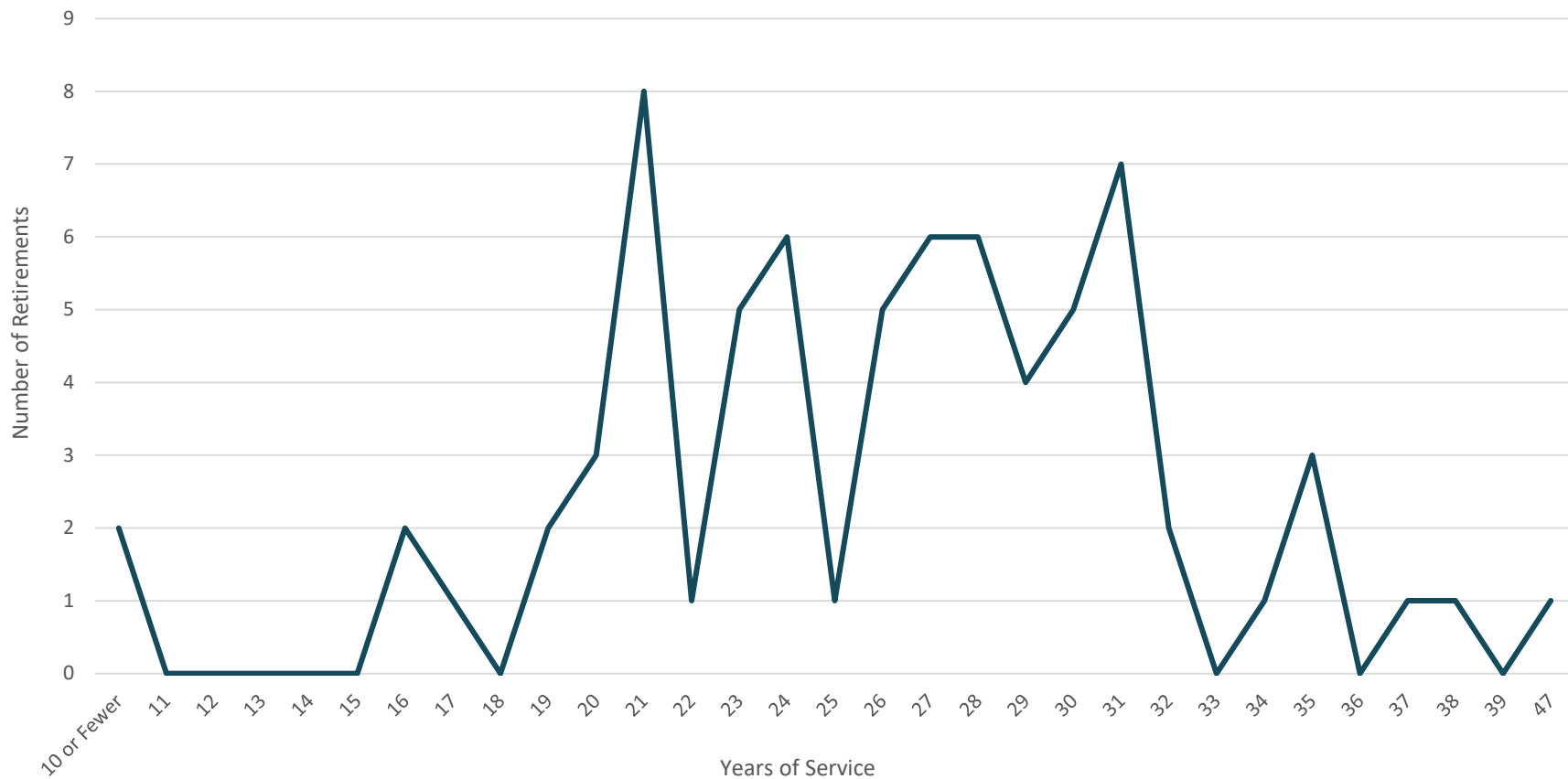
Jurisdiction	Salary	Total Comp.
Santa Clara City	\$162,160	\$186,484
Hayward	\$139,164	\$158,062
San Francisco	\$135,656	\$157,838
San Jose	\$138,989	\$149,384
Daly City	\$128,755	\$146,858
Fremont	\$127,340	\$140,096
Oakland	\$129,884	\$139,036
Alameda	\$126,408	\$135,636
Berkeley	\$122,188	\$133,030
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*		
1% Total Compensation	\$4,283,323**		

*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

