



IFPTE, Local 21 Bargaining Summary

Issue	MOU Section	Summary
Wages	III.A.	<p>Effective July 1, 2022, represented employees shall receive a base wage increase of 5.25%</p> <p>Effective July 1, 2023, represented employees shall receive a base wage increase of 2.50%, except that if the March 2023 Joint Report, prepared by the Controller, the Mayor’s Budget Director, and the Board of Supervisors’ Budget Analyst, projects a budget deficit for fiscal year 2023-2024 that exceeds \$300 million, then the base wage adjustment due on July 1, 2023, will be delayed by approximately six (6) months, to be effective January 6, 2024.</p> <p>Effective January 6, 2024, represented employees shall receive a base wage increase of 2.25%, except that if the March 2023 Joint Report, prepared by the Controller, the Mayor’s Budget Director, and the Board of Supervisors’ Budget Analyst, projects a budget deficit for fiscal year 2023-2024 that exceeds \$300 million, then the base wage adjustment due on January 6, 2024, will be delayed by approximately six (6) months, to be effective close of business June 30, 2024.</p>
Holidays	III.I.	June 19 th (Juneteenth) added as a paid holiday; replaces Columbus Day with Indigenous Peoples Day and Italian American Heritage Day.
Holidays	III.I	Adding "current or next" fiscal year, referring to when an employee can take a day off in the lieu of the Saturday holiday.
Election of Remedies Reasonable Accommodation	II.D.	Eliminates the prohibition of dual remedies.
Employee Development Fund	IV.B.	Adds language specifying to be eligible must have worked as a City employee for at least 20 hours per week for at least one (1) year of continuous service; removes language "in any classification represented by the Union; carries unused funds over to next FY.
Additional Compensation (Appendix C – Term)	III.B and Appendix C	Revises PUC/CIP Planning Function Assignment Pay and term.



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Advancement Through Salary Steps	III.E.	Strikes language to ensure temporary employees covered by provision.
Credit for Temporary Service	III.C.	Eliminates provision that has no current application as those in temporary appointments receive step increases just like those in permanent appointments; also allows someone to get a step increase when made PCS after 6 months while someone appointed PCS from initial appointment would have to wait one year
DEI Committee	I.D.	City’s DEI Committee shall address Gould report in meetings, Union shall develop and distribute agenda prior to meeting.
Wage Corrections, Adjustments and Studies – Deep Class – 1241	III.B.	Deep Class 1241 language removed except “There will be a 9-step salary plan for class 1241”– Provision unnecessary in light of addition of MOU-wide provision of satisfactory performance for step advancement and that this class is now used solely as the journey.
Duration of Agreement	VI.D.	This memorandum of Understanding shall be in effect from July 1, 2022 through and inclusive of June 30, 2024.
1233 Equity (EEO Programs Specialists)	III.B.	Effective July 1, 2022, the base wage for the classification shall be increased by 8.63%. This wage adjustment shall be applied prior to the application of any other wage increases effective on July 1, 2022.
DHR Hiring Proposal	Side Letter	Identifies and sets into motion, to extent permissible under SF City Charter and CSR, expedited selection processes to address City’s current vacancy rate in PCS positions and reliance on project-based positions. Parties recognize the urgency to make changes to the City’s hiring processes in order to best deliver critical services to the public.
Health & Safety	V.A.	Enhances H&S provisions, giving employees additional rights and option not to work where a good faith belief of imminent hazard exists. Evaluations of potential hazard shall be initiated within five days. At its own expense, the Union may employ or assign its own safety consultant possessing equivalent minimum qualifications to evaluate whether the identified condition presents an imminent hazard to life or health.
New Employee Orientation (NEO)	Appendix G	Adds language expanding “new employees” to include “and any employee who has promoted or transferred into the bargaining unit.”



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		Increases time to “up to forty-five (45) minutes and not fewer than thirty (30) minutes;” adds option of placing the Union presentation as the final item on agenda for portion of NEO when all bargaining unit members are still present; if at least ten (10) or more represented new employees are present, the union may bring up to two (2) Union members.
Overtime and Compensation	III.G.	Eliminates “b. An employee may carry forward one hundred twenty (120) hours of earned but unused compensatory time into the next fiscal year.”
Telecommuting	V.K.	The Citywide Telecommuting Policy and Program (TPP) establishes specific conditions under which employees may perform their job-related duties remotely. TPP can be found on www.sfdhr.org and is incorporated into MOU for reference only. Pursuant to TPP, telework permissible under agreement between employee and Appointing Officer or designee, subject to approval by Appointing Officer. Eligible employee may telecommute for a maximum of two (2) days per week, coming to work in person three (3) days per week. Employees may telecommute more than two (2) days per week subject to approval by Appointing Officer and HR Director. If represented employee has good faith belief telecommute request denied for arbitrary and capricious reason, may appeal to City’s Director of HR. Unless approved in writing by Director of HR, employees are prohibited from working outside CA, with few exceptions.
Antidiscrimination	II.A.	Eliminates the prohibition of dual remedies for EEO complaints.
Implicit Bias Training	II.A.	City shall make reasonable efforts to reserve at least 200 spots for each covered by MOU. Amends “in-person” to “instructor led interactive;” supervisory employees and hiring managers will have priority. Within 30 calendar days of the effective date of MOU, the Union and City shall meet and work cooperatively to develop a schedule of training sessions to be offered for the term of this Agreement, and to determine how and when represented employees must register for training sessions. In the event a represented employee must cancel his/her/their participation in a training for which they have previously registered, such employees shall notify the City no less than 14 calendar days before the training session so that



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		another represented employee may fill the vacancy created by the cancellation.
Supervisory Differential Adjustment	III.B.	Adds language to subsection e, revises exception to “project Management Assignment Pay or Extended Ranges”
Advanced Appraiser Certification	III.B.	Adds new classifications and increases to \$2,000.
Acting Assignment Pay	III.B.	Adds new language: Acting assignments are not intended to exceed six (6) months except to the extent required to backfill a position where the incumbent is on approved leave. When an acting assignment exceeds six (6) months, the relevant department shall, within fourteen (14) calendar days, provide a written report to the Department of Human Resources explaining why the position has not been filled through the merit-based exam process.
EEO Timeline	II.A.	Adds new language: Effective January 1, 2023, DHR EEO shall offer the complainant an intake interview within 30 days of DHR receiving a complaint within DHR EEO’s jurisdiction. This deadline does not apply to complaints filed before January 1, 2023.
Accountants Equity	III.B.	Effective July 1, 2022, the base wage shall be increased by 1.5%. Effective July 1, 2023, the base wage shall be increased by 2.5%. (1649, 1652, 1654, 1657, 1670)
Administrative Analysts Equity	III.B.	No later than August 1, 2023, the Union and City will meet to study equity for the 1823 and 1824 classifications.
Architects Equity	III.B.	Effective July 1, 2022, the base wage shall be increased by 1.5%. Effective July 1, 2023, the base wage shall be increased by 1.5%. (5260, 5261, 5262, 5265, 5266, 5268, 5272, 5274) Effective July 1, 2022, the base wage shall be increased by 2.5%. Effective July 1, 2023, the base wage shall be increased by 2.5%. (5120)
Engineers Equity	III.B.	Effective July 1, 2022, the base wage shall be increased by 1.5%. Effective July 1, 2023, the base wage shall be increased by 1.5%. (5201, 5203, 5241, 5211, 5212, 5209, 5214, 5218, 5219, 5174) Effective July 1, 2022, the base wage shall be increased by 2.5%. Effective July 1, 2023, the base wage shall be increased by 2.5%. (5207)



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Estate Investigator Equity	III.B.	Effective July 1, 2022, the base wage shall be increased by 2.0%. (4230, 4231)
Category 18 ID & Conversion	Appendix H	Process to review and identify Category 18 appointments in classifications represented by the Union that are appropriate for conversion to PCS status.
Protective Clothing	V.E.	Adds new language: The City shall reimburse employee sup to \$200 annually toward the cost of acquiring one pair of protective footwear. The reimbursement is limited to any represented employee who is required by the City to wear protective footwear.
Human Resources Equity	III.B.	Effective July 1, 2022, the base wage shall be increased by 5.0%. (1241,1244) These wage adjustments shall be applied prior to the application of any other wage increases effective on July 1, 2022.
Senior Health Program Educator Equity	III.B.	Effective July 1, 2022, the base wage shall be increased by 1.0%. Effective July 1, 2023, the base wage shall be increased by 1.0%. (2825)
Health Program Educator Equity	III.B.	Effective July 1, 2022, the base wage shall be increased by 1.0%. Effective July 1, 2023, the base wage shall be increased by 1.0%. (2822)
HSA Workload	V.N.	At the request of the Union, within the first fiscal quarter of this Agreement, the HAS's Department of Disability and Aging Services (DAS) shall meet with the represented members assigned to the Public Guardian, Public Administrator, and Representative Payee Programs to discuss caseloads.
Tech Hire	Side Letter	Adds new language: The Union and the City will agree to meet and discuss the use of the Category 12 Technology Expert I-9976 appointments.
Subcontracting	I.D.	Union/City Relations Committee to address matters of mutual concern including, but not limited to, the City's use of Personal Service Contracts.
Physician Assistant Parity	III.B.	2218 Physician Assistants shall receive the following premiums, which are applicable to 2328 Nurse Practitioners: shift differential, standby pay, quality of care premium, jail health services premium, weekend premium, preceptor and MERT premium.
IT Equity	III.B.	Effective July 1, 2022, there shall be two (2) additional extended ranges, each at a rate of two and one-half percent (2.5%), for



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		<p>employees in classes 1044 (IS Engineer-Principal) and 1054 (IS Business Analyst-Principal).</p> <p>Effective July 1, 2022, employees in classes 1061 (IS Program Analyst-Assistant), 1062 (IS Programmer Analyst), 1063 (IS Programmer Analyst-Senior) and 1064 (IS Programmer Analyst-Principal) shall receive a one-time wage adjustment of two and one-half percent (2.5%); and effective July 1, 2023, employees in classes 1061 (IS Program Analyst-Assistant), 1062 (IS Programmer Analyst), 1063 (IS Programmer Analyst-Senior), and 1064 (IS Programmer Analyst-Principal) shall receive a one-time wage adjustment of two and one-half percent (2.5%)</p>
Flexible Staffing	III.E.	Flexible Staffing Program allows for promotion and career advancement of qualified and successful incumbents. Departments are encouraged to consider the Flexible Staffing Program whenever possible. The Flexible Staffing Program is governed by the Civil Service Rules and not subject to the grievance procedure.
Fire Protection Engineer Parity	III.B.	Effective July 1, 2022, the base wage shall be increased by 5.0%. (5215)
Lead Person Pay	III.B.	Increased from \$10 to \$15 per day.