



# 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%
- 
- **Term:** 3 Years



# Fiscal Impact

## Costs Wage Increases for All MOUs

|  | <b>FY 2024-25</b> | <b>FY 2025-26</b> | <b>FY 2026-27</b> |
|--|-------------------|-------------------|-------------------|
| <b>Wages</b>   | \$78.6M           | \$206M            | \$346.9M          |
| <b>Combined Cost of MOUs inc.<br/>Wages and Benefits</b> | \$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?