Update on Bargaining

Government Audit and Oversight Committee

June 2, 2022

2022 Bargaining Summary

- 33 Amended MOUs and Unrep Ordinance
- 27 Successor MOUs
- 26 MOUs ratified by employees
- Limited amendments to Police and Fire MOUs

Recovery and Restoration

- Coalition of all public employee organizations
- Union autonomy
- Negotiated general wage increase
- Two-year successor MOUs

Recovery

- General wage increases
  - 5.25% Increase on July 1, 2022
  - 2.5% Increase on January 1, 2023
  - 2.25% Increase on June 30, 2023
  - Year two includes budgetary off-ramps
- Agreement to minimize labor strife
- Amendments to MOUs based on mutual agreement

Restoration

- Hiring agreements with the largest unions
- Labor market-based wage increases
  - Retention of existing employees
  - Recruitment of new employees
- Other improvements
  - Hybrid and remote work
  - Juneteenth holiday codified
  - Dropped prohibition on dual remedies (Gould)
  - Health and safety language improvements
  - Tuition Reimbursement Improvements

Firefighters & Police Wages

- General Wage Increases:
- – 12/26/20 → 6/30/22 (COB): deferred 3% for 18 months.
- Police Officers & Firefighters
  - Restoration of 3% Give-back
  - Estimated Cost: $22 Million
- Police Longevity & Recruitment Incentives
  - 2% premium for years 5 and 15
  - Raise entry-level pay