



Bargaining 2022

Compensation Implementation

Last Updated on 7/5/22





Citywide Agreements

- **General Wage Increases:**
 - 7/1/22: 5.25%
 - 7/1/23: 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.
 - 1/6/24: 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.
- **Term:** 2 Years



Citywide Agreements

- **Life Insurance:** \$50,000 (Building Inspectors; Electricians; Laborers, Stationary Engineers, TWU Local 250-A (Multi), Painters)
- **In-Lieu Legal Holidays:** Shall automatically carry over into the next fiscal year (Building Inspectors, IFTPE, Local 21, Laborers, SEIU, Local 1021, Misc., Stationary Engineers, Municipal Attorneys, UAPD, Operating Engineers, DPOA, DAIA, Electricians, Teamsters, Local 856 (Multi), Supervising Probation Officers, Painters, Sup. Nurses, SEIU, Nurses)
- **Legal Holidays for Part-time Employees:** No longer based on hours worked in the previous pay period (MEA, Misc., SEIU, Local 1021, Misc., DPOA, Electricians, Teamsters, Local 856 (Multi), Sup. Nurses, SEIU, Nurses)
- **Lead Pay:** \$15.00 a day (Auto. Mach., Laborers, Plumbers, Stationary Engineers, TWU Local 250-A (Multi), TWU Local 250-A (7410), Electricians, Teamsters, Local 856 (Multi), IFPTE, Local 21, Painters, Crafts Coalition)



Citywide Agreements

- **Acting Assignment Pay:**
 - Eligibility: After the 10th → 5th day (Building Inspectors, Laborers, Electricians)
 - Rate: 5.00% → 7.50% (Building Inspectors, UAPD, MEA Misc.)
- **Report Acting Assignments to DHR After 6 months:** Laborers, IFPTE, Local 21, Electricians, SEIU, Local 1021 Misc., Crafts Coalition
- **Floating Holiday Carryover:** Automatic carryover of unused FHs earned in one year, but unused to the next fiscal year (MAA, MEA, TWU Local 250-A (Multi), TWU Local 250-A (7410))
- **Floating Holiday Access:** Access upon hire (Crafts Coal., Stat. Eng.)
- **Floating Holiday Allocations:** 4 → 5 days per year (Teamsters, L856 (Misc.), TWU, Local 200)



SEIU, Local 1021, Miscellaneous

- **Wage Adjustments:**
 - 1762 Senior Print/Mail Machine Operator: 5.25% on 7/1/22
 - 2430 Medical Evaluation Assistant: Same step structure as 2303 Patient Care Assistants
 - 2622, 2624 and 2626 Dieticians: (applied before COLA)
 - 2622 and 2624: 10.57% on 7/1/22
 - 2626: 5.77% on 7/1/22
 - 3378 Animal Control Assistant Supervisor: 11.50% on 7/1/22
 - 7243 Parking Meter Repair Supervisor I: 13.75% on 7/1/22 (applied before COLA).
- **2524 Sr. Morgue Attendant**: \$10,000 lump sum in pay issued on 8/16/22
- **Longevity Pay**: \$0.30 → \$0.50 per hour



SEIU, Local 1021, Miscellaneous

- **20/20 Program:** \$200,000 → \$400,000 annually
- **Emergency Department Premium for 2430 MEAs:** 5.00% (**new**; status / assignment based)

- **Wage Adjustments:**

- 1044 IS Engineer – Principal: Two additional 2.50% extended range steps
- 1054 IS Business Analyst – Principal: Two additional 2.50% extended range steps
- 1061, 1062, 1063 and 1064 IS Programmer Analysts: 2.50% on 7/1/22 and 2.50% on 7/1/23
- 1233 EEO Specialist: 8.63% on 7/1/22 (applied before COLA)
- 1241, 1244 and 1249 Human Resource Analysts: 5.00% on 7/1/22 (applied before COLA)
- 1649, 1652, 1654, 1657 and 1670 Accountants: 1.50% on 7/1/22 and 2.50% on 7/1/23
- 2822 and 2825 Health Educators: 1.00% on 7/1/22 and 1.00% on 7/1/23
- 4230 and 4231 Estate Investigators: 2.00% on 7/1/22
- 5174, 5201, 5203, 5209, 5211, 5212, 5214, 5218, 5219 and 5241 Engineers: 1.50% on 7/1/22 and 1.50% on 7/1/23

- **Wage Adjustments:**
 - 5207 Associate Engineer: 2.50% on 7/1/22 and 2.50% on 7/1/23
 - 5215 Fire Protection Engineer: 5.00% on 7/1/22
 - 5260, 5261, 5262, 5265, 5266, 5268, 5272 and 5274 Architects: 1.50% on 7/1/22 and 1.50% on 7/1/23
 - 5120 Arch. Administrator: 2.50% on 7/1/22 and 2.50% on 7/1/23
- **Physician Assistants:** Parity with 2328 Nurse Practitioners on shift differential, standby pay, quality of care premium, jail health services premium, weekend premium and preceptor and MERT premium.
- **Advanced Appraiser Certification Premium:** \$1,000 → \$2,000 per year
- **PUC/CIP Planning Function Assignment Pay:** Extended through 6/30/24
- **Compensatory Time Hour Cap:** 160 hours for “Z” (salaried)



Municipal Executives' Association

- **MCCP Post-Appointment Adjustments:** 0.25% Ongoing and 1.00% One-time for Fiscal Years 2022-2023 and 2023-2024
- **Long-Term Disability:** Benefit added to those at Employee Only and Employee Plus One
- **Non-MCCP Steps:** Two 5.00% Steps → Four 2.50% Steps
- **Longevity Premium:** Added to mirror MSA
- **Advanced Post:** 6.00% → 6.50%



Automotive Machinists, Local 1414

- **Wage Adjustments:**
 - 7313 Automotive Machinists: 2.00% on 7/1/22
 - 7332 and 7434 Maintenance Machinists: 1.50% on 7/1/22
- **Auxiliary Equipment Premium:** Abolished
- **Heavy Equipment Premium:** \$1.25 → \$1.50 per hour



Building Inspectors

- **Compensatory Time Hour Cap:** 100 → 240 hours for Non-"Z" (hourly)



Crafts Coalition

- **Underwater Diving Pay:** \$20.00 → \$25.00 per hour
- **Diver Tender Pay:** \$5.00 per hours (**new**; performance based)
- **Protective Equipment Premium:** \$2.50 per hour (**new**; performance based)
- **Dispatcher / Map Maker Premium:** 7.50% (**new**; assignment / status based)
- **Boom / Winch Truck Premium:** \$2.00 per hour → 5.00%



Electricians, Local 6

- **Wage Adjustments:**
 - 7229, 7285 and 7350 Transmission Line Workers: 4.00% on 7/1/22, 4.00% on 7/1/23 and 2.00% on 1/6/24
 - 7238 Electrician Supervisor I: 4.38% on 7/1/22
 - 7276 Electrician Supervisor II: 4.13% on 7/1/22
 - 7287, 7318, 7329 and 7430 Electronic Maintenance Technicians: 2.00% on 7/1/23 and 2.00% on COB 6/30/24
 - 7345 Electrician: 5.00% on 7/1/22
 - 7482, 7484 and 7488 Power Generation Technicians: 2.00% on 7/1/23 and 2.00% on COB 6/30/24
- **Appointed at Step 3 or higher:** 7482, 7484 and 7488 Power Generation Technicians
- **Severance:** One week for each year of service up to 12 weeks for layoffs; severance for Cat. 18 appointments



Electricians, Local 6

- **Height Premium:** \$2.00 → \$3.00 per hour
- **Wastewater Treatment Facility Premium:** \$4.00 → \$6.00 per day
- **Correctional Facility Premium:** \$1.50 → \$2.00 per day
- **Underwater Diving Pay:** \$14.00 → \$18.00 per hour
- **Airport Rotational Pager Assignment Pay:** Abolished



Laborers, Local 261

- **Wage Adjustments:**
 - 7458 Switch Repairer: 5.00% on 7/1/22 and 2.50% on 7/1/23
 - 7540 Track Maintenance Worker: 2.50% on 7/1/22 and 2.50% on 7/1/23
- **Bilingual Pay:** \$60 per pay period
- **Night Duty:** 8.50% / 10.00% → 10.00%
- **Acting Pay:** 10th → 6th day
- **Tour of Duty:** \$1.50 → \$2.00 per day
- **Appointed at Step 5:** 3424 Int. Pest Management Specialist



Operating Engineers, Local 3

- **Compensatory Time Balance Caps:** 240 hours for Non-"Z"
- **Overtime Status for 7108 and 7208:** "Z" (salaried) → Non-"Z" (hourly) on 7/1/22



Painters

- **Height Premium:** \$2.00 → \$3.00 per hour



Plumbers, Local 38

- **Wage Adjustments:** 1.00% on 7/1/22 and 1.00% on 7/1/23 for all represented classifications
- **Mechanical Inspector Premium:** Remove from certification premium list and make a standalone remaining at 2.00% (**new**; status / assignment based)



Stationary Engineers, Local 39

- **Cable Maintenance Mechanic:** \$1.50 → \$1.75 per hour
- **Correctional Facility Premium:** \$2.00 → \$2.50 per hour
- **Underwater Diver Pay:** \$10.00 → \$14.00 per day
- **Over Certification Premium:** 1.00% → 1.50%
- **Water Distribution Operations Premium:** 5.00% (**new**; status / assignment based)



SEIU, Local 1021, Nurses

- **Wage Adjustments:**
 - 7/1/22: 1.00% for steps 3, 4 and 5
 - 7/1/22: 1.50% for steps 6, 7, 8, 9 and 10
 - 7/1/23: 0.50% for steps 6, 7, 8, 9 and 10
- **Rest Break Premium:** 50% (**new**; performance based)



Supervising Nurses

- **24 Hour On-Call Pay:** 9.00% → 10.00%
- **Extended Hours Operations On-Call Pay:** 4.00% → 5.00%
- **2324 Straight-time Overtime:** Eligible for when work additional, non-regularly scheduled shifts

- **Wage Adjustments:**
 - 2210 Dentist: Additional 2.50% Step 8 on 7/1/22
 - Physicians: 2230, 2232, 2233, 2242 and 2243
 - 7/1/22: 1.00% for steps 3, 4 and 5
 - 7/1/22: 1.50% for steps 6, 7, 8, 9 and 10
 - 7/1/23: 0.50% for steps 6, 7, 8, 9 and 10



Deputy Sheriffs' Association

- **Advanced Post:** 6.50% → 7.00%
- **Longevity Pay:** Additional 2.00% at 10 years



Sheriffs' Managers and Supervisors

- **Wage Adjustments:**
 - 8308/8508 Sergeants: 1.25% on 7/1/22
 - 8310/8510 Lieutenants and 8312/8512 Captains: 1.75% on 7/1/22
- **Uniform Allowance:** \$950 per year → \$42.30 per pay period



Deputy Probation Officers

- **Night Shift:** Paid on hours worked → hours paid (performance → status / assignment based)
- **Acting Assignment Pay:** 5.00% for up to 10 days; 7.50% for 11 or more days
- **Training Pay:**
 - Firearms Instructor: 5.00% (**new**; performance based)
 - Specialized Training Instructors: \$3.00 per hour (**new**; performance based)



Supervising Probation Officers

- **Fire Instructor Premium:** 5.00% (**new**; performance based)
- **Department Liaison Premium:** 5.00% (**new**; performance based)
- **Specialized Training Premium:** \$3.00 per hour (**new**; performance based)
- **Compensatory Time Hour Cap:** 160 hours for “Z” (salaried)



District Attorney Investigators

- **Advanced POST Premium:** 6.00% → 6.50%
- **Legal Holiday Eligibility:** Standard citywide provision added



Municipal Attorneys' Association

- **Senior Trial Attorney Differential:** 5.00% (**new**; status / assignment based)
- **Standby Duty:** \$200 → \$500 per week
- **Professional Services Reimbursement:** \$375 → \$475 per quarter



Teamsters, Local 856 (Misc.)

- **Legal Holidays and Paid Status:** Employees must be on paid status both before and after the legal holiday in order to be paid for the legal holiday.
- **“In Charge” Assignment Pay:** \$9.00 → \$12.00 per day
- **Field Training Officer Pay:** \$10.00 → \$12.50 per day
- **Standby Pay:** 10% for 2496 and 2453



Police Officers' Association

- **General Wage Increases:** 1.00% due on 6/30/23 (COB) → 6/30/22 (COB)
- **Retention Pay:** Additional 2% at 5 and 15 years.



MEA Police

- **General Wage Increases:** 1.00% due on 6/30/23 (COB) → 6/30/22 (COB)
- **Retention Pay:** Additional 2% at 5 and 15 years



Firefighters, Local 798

- **General Wage Increases:** 2.00% due on 6/30/23 (COB) → 6/30/22 (COB)
- **Overtime:** Waive 106-hour threshold through COB 6/30/23



MEA Fire

- **General Wage Increases:** 2.00% due on 6/30/23 (COB) → 6/30/22 (COB)