



Bargaining 2023

Compensation Implementation

Last Updated on 5/16/23





Fiscal Year 2023-2024

- **General Wage Increases:** As the March 2023 Joint Report, prepared by the Controller, the Mayor's Budget Director, and the Board of Supervisors' Budget Analyst, did not project a budget deficit for fiscal year 2023-2024 exceeding \$300 million, the following wage increases will not be delayed for employees covered by MOUs with this provision (i.e., not covered by Police or Fire MOUs).
 - 7/1/23: 2.50%
 - 1/6/24: 2.25%
- **Pension Contributions:** For those employees making additional pension contributions, these contributions will go down by 0.50% for fiscal year 2023-2024.



Police Officers' Association

- **General Wage Increases:**
 - 7/1/23: 2.50%
 - 1/6/24: 2.25%
 - 1/4/25: 3.00% (delayed until 7/1/25 if March 2024 Joint Report projects FY24-25 deficit exceeding \$300 million)
 - 7/1/25: 3.00% (delayed until COB 6/30/26 if March 2025 Joint Report projects FY25-26 deficit exceeding \$300 million)
- **Term:** 3 years
- **Retention Pay:**
 - 1/6/24: 3.00% at 5+ years of service
 - 7/1/24: 3.00% at 7+ years of service
 - 1/3/26: 3.00% at 8+ years of service
- **Q2/Q3/Q4 Police Officer Steps:** Increase step 1 by 4.00% and step 2 by 2.00% on 7/1/23



Police Officers' Association

- **Signing Bonus:** \$600 non-pensionable lump sum in pay issued on 8/29/23
- **Field Training Premium:**
 - Officer (Q2-Q4): \$550 per pay period → \$ 6.88 per hour
 - Supervisor (Q50-Q52): \$400 per pay period → \$5.00 per hour

- **General Wage Increases:**
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 - 7/1/25: 3.00% (delayed until COB 6/30/26 if March 2025 Joint Report projects FY25-26 deficit exceeding \$300 million)
- **Term:** 3 years
- **Wage Adjustments:**
 - 0395 Assistant Chief: Add. 3% Step at 2 years in the classification on 7/1/24
 - 0488/0489/0490 Commanders: 2% on 7/1/24 and 3% on 1/3/26
- **Acting Assignment Pay:** 7.5% after 10 → 5 days

- **Retention Pay:**
 - 7/1/24: 1% at 24 months in MEA Police Bargaining Unit
 - 7/1/24: 1% at 30 months in MEA Police Bargaining Unit
- **Training Funds:** \$10,000 → \$16,000



Firefighters, Local 798

- **General Wage Increases:**
 - 7/1/23: 2.50%
 - 1/6/24: 2.25%
 - 1/4/25: 3.00% (delayed until 7/1/25 if March 2024 Joint Report projects FY24-25 deficit exceeding \$300 million)
 - 7/1/25: 3.00% (delayed until COB 6/30/26 if March 2025 Joint Report projects FY25-26 deficit exceeding \$300 million)
- **Term:** 3 years
- **Retention Pay:** Additional 2.00% at 21+ years of service on 7/1/24
- **Holiday Premium:** Additional 2.00% with additional sick leave restrictions for Mother's Day and Halloween on 7/1/24



Firefighters, Local 798

- **Paramedic Certification Premium:** \$26.50 → \$50.00 per pay period
- **Night Shift Premium:** Extended to H-9s and 12-hour H-33s
- **Emergency Childcare Reimbursement:** \$50,000 annually

- **General Wage Increases:**
 - 7/1/23: 2.50%
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 - 1/4/25: 3.00% (delayed until 7/1/25 if March 2024 Joint Report projects FY24-25 deficit exceeding \$300 million)
 - 7/1/25: 3.00% (delayed until COB 6/30/26 if March 2025 Joint Report projects FY25-26 deficit exceeding \$300 million)
- **Term:** 3 years
- **Retention Pay:**
 - 7/1/24: 1% at 24 months in MEA Fire Bargaining Unit
 - 7/1/24: 1% at 30 months in MEA Fire Bargaining Unit



MEA Fire

- **Acting Assignment Pay:** 7.5% after 10 → 5 days
- **Training Funds:** \$6,000 → \$10,000



SEIU, Local 1021, Miscellaneous

- **8238/8239 Public Safety Communication Dispatchers:** Additional 5% Step effective July 1, 2023