



Bargaining 2024

Compensation Implementation

Last Updated on 6/18/24





Citywide Agreement

- **General Wage Increases:**
 - 7/1/24: 1.50%
 - 1/4/25: 1.50%
 - COB 6/30/25: 1.00%
 - 7/1/25: 1.00% (*effective 2.01% compounded on 7/1/25*)
 - 1/3/26: 1.50%
 - COB 6/30/26: 2.00%
 - 1/2/27: 2.00%
 - COB 6/30/27: 2.50%
- **Minimum Wage:** All City employees shall earn no less than \$25 per hour as of 7/1/24 (*affects SEIU, Local 1021, Misc. and Laborers, Local 261*)
- **Term:** 3 years



Citywide Agreement

- **Legal Holidays:**

- In Lieu Shall Automatically Carry Over to the Next Fiscal Year: DPOA, DSA, IFPTE, Local 21, MEA, Misc., MSA, Painters, Plumbers, Local 38, Stat. Eng., Local 39, Supervising Probation Officers, Teamsters, Local 856 (Multi), Teamsters, Local 856 (Sup Nurses), TWU, Local 250-A (7410), TWU, Local 250-A (Multi)
- Part-time Proration Based on Regular Work Schedule: DSA, IFPTE, Local 21, MSA, Operating Engineers, Local 3, Plumber, Local 38, Supervising Probation Officers, TWU, Local 250-A (Auto), TWU, Local 250-A (Multi), UAPD

- **Floating Holidays:**

- Access Upon Appointment: Building Inspectors, DSA, Electricians, Local 6, MAA, MSA, Operating Engineers, Local 3, Painters, Plumbers, Local 38, Teamsters, Local 856 (Multi), Teamsters, Local 856 (Sup Nurses), TWU, Local 200, TWU, Local 250-A (Multi), UAPD
- Shall Automatically Carry Over to the Next Fiscal Year: Building Inspectors, DSA, Electricians, Local 6, MSA, Operating Engineers, Local 3, Painters, Plumbers, Local 38, SEIU, Misc., Stat. Eng., Local 39, Supervising Probation Officers, Teamsters, Local 856 (Multi), Teamsters, Local 856 (Sup Nurses), TWU, Local 250-A (Multi), UAPD



Citywide Agreement

- **Acting Assignment Pay:**
 - After 10th → 5th Day: Painters, Supervising Probation Officers, Teamsters, Local 856 (Multi)
 - 5.0% → 7.5%: Painters, TWU, Local 250-A (Auto)
- **Compensatory Time for Salaried Employees:** Removed 120-hour fiscal year carry forward provision (*change applies to end of next fiscal year, not at the end of this fiscal year*) for Operating Engineers, Local 3, TWU, Local 200, TWU, Local 250-A (Multi), UAPD



SEIU, Local 1021, Miscellaneous

- **Wage Adjustments:**

- 1429 Nurses Staffing Assistants: 3.00% on 7/1/24
- 2706 Housekeepers/Food Service Workers: 3.00% on 7/1/24
- 2907 Eligibility Worker Supervisors: 2.00% on 7/1/24
- 2930 Behavioral Health Clinicians: 3.00% on 7/1/24
- 2932 Senior Behavioral Health Clinicians: 3.63% on 7/1/24
- 3375 Animal Health Technicians: 21.22% on 7/1/24
- 3450 Agric. Inspectors / 6220 Weights and Meas. Inspectors: 18.50% on 7/1/24
- 3610 Library Assistants: 1.00% on 7/1/24
- 3616 and 3618 Library Technical Assistants: 1.00% on 7/1/24
- 3630, 3632 and 3634 Librarians: 1.00% on 7/1/24
- 8201 School Crossing Guards: 2 Additional 5.00% steps on 7/1/24
- 8249 Fingerprint Technician I: 3.00% on 7/1/24



SEIU, Local 1021, Miscellaneous

- **Lead Pay:** \$10 → \$15 per day
- **8208 Park Ranger Officer Training Premium:** \$2 per hour (**new**; status/assignment based)
- **2312 LVN Preceptor Pay:** \$10 per day → \$2 per hour

- **Wage Adjustments:** (* = compounded with general wage increase)
 - 1091, 1092, 1093, 1094 and 1095 IT Oper. Support Admin.: 1.00% on 7/1/24
 - 5120 Architect Administrators: 22.20% on 7/1/24*
 - 5260 Arch./Land. Asst. I: 2.66% on 7/1/24*
 - 5261 Arch./Land. Asst. I: 3.48% on 7/1/24*
 - 5262, 5265, 5268 and 5274 Architects: 1.96% on 7/1/24*
 - 5266 and 5272 Architect Associates: 3.92% on 7/1/24*
 - 5502, 5504, 5506 and 5508 Project Managers: 2.50% on 7/1/24
 - 6230, 6231 and 6232 Street Inspectors: 2.50% on 7/1/24 and 2.50% on 7/1/25
 - 6270, 6272 and 6274 Housing Inspectors: 1.00% on 7/1/24 and 1.00% on 7/1/25
- **Extended Ranges:**
 - 1070 IS Project Directors (*2 additional steps for total of 5*)
 - 1250 Recruiters (*added to list of eligible classes*)
 - 2593 Health Program Coordinator IIIs (*discretionary steps become automatic, annual steps effective 7/1/25*)



IFPTE, Local 21

- **Height Premium:** \$2.00 per hour (**new**; performance based)
- **Advanced Appraiser Certificate Bonus:** \$2,000 → \$3,000 each fiscal year
- **Planners with Architect License Premium:** 5% (**new**; status / assignment based)



Municipal Executives Association

- **Management Classification and Compensation Plan (MCCP):** Annual Post-Appointment Adjustment process abolished in lieu of expanded department access to Range B. Expanded access to acting assignment for EM employees and those in Ranges B & C with exception of department heads.
- **Sheriff Retention Pay:** 2% at 24 months in the unit and 2% at 30 months in the unit.
- **Sheriff Uniform Stipend:** \$1,100 reimbursement over the term of contract → \$1,100 stipend annually.



Automotive Machinists, Local 1414

- **Wage Adjustments:**
 - 7232 Hetch Hetchy Mechanical Shop Supervisors: 7.5% differential over class 7325 General Utility Mechanic on 7/1/24
 - 7249, 7264 and 7322 Automotive Supervisors: 1.00% on 7/1/24
 - 7325 General Utility Mechanics: 1.00% on 7/1/24
 - 7332 Maintenance Machinists: 3.00% on 7/1/24



Building Inspectors

- **6331, 6333 and 6334 Buildings Inspectors:** Additional wage increases of 1% on 7/1/24 and 1% on 7/1/25
- **Certification Premium:** 5.5% → 6.0% cap



Carpenters, Local 22 and Pile Drivers, Local 34

- **Wage Adjustments:** 1.00% on 7/1/24 and 1.00% on 7/1/25 for all represented classes
- **Locksmith Premium:** 5% (**new**; performance based)
- **DPW Lead Carpenter Supervisor Premium:** 5% (**new**; status / assignment based)
- **Rest Period:** Within 8 hours



Craft Coalition

- **6235 Heat and Venting Inspector:** Additional wage increase of 1% on 7/1/24 and 1% on 7/1/25
- **Specialized Equipment Premium:** \$1.50 → \$2.00 per hour
- **Boom Truck Premium:** \$0.75 → \$1.00 per hour
- **Truck Driver Salary Step:** pothole/patch trucks added to heavy steps
- **Placard Premium:** \$1.50 per hour (**new**; performance based)
- **Rest Period:** Within 8 hours (9 hours for 7377 Stage Electricians)



Electricians, Local 6

- **Post-Bargaining 2022 Arbitration Award:**
 - 7338, 7257 and 7273 Line Workers: 3% on 7/1/24
 - 9240, 9241 and 9242 Airport Electricians: 3% on 7/1/24
- **Wage Adjustments:**
 - 6248, 6249 and 6250 Electrical Inspectors: 1% on 7/1/24 and 1% on 7/1/25
 - 6252 Line Inspector: 1% on 7/1/24 and 1% on 7/1/25
 - 9241 Airport Electrician Supervisor: 2.25% on 7/1/25
 - 9242 Head Airport Electrician: 9.75% on 7/1/25
- **Night Shift Premium:** 9% / 11% → 9% / 15%



Laborers, Local 261

- **Wage Adjustments:**
 - 3422 Park Section Supervisor: 2.00% on 7/1/24
 - 3425 Senior Integrated Pest Management Specialist: 8.00% on 7/1/24
 - 3410 Apprentice Gardener and 7501 General Laborer Apprentice: Revised step structure on 7/1/24
- **Public Outreach Premium:** 1% (performance based)
- **Japanese Tea Garden and Botanical Garden Premium:** 5% (**new**; assignment / status based)
- **Power Tools:** \$1.35 → \$1.50 per hour
- **Credentialed Riggers Premium:** \$1.50 per hour (**new**; performance based)
- **Height Premium:** \$3.00 per hour (**new**; performance based)
- **Apprenticeship Coordinator Pay:** 20% for assigned 3422s (**new**; status / assignment based)



Operating Engineers, Local 3

- **Crane Certification:** 3.0% → 3.6%

- **Airport Perimeter Premium:** 10% (**new**; performance based)
- **Taper Premium:** \$1.50 → \$2.50 per hour
- **Waste Water Treatment Facility Premium:** \$4.00 → \$6.00 per day
- **7242 Painter Supervisor I:** Eliminate steps 1 through 5
- **Epoxy and Industrial Coatings Premium:** \$1.25 → \$1.45 per hour
- **Thermo-Plastic Applicator Premium:** \$2.00 → \$2.30 per hour
- **Thermoplastic Applicator Operator Premium:** \$1.00 → \$1.25 per hour
- **Hydro-Blaster Operator Premium:** \$1.25 → \$1.50 per hour



Plumbers, Local 38

- **Wage Adjustments:**
 - 7353 Water Meter Repairer: 1.00% on 7/1/24
 - 7449 Sewer Service Worker: 3.00% on 7/1/25
- **Sewer Service Camera Operator Premium:** Abolish on COB 6/30/25
- **Backflow, Boiler and CFC Premium:**
 - Cap: 3% → 6%
 - Backflow: 3% → 5%



Stationary Engineers, Local 39

- **Wage Adjustments:** 0.25% on 7/1/24 for all represented classes



TWU, Local 200

- **Rest Period:** Within 12 hours between shifts



TWU, Local 250-A (Multi)

- **3544 Curator IIIs:** Additional 4.24% wage increase on 7/1/24 (*compounded with general wage increase*)



SEIU, Local 1021, Nurses

- **Wage Adjustments:** (for all represented classes)
 - 7/1/24: 1.00%
 - 1/4/25: 1.00%
 - 1/3/26: 1.00%
 - 1/2/27: 1.00%
 - COB 6/30/27: 0.50%



Supervising Nurses

- **Wage Adjustments:** (for all represented classes)
 - 7/1/24: 1.00%
 - 1/4/25: 1.00%
 - 1/3/26: 1.00%
 - 1/2/27: 1.00%
 - COB 6/30/27: 0.50%

- **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.
- **Professional Services Reimbursement Stipend:** \$400 → \$600 per quarter



Deputy Sheriffs' Association

- **Advanced POST:** 7.00% → 8.00%
- **Detective Assignment Pay:** 3.00% (**new**; status / assignment based)
- **Emergency Services Unit Premium:** 3.00% → 4.00% for those on Special Response Team
- **Officer Training Duties:** Adding training coordinator
- **Longevity Pay:** Additional 2% at 20 years and 2% at 25 years



Sheriffs' Managers and Supervisors

- **Advanced POST:**
 - 6.50% → 6.75% on 7/1/24
 - 6.75% → 7.25% on 7/1/25
 - 7.25% → 8.00% on 7/1/26
- **Longevity Pay:** Additional 2% at 25 years and 2% and 28 years
- **Uniform Allowance:** \$42.30 → \$46.80 per pay period



Deputy Probation Officers

- **Wage Adjustments:**
 - Add Step 12 which is 0.25% above Step 11 on 7/1/24
 - Increase Step 8 by 0.75%, Step 9 by 0.83% and Step 10 by 0.69% on 7/1/24
 - Increase Step 8 by 0.75%, Step 9 by 0.83% and Step 10 by 0.69% on 7/1/25
 - Increase Step 8 by 0.75%, Step 9 by 0.83% and Step 10 by 0.69% on 7/1/26



Supervising Probation Officers

- **2967 Supervising Welfare Fraud Investigators:** Additional 1.24% wage increase on 7/1/24



District Attorney Investigators

- **Advanced POST:** 6.50% → 6.84%



Municipal Attorneys' Association

- **Wage Adjustments:** 0.25% on 7/1/24 for all represented classes
- **Administrative Leave:** existing 5 days now are automatic



Teamsters, Local 856, Misc.

- **Wage Adjustments**
 - 2463 Microbiologist I/IIs: Additional 13th step 2% above step 12 on 7/1/24
 - 7444 Parking Meter Repairers: 0.75% on 7/1/24
- **Officer of the Day Pay**: \$30 for graveyard shifts



Unrepresented

- **Attorney Longevity Premium:** 2% (**new**; status / assignment based)