



2024 - 2027 Tentative Agreement

City and County of San Francisco

Below is a summary and highlights of the terms of the tentative agreement between IFPTE Local 21 and the City and County of San Francisco. Any terms that were not modified remain in effect.

BARGAINING PRIORITIES

Term: July 1, 2024, through June 30, 2027

Wage Increases

Over term of the Agreement, there will be a compounded 13.753% cost of living adjustment for all classifications.

- Effective July 1, 2024: 1.5% wage increase
- Effective January 4, 2025: 1.5% wage increase
- Effective June 30, 2025 at close of business: 1% wage increase
- Effective July 1, 2025: 1% wage increase
- Effective January 3, 2026: 1.5% wage increase
- Effective June 30, 2026 at close of business: 2% wage increase
- Effective January 2, 2027: 2% wage increase
- Effective June 30, 2027, at close of business: 2.5% wage increase

Subcontracting Out Work

- “The City shall not initiate or approve contracting out any routine work currently performed by existing employees represented by the Union.”
- “The City shall not lay off current bargaining unit members or eliminate existing bargaining unit positions as a result of contracting out.”
- We will be able to utilize a fact-finder to review requests to contract out our work 10 times where we are not able to reach agreement with the City. This does not prevent us from still



bringing contracts we object on to the Civil Service Commission.

- A Joint Labor Management Committee will be formed to implement a new process for disputing Personal Service Contracts. This process includes appointing a fact finder to review and make recommendations for the Civil Service Commission.
- Lastly, by January 1, 2025, the Department of Human Resources will be required to maintain an online vacancy dashboard that is updated monthly. The dashboard will list all budgeted and filled positions by classification and department.

Temporary Category 18 and Provisional Appointments Conversion to Permanent

- Employees improperly classified in a Category 18 exempt position will be converted to a PCS position through a process that was established in the last contract cycle.
- Provisional appointments will also now have a process to convert to permanent positions.

BENEFITS

Bereavement Leave

Language on the use of sick leave for bereavement has been added to our agreement based on Civil Service Commission rules. There is now a period of three months when this leave can be taken. Based on state law, leave for reproductive loss for up to 5 days has also been included.

Flexible Staffing

A committee with representatives from DHR, Departments and our Union will be meeting to develop a flexible staffing program for classifications for which a promotive line is identified.

Height Work Pay

Sign Workers (7457) who are required to perform height work from a Bos'n Chair, or boom or similar equipment will be compensated \$2.00 per hour above the base rate of pay.

Implicit Bias Training

Instructor-led interactive trainings continue and the City will make reasonable efforts to



ensure employees are trained by June 30, 2027.

Parental Release Time

Employees will have four hours of paid release time per fiscal year instead of two hours per semester.

Professional Development

Physician Assistants will be granted release time to participate twice a year in meetings to complete Continuing Medical Education (CME).

Protective Footwear/Clothing

Employees assigned to MTA Sign Shop will receive a voucher for up to \$200 annually for a pair of protective footwear.

Supervisory Differential

Language added to clarify that extended ranges, in addition to Project Management Assignment Pay, are included in the calculation for 5% over the salary grade of the employee supervised.

EMPLOYMENT CONDITIONS

Employee Reassignment

Departments have the option to post vacancies electronically to all employees.

Health at Home Productivity Side Letter

The standards outlined for providing care at patient homes are renewed until June 30, 2027.

Health & Safety Language

The process and options for an employee facing a health and safety issue in their workplace are renewed until July 1, 2027. The provision states that employees shall not perform duties until an evaluation is complete in the presence of an imminent hazard. After the evaluation is complete, an employee will have additional rights to request re-assignment and to not perform their duties, without loss of wages and



benefits, if the employee still believes there is an imminent hazard.

Official Representatives and Stewards

Our Union must provide a list to the Department of Human Resources annually on July 1 of staff and stewards.

Part-time Employees Eligible for Holidays

Employees who are part-time will have their holiday accrual rate based on the hours they are scheduled to work (instead of actually worked) and the holiday time can now also be taken in the next fiscal year.

Probationary Period

Employees that promote into positions represented by IFPTE Local 21 from other bargaining units will serve a probationary period of six months.

Standby Pay & Call Back (Side Letter)

Clarifies in the Department of Technology (DT) the expectations around Standby and Call Back.

TechHire Program (Appendix F)

Added language that requires the City to meet with us at our request by December 31, 2024 to discuss Category 12 Technology Expert I-9976 appointments.

SALARY/PREMIUMS/CERTIFICATES/DIFFERENTIALS

Advanced Appraiser Certificate:

Language updated to establish that employees in the classifications listed below will receive an increased \$3,000 lump sum for maintaining the certificates listed in this section. Additionally, this is no longer exclusive for the Office of the Assessor-Recorder department.

- 4220 Tax Auditor-Appraiser
- 4222 Senior Tax Auditor-Appraiser
- 4224 Principal Tax Auditor-Appraiser



- 4261 Real Property Appraiser
- 4265 Senior Real Property Appraiser
- 4267 Principal Real Property Appraiser

Appendix C, CIP Addendum:

The Capital Improvement Plan Projects MOU Addendum (Appendix C) and related provisions (Article III. Section B. Part 6.), have been extended until June 30, 2027.

Licensed Planner Architects Premium

Planner III (5291) and Planner IV (5293) who are required to hold an architecture license for their position will get a premium of 5%.

SALARY AND WAGE RANGE ADJUSTMENTS

All adjustments listed below are in addition to the 13% cost of living adjustment for all classifications.

Architects

There will be an increase to the base wage effective July 1, 2024 for the following classifications:

2.66%:

- Architectural/Landscape Architectural Assistant I (5260)

3.48%:

- Architectural/Landscape Architectural Assistant II (5261)

1.96%:

- Landscape Architectural Associate I (5262)
- Architectural Associate I (5265)
- Architect (5268)
- Landscape Architect (5274)

3.92%:

- Architectural Associate II (5266)
- Landscape Architectural Associate II (5272)

22.20%:

- Architectural Administrator (5120)

**Extended Ranges**

Recruiter (1250) added to the list of eligible classifications.

Health Program Coordinator IIIs

There are now eight total salary steps for Health Program Coordinator III (2593) where employees can advance through the steps after completing twelve months of service at each step.

Housing Inspector

There will be an increase to the base wage by 1% effective July 1, 2024, and 1% July 1, 2025 for the following classifications:

- 6270 Housing Inspector
- 6272 Senior Housing Inspector
- 6274 Chief Housing Inspector

IT Operations Support Administrators

There will be an increase to the base wage by 1% effective July 1, 2024, for the following classifications:

- 1091 IT Operations Support Administrator I
- 1092 IT Operations Support Administrator II
- 1093 IT Operations Support Administrator III
- 1094 IT Operations Support Administrator IV
- 1095 IT Operations Support Administrator V

IS Director (1070)

Two additional extended ranges were added for this classification at a rate of two and one-half percent (2.5%) each.

Project Managers

There will be an increase to the base wage by 2.5% effective July 1, 2024, for the following classifications:

- 5502 Project Manager I
- 5504 Project Manager II
- 5506 Project Manager III
- 5508 Project Manager IV

Street Inspector

There will be an increase to the base wage by 2.5% effective July 1, 2024, and 2.5% July 1, 2025 for the following classifications:

- 6230 Street Inspector
- 6231 Senior Street Inspector
- 6232 Street Inspection Supervisor