

Professional & Technical Engineers, Local 21



AN ORGANIZATION FOR PROFESSIONAL, TECHNICAL & ADMINISTRATIVE EMPLOYEES

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CCSF Contract Introduction

Our contract that went into effect July 1 has several new provisions which provide an opportunity for members to increase their take home pay, to obtain more funds for educational enhancements, to utilize and have accrual of paid time off in different ways, and much more. Two of these provisions are **Exemplary Performance Pay** and **Extended Ranges**. Both of these new items are additional opportunities for members to be rewarded for hard work and dedication to the City. Also in the new contract is the ability to rollover Floating Holidays from fiscal year to fiscal year with the ability to accrue up to eight days. In all, the new contract is an innovative and active approach to civil service and will serve as the foundation governing our interactions with the City for the coming three years. Here is an introduction to three of the new provisions in the CCSF-Local 21 2006-2009 contract.

Exemplary Performance Pay (Article III.B.27)

Exemplary Performance Pay is a new benefit where employees may be paid a lump sum amount between 1% and 2.5% of the individual's salary each year. This provision was a City proposal and we agreed because we believe that it is a step towards recognizing outstanding performance by our members.

To qualify for eligibility an employee must be at the top salary step in their respective classification for at least three years, must have been in the same class on or before December 30 and continuing to June 30 of the preceding year, and must demonstrate exemplary performance. Of note is that an employee cannot receive exemplary pay if they are in an Extended Range or are receiving additional compensation under the Pilot Capital Project Incentive Program. An employee can attempt to get all of these pay options, but will receive only one if more than one is applicable.

Should an employee receive exemplary pay, the compensation is considered to be compensation for retirement purposes and is applied toward retirement for the fiscal year in which it was paid. There are no avenues for challenging a rejection through a

grievance; however, the City must work with the union on creating a fair and equitable mechanism for administering this new program.

Extended Ranges (Article III.B.26)

Extended Ranges are a mechanism which will give employees working in the highest classifications within each profession an opportunity to receive salary increases. This provision, sometimes referred to as 'deep classes', will add the option of salary increases of up to 7.5% on top of the fifth step salary.

Eligibility of this provision is limited to an agreed upon list of Local 21 represented classes. These classes are the top classification in each respective profession, such as Principal Architect, Principal Personal Property Officer, Supervising Purchaser, and so on. It was also agreed that we can meet with the City to increase the number of classes which are eligible to include those where there are no promotive opportunities within the Local 21 represented classifications or which are singular classes.

The Extended Range can be utilized for recruitment and retention purposes, the acknowledgement of special skills, or exemplary performance. Placement into an extended range can be permanent or temporary and must be approved by a departmental appointing officer and the Department of Human Resources.

Floating Holidays (Article III.I)

For the duration of the contract, employees shall be granted four Floating Holidays each fiscal year. Should the employee not utilize all four days, any remaining unused time shall be automatically rolled over into the next fiscal year with resulting accruals. However, no employee can accrue more than two years worth of Floating Holidays (eight days or 64 hours). There are no cash outs of unused time at the time of separation.

Also new to the contract is the ability for employees to use Floating Holidays in hourly increments, up to the amount of hours accrued. This will allow employees to take off mornings or afternoons instead of using general paid time off such as vacation days to attend medical appointments, start a trip early or attend to other personal business.

[turn over - continues on back]

Employee Development Fund

As a result of our last round of negotiations, the Employee Development Fund has changed quite significantly. The fund has doubled to an annual pool of \$500,000 and the amount each employee can access also doubled to \$2,000. The funds will now be encumbered as soon as the request is approved. The acceptable items which may be charged to the fund have expanded to include books, material, and similar items deemed appropriate.

Funds of up to \$1,000 may be used to cover half of any travel expenses (transportation and lodging, not food) incurred. Any unused monies which remain in the fund pool at the end of the fiscal year will be rolled over into the next year's fund. Also, approved costs incurred after the fund is exhausted can be resubmitted for funding the next fiscal year so there is no penalty to employees who stay within their \$2,000 limit even though the fund may become depleted.

To obtain the paperwork needed to apply for the EDF, employees can visit Local 21's website and click on the 'Chapters' link, and then click on the 'San Francisco Chapters' link (<http://www.ifpte21.org/chapt-SF/index-SF.shtml>). Scroll down to the bottom of the page to find the EDF information and links.

SF Redevelopment Agency settles contract

We won a new contract at the San Francisco Redevelopment Agency in mid-August, fighting off several of management's top priorities and implementing many of the achievements made in our CCSF negotiations.

Highlights of the new contract include general wage increases of 2.5% effective January 1, 2007, 2% effective June 30, 2008, and 3.5% effective January 1, 2009. We were also able to negotiate corresponding equity adjustments for the Engineers and Architects unit which mirror those in CCSF at 3%. Extended Ranges as defined in the CCSF contract are also now available to several classifications in the Redevelopment Agency. Included in the agreement is a continuation of the Performance Incentive Program for the Management/Supervisory Unit which management sought to cap at 1.5% (which was agreed to by the MEA). We were also able to beat back attempts to tie the Management/Supervisory Unit settlement to the MEA agreement which would have meant lower general wage increases over the term of the agreement.

Message from the President

The Pension Task Force is working to resolve pension funding problems for Local 21 Representatives. Dean Coate of the IT Chapter has recently joined the group bringing 20 years experience as a pension actuary. The other members are Ed Walsh, Mary Follenweider, and George Lau of the Executive Committee with Vickie Carson, Criss Romero and Kim Waldron representing staff.

SFPUC joined other City Departments in paying the CIP grievance settlement for Engineers and allied professionals. The settlement is pensionable (considered compensation for pension calculation purposes) for those planning on retiring soon or having recently retired.

Interim Executive Director Ron Dicks is working to resolve staffing issues and is busy with the Personnel Committee of the Local 21 Executive Committee interviewing candidates for staff representatives. He is presently in the process of hiring one new representative.

Speaking of staffing, Nilka Julio has rejoined Local 21 in July as a representative. She was recently up at Moccasin meeting with our Hetch Hetchy members. She is working to establish regular visits to Hetch Hetchy and is looking into the Moccasin CIP pay issues.

Elections for Local Union officers are coming up shortly. A nominating committee is being formulated representing all Chapters. The nominating committee will come up with a candidate for each Office. Nominations can also be made by petition signed by a minimum of 20 members. Nominations need to be in by October 13, 2006, with ballots going out November 13, 2006 and the deadline to return ballots is December 4, 2006.*

- Local 21 President Kathleen Price

* **Note** - the official notice of union officer elections will be mailed to all Local 21 members later this month. The notice will include details about nomination by petition, etc. Election-related information will also be available on the Local 21 website later this month.

New Stewards for the Port of San Francisco

Two Local 21 members at the Port - **Lemont Adams**, Property Manager, and **John Mundy**, Utility Specialist - have stepped up to fill the steward vacancy left by Skip Zeller's recent retirement. Thanks go to Lemont and John for assuming this new responsibility!



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