



MEA Fire Bargaining Summary

Issue	MOU Section	Summary
Duration of Agreement	V.C.	3-year contract: July 1, 2023 – June 30, 2026
Wages	III.A.	<p>Effective July 1, 2023, represented employees shall receive a base wage increase of 2.50%</p> <p>Effective January 6, 2024, represented employees shall receive a base wage increase of 2.25%</p> <p>Effective January 4, 2025, represented employees will receive a base wage increase of 3.00%, except that if the March 2024 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 2024-2025 that exceeds \$300 million, then the base wage adjustment due on January 4, 2025, will be deferred to July 1, 2025.</p> <p>Effective July 1, 2025, represented employees will receive a base wage increase of 3.00%, except that if the March 2025 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 2025-2026 that exceeds \$300 million, then the base wage adjustment due on July 1, 2025, will be deferred to close of business June 30, 2026.</p>
Merit Pay	III.A.	Subject to the approval of the Mayor for Fire Chief and the Fire Chief for other represented ranks, merit pay base annual adjustments may be awarded to an employee ranging from 0% - 5% of an employee’s base annual salary.
Retention Pay	III.B.	Effective July 1, 2024, eligible members shall receive a 1% Retention Pay for completing 24-months or more of continuous service. Eligible employees who have completed 30-months or more of continuous service shall receive an additional 1% Retention Pay.
Training and Wellness	IV.A.	Increases the amount the City will contribute each fiscal year to the Fire Command Staff Training Fund to \$10,000 (from \$6,000).
Acting Assignments	III.B.	Reduces the number of consecutive working days that an employee needs to be assigned to perform the duties of a higher job code to 5-days (from 10-days) in order to be eligible to receive Acting Assignment Pay.
Recognition	I.A.	Adding 0145-Chief Fire, Transitional, to the list of classifications represented by MEA Fire.



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2023

Municipal Executives' Association
(MEA)

Issue	MOU Section	Summary
Juneteenth	III.G.	Adds Juneteenth, June 19th, to list of legal holidays.
Uniforms	III.S.	Agrees to meet and confer upon request regarding PFAS-free and noncarcinogen personal protective equipment (PPE) as it becomes available.
Dues and Deductions	I.F.	The Union shall exclusively submit requests to the City to change or cancel deductions of contributions from represented employees. Requests must be submitted by noon on the last Friday of a pay period; otherwise, the City will implement the change in two following pay periods. Additionally, the City shall make available to the Union select data related to dues and deductions.
Personnel Files	II.D.	Materials relating to disciplinary actions for conduct which are 3 or more years old shall not be used for disciplinary action, provided there has been no reoccurrence of the same or similar conduct, and may be sealed at the request of the employees or the Association.
Performance Appraisals	II.E.	An employee shall be afforded 30-days from date of receipt to respond to a performance appraisal in writing and such written response shall be maintained in the employees personnel file.
Gender Pronouns	Various	Replaces the use of gender pronouns with neutral pronouns.
Pilot Wellness	IV.B	Removes outdated Pilot Wellness Program language.