



## MEA Bargaining Summary

Issue	MOU Section	Summary
<b>Wages</b>	III.A.	<p>Effective 07/01/2022: 5.25%</p> <p>Effective 07/01/2023: 2.50% except that if the March 2023 Joint Report projects budget deficit for FY 2023-2024 that exceeds \$300 million, base wage adjustment due on July 1, 2023, will be delayed by 6 months.</p> <p>Effective 01/06/2024: 2.25% except that if the March 2023 Joint Report projects budget deficit for FY 2023-2024 that exceeds \$300 million, base wage adjustment due on January 6, 2024, will be delayed by 6 months.</p>
<b>Grievance Procedures</b>	I.H.	Splits grievance procedures into two sections; Executive Management Employees and Non-Executive Management Employees.
<b>Representation</b>	II.C.	Skelly Packets – For complex packets with documents & attachments, the Association may request from the City an additional fourteen (14) calendar days to prepare, and the City will grant the request unless there are extraordinary circumstances. Includes guidelines for content in Skelly packets. The provision is not grievable.
<b>Investigative Interviews</b>	II.C.	The department will use best efforts to notify the Association of the identity of the investigator(s) conducting the investigation at the time the interview is scheduled and will notify the Association if the identity of the investigator changes. If the interview is held remotely and if the employee notifies the department at least five (5) days before the interview that the employee does not have the essential equipment/software set-up and confidential location to participate in the interview, the department will arrange the essential equipment or confidential location. If the interview is held in person, the department will ensure that it is held in a location that ensures the confidentiality of the identity of the employee being interviewed.
<b>Acting Assignment Pay</b>	III.C.	Increases acting assignment pay from 5% to 7.5%.
<b>Supervisory Differential</b>	III.D.	The Appointing Officer <i>shall</i> adjust the compensation of a supervisory employee whose schedule of compensation is set herein subject to specified conditions in Paragraph 146 – 154 in the MOU.
<b>Longevity Pay</b>	III.F.	2% longevity pay for employees hired on or before June 30, 2014 upon completion of more than five years of service. 2% longevity



## Employee Relations

City and County of San Francisco  
Department of Human Resources

## CCSF NEGOTIATIONS 2022

Municipal Executives' Association  
(MEA)

Issue	MOU Section	Summary
		pay for employees hired on or after July 1, 2014 who have completed eighteen years of service.
<b>MCCP Program</b>	III.H.	0.25% one-time increases and 1.00% payments for FY 2022-2023 and FY 2023-2024.
<b>Non-MCCP Salary Steps</b>	III.H.	Newly appointed employees may be placed at Step 6 - 9, with each step representing increments of 2.5% above base pay.
<b>Management Leave</b>	III.K.	Up to five (5) days of unused management leave <i>shall</i> be carried over into subsequent years
<b>Administrative Leave</b>	III.K.	Allows up to 2 additional years to use administrative leave. Employees who have unused accrued Administrative Leave earned under provisions of the 2014 – 2019 MOU as of June 30, 2019, may use such balances until June 30, 2024.
<b>Recognized Holidays</b>	III.P.	Adds Juneteenth as a holiday and changes the name of “Columbus Day.”
<b>Floating Holidays</b>	III.P.	Floating holidays received in one fiscal year but not used <i>shall</i> be carried forward to the next succeeding fiscal year.
<b>Holidays – PT Employees</b>	III.P.	Pro-rate of holiday hours for part-time employees based on their regular schedule.
<b>LTD</b>	III.U.	For employees with at least 6 months’ continuous service who are enrolled in the Health Service System, the City shall provide a Long-Term Disability benefit that provides, after a 90-day elimination period, 66 2/3% salary up to age 65.
<b>Management Training Funds</b>	IV.A.	Management Training Fund Budget increase from \$250,000 → \$300,000.  Increase from \$125,000 → \$150,000 for use for the purchase of equipment.
<b>POST Pay</b>	IV.D.	Increase in P.O.S.T. (Peace Officer Standards and Training) Premiums from 6.00% → 6.50%.
<b>Safety Equipment</b>	V.C.	Adds classifications for reimbursement for required uniforms. City agrees to refurbish, repair, or replace bulletproof vests for each represented employee as appropriate and in accordance with manufacturer’s specifications.
<b>Telecommuting</b>	V.F.	Employees may request telecommute schedules consistent with Citywide policy (TPP). Denials for alleged arbitrary or capricious reasons can be appealed to the City’s Human Resources Director.



## Employee Relations

City and County of San Francisco  
Department of Human Resources

---

CCSF NEGOTIATIONS 2022

---

Municipal Executives' Association  
(MEA)

Issue	MOU Section	Summary
<b>Revised Arbitrator List</b>	Appendix B	<u>Remove:</u> Katherine Thomson, Christopher Burdick, Martin Gran <u>Add:</u> Monica Colondres, Andrea Dooley, David Weinberg, Cheryl Stevens