



**Operating Engineers Local Union No. 3
 Supervising Probation Officers**

Bargaining Summary

Issue	MOU Section	Summary
Wages	III.A.	All employees will receive the following base wage increase: July 1, 2024: 1.5% January 4, 2025: 1.5% June 30, 2025, <i>at close of business</i> : 1% July 1, 2025: 1% January 3, 2026: 1.5% June 30, 2026, <i>at close of business</i> : 2% January 2, 2027: 2% June 30, 2027, <i>at close of business</i> : 2.5%
Duration	V.D.	Duration of the agreement: July 1, 2024, to <u>through</u> June 30, 2027.
Grievance Procedure	I.E.	Adds Adding language requiring supporting documents for grievances advanced to ERD.
<u>Representatives and Stewards Representation</u>	I.F.	Union shall annually furnish ERD with a written list of Union Representatives and Stewards <u>annually on July 1</u> and amend as necessary.
Probationary Period for Promotive Appointments	II.A.	Applies probationary period of 2,080 regularly scheduled hours to employees in all classifications represented by the Union.
Probationary Period Extensions	II.A.	The City shall give notice to the Union at the time that it seeks to extend an employee’s probationary period.
Reassignment	III.B.	The City shall provide written notice of at least 14 days before reassignment.
Wage Adjustment	III.D.	2967 Supervising Welfare Fraud Investigator to receive an additional one and twenty-four hundredths of one percent (1.24%) to their base wage.
Acting Assignment Pay	III.D.	Entitles employees to acting assignment pay no earlier than the 6th consecutive work day of an acting assignment.



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2024

Supervising Probation Officers

Issue	MOU Section	Summary
Specialized Training Instructor	III.D.	Adds “Field Training Officer” to list of disciplines for which employees in classifications 8534 or 8434 receive an additional \$3 per hour.
Overtime Compensation	III.E.	Grants “Z” employees eligibility to earn compensation at overtime rate for performing work for the Police Department at special events.
Holidays and Holiday Pay	III.F.	In-lieu holidays shall be taken within the current or next fiscal year. Part-time employees shall receive a holiday based upon the ratio of 1/10 of the regularly scheduled hours. Part-time employees shall take holiday time off in the current or next fiscal year.
Holidays and Holiday Pay	III.F.	Unused floating holidays shall be carried forward to the next fiscal year.
Life Insurance	III.N.	The City shall provide term life insurance in the amount of \$50,000.
Tuition Reimbursement	IV.C.	The City shall budget \$6,000 per fiscal year for Tuition Reimbursement. Employees may utilize up to \$1,000 per fiscal year.
Telecommuting	IV.D.	Eligible employees may participate in the Citywide Telecommuting Policy and Program.