



**Municipal Attorneys Association  
 Bargaining Summary**

<b>Issue</b>	<b>MOU Section</b>	<b>Summary</b>
<b>Wages</b>	III.A.	July 1, 2024: 1.5%  January 4, 2025: 1.5%  June 30, 2025, at close of business: 1%  July 1, 2025: 1%  January 3, 2026: 1.5%  June 30, 2026, at close of business: 2%  January 2, 2027: 2%  June 30, 2027, at close of business: 2.5%
<b>Duration of Agreement</b>	V.C.	This agreement shall be effective July 1, 2024, through June 30, 2027.
<b>Grievance Procedures</b>	I.G.	Step 3 shall contain copies of all correspondence and materials provided at earlier steps. At Step 3, ERD has 15 calendar days to respond to grievance.
<b>Wage Adjustment</b>	III.A.	Represented employees shall receive a one-time, additional base wage adjustment of 0.25%
<b>Lead Attorney Assignment Pay</b>	III.D.	Eliminate “Pilot” status of Lead Attorney Assignment Pay.
<b>Standby</b>	III.E.	Eliminate “Pilot” status of Standby program at District Attorney’s, Public Defender’s, and Department of Police Accountability Offices.
<b>Floating Holiday</b>	III.F.	Floating Holiday eligibility on appointment and “shall” carry forward to the next year.
<b>Administrative Leave</b>	III.I.	Attorneys shall receive 5 days of paid administrative leave per year. Up to five days shall be carried over into subsequent years.



## Employee Relations

City and County of San Francisco  
Department of Human Resources

---

CCSF NEGOTIATIONS 2024

---

## Municipal Attorneys' Association

Issue	MOU Section	Summary
<b>Professional Services Reimbursement</b>	III.R.	Increase annual reimbursement amount from \$200 to \$250. Increase for attorneys working half time schedule from \$187.50 to \$237.50.
<b>Attorney Discipline</b>	V.X. (NEW)	Reopener on attorney discipline and “Just Cause” rights. If PERB issues a decision on the merits on or before October 30, 2026, the MOU will reopen on the issue of job protections and the parties will proceed consistent with PERB’s decision. The parties will bargain for a period of 30 days and will proceed to applicable impasse procedures pursuant to PERB’s order before Paul Roose within 90 days of the PERB decision.