



**Deputy Sheriffs' Association  
 Bargaining Summary**

<b>Issue</b>	<b>MOU Section</b>	<b>Summary</b>
<b>Wages</b>	III.A.	All employees will receive the following base wage increase: 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</b>	V.D.	July 1, 2024, through June 30, 2027
<b>Representatives &amp; Stewards</b>	I.F. & I.H.	The Union to share list of Union representatives and stewards on July 1 of each year and amend as needed.
<b>Probationary Period</b>	II.C.	City shall give notice to Union when extending an employee's probationary period.
<b>Transfer Requests</b>	II.D.	Department to post transfer requests in order of receipt.
<b>Department Seniority</b>	II.F.	Seniority is determined by first date in class.
<b>Market Wage Adjustments</b>	III.A.	Sunsets market wage adjustment.
<b>Longevity Pay</b>	III.C.	Longevity Pay at 10, 15, 20 and 25 years.
<b>POST Pay</b>	III.C.	8% premium for POST certification.
<b>Detective Investigations Pay</b>	III.C.	3% detective/investigations premium.
<b>Emergency Services Unit</b>	III.C.	Special Response Team premium of 1% of base pay for a total of 4%.
<b>Training Coordinator Premium</b>	III.C	Adds training coordinators to receive premium.
<b>Floating Holidays</b>	III.E.	Floating holidays become available upon appointment and carryover to next fiscal year.



## Employee Relations

City and County of San Francisco  
Department of Human Resources

CCSF NEGOTIATIONS 2024

Deputy Sheriffs' Association

Issue	MOU Section	Summary
<b>Legal Holiday in Lieu</b>	III.E.	In lieu holidays may be taken in current or next fiscal year.
<b>Retirement</b>	III.L.	Agreement between parties to meet & confer on plan to request CSC reclassify 2012-2019 hires.
<b>Zipper Clause</b>	V.C.	Past practices and side letters not included in MOU are not enforceable.
<b>Background Investigators</b>	Side Letter	<del>Establishes working group to explore the use of hiring halls.</del> <u>Sheriff's Department to make request to add two 8504 Deputy Sheriff positions to work exclusively on background investigations.</u>