



**Sheriffs' Managers & Supervisors Association
 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: 1% July 1, 2025: 1% January 3, 2026: 1.5% June 30, 2026: 2% January 2, 2027: 2% June 30, 2027: 2.5%
Duration	V.D.	July 1, 2024, through June 30, 2027
Representatives & Stewards	I.F.	The Union to share list of Union representatives and amend as needed.
Discipline	X.	Allows for a temporary reduction in pay in lieu of suspension.
Floating Holiday Carryover	III.E.	Floating holidays become available upon appointment and carryover to next fiscal year.
In Lieu Holiday Carryover	III.E.	In lieu holidays may be taken in current or next fiscal year.
Return to Work	III.I.	Employees may return to full duty within 180 days (increased from 90 days).
POST Premiums	III.C.	POST premium of 6.75% July 1, 2025; 7.25% July 1, 2026; 8% July 1, 2027
Longevity Experience Pay	III.C.	Longevity pay of 2% at 25 years and an additional 2% at 28 years.
Arbitrators	II.H.	Removes Chuck Askin, Buddy Cohn and Willian Riker. Adds David Weinberg and Najeeb Khoury.
Vacation	III.J.	Adds chart clarifying number of vacation slots per members assigned.



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2024

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Uniform Allowance	IV.A.	Increases uniform allowance to \$46.80 per pay period.