



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

**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: 1% July 1, 2025: 1% January 3, 2026: 1.5% June 30, 2026: 2% January 2, 2027: 2% June 30, 2027: 2.5%
<b>Duration</b>	V.D.	Duration of the agreement: July 1, 2024, to June 30, 2027.
<b>Grievance Procedure</b>	I.E.	Adding language requiring supporting documents for grievances advanced to ERD.
<b>Representation</b>	I.F.	Union shall annually furnish ERD with a written list of Union Representatives and Stewards and amend as necessary.
<b>Probationary Period for Promotive Appointments</b>	II.A.	Applies probationary period of 2,080 regularly scheduled hours to employees in all classifications represented by the Union.
<b>Probationary Period Extensions</b>	II.A.	The City shall give notice to the Union at the time that it seeks to extend an employee’s probationary period.
<b>Reassignment</b>	III.B.	The City shall provide written notice of at least 14 days before reassignment.
<b>Wage Adjustment</b>	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.
<b>Acting</b>	III.D.	Entitles employees to acting assignment pay no earlier than the 6th



## Employee Relations

City and County of San Francisco  
Department of Human Resources

CCSF NEGOTIATIONS 2024

## Supervising Probation Officers

<b>Issue</b>	<b>MOU Section</b>	<b>Summary</b>
<b>Assignment Pay</b>		consecutive work day of an acting assignment.
<b>Specialized Training Instructor</b>	III.D.	Adds “Field Training Officer” to list of disciplines for which employees in classifications 8534 or 8434 receive an additional \$3 per hour.
<b>Overtime Compensation</b>	III.E.	Grants “Z” employees eligibility to earn compensation at overtime rate for performing work for the Police Department at special events.
<b>Holidays and Holiday Pay</b>	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.
<b>Holidays and Holiday Pay</b>	III.F.	Unused floating holidays shall be carried forward to the next fiscal year.
<b>Life Insurance</b>	III.N.	The City shall provide term life insurance in the amount of \$50,000.
<b>Tuition Reimbursement</b>	IV.C.	The City shall budget \$6,000 per fiscal year for Tuition Reimbursement. Employees may utilize up to \$1,000 per fiscal year.
<b>Telecommuting</b>	IV.D.	Eligible employees may participate in the Citywide Telecommuting Policy and Program.