

**INTEREST ARBITRATION PROCEEDINGS PURSUANT TO
SF CHARTER SECTION A8.590-5**

In re the Matter of

SAN FRANCISCO MUNICIPAL
EXECUTIVES ASSOCIATION,

Association,

v.

CITY AND COUNTY OF SAN
FRANCISCO,

Employer.

Hearing Date: April 22, 2024

Award: May 13, 2024

BEFORE BOARD MEMBERS:

**DAVID WEINBERG: NEUTRAL CHAIRPERSON
CRISS ROMERO: UNION BOARD MEMBER
ARDIS GRAHAM : CCSF BOARD MEMBER**

DECISION AND AWARD

Appearances By:

Union:

GREGG ADAM
MESSING ADAM & JASMINE LLP
165 N. Redwood Dr., Ste. 206
San Rafael, CA 94903
(415) 266-1800
gregg@majlabor.com

Employer:

JENNIFER DONNELLAN, DEPUTY CITY ATTORNEY
OFFICE OF CITY ATTORNEY DAVID CHIU
1390 Market Street, 7th Floor
San Francisco, CA 94102-5408
(415) 554-3917
Jennifer.Donnellan@sfcityatty.org

INTRODUCTION

The parties to this mediation/arbitration reached impasse on two issues — POST Pay and Longevity Pay - and presented that issue to this Board for arbitration on April 22, 2024, in accordance with City's Charter Section A8.409-5. The parties appointed the Board in accordance with the City's Charter provisions. After consideration of the parties' last, best, and final offer on this remaining issue, the Neutral Chairperson of the Board, David Weinberg, hereby orders that the following be incorporated into the parties' memorandum of understanding for July 1, 2024 — July 1, 2027, alongside the Final Mediator's Proposal Dated March 22, 2024 for the City & County of San Francisco and the PEC, and all tentative agreements already reached between the parties:

Issue 1: POST Pay

City Position	MEA Position
No change.	Increase POST Pay from 6.5% to 8%

The Chairperson rules in favor of the City.

Dated: 5/13/2024

DocuSigned by:

E5EE18845D0042F...
 David Weinberg: Neutral Chairperson

Dated: 5/14/2024

Agree _____ Disagree

DocuSigned by:

CD140798FD1C479...
 Criss Romero, Union Panel Member

Dated: 5/13/2024

Agree Disagree

DocuSigned by:
Ardis Graham
08CE994A90664E8...
Ardis Graham, CCSF Panel Member

Issue 2: Longevity Pay

City Position	MEA Position
No change.	<p>Members shall receive two percent (2%) longevity pay upon completion of more than twenty-four (24) months in the bargaining unit.</p> <p>Members shall receive two percent (2%) longevity pay upon completion of more than thirty (30) months in the bargaining unit.</p>

The Chairperson rules in favor of MEA.

Dated: 5/13/2024

DocuSigned by:
David Weinberg
E5EE18845D6D42F...
David Weinberg: Neutral Chairperson

Dated: 5/14/2024

Agree Disagree

DocuSigned by:
Criss Romero
CD140798FD1C479...
Criss Romero, Union Panel Member

Dated: 5/13/2024

Agree Disagree

DocuSigned by:
Ardis Graham
08CE994A90664E8...
Ardis Graham, CCSF Panel Member

The Board adopts these provisions as its Final Order and Award under the City's Charter.

IT IS SO ORDERED.

Dated: 5/13/2024

DocuSigned by:
David Weinberg
E5EE18845D6D42F...
David Weinberg: Neutral Chairperson