



Deputy Sheriffs' 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, 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%
Duration	V.D.	July 1, 2024, through June 30, 2027
Representatives & Stewards	I.F. & I.H.	The Union to share list of Union representatives and stewards on July 1 of each year and amend as needed.
Probationary Period	II.C.	City shall give notice to Union when extending an employee's probationary period.
Transfer Requests	II.D.	Department to post transfer requests in order of receipt.
Department Seniority	II.F.	Seniority is determined by first date in class.
Market Wage Adjustments	III.A.	Sunsets market wage adjustment.
Longevity Pay	III.C.	Longevity Pay at 10, 15, 20 and 25 years.
POST Pay	III.C.	8% premium for POST certification.
Detective Investigations Pay	III.C.	3% detective/investigations premium.
Emergency Services Unit	III.C.	Special Response Team premium of 1% of base pay for a total of 4%.
Training Coordinator Premium	III.C.	Adds training coordinators to receive premium.



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2024

Deputy Sheriffs' Association

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Floating Holidays	III.E.	Floating holidays become available upon appointment and carryover to next fiscal year.
Legal Holiday in Lieu	III.E.	In lieu holidays may be taken in current or next fiscal year.
Retirement	III.L.	Agreement between parties to meet & confer on plan to request CSC reclassify 2012-2019 hires.
Zipper Clause	V.C.	Past practices and side letters not included in MOU are not enforceable.
Background Investigators	Side Letter	Establishes working group to explore the use of hiring halls.