



## Building Inspectors' Association Local 856 Bargaining Summary

Issue	MOU Section	Summary
<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 of Agreement</b>	VI.D.	June 30, 2024, to June 30, 2027.
<b>Grievance Procedure</b>	I.F.	Adds language that the Union shall make best efforts to include copies of all earlier correspondence, materials, and evidence submitted at the earlier steps, and any evidence relevant to support the submission at Steps 2 and 3.
<b>Discipline</b>	I.F.	Adds language that the City shall have the right to discipline for just cause any non-probationary permanent civil service, temporary civil service, or provisional employee who has served the equivalent of a probationary period; adds temporary reduction in pay as type of discipline.
<b>Representatives and Stewards</b>	I.G.	The Union shall provide updated officer and steward lists to DHR-ERD annually and amend as needed.
<b>Equity</b>	III.A.	Additional base wage adjustment for classifications 6331, 6333, and 6334: July 1, 2024: 1% July 1, 2025: 1%
<b>Overtime</b>	III.E.	If employees are not eligible to sign up for overtime assignments, the appointing officer/designee may assign the employee for overtime and compensate at the applicable overtime rate.
<b>Certification Equity</b>	III.F.	Represented Building Inspectors who hold certifications in certain ICC categories shall be granted additional premium pay; the combined total for ICC premium pay shall not exceed 6%.



## Employee Relations

City and County of San Francisco  
Department of Human Resources

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### CCSF NEGOTIATIONS 2024

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Building Inspectors' Association, Teamsters  
Local 856

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<b>Floating Holidays</b>	III.G.	Employees shall receive floating holidays at time of appointment, instead of upon completing six months continuous service; unused floating holidays received in one fiscal year but not used shall be carried forward to the next fiscal year.
<b>Vacation Leave</b>	III.M.	Vacations will be administered pursuant to the Administrative Code, Article II, Sections 16.10 through 16.16 (dated 12/94).