



POA Bargaining Summary

Issue	MOU Section	Summary
Term	Article IV Section 2	3-year contract: July 1, 2023 – June 30, 2026
Wages	Article III Section 1	<p>Effective July 1, 2023, represented employees shall receive a base wage increase of 2.5%</p> <p>Effective January 6, 2024, represented employees shall receive a base wage increase of 2.25%</p> <p>Effective January 4, 2025, represented employees will receive a base wage increase of 3.00%, except that if the March 2024 Joint Report, prepared by the Controller, the Mayor’s Budget Director, and the Board of Supervisors’ Budget Analyst, projects a budget deficit for fiscal year 2024-2025 that exceeds \$300 million, then the base wage adjustment due on January 4, 2025, will be deferred to July 1, 2025.</p> <p>Effective July 1, 2025, represented employees will receive a base wage increase of 3.00%, except that if the March 2025 Joint Report, prepared by the Controller, the Mayor’s Budget Director, and the Board of Supervisors’ Budget Analyst, projects a budget deficit for fiscal year 2025-2026 that exceeds \$300 million, then the base wage adjustment due on July 1, 2025, will be deferred to close of business June 30, 2026</p>
Step Increases	Article III Section 1	Effective July 1, 2023, Q2/Q3/Q4 Salary Steps 1 and 2 increase by 4% and 2%, respectively.
Cumulative Increase in Retention Pay	Article III Section 4	<p>Effective January 6, 2024: additional 3% at 5 years</p> <p>Effective July 1, 2024: additional 3% at 7 years</p> <p>Effective January 3, 2026: additional 3% at 8 years.</p>
Ratification Bonus	Article III Section 1	\$600 one-time lump sum non-pensionable bonus of six hundred dollars (\$600) if negotiated agreement ratified. Effective in pay issued August 29, 2023.
Emergency Child Care Reimbursement	Article III Section 11	Extends existing pilot program that provides for reimbursement up to \$25 per each 30 minutes up to \$100 for child care to employees held over for mandatory OT, called back to work, or held over beyond scheduled watch.
Lateral Credit for Service	Article III Section 1	Effective July 1, 2023, lateral police officers’ or deputy sheriffs’ outside service shall be credited in the advancement of steps.
Meal and Incidental Reimbursement	Article II Section 23	New Section that allows travel related expense reimbursements consistent with the rules and rates established in the Controller’s Office’s Business Travel Reimbursement Guidelines.



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2023

Police Officers' Association

Issue	MOU Section	Summary
Election of Remedies Non-Discrimination	Article II Section 1	City wide clean up - removed language that eliminated the prohibition on dual remedies for discrimination complaints.
Juneteenth	Article III Section 3	Adds Juneteenth to list of legal holidays.
Association Grievance	Article I Section 5	Adds new language to section that allows a contract interpretation dispute grievance to be filed at the lowest step in the procedure at which the City's representative would have the authority to resolve.
Association	Article I Section 7	City wide clean up - Adds and removes language addressing union dues pursuant to Janus v. AFSCME.
Notice of Interview	Article I Section 10	New section that requires Department to provide identifiable information to POA member notified by the Police Department for an interview and identified as a witness; not subject to the grievance procedure.
Arbitrator Panel	Article I Section 5	The parties agree to update outdated arbitrator list by September 1, 2023.
Negotiation Responsibility	Article I Section 4	Adds Government Code 3504 to existing provision as it relates to scope of representation.
Sergeant Rotation Pilot Program	Article II Section 21	Clean up
Flexible Watch Assignment Committee	Article III Section 13	Clean up