



**Sheriff's Managers and Supervisors Association
 Bargaining Summary**

Issue	MOU Section	Summary
Wages	III.A.	Effective 07/01/2022: 5.25% Effective 07/01/2023: 2.50% except that if the March 2023 Joint Report projects budget deficit for FY 2023-2024 that exceeds \$300 million, base wage adjustment due on July 1, 2023, will be delayed by 6 months. Effective 01/06/2024: 2.25% except that if the March 2023 Joint Report projects budget deficit for FY 2023-2024 that exceeds \$300 million, base wage adjustment due on January 6, 2024, will be delayed by 6 months.
Equity/ Retention- Sergeants	III.A	Effective July 1, 2022, represented Sergeants (8308, 8508) shall receive a 1.25% increase to their base wage.
Equity/Retention- Lieutenants and Captains	III.A	Effective July 1, 2022, represented Lieutenants (8310, 8510) and Captains (8312, 8512) shall receive 1.75% increase to their base wage.
Juneteenth Holiday	III.E.	Adding Juneteenth, June 19 th , as a legal holiday and changing Columbus Day to Indigenous Peoples Day, Italian American Heritage Day.
Uniform Allowance	IV.A	Effective July 1, 2022, represented employees shall receive \$42.30 per pay period for the purchase and maintenance of uniforms.
Labor Management Committee Meetings	Appendix D	During the term of the contract, Labor Management Committee meetings shall resume to discuss the topics of retention and staffing.
Grievance Procedure	Side Letter	The Parties agree to a mid-contract reopener to discuss proposals related to the grievance procedure that shall conclude with mediation and arbitration pursuant to SF Charter Section A8.409.