



Supervising Probation Officers’ Bargaining Summary

Issue	MOU Section	Summary
Wages	III.A.	Effective 07/01/2019: 3%
		Effective 12/28/2019: 1%
		Effective 07/01/2020: 3% except that if the March 2020 Joint Report projects budget deficit for FY 2020-2021 that exceeds \$200 million, base wage adjustment due on July 1, 2020 will be delayed by 6 months.
		Effective 12/26/2020: 0.5% except that if the March 2020 Joint Report projects budget deficit for FY 2020-2021 that exceeds \$200 million, base wage adjustment due on December 26, 2020 will be delayed by 6 months.
		Effective 07/01/ 2021: 3% except that if the March 2021 Joint Report projects budget deficit for FY 2021-2021 that exceeds \$200 million, base wage adjustment due on July 1, 2021 will be delayed by 6 months.
		Effective 01/08/2022: 0.5% except that if the March 2021 Joint Report projects budget deficit for FY 2021-2021 that exceeds \$200 million, base wage adjustment due on January 8, 2022 will be delayed by 6 months.
Bilingual Pay	III.D.	Increases bilingual pay from \$50 to \$60 per pay period.
		In order to be eligible for bilingual pay, employees must be assigned to perform bilingual services, and be certified as bilingual. The City may require an employee to recertify not more than once annually.
Union Security	I.G.	Strikes current language regarding agency fees. Provides new language in conformance with Janus decision and SB 866 requirements regarding the collection of union membership dues.
Gender Pronoun Cleanup	Multiple Sections	In conformance with Mayor’s Executive Directive on Gender Inclusivity, removes all gender pronouns and replaces them with gender neutral terms.
Recognition	I.A.	Updates to reflect changes in employee classifications covered by this Agreement.
Grievance Procedure	I.E.	Grievance must include specific details (employee name, classification, and department; date of incident; harm caused; etc.) at each step. Timelines in calendar days rather than working days. City can object to new facts brought in arbitration. Amend arbitrator selection procedures.
Probationary Period	II.A.	Inserts language clarifying that probationary hours include legal holiday pay and must be regularly scheduled hours.
Compensatory Time	III.E.	Caps the amount of compensatory time employees can earn and carry forward to the next fiscal year:
		<ul style="list-style-type: none"> • Z-designated (FLSA exempt) cap at 160, effective 7/1/19 • Non-Z designated (FLSA covered) cap at 120, effective 6/30/22



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2019

Supervising Probation Officers
(contact OE3)

Issue	MOU Section	Summary
Floating Holidays	III.F.	Increase floating holidays from three (3) days each fiscal year to five (5) days each fiscal year. Employees have access to floating holidays immediately upon appointment.
Firearms	III.F.	Agrees to a meet and confer with HSA on the issue of whether a 2966 Welfare Fraud Investigator should receive a premium for providing firearms training.
Proposition C	III.P.	Corrects paragraph number references.
Jury Duty	New Section (III.T.)	Inserts standard language regarding employee rights to leave and pay during jury duty.
Duration	V.D.	MOU will be in effect July 1, 2019 through and inclusive of June 30, 2022.
Substance Abuse Prevention Policy	Appendix B	Updates drug screening levels for controlled substances to allow City to test non-Department of Transportation covered employees.
CalPERS Amnesty	Side Letter	Grants amnesty for CalPERS underpayment.