



**Deputy Probation Officers' Association
 Bargaining Summary**

Issue	MOU Section	Summary
Wages	III.A.	<p>Effective July 1, 2024, represented employees shall receive a 1.5% wage increase.</p> <p>Effective January 4, 2025, represented employees shall receive a 1.5% wage increase.</p> <p>Effective June 30, 2025, at close of business, represented employees shall receive a 1% wage increase.</p> <p>Effective July 1, 2025, represented employees shall receive a 1% wage increase.</p> <p>Effective January 3, 2026, represented employees shall receive a 1.5% wage increase.</p> <p>Effective June 30, 2026, at close of business, represented employees shall receive a 2% wage increase.</p> <p>Effective January 2, 2027, represented employees shall receive a 2% wage increase.</p> <p>Effective June 30, 2027, at close of business, represented employees shall receive a 2.5% wage increase.</p>
Duration	V.D.	July 1, 2024, through June 30, 2027
Work Process Committee	I.F.	Committees will share information on work processes including acting and other assignment and training opportunities. Committees shall create joint notes, which will serve as official records of discussions and actions.
Grievance Procedure – Arbitrator Selection	I.G.	Parties shall use standing arbitration panel of 7 arbitrators and 3 alternatives. Appendix A includes updated arbitrator list.
Representatives & Stewards	I.H.	Union shall provide a written list of Union representatives to DHR. Removes Steward language.
Probationary Period	II.A.	<p>3-month probationary period for permanent civil service appointments. <i>Reduced probationary period when permanent employees transfer between departments from 6-months to 3-months.</i></p> <p>Probationary periods may be extended by mutual agreement. City must give notice to Union when extending.</p>



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2024

Deputy Probation Officers' Association

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Transfers	II.G.	JUV and APD shall invite DPOA members to express their interest in a departmental transfer. DPOA members interested in transfer opportunities may submit and Employee Request for Transfer Form to Department.
Acting Assignment Pay	III.D.	Acting assignment pay goes into effect after 5 consecutive days; increases after 11 consecutive days.
Overtime Compensation	III.E.	Removes reference to Z employees (clean-up).
In Lieu Holiday Carryover	III.I.	In lieu holidays may be taken in current or next fiscal year.
Holiday Compensation	III.K.	Removes reference to Z employees (clean-up).
Letters of Reprimand	Appendix D + Side Letters	Adds side letters on Procedure for Administrative Appeals of Written Reprimands for JUV and APD.
Mediated Proposal	<u>III.A.</u>	Creates a new Step 12 at .25% above 11. May advance to Step 12 after 15 years of service.
<u>Wages</u>		Step increases annually on July 1, 2024, 2025, and 2026: Step 8 by .75%, Step 9 by .83% and Step 10 by .69%