



**Municipal Executives’ Association Bargaining Summary**

<b>Issue</b>	<b>MOU Section</b>	<b>Summary</b>
<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.	This agreement shall be effective July 1, 2024 through June 30, 2027.
<b>Eliminate Bargaining Waiver</b>	I.D.	By agreeing to strike ¶14, the City does not concede that during the term of the MOU that any disputes regarding changes to wages, hours, benefits or other terms and conditions of employment are subject to the impasse procedures of Charter section A8.409. The City and SFMTA maintain that notwithstanding the striking of this language from the MOU, the Charter’s prohibition of the use of section A8.409’s impasse resolution procedures during the term of an MOU govern any such disputes. The City and SFMTA reserve all rights to enforce the Charter language.
<b>Representatives and Stewards</b>	I.F.	On July 1 of each year, the Union shall furnish to the DHR-ERD a written list of MEA representatives including their assigned role. The Union shall amend the list as needed to ensure that the list is accurate and up to date.
<b>Labor/Management Committee</b>	I.H.	Establishes a labor management committee to resolve outstanding issues in various Departments. Upon request by the Union, the Labor/Management committee shall meet quarterly.
<b>Secondary Employment</b>	II.I	Includes information regarding the appeal process for secondary employment.
<b>Longevity Pay (SHF)</b>	III.F.	2% Longevity pay upon completion of 24 months of service in MEA Misc. as a sworn member of the Department. 2% Longevity pay upon completion of 30 months of service in MEA Misc. as a sworn member of the Department.
<b>MCCP</b>	III.H.	Modification of MCCP program to address various compensation issues.



## Employee Relations

City and County of San Francisco  
Department of Human Resources

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CCSF NEGOTIATIONS 2024

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## Municipal Executives' Association (MEA)

Issue	MOU Section	Summary
<b>Administrative Leave</b>	III.K.	Employees who have unused Administrative Leave under provisions of the 2014-2019 MOU as of June 30, 2019, may use such balances until June 30, 2025.
<b>Parental Release Time</b>	III.Z.	Citywide effort to change all MOUs to include 4 hours of unpaid parental release time per year for ease in administration as all schools are on a semester schedule.
<b>Safety Equipment for Peace Officers</b>	V.C.	During the term of this agreement, employees in classifications 8348/8518 Undersheriff, 8315/8516 Assistant Sheriff, and 8317/8517 Chief Deputy Sheriff will receive \$1,100 annually for required uniforms. The City will provide an adequate amount of ammunition per month as determined by the Sheriff, for each member of the bargaining unit to practice in order to qualify.
<b>Arbitrator List</b>	Appendix B	Modified list of arbitrators for CCSF and MEA.
<b>PEX to PCS</b>	Side Letter	DHR and MEA shall discuss possible Civil Service Rule changes to expedite the hiring of Permanent Civil Service (PCS) positions.