



## DPOA Bargaining Summary

Issue	MOU Section	Summary
<b>Wages</b>	III.A.	<p>Effective 07/01/2022: 5.25%</p> <p>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.</p> <p>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.</p>
<b>Alternate Work Schedules</b>	III.B.	Reference to 9/80 and 4/10 schedule in existing MOU section.
<b>Acting Assignment Pay</b>	III.D.	If 5 or more days, and up to 10 days = 5%; 11 days or more, 7.5%, both retroactive to day 1.
<b>Premium Pay</b>	III.D.	Night shift premiums paid during vacation.
<b>Training Pay</b>	III.D.	<p>Specialize instructor training premiums to be paid only while conducting the trainings.</p> <p>1. Firearms Instructor. 5% per hour; 2. Defensive Tactics, Weaponless Defense, Chemical Agents, Impact Weapons, \$3/hour. Pilot program that sunsets at expiration of MOU unless mutual agreement to extend.</p>
<b>Recognized Holidays</b>	III.G.	Adds Juneteenth as a holiday and changes the name of “Columbus Day.”
<b>Saturday Holidays</b>	III.J.	Allows employees to take in lieu holiday in next fiscal year.
<b>Holidays – PT Employees</b>	III.O.	Pro-rate of holiday hours for part-time employees based on their regular schedule.
<b>Retirement Badge</b>	III.V.	Upon request, in good standing. Good standing means no pending disciplinary action or suspension of 15 days or more in an employee’s file the last full year prior to retirement.
<b>Tuition Reimbursement</b>	IV.C.	Increase maximum per person from \$1,500 to \$2,000, and if enough funds are available after January 1 of each year, an employee may apply a second time for up to an additional \$2,000.
<b>Telecommuting</b>	IV.G.	Employees may request telecommute schedules consistent with Citywide policy (TPP). Denials for alleged arbitrary or capricious reasons can be appealed to the City’s Human Resources Director.



## Employee Relations

City and County of San Francisco  
Department of Human Resources

---

*CCSF NEGOTIATIONS 2022*

---

Deputy Probation Officers' Association

<b>Issue</b>	<b>MOU Section</b>	<b>Summary</b>
<b>Term</b>	V.D.	July 1, 2022 to June 30, 2024
<b>CalPERS/SFERS</b>	III.V. / Appendix C	Add language to MOU retirement plans, and include link to Charter language in the appendix.