



MEA Police Chiefs Bargaining Summary

Issue	MOU Section	Summary
Term	Article V Section C	3-year contract: July 1, 2023 – June 30, 2026
Wages	Article III Section A	<p>Effective July 1, 2023, represented employees shall receive a base wage increase of 2.5%</p> <p>Effective January 6, 2024, represented employees shall receive a base wage increase of 2.25%</p> <p>Effective January 4, 2025, represented employees will receive a base wage increase of 3.00%, except that if the March 2024 Joint Report, prepared by the Controller, the Mayor’s Budget Director, and the Board of Supervisors’ Budget Analyst, projects a budget deficit for fiscal year 2024-2025 that exceeds \$300 million, then the base wage adjustment due on January 4, 2025, will be deferred to July 1, 2025.</p> <p>Effective July 1, 2025, represented employees will receive a base wage increase of 3.00%, except that if the March 2025 Joint Report, prepared by the Controller, the Mayor’s Budget Director, and the Board of Supervisors’ Budget Analyst, projects a budget deficit for fiscal year 2025-2026 that exceeds \$300 million, then the base wage adjustment due on July 1, 2025, will be deferred to close of business June 30, 2026.</p>
Retention Pay	Article III Section C	Effective July 1, 2024, eligible members shall receive a 1% Retention Pay for completing 24-months or more of continuous service. Eligible employees who have completed 30-months or more of continuous service shall receive an additional 1% Retention Pay.
Commander	Article III Section A	July 1, 2024: 2%; January 3, 2026: 3%
Assistant Chief	Article III Section A	Additional step 3% at two (2) years in the position on July 1, 2024
Like Work Like Pay	Article III Section D	Reduces the number of consecutive working days that an employee needs to be assigned to perform the duties of a higher job code to 5-days (from 10-days) in order to be eligible to receive Acting Assignment Pay.
Training Fund	Article IV Section A	Increased amount from \$10,000 to \$16,000 annually.
Merit Pay	Article III Section A	Revises section to make merit pay for Police Chief subject to recommendation and approval of Mayor.



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2023

Municipal Executives' Association
Police (MEA Police)

Issue	MOU Section	Summary
Work Schedules	Article III Section F	New language that permits by mutual agreement the parties may enter into cost equivalent alternative work schedules.
Personnel Files	Article II Section E	Materials relating to disciplinary actions for conduct which are 3 or more years old shall not be used for disciplinary action, provided there has been no reoccurrence of the same or similar conduct, and may be sealed at the request of the employees or the Association.
Performance Appraisals	Article III Section F	An employee shall be afforded 30-days from date of receipt to respond to a performance appraisal in writing and such written response shall be maintained in the employees personnel file.
Juneteenth	Article III Section H	Adds Juneteenth to list of legal holidays.
Association Security	Article I Section F	Adds and removes language addressing union dues pursuant to Janus v. AFSCME. The Union shall exclusively submit requests to the City to change or cancel deductions of contributions from represented employees. Requests must be submitted by noon on the last Friday of a pay period; otherwise, the City will implement the change in two following pay periods. Additionally, the City shall make available to the Union select data related to dues and deductions.
Gender Pronouns	MOU	City wide clean up.