



Sheriff's Managers and Supervisors Association Bargaining Summary

Issue	MOU Section	Summary
Wages	III.A.	<p>Effective 07/01/2019: 3%</p> <p>Effective 12/28/2019: 1%</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p>
Equity Adjustment	III.A.	<p>Class 8310 – Sheriff Lieutenant – 2% over 3 years (0.7 – 0.7 – 0.6)</p> <p>Class 8312 – Sheriff Captain – 3% over 3 years (1 – 1 – 1)</p> <p>Equity adjustments take place January 1st of each year ('20, '21, '22)</p>
Bilingual Premium	III.C.	<p>Increases premium from \$35 to \$50 bi-weekly.</p> <p>The City may require an employee to recertify not more than once annually.</p>
Union Security	I.I	<p>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.</p>
POST pay	III.C.	<p>Increased Advanced POST from 6 to 6.5%</p>
Training Pay	III.C.	<p>Increases Training Officer premium from \$3.12/hour to \$5/hour while duties are actually performed. Includes group trainings so long as the hourly premium is reimbursed by POST or STC.</p>



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2019

Sheriff's Managers and Supervisors
Association

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Canine Pay	III.C.	Increased Canine Pay premium to equivalent of 5% of base pay for 6 hours per pay period
Tuition Reimbursement	IV.G.	Employee Tuition Reimbursement program established, and gets \$5,000 annually. Unused funds from Awards Ceremonies and Peer support rollover to Tuition account.
Legal Holidays and Paid Status	III.E	Persons on leave without pay status immediately preceding or immediately following the legal holiday shall not receive holiday pay. In Lieu Holidays can be carried over into the next fiscal year.
Vacancies	IV.H.	The Sheriff will provide MSA a list of vacant bargaining unit positions quarterly, per classification and per location. Monthly List of employees receiving acting assignment pay or more than 15 days of acting watch commander pay. City must will also provide Union with all correspondence and information sent to Cal OSHA
Union Access	I.K.	Provides procedures for Union to access employee work site.
Facility Commander Pay	III.C	Clarifies work locations that receive premium; Employee receiving this premium may count towards the Supervisory Watch Minimum.
SDI	III.J.	Eliminates section. SDI not applicable to this Unit.
Americans with Disabilities Act	II.B	Eliminates section. Redundant, as contained in statute.
CalPERS Underpayment Forgiveness	Appendix	Grants amnesty for CalPERS underpayments = \$286,346.55
C-04 Agreements	Throughout MOU	Incorporating Department policies into the MOU.
Gender Pronoun	Throughout MOU	In conformance with Mayor's Executive Directive on Gender Inclusivity, removes all gender pronouns and replaces them with gender neutral terms.
Duration	V.D.	MOU will be in effect July 1, 2019 through and inclusive of June 30, 2022.