



## DAIA Bargaining Summary

Issue	MOU Section	Summary
<b>Wages</b>	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>
<b>Equity Adjustments</b>	III.A.	<p>All represented employees will receive:</p> <ul style="list-style-type: none"> <li>• Effective 07/01/2019: 1.5% one-time equity wage adjustment.</li> <li>• Effective 07/01/2019: 2.5% one-time equity wage adjustment.</li> </ul>
<b>Bilingual Pay</b>	III.S.	<p>Increases bilingual pay from \$35 to \$60 per pay period.</p> <p>In order to be eligible for bilingual pay, employees must be assigned to perform bilingual services and be certified as bilingual.</p>
<b>Association Security</b>	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>
<b>Non-Discrimination</b>	II.A	<p>Updates list of Title IX protected classes.</p> <p>Provides for discrimination protection under MMBA.</p>
<b>Grievance Procedure</b>	I.G.	<p>Requires grievance includes specific details at each step.</p> <p>Changes timelines from working days to calendar days.</p>



## Employee Relations

City and County of San Francisco  
Department of Human Resources

CCSF NEGOTIATIONS 2019

DISTRICT ATTORNEY  
INVESTIGATORS' ASSOCIATION

Issue	MOU Section	Summary
		City can object to new facts brought in arbitration.
<b>Employee Representatives / Stewards</b>	I.H.	Prohibits a witness who is also a steward from representing an employee in a disciplinary matter.
<b>Association Access</b>	I.J.	The City will provide reasonable access to work spaces for the Association to conduct union business.
<b>Reasonable Accommodation</b>	II.B.	Removes reasonable accommodation from MOU – thus making the City’s EEO Unit the exclusive internal remedy.
<b>Jury Duty</b>	III.D.6	Inserts standard language regarding employee rights to leave and pay during jury duty.
<b>Overtime Compensation</b>	III.E.	<p>Caps the amount of compensatory time employees can earn and carry forward to the next fiscal year:</p> <ul style="list-style-type: none"> <li>• Z-designated (FLSA exempt) cap at 300 hours</li> <li>• Non-Z designated (FLSA covered) cap at 300 hours</li> <li>• 8149/8554 designee assigned to Officer Involved Shooting (“OIS”) assignment will have CTO capped at 480 hours while assigned to OIS detail.</li> </ul>
<b>Seniority Increments</b>	III.O.	<p>Upon appointment, employees with 1 or fewer years of law enforcement experience are placed at first step of salary range.</p> <p>Upon appointment, employees with 2 or more years of law enforcement experience are placed at the salary step corresponding with their years of experience.</p>
<b>Severance Pay</b>	III.T.	<p>Extends time to notify employee of termination from 14 to 30 days.</p> <p>Employees receive 1 week of pay for each full year of service.</p>
<b>Safety Equipment / Training Account</b>	IV.A.	Replaces Safety Equipment / Training Account with one-time 1% wage adjustment to cover expenses and training.
<b>Scope of Agreement</b>	V.A.	Allows Association, upon Association’s request, to meet with City after new District Attorney has taken office to discuss work schedules.
<b>Savings Clause</b>	V.D.	Update savings clause to be consistent with other contracts.
<b>Attachment A</b>	Attachment A	Updates reference guide for employees to view current rates of pay.



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<b>Gender Pronouns</b>		In conformance with Mayor's Executive Directive on Gender Inclusivity, removes all gender pronouns and replaces them with gender neutral terms.
<b>Term</b>	V.B.	MOU will be in effect July 1, 2019 through and inclusive of June 30, 2022.