



## Deputy Sheriff’s Association 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>Bilingual Pay</b>	III.C.	<p>Increased premium from \$35 bi-weekly to \$50 bi-weekly.</p> <p>The City may require an employee to recertify not more than once annually.</p>
<b>Union Security</b>	I.J.	<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>Requires election of internal remedies for discrimination or harassment (i.e., grievance or EEO complaint)</p>
<b>8302 Package (Academy)</b>	I.A. II.D. III.F. III.H.	<ul style="list-style-type: none"> <li>- Re-name “Deputy Sheriff I” as “Deputy Sheriff (Academy)”</li> <li>- Changes Probationary period from years to months.</li> <li>- 8302 classification promotes to 8304 in 6 months, instead of 18</li> <li>- Lower salary step added to 8304, so salary is cost-neutral</li> <li>- 8302’s earn additional year of Service retirement</li> <li>- Appendix C deleted (outdated since 2006)</li> </ul>
<b>POST pay</b>	III.C.	<p>Increased Advanced POST from 6% to 6.5%</p>



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<b>Uniform Allowance</b>	IV.A.	Increases uniform allowance from \$950/year to \$42.30 per pay period (\$1100.00).  City shall provide employee's a voucher for replacement vest 90 days prior to manufacturer's expiration date.
<b>Training Officer</b>	III.C.	Increase premium from \$3.12 to \$5/hour while duties are performed.
<b>Canine Pay</b>	III.C.	Increased Canine Pay premium to equivalent of 5% of base pay for 6 hours per pay period.
<b>No Strike Provision</b>	I.C.	If Union members intend to strike, Union will send notice to members saying that strike activity is prohibited.
<b>Stewards</b>	I.H.	Prohibits a witness who is also a steward from representing an employee in a disciplinary matter.
<b>Bulletin Boards</b>	I.L.	Delineates guidelines for use of space on bulletin boards in City buildings.  Union cannot post literature that is in violation of City policies
<b>Union Access</b>	I.L.	Provides procedures for Union to access employee work sites.
<b>Probationary Period</b>	II.D.	Clarifies that probationary period is based on hours worked, not months employed pursuant to Civil Service Rules.  Inserts language clarifying that probationary hours include legal holiday pay and must be regularly scheduled hours.
<b>Honor/Color Guard</b>	III.C.	Changed language to reflect current practice – cost neutral
<b>Americans with Disabilities Act</b>	II.B.	Eliminated section; redundant, as contained in statute
<b>Assignment of Work</b>	II.D.	Eliminates transfer of work between bargaining units language; as well as clean-up
<b>Use of Sick Leave with Pay Credits</b>	III.O.	Eliminated section; associated with State Disability Insurance, which is not relevant for this group
<b>SDI</b>	III.J.	Eliminated section, as SDI is not relevant to this group.
<b>Modified Duty</b>	III.I	Eliminated part of Workers comp section, as this is contained in Dept policies
<b>Acting Assignment Pay</b>	III.C.	Clean-up



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<b>Retirement</b>		A promise to work with the Union, SFERS, and Board of Supervisors to determine if it's feasible to amend City contract with CalPERS to raise the member contribution for members, on a pre-tax basis.
<b>Longevity Pay</b>	III.C.	Members hired before July 1, 2014 receive 2% longevity at 15 instead of 18 years (Cost neutral for many years)
<b>Negotiation Responsibility</b>	I.G.	Extends timeline from 7 to 21 days for meet and confer waiver
<b>Employee Representatives</b>	I.F.	Extends Release Time from Board of Directors to also include Officers and Stewards. Notification goes from 48 hours to 2 business days. Union must also state the length, location, and purpose of release time.
<b>Management Rights</b>	I.E.	Adds, "Except as otherwise provided by law" in front of City's right to set standards and exercise control over operations.
<b>Vacation</b>	III.K	Adds a PTO slot to each level of watch. Also adds an additional slot for watches of 28 or more people during the months of June, July, August, and December. Allows Senior Deputy vacation book to sunset.
<b>Grievance</b>	I.I	Adds binding arbitration for discipline.  Requires grievance to include specific details at each step
<b>CalPERS Underpayment Forgiveness</b>	Side Letter	Side letter forgiving the Union of its CalPERS underpayments = \$1,109,400.79
<b>12-Hour Package Proposal</b>	Appendix	Phases in a 12-hour shift pilot program at a number of sites, contingent upon implementation of Departmental policies on Sick Leave, EWW, Overtime, and Assignment Policies.
<b>Gender Pronoun</b>	Multiple Sections	In conformance with Mayor's Executive Directive on Gender Inclusivity, removes all gender pronouns and replaces them with gender neutral terms.
<b>Duration</b>	V.D.	MOU will be in effect July 1, 2019 through and inclusive of June 30, 2022.