



SAN FRANCISCO DEPUTY SHERIFFS' ASSOCIATION, INC.
"Serving the Deputy Sheriffs' of San Francisco since 1952"

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VICE-PRESIDENT
Tim Conway

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Scott Osha

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John Lawsha

SERGEANT-AT-ARMS
Kevin Mackoud



DEPARTMENT OF HUMAN RESOURCES
EMPLOYEE RELATIONS

CCSF MOU Extension 2017

Deputy Sheriffs' Association
Tentative Agreement

The parties mutually agree to extend the 2014-2017 Memorandum of Understanding ("MOU") as provided below and agree that the City will prepare and submit to the Board of Supervisors an MOU amendment to reflect these terms. The parties further agree that this tentative agreement is subject to approval as to form by the City Attorney's Office and is subject to approval by the Board of Supervisors.

By signing below, the parties agree to recommend approval of this tentative agreement.

TENTATIVE AGREEMENT

WAGES

Effective July 1, 2017, represented employees will receive a base wage increase of 3%.

Effective July 1, 2018, represented employees will receive a base wage increase of 3%, except that if the March 2018 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 2018-2019 that exceeds \$200 million, then the base wage adjustment of 3% due on July 1, 2018, will be delayed by six (6) months and be effective the pay period including January 1, 2019.

All base wage calculations shall be rounded to the nearest whole dollar, bi-weekly salary grade.

The market wage adjustment process set forth in Article III.A.1 shall be suspended effective July 1, 2017 through June 30, 2019.

VACATION PRACTICES

The parties agree to add the following provision in Section III.A: The agreement between the Union and the City creating an additional vacation slot for Senior Deputies on specific watches/teams at selected facilities/units, as reflected in the parties' August 29, 2016 side letter agreement, shall be extended for the term of this Agreement and shall expire on June 30, 2019.

The parties agree to strike paragraphs 244 and 245 of Section III.A.

TERM

This Agreement shall remain in full force and effect from July 1, 2014, to and including June 30, 2019.