

APPENDIX A

POA PROTECTED ACTIVITY GRIEVANCE – TENTATIVE SETTLEMENT AGREEMENT

The parties acknowledge that the purpose of lineups is to conduct official Department business, including taking roll-call, making daily assignments to officers and conveying information to officers that is essential to the efficient and effective execution of their duties.

The parties recognize that allowing the POA to address members *about current issues*, after lineups, as set forth below, *about current issues* contributes towards harmonious labor relations.

- Subject to the approval of the Captain, or the on-duty Platoon Commander in the Captain's absence, duly elected sworn POA representatives may briefly address members about Union business after lineup. No member shall be required to attend any such presentation, which presentation shall not interfere with normal business operations.
- Any POA representative other than the duly elected sworn representatives wishing to address members after the lineup shall attempt to provide 48 hours, but in no event less than 24 hours, written notice to the Commanding Officer of the Station or Unit at issue. Such notice shall state the purpose of the proposed presentation and the names of any non-elected POA representatives who will address the members. Upon receiving such notice, the Department Command Staff may request a meeting to discuss the proposed presentation. If the Department requests such a meeting, the parties must meet in advance of the proposed presentation. A SFPD commissioned Officer may elect to attend any such presentation.
- After the notice and process in the preceding paragraph, any non-sworn POA representative who addresses the members shall do so after the business of the lineup has been completed in a SFPD designated area and shall be accompanied by a sworn, duly elected representative of the POA. No member shall be required to attend any such presentation, which presentation shall not interfere with normal business operations.
- **Any POA presentations shall comply with all applicable City policies, including but not limited to the City's Equal Employment Opportunity policy and policies prohibiting use of City resources for political activity.**

Ty 3/27/18
Martin Halloran Date
for San Francisco Police Officers' Association
DON MENDOZA

Gregg Adam 3/27/18
Gregg Adam Date
for San Francisco Police Officers' Association

LaWanna Preston 3/27/18
LaWanna Preston Date
for City & County of San Francisco

Hector Sainez 3/27/18
Hector Sainez Date
Asst. Chief Hector Sainez
for San Francisco Police Department

APPROVED AS TO FORM:

Trevor Koski 2/27/18
Trevor Koski Date
Deputy City Attorney

FOR THE POA
Ty
3/27/18

UNIFORM AND EQUIPMENT CLASSES

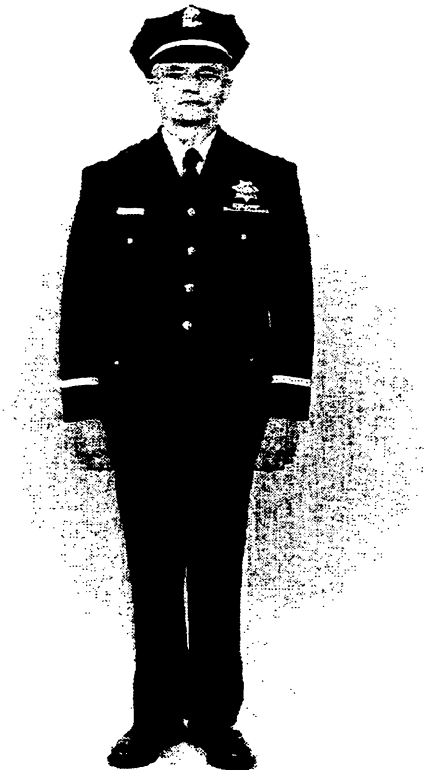
This order identifies the Department's uniform classes and specifies the uniform and equipment items within each class.

I. POLICY

A. UNIFORM CLASSES. The following constitute the various classes of uniform used by the San Francisco Police Department:

1. FORMAL, CLASS AA, COMMISSIONED OFFICERS

- a. Service hat.
- b. White shirt (long sleeve).
- c. Black necktie.
- d. Dress coat.
- e. Trousers with black belt.
- f. Black socks.
- g. Black shoes (shined).
- h. Department-authorized handgun and holster (not exposed below the coat).
- i. Gloves (as specified).
- j. Medal(s) of Valor or ribbon(s).



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2. FORMAL, CLASS AA, MOUNTED OFFICERS (all ranks)

- a. Campaign hat.
- b. White shirt (long sleeve).
- c. Black necktie.
- d. Dress coat.
- e. Riding breeches with trouser belt.
- f. Black boots (shined).
- g. Equipment belt with shoulder strap (holster and Department-authorized handgun, speed loaders, handcuffs and case) worn on the outside of the dress coat.
- h. Medal(s) of Valor or ribbon(s).



3. FORMAL, CLASS AA, MOTORCYCLE OFFICERS (all ranks)

- a. White helmet.
- b. Dark blue shirt (long sleeve).
- c. Black necktie.
- d. Dress coat.
- e. Riding breeches with trouser belt.
- f. Black boots (shined).
- g. Equipment belt with shoulder strap (holster and Department-authorized handgun, speed loaders, handcuffs and case) worn on the outside of the dress coat.
- h. Gloves (as specified).
- i. All other required equipment.
- j. Medal(s) of Valor or ribbon(s).



The Formal Uniform shall be worn at ceremonies, funerals, state functions and other formal events as directed by the Chief of Police.

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4. DRESS, CLASS A, ALL BUREAUS AND DIVISIONS (all ranks)

- a. Service hat (motorcycle officers: white helmet).
- b. Dark blue shirt (long sleeve).
- c. Black necktie.
- d. Dark blue dress "Ike" jacket.
- e. Trouser (motorcycle and mounted officers, breeches) with trouser belt.
- f. Black socks for shoes.
- g. Black shoes (shined) (motorcycle and mounted officers: black boots).
- h. Equipment belt with holster, Department-authorized handgun, handcuffs with case and all required equipment.
- i. Gloves (as specified).
- j. Medal(s) of Valor or ribbon(s).



5. DUTY, CLASS B, PATROL DIVISION (all ranks)

- a. Service hat.
- b. Dark blue shirt
(long or short sleeve).
- c. Foul weather jacket (optional).
- d. Field sweater (optional).
- e. Trousers with belt.
- f. Black shoes (shined).
- g. Black socks for shoes.
- h. Equipment belt, holster with
Department-authorized handgun
and all required equipment.
- i. Ribbons (optional).



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6. DUTY, CLASS B, TRAFFIC DIVISION (Motorcycle Officers)

- a. **White helmet.**
- b. **Dark blue shirt
(long or short sleeve).**
- c. **Black leather jacket (optional).**
- d. **Foul weather jacket (optional).**
- e. **Field sweater (optional).**
- f. **Breeches with trouser belt.**
- g. **Black boots (shined).**
- h. **Equipment belt, holster with
Department-authorized
handgun and all required
equipment.**



7. DUTY, CLASS B, SPECIAL OPERATIONS DIVISION (Mounted Officers)

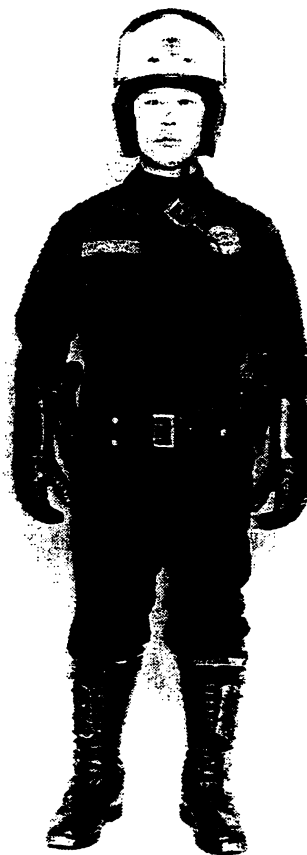
- a. Service hat.
- b. Dark blue shirt
(long or short sleeve).
- c. Black leather jacket (optional).
- d. Field sweater (optional).
- e. Breeches with trouser belt.
- f. Black boots (shined).
- g. Equipment belt, holster with
Department-authorized handgun
and all required equipment.



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8. DUTY, CLASS B, SPECIAL OPERATIONS DIVISION (Motorbike Unit)

- a. White helmet.
- b. Jumpsuit.
- c. Motocross boots.
- d. Equipment belt, Department-authorized handgun and all required equipment.
- e. 36" baton.
- f. Gloves as required.
- g. All other required equipment.
- h. Black leather jacket (optional).



9. DUTY, CLASS B, PATROL DIVISION (Bicycle Officer)

- a. **Bicycle helmet.**
- b. **Dark blue shirt
(long or short sleeve).**
- c. **Foul weather jacket or
windbreaker (optional).**
- d. **Field sweater (optional).**
- e. **Bicycle pants.**
- f. **Bicycle shoes (shined).**
- g. **Bicycle gloves.**
- h. **Sunglasses.**
- i. **Equipment belt, holster with
Department-authorized handgun
and all required equipment.**
- j. **Ribbons (optional).**



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10. SPECIAL, CLASS C, ALL BUREAUS AND DIVISIONS (all ranks)

- a. Service cap (baseball cap).
- b. Jumpsuit.
- c. Black shoes or boots (shined).
- d. Black socks for shoes.
- e. Equipment belt, Department-authorized handgun and all required equipment.
- f. 26" baton.
- g. Gloves as required.
- h. All other required equipment.



11. TACTICAL, CLASS D (all officers)

- a. Riot helmet.
- b. Service cap (baseball cap)
carried in jumpsuit pocket.
- c. Jumpsuit.
- d. Black socks for shoes.
- e. Black shoes or black boots
(shined).
- f. Black leather equipment belt
with all required equipment.
- g. Department-authorized
handgun.
- h. 36" baton.
- i. Black leather gloves.
- j. All other required equipment.



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12. TACTICAL, CLASS D (SPECIAL OPERATIONS GROUP)

- a. Service cap (baseball cap).**
- b. Camouflage jumpsuit.**
- c. Black boots.**
- d. Black leather equipment belt with all required equipment.**
- e. Department-authorized handgun.**
- f. Black leather gloves.**
- g. All other required equipment.**



13. RECRUIT, CLASS E (all recruit officers)

- a. Service cap (baseball cap).
- b. Light blue shirt.
- c. Dark blue undershirt.
- d. Dark blue pants.
- e. Black leather belt.
- f. Black shoes (shined).
- g. Black socks.
- h. All other required equipment.



B. UNIFORM OF THE DAY

1. **PATROL DIVISION.** Unless otherwise specified, the uniform of the day for the Patrol Division is DUTY, Class B.
2. **PROPERTY CONTROL SECTION.** Unless otherwise specified, the uniform of the day for Property Control Section personnel is Special, Class C (jumpsuit).

C. RAIN GEAR. Rain gear may be worn as required.

D. FIELD SWEATERS. Field sweaters may be worn only with the Duty, Class B uniform, over a long or short-sleeved shirt.

E. UNDERSHIRTS, DICKIES. Officers shall not wear anything under the uniform shirt or jumpsuit, visible at the neckline, that is not solid black or navy blue. No undergarment shall show below the hem or cuff of the sleeve.

F. SERVICE HAT. Officers shall ensure that their service hats are serviceable and immediately accessible within the passenger compartment of their assigned vehicles. The service hat shall be worn in any the following circumstances:

1. When working a footbeat.
2. When working an assignment in which the primary function is crowd control, e.g., parades, sporting events, etc.
3. When conducting traffic stops.
4. When directing traffic.
5. When conducting an investigation at the scene of a traffic accident.
6. At inspections, ceremonies, funerals and other appropriate formal events.
7. In situations requiring immediate recognition for officer safety, e.g., building searches, in-progress burglaries, in-progress robberies, in progress aggravated assaults, hostage situations, critical incidents, etc.

8. When circumstances are such that the wearing of the service hat is appropriate, e.g., non-violent protests and demonstrations, dignitary protection, fixed post assignments, etc.
- G. SENIORITY STRIPES. Seniority stripes may be worn only by non-commissioned officers, i.e., patrol officers and sergeants, and shall be placed only on the "Ike" jacket and/or the long-sleeved uniform shirt, centered on the left forearm. Each stripe represents five years of service to the Department.
- H. MEDALS OF VALOR/RIBBONS. Medals of Valor may be worn only on the formal coat or on the dress "Ike" jacket centered below the star. Medals of Valor and ribbons shall not be worn simultaneously.
- I. SHOULDER PATCHES AND CHEVRONS. Shoulder patches and chevrons (sergeants stripes) shall not be placed on the leather jacket or on the rain jacket.
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