

**AMENDMENT NO. 2**  
**May 12, 2022**  
**TO THE 2018-2023 MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**THE CITY AND COUNTY OF SAN FRANCISCO**  
**AND**  
**MUNICIPAL EXECUTIVES' ASSOCIATION**  
**POLICE**

The parties hereby agree to amend the Memorandum of Understanding as follows, subject to approval by the San Francisco Board of Supervisors:

**III.A. WAGES**

57. Employees shall receive the following base wage increases:

July 1, 2018 – 3%

July 1, 2019 – 3%

58. The City and the Association had previously negotiated the following:

1. Effective July 1, 2020, represented employees will receive a base wage increase of 2%, except that if the March 2020 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 2020-2021 that exceeds \$200 million, then the base wage adjustment due on July 1, 2020, will be delayed by six (6) months and be effective the pay period including January 1, 2021.
2. The City and the Association agree that subsection (1) above is superseded, and the wage increase of 2% originally due on July 1, 2020 and delayed to the pay period including January 1, 2021 is deferred to the close of business on June 30, 2022.

59. The City and the Association had previously negotiated the following:

1. Effective January 1, 2021, represented employees will receive a base wage increase of 1%, except that if the March 2020 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 2020-2021 that exceeds \$200 million, then the base wage adjustment due on January 1, 2021, will be delayed by six (6) months and be effective close of business June 30, 2021.
2. The City and the Association agree that subsection (1) above is superseded, and the wage increase of 1% originally due on January 1, 2021 and delayed to the close

of business on June 30, 2021 is deferred to the close of business on June 30, 2023.

- 60. Effective July 1, 2021; represented employees will receive a base wage increase of 3.0%, except that if the March 2021 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 2021-2022 that exceeds \$200 million, then the base wage adjustment due on July 1, 2021, will be delayed by approximately six (6) months, to be effective on January 8, 2022.
- 61. Effective July 1, 2022, represented employees will receive a base wage increase of 3.0%, except that if the March 2022 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 2022-2023 that exceeds \$200 million, then the base wage adjustment due on July 1, 2022, will be delayed by approximately six (6) months, to be effective on January 7, 2023.

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### III.C. RETENTION PAY

- 70. Employees who possess an intermediate POST certificate or higher and have completed the requisite years of service as a sworn member of the Department or Airport Bureau shall receive the following retention pay:
- 71. Effective July 1, 2018, eligible employees shall receive:

Years of Service	Premium Incremental (Cumulative)
23	2%
30	additional 4% (6% total)

- 72. The City and the Association had previously negotiated the following:
- 73. 1. Effective July 1, 2020, eligible employees shall receive the following retention pay, except that if the March 2020 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 2020-2021 that exceeds \$200 million, then the retention pay on July 1, 2020, will be delayed by six (6) months and be effective the pay period including January 1, 2021:

Years of Service	Premium Incremental (Cumulative)
10	1%
15	additional 2% (3% total)
20	additional 2% (5% total)
25	additional 2% (7% total)

2. The City and the Association agree that the effective date in subsection (1) above is superseded, and the effective date of the retention pay premium due in the pay period including January 1, 2021 shall be deferred until the close of business June 30, 2022.

**73a. Effective July 1, 2022, eligible employees shall receive:**

<u>Years of Service</u>	<u>Premium Incremental (Cumulative)</u>
<u>5</u>	<u>2%</u>
<u>10</u>	<u>additional 1% (3% total)</u>
<u>15</u>	<u>additional 4% (7% total)</u>
<u>20</u>	<u>additional 2% (9% total)</u>
<u>25</u>	<u>additional 2% (11% total)</u>

**FOR THE CITY**

Date: 5/13/2022

[Signature]  
Ardis Graham  
Employee Relations Director

**FOR THE UNION**

Date: May 12, 2022

[Signature]  
Raquel Silva  
Executive Director

**APPROVED AS TO FORM:**

DAVID CHIU  
City Attorney

Date: 5/13/22

[Signature]  
Jonathan Rolnick  
Chief Labor Attorney