

1 [Memorandum of Understanding - San Francisco Police Officers' Association]

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3 **Ordinance adopting and implementing the Memorandum of Understanding between the**  
4 **City and County of San Francisco and the San Francisco Police Officers' Association,**  
5 **to be effective July 1, 2026, through June 30, 2030.**

6 NOTE: **Unchanged Code text and uncodified text** are in plain Arial font.  
7 **Additions to Codes** are in *single-underline italics Times New Roman font*.  
8 **Deletions to Codes** are in ~~*italics Times New Roman font*~~.  
9 **Board amendment additions** are in Arial font.  
10 **Board amendment deletions** are in ~~Arial font~~.  
11 **Asterisks (\* \* \* \*)** indicate the omission of unchanged Code  
12 subsections or parts of tables.

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11 Be it ordained by the People of the City and County of San Francisco:

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13 Section 1. The Board of Supervisors hereby adopts and implements the Memorandum  
14 of Understanding ("MOU") between the City and County of San Francisco and San Francisco  
15 Police Officers' Association, to be effective July 1, 2026 through June 30, 2030.

16 The MOU so implemented is on file with the Clerk of the Board of Supervisors in Board  
17 File No. 260355.

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19 Section 2. The Board of Supervisors hereby authorizes the Department of Human  
20 Resources to make non-substantive ministerial or administrative corrections to the MOU.

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22 Section 3. Effective Date. This ordinance shall become effective upon enactment.  
23 Enactment occurs when the Mayor signs the ordinance, the Mayor returns the ordinance  
24 unsigned or does not sign the ordinance within ten days of receiving it, or the Board of  
25 Supervisors overrides the Mayor's veto of the ordinance.

1 APPROVED AS TO FORM:  
2 DAVID CHIU, City Attorney

3 By: /s/ Cecilia Mangoba  
4 CECILIA T. MANGOBA  
Chief Labor Attorney

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6 4912-4695-1321, v. 3

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