

1 [Memorandum of Understanding.]  
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3 **Ordinance adopting and implementing amendments to the 2003-2007 Memorandum of**  
4 **Understanding between the City and County of San Francisco and the San Francisco**  
5 **Police Officers' Association (SFPOA) by (a) establishing retention pay of an additional**  
6 **four percent (4%) for officers who have completed thirty (30) or more years of service,**  
7 **effective June 30, 2007; (b) providing \$1,000 referral bonuses for officers who refer**  
8 **successful candidates for police officer positions; (c) providing lateral signing bonuses**  
9 **of \$5,000 for police officers hired from other police agencies; (d) allocating \$250,000**  
10 **annually to a joint labor-management recruitment committee; (e) eliminating the**  
11 **practice of allowing retiring officers to use accrued leave during their final 90 days of**  
12 **employment; and providing for incorporation of these provisions in the MOU to**  
13 **succeed the 2003-2007 MOU with expiration upon the conclusion of such successor**  
14 **MOU unless renewal is agreed.**

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

16 Section 1. The Board of Supervisors hereby adopts and implements an amendment to the  
17 2003-2007 Memorandum of Understanding between the City and County of San Francisco  
18 and the San Francisco Police Officers' Association (SFPOA) by (a) establishing retention pay  
19 of an additional four percent (4%) for officers who have completed thirty (30) or more years of  
20 service, effective June 30, 2007; (b) providing \$1,000 referral bonuses for officers who refer  
21 successful candidates for police officer positions; (c) providing lateral signing bonuses of  
22 \$5,000 for police officers hired from other police agencies; (d) allocating \$250,000 annually to  
23 a joint labor-management recruitment committee; and (e) eliminating the practice of allowing  
24 retiring officers to use accrued leave during their final 90 days of employment., and by  
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FILE NO.

ORDINANCE NO.

1 providing for incorporation of these provisions in the MOU to succeed the 2003-2007 MOU  
2 with expiration upon the conclusion of such successor MOU unless renewal is agreed.

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4 The amendment to the Memorandum of Understanding so implemented is on file in the  
5 office of the Board of Supervisors in Board File No. \_\_\_\_\_.

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7 APPROVED AS TO FORM:

8 DENNIS J. HERRERA, City Attorney

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10 By: \_\_\_\_\_  
11 Elizabeth Salveson  
12 Chief Labor Attorney

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