

City and County of San Francisco
Carol Isen
Human Resources Director (Acting)



Department of Human Resources
Connecting People with Purpose
www.sfdhr.org

Via E-mail

December 1, 2020

Tony Montoya, President
San Francisco Police Officers' Association
800 Bryant Street, Second Floor
San Francisco, CA 94103
tony@sfpoa.org

Re: Article I (Representation), Section 4 (Negotiation Responsibility)

Dear Mr. Montoya,

I write to confirm the parties' understanding and interpretation of Section 4, Negotiations Responsibility, of the 2018-2021 Memorandum of Understanding (MOU) between the City and County of San Francisco (City) and the San Francisco Police Officers Association (SFPOA). That provision requires the City to provide reasonable written notice to the SFPOA on any proposed change within the scope of representation as specified in Government Code section 3504.5, and to meet and confer with the SFPOA about the proposed change if the SFPOA timely requests to do so. The City interprets its meet and confer obligations under this MOU provision to be equivalent to the City's meet and confer obligations under state law and City Charter section A8.590-4. The City agrees that under state law and Charter section A8.590-4, when the City proposes a change that involves a management rights' decision that affects POA members, the City must provide notice to the POA and upon request meet and confer on identified effects within the scope of representation. This MOU provision does not expand the City's bargaining requirements, or require the City to meet and confer on permissive subjects. Please sign below to confirm the POA's agreement with this interpretation.

Sincerely,

A handwritten signature in black ink that reads "Amalia Martinez". The signature is fluid and cursive.

Amalia Martinez
Employee Relations Director (Acting)

AGREED.

San Francisco Police Officers' Association

DocuSigned by:
By: Tony M. Montoya
Tony M. Montoya, President

Dated: 12/1/2020