

1 [Memorandum of Understanding and Settlement of Grievances - Police Officers Association]  
 2 **Ordinance adopting and implementing the Tentative Agreement between the City and**  
 3 **County of San Francisco and the San Francisco Police Officers Association (“POA”),**  
 4 **including: (1) adopting and implementing the First Amendment to the 2018-2021**  
 5 **Memorandum of Understanding between the City and POA, to defer wage increases**  
 6 **currently set for FY2020-2021, amend the retention premium provisions, amend the 10B**  
 7 **overtime provisions, extend the term by two years, and set wages for the additional**  
 8 **term; and (2) approving settlement of two grievances filed by the POA against the City,**  
 9 **for a not to exceed \$359,613.87; the grievances were filed on**  
 10 **March 25, 2020, and June 29, 2020, and involve compensation disputes under the**  
 11 **Memorandum of Understanding.**

12  
 13 NOTE: **Unchanged Code text and uncodified text** are in plain Arial font.  
 14 **Additions to Codes** are in *single-underline italics Times New Roman font*.  
 15 **Deletions to Codes** are in *strikethrough italics Times New Roman font*.  
 16 **Board amendment additions** are in double-underlined Arial font.  
 17 **Board amendment deletions** are in ~~strikethrough Arial font~~.  
 18 **Asterisks (\* \* \* \*)** indicate the omission of unchanged Code  
 19 subsections or parts of tables.

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

21 Section 1. The Board of Supervisors hereby adopts and implements the Tentative  
 22 Agreement between the City and County of San Francisco (“City”) and the San Francisco  
 23 Police Officers Association (“POA”), including: (1) adopting and implementing the First  
 24 Amendment to the 2018-2021 Memorandum of Understanding (“MOU”) between the City and  
 25 POA, to defer wage increases currently set for fiscal year 2020-2021, amend the retention  
 premium provisions, amend the 10B overtime provisions, extend the term by two years, and

1 set wages for the additional term; and (2) approving settlement of two grievances filed by the  
2 POA against the City, for not to exceed \$359,613.87. The grievances were filed on March 25,  
3 2020 and June 29, 2020 and involve compensation disputes under the Memorandum of  
4 Understanding. The Board of Supervisors hereby approves the First Amendment to the MOU  
5 and authorizes the City Attorney to settle and compromise the grievances by payment of not  
6 to exceed \$359,613.87 (subject to all applicable taxes, deductions and other withholdings).

7 The Tentative Agreement, First Amendment to the MOU, and settlement agreement so  
8 implemented are on file with the Clerk of the Board of Supervisors in Board File No. 201050.

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

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

17  
18 APPROVED AS TO FORM:  
19 DENNIS J. HERRERA, City Attorney

20 By: /s/  
21 KATHARINE HOBIN PORTER  
22 Chief Labor Attorney

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# City and County of San Francisco

## Tails Ordinance

City Hall  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102-4689

**File Number:** 201050

**Date Passed:** December 01, 2020

Ordinance adopting and implementing the Tentative Agreement between the City and County of San Francisco and the San Francisco Police Officers Association ("POA"), including: (1) adopting and implementing the First Amendment to the 2018-2021 Memorandum of Understanding between the City and POA, to defer wage increases currently set for Fiscal Year 2020-2021, amend the retention premium provisions, amend the 10B overtime provisions, extend the term by two years, and set wages for the additional term; and (2) approving settlement of two grievances filed by the POA against the City, for a not to exceed amount of \$359,613.87; the grievances were filed on March 25, 2020, and June 29, 2020, and involve compensation disputes under the Memorandum of Understanding.

November 05, 2020 Government Audit and Oversight Committee - REFERRED WITHOUT RECOMMENDATION

November 17, 2020 Board of Supervisors - NOT CONTINUED

Ayes: 4 - Haney, Preston, Ronen and Walton

Noes: 7 - Fewer, Mandelman, Mar, Peskin, Safai, Stefani and Yee

November 17, 2020 Board of Supervisors - PASSED ON FIRST READING

Ayes: 9 - Fewer, Haney, Mandelman, Mar, Peskin, Safai, Stefani, Walton and Yee

Noes: 2 - Preston and Ronen

December 01, 2020 Board of Supervisors - FINALLY PASSED

Ayes: 9 - Fewer, Haney, Mandelman, Mar, Peskin, Safai, Stefani, Walton and Yee

Noes: 2 - Preston and Ronen

File No. 201050

I hereby certify that the foregoing Ordinance was FINALLY PASSED on 12/1/2020 by the Board of Supervisors of the City and County of San Francisco.



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Angela Calvillo  
Clerk of the Board



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London N. Breed  
Mayor

12.11.20

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Date Approved