



March 28, 2024

To: Members of the Board of Supervisors
From: Department of Human Resources
RE: Memorandum of Understanding - Retroactive - San Francisco Deputy Sheriffs' Association

[File 240111](#) is an ordinance to retroactively adopt and implement the decision and award of the Arbitration Board under Charter, Section A8.409-4, establish the Memorandum of Understanding between the City and County of San Francisco and the San Francisco Deputy Sheriffs' Association, to be effective July 1, 2022, through June 30, 2024.

The Government Audit and Oversight Committee moved this item forward with a positive recommendation to the Board of Supervisors on March 21, 2024.

Description: The Arbitration Board found that L-36 (Non-Rotating Bailiff Assignment) and L-37 (Drafting for City Hall Event) letters are non-binding agreements. The letters were removed from Appendix D. The Arbitration Board concluded that the Side Letter Regarding Earning and Using Compensatory Time Off is a valid provision of the parties' agreement. The letter was attached to the contract. The Arbitration Board concluded that L-44 (Involuntary Overtime Draft) is a valid provision of the parties' agreement. The letter was attached to the contract.

Retroactive Statement: The Arbitrator's decision on the disputed issue is applicable to the effective date of the MOU, which runs from July 1, 2022, through June 30, 2024.

DHR Representative: Ardis Graham, Employee Relations Director.

Thank you.

cc: Carol Isen, Human Resources Director
Tom Paulino, Mayor's Liaison to the Board of Supervisors