

**AMENDMENT NO. 1
TO THE 2023-2026 MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY AND COUNTY OF SAN FRANCISCO
AND
SAN FRANCISCO AND SAN FRANCISCO POLICE OFFICERS ASSOCIATION**

The parties hereby agree to amend the Memorandum of Understanding as follows, subject to approval by the San Francisco Board of Supervisors.

ARTICLE I- REPRESENTATION

Section 5. Grievance Procedure.

Arbitrator Panel

28. ~~The City and the Association shall select a standing panel of arbitrators to hear grievances. The parties shall establish the panel in the following fashion: by not later than September 1, 2023, each party shall submit to the other, the names of seven (7) arbitrators and prepare a list with all arbitrators submitted by the parties. The parties shall then, beginning by lot, alternately strike names from the list until seven (7) names remain. The seven (7) remaining persons shall constitute the standing arbitration panel for the term of the Agreement. The City and the Association have selected the following individuals to serve as the standing panel of arbitrators to hear grievances for the term of the Agreement:~~

- Christopher D. Cameron
- Andrea Dooley
- Matthew Goldberg
- Najeeb Khoury
- Yuval Miller
- Joel Schaffer
- David Weinberg

FOR THE CITY

Date: May 14, 2024



Carol Isen
Human Resources Director

FOR THE UNION

Date: May 13, 2024



Tracy McCray
SFPOA President


Date: May 15, 2024



Ardis Graham
Employee Relations Director

APPROVED AS TO FORM:

DAVID CHIU
City Attorney



Jonathan Rolnick
Chief Labor Attorney