

**AMENDMENT NO. 2**  
**May 12, 2022**  
**TO THE 2018-2023 MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**THE CITY AND COUNTY OF SAN FRANCISCO**  
**AND**  
**SAN FRANCISCO POLICE OFFICERS' ASSOCIATION**  
**UNITS P-1 AND P-2A**

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

**ARTICLE III – PAY, HOURS AND BENEFITS**

Section 1. Wages

A. General Wage Increases:

178. Employees shall receive the following base wage increases:

July 1, 2018 – 3%  
July 1, 2019 – 3%

The City and POA had previously negotiated the following:

1. Effective July 1, 2020, represented employees will receive a base wage increase of 2%, except that if the March 2020 Joint Report, prepared by the Controller, the Mayor's Budget Director, and the Board of Supervisors' Budget Analyst, projects a budget deficit for fiscal year 2020-2021 that exceeds \$200 million, then the base wage adjustment due on July 1, 2020, will be delayed by six (6) months and be effective the pay period including January 1, 2021.
2. The City and POA agree that subsection (1) above is superseded, and the 2% raise originally due on July 1, 2020 and delayed to the pay period including January 1, 2021 will be deferred to the close of business on June 30, 2022.

The City and POA had previously negotiated the following:

1. Effective January 1, 2021, represented employees will receive a base wage increase of 1%, except that if the March 2020 Joint Report, prepared by the Controller, the Mayor's Budget Director, and the Board of Supervisors' Budget Analyst, projects a budget deficit for fiscal year 2020-2021 that exceeds \$200 million, then the base wage adjustment due on January 1, 2021, will be delayed by six (6) months and be effective close of business June 30, 2021.

2. The City and POA agree that subsection (1) above is superseded, and the 1% wage increase originally due on January 1, 2021 and delayed to the close of business on June 30, 2021 will be deferred to the close of business June 30, 2023.

Effective July 1, 2021, represented employees will receive a base wage increase of 3.0%, except that if the March 2021 Joint Report, prepared by the Controller, the Mayor's Budget Director, and the Board of Supervisors' Budget Analyst, projects a budget deficit for fiscal year 2021-2022 that exceeds \$200 million, then the base wage adjustment due on July 1, 2021, will be delayed by approximately six (6) months, to be effective on January 8, 2022.

Effective July 1, 2022, represented employees will receive a base wage increase of 3.00%, except that if the March 2022 Joint Report, prepared by the Controller, the Mayor's Budget Director, and the Board of Supervisors' Budget Analyst, projects a budget deficit for fiscal year 2022-2023 that exceeds \$200 million, then the base wage adjustment due on July 1, 2022, will be delayed by approximately six (6) months, to be effective on January 7, 2023.

**D. Salary Step Structure Revision**

**191a. Effective July 1, 2022, the step structure for the O2/Q3/Q4 Police Officer shall be revised as follows:**

- **Current Step 1 will be struck.**
- **Current Step 2 will become the new Step 1.**
- **Current Step 3 will become the new Step 2.**
- **The midpoint between current Step 3 and 4 will become the new Step 3.**

**Illustrations below based on the O2 rank prior to the application of any wage increases due on COB 6/30/22 or 7/1/22.**

<u>6/30/2022</u>		<u>7/1/2022</u>	
<u>Step</u>	<u>Salary</u>	<u>Step</u>	<u>Salary</u>
<u>1</u>	<u>\$92,560</u>	<u>1</u>	<u>\$97,188</u>
<u>2</u>	<u>\$97,188</u>	<u>2</u>	<u>\$101,988</u>
<u>3</u>	<u>\$101,988</u>	<u>3</u>	<u>\$106,600</u>
<u>4</u>	<u>\$111,202</u>	<u>4</u>	<u>\$111,202</u>
<u>5</u>	<u>\$116,766</u>	<u>5</u>	<u>\$116,766</u>
<u>6</u>	<u>\$122,434</u>	<u>6</u>	<u>\$122,434</u>
<u>7</u>	<u>\$128,778</u>	<u>7</u>	<u>\$128,778</u>

Section 4. Premiums

G. Retention Pay

236. Employees who possess an intermediate POST certificate or higher and have completed the requisite years of service as a sworn member of the Department or Airport Bureau shall receive the following retention pay:
237. Effective July 1, 2018, eligible employees shall receive:

<u>Years of Service</u>	<u>Premium Incremental (Cumulative)</u>
23	2%
30	additional 4% (6% total)

238. The City and POA had previously negotiated the following:
239. 1. Effective July 1, 2020, eligible employees shall receive the following retention pay, except that if the March 2020 Joint Report, prepared by the Controller, the Mayor's Budget Director, and the Board of Supervisors' Budget Analyst, projects a budget deficit for fiscal year 2020-2021 that exceeds \$200 million, then the increase in retention pay on July 1, 2020, will be delayed by six (6) months and be effective the pay period including January 1, 2021:

<u>Years of Service</u>	<u>Premium Incremental (Cumulative)</u>
10	1%
15	additional 2% (3% total)
20	additional 2% (5% total)
25	additional 2% (7% total)

2. The City and POA agree that the effective date in subsection (1) above is superseded, and the effective date of the retention pay premium due in the pay period including January 1, 2021 shall be deferred until the close of business June 30, 2022.

**239a. Effective July 1, 2022, eligible employees shall receive:**

<u>Years of Service</u>	<u>Premium Incremental (Cumulative)</u>
<u>5</u>	<u>2%</u>
<u>10</u>	<u>additional 1% (3% total)</u>
<u>15</u>	<u>additional 4% (7% total)</u>
<u>20</u>	<u>additional 2% (9% total)</u>
<u>25</u>	<u>additional 2% (11% total)</u>

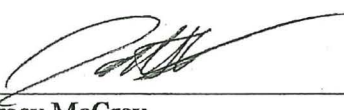
**FOR THE CITY**

Date: 5/12/2022

  
\_\_\_\_\_  
Carol Isen *Arctis Graham*  
Employee Relations Director

**FOR THE UNION**

Date: 5/12/2022

  
\_\_\_\_\_  
Tracy McCray  
President

*APPROVED AS TO FORM:*

DAVID CHIU  
City Attorney

 5/18/22  
Jonathan Rolnick  
Chief Labor Attorney