

**AMENDMENT No. 1  
TO THE 2012-2014 MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE CITY AND COUNTY OF SAN FRANCISCO  
AND  
SAN FRANCISCO DEPUTY SHERIFF'S ASSOCIATION**

*The parties hereby amend the Memorandum of Understanding as follows:*

**III.C. ADDITIONAL COMPENSATION**

111. Each premium or additional compensation set forth below shall be separately calculated based on an employee's base rate of pay.

*1. Night Duty.*

112. Employees who, as part of their regularly scheduled work shift, are required to work any hours between 4:00 p.m. and 11:00 p.m. shall receive a premium of eight and one-half percent (8.5%) per hour in addition to their straight time hourly base rate of pay for any and all hours worked between 4:00 p.m. and 11:00 p.m.

113. Employees who, as part of their regularly scheduled work shift, are required to work any hours between 11:00 p.m. and 6:00 a.m. shall receive a premium of ten percent (10%) per hour in addition to their straight time hourly base rate of pay for any and all hours worked between 11:00 p.m. and 6:00 a.m.

114. Excluded from these provisions are those employees who participate in an authorized flex-time program where the work shift includes hours to be worked between the hours of 5:00 p.m. and 7:00 a.m. Day shift employees assigned to work during the night duty premium hours are not eligible for night duty premium.

*2. Stand-by Pay.*

115. Employees who as part of the duties of their positions are required by the Sheriff in writing to standby when normally off duty to be instantly available on call for immediate emergency service for the performance of their regular duties, shall be paid ten (10) percent of their regular straight time rate of pay for the period of such standby service when outfitted by the Department with a cellular telephone, pager, or other electronic communication device. When such employees are called to perform their regular duties in emergencies during the period of such standby service, they shall be paid while engaged in such emergency service the usual rate of pay for such service as provided herein. However, standby pay shall not be allowed in classes or positions whose duties are primarily administrative in nature, as designated by the Sheriff.

*3. Call Back Pay.*

116. Employees ordered back to work following the completion of their work day and departure from their place of employment shall be granted a minimum of four (4) hours

pay at the applicable rate or shall be paid for all hours actually worked at the applicable rate, whichever is greater. For employees covered by this Agreement, call-back means being ordered to work in an emergency, as a witness in a criminal matter, or when ordered for other reasons. Call-back does not mean continuing duty that does not have a substantial break, court appearances as a result of off-duty employment or personal reasons, prescheduled overtime, or employees called in to duty when on standby status.

4. *Special Skills & Duties.*

- 117. a. *Officer Training Duties.* Employees represented by the Association who are assigned training officer duties shall be paid an additional \$3.12 (three dollars and twelve cents) per hour when such duties are actually performed.
- 118. b. *Honor/Color Guard.* The City agrees to provide a premium of 0.5% per pay period to each represented employee who has served in the Sheriff's Honor/Color Guard for at least one week during that pay period.
- c. *Emergency Services.* The City agrees to provide a premium of **three percent (3%)** ~~1%~~ per pay period to each represented employee who was assigned to the Emergency Services Unit for at least one week during that pay period. To be entitled to this premium, employees assigned to the Emergency Services Unit must agree to wear a Department issued pager while off-duty and to respond immediately when paged. While assigned to this Unit, employees are not eligible to receive standby pay under Article III.C. of this Agreement for any service related to the Emergency Services Unit.

~~Upon request of the Union, the parties agree to reopen the Agreement for the sole purpose of evaluating Emergency Services Unit issues within the scope of representation. The union must request to reopen by February 1, 2013, with any resulting impasse to be resolved by mediation arbitration under Charter section A8.590 5. Any arbitration award must be issued by May 10, 2013, for implementation effective July 1, 2013.~~

**FOR THE CITY**

**FOR THE UNION**

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Christina Fong  
Lead Negotiator

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Peter Hoffman  
Lead Negotiator

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Micki Callahan  
Director, Department of Human Resources

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Don Wilson, President  
San Francisco Deputy Sheriff's Association

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Martin Gran  
Employee Relations Director

**APPROVED AS TO FORM:**  
DENNIS J. HERRERA, CITY ATTORNEY

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By: Elizabeth Salveson  
Chief Labor Attorney