

**AMENDMENT NO. 1**  
**TO THE 2014-2017 MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**THE CITY AND COUNTY OF SAN FRANCISCO**  
**AND**  
**THE SAN FRANCISCO INSTITUTIONAL 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:

**V.E. DURATION OF AGREEMENT**

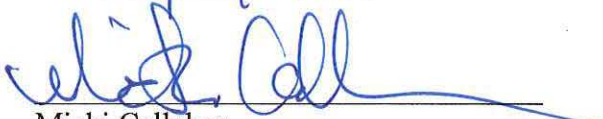
This Agreement shall be effective July 1, 2014 and shall remain in full force and effect through June 30, ~~2017~~ 2019.

Although not a mandatory subject of bargaining, if requested in writing by the Union, the City agrees to meet and confer with the Union over a mutually satisfactory amendment to the City's contract with PERS to effect safety retirement improvements for represented employees. As set forth in Charter Section A8.506-2, any contract amendment shall be cost neutral. As set forth in Charter Section A8.409-5 and A8.506-2, the parties acknowledge that any disputes remaining after meet and confer on a PERS contract amendment are not subject to the impasse resolution procedures in Charter Section A8.409.

The parties agree to reopen this contract if the City agrees to pay the employee retirement contribution for members of the Deputy Sheriffs' Association.

FOR THE CITY

Date: 1/19/17



Micki Callahan  
Human Resources Director

FOR THE UNION

Date: \_\_\_\_\_

\_\_\_\_\_  
Jennifer Bills  
Chief Negotiator, IPOA

Date: 01-19-17



Suzanne R. Mason  
Employee Relations Director

APPROVED AS TO FORM:

Date: 1/19/17

A handwritten signature in blue ink, appearing to read "Katharine Porter", written over a horizontal line.

Katharine Hobin Porter  
Chief Labor Attorney