

**TENTATIVE AGREEMENT 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 enter a Tentative Agreement as follows, subject to approval by the San Francisco Board of Supervisors and ratification by the San Francisco Police Officers' Association:

- 1. Amendment No. 1 to the 2018-2021 Memorandum Of Understanding Between the City and County of San Francisco and San Francisco Police Officers Association Units P-1 And P-2a**
- 2. Settlement Agreement, General Release, and Covenant not to Sue, entered regarding two grievances (ERD No. 38-20-3788 [Sgt. Seth Riskin and Capt. Ric Schiff] and ERD No. 38-20-3822[all other employees in SFPOA represented classifications])**
- 3. Non waiver language attached.**

FOR THE CITY

Date: 9/11/2020

Carol Isen
Digitally signed by Carol Isen
DN: cn=Carol Isen, o=Department of Human Resources, ou=Employee Relations Division, email=carol.isen@sf.gov.org, c=US
Date: 2020.09.11 14:20:48 -07'00'

Carol Isen
Employee Relations Director

FOR THE UNION

Date: 9/11/2020

DocuSigned by:
Tony Montoya
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Tony Montoya
President

APPROVED AS TO FORM:

DENNIS J. HERRERA
City Attorney

 9/11/2020

Katharine Hobin Porter
Chief Labor Attorney

Non-Waiver

The City agrees that the POA's proposal and all related communications and offers are not waivers of the SFPOA's rights set forth in the current MOU and shall not be considered a contract reopener generally or of any specific term of the MOU. This proposal is an attempt to collaborate with the City on pending and projected COVID related budget deficits. Absent a written agreement with the SFPOA, the Parties shall comply with all terms and conditions of the current MOU.