

1 [Memorandum of Understanding and Settlement of Grievances - Police Officers Association]

2
3 **Ordinance adopting and implementing the Tentative Agreement between the City and**
4 **County of San Francisco and the San Francisco Police Officers Association (“POA”),**
5 **including: (1) adopting and implementing the First Amendment to the 2018-2021**
6 **Memorandum of Understanding between the City and POA, to defer wage increases**
7 **currently set for FY2020-2021, amend the retention premium provisions, amend the 10B**
8 **overtime provisions, extend the term by two years, and set wages for the additional**
9 **term; and (2) approving settlement of two grievances filed by the POA against the City,**
10 **for a not to exceed \$359,613.87; the grievances were filed on**
11 **March 25, 2020, and June 29, 2020, and involve compensation disputes under the**
12 **Memorandum of Understanding.**

13
14 NOTE: **Unchanged Code text and uncodified text** are in plain Arial font.
15 **Additions to Codes** are in *single-underline italics Times New Roman font*.
16 **Deletions to Codes** are in *strikethrough italics Times New Roman font*.
17 **Board amendment additions** are in double-underlined Arial font.
18 **Board amendment deletions** are in ~~strikethrough Arial font~~.
19 **Asterisks (* * * *)** indicate the omission of unchanged Code
20 subsections or parts of tables.

21 Be it ordained by the People of the City and County of San Francisco:

22 Section 1. The Board of Supervisors hereby adopts and implements the Tentative
23 Agreement between the City and County of San Francisco (“City”) and the San Francisco
24 Police Officers Association (“POA”), including: (1) adopting and implementing the First
25 Amendment to the 2018-2021 Memorandum of Understanding (“MOU”) between the City and
POA, to defer wage increases currently set for fiscal year 2020-2021, amend the retention
premium provisions, amend the 10B overtime provisions, extend the term by two years, and

1 set wages for the additional term; and (2) approving settlement of two grievances filed by the
2 POA against the City, for not to exceed \$359,613.87. The grievances were filed on March 25,
3 2020 and June 29, 2020 and involve compensation disputes under the Memorandum of
4 Understanding. The Board of Supervisors hereby approves the First Amendment to the MOU
5 and authorizes the City Attorney to settle and compromise the grievances by payment of not
6 to exceed \$359,613.87 (subject to all applicable taxes, deductions and other withholdings).

7 The Tentative Agreement, First Amendment to the MOU, and settlement agreement so
8 implemented are on file with the Clerk of the Board of Supervisors in Board File No. 201050.

9
10 Section 2. The Board of Supervisors hereby authorizes the Department of Human
11 Resources to make non-substantive ministerial or administrative corrections to the MOU.

12
13 Section 3. Effective Date. This ordinance shall become effective upon enactment.
14 Enactment occurs when the Mayor signs the ordinance, the Mayor returns the ordinance
15 unsigned or does not sign the ordinance within ten days of receiving it, or the Board of
16 Supervisors overrides the Mayor's veto of the ordinance.

17
18 APPROVED AS TO FORM:
19 DENNIS J. HERRERA, City Attorney

20 By: /s/
21 KATHARINE HOBIN PORTER
22 Chief Labor Attorney

23
24
25
n:\labor\as2020\2100047\01477643.docx