



# DEPARTMENT NOTICE

20-014  
02/05/20

## WELLNESS PROGRAM ARBITRATION AWARD

Based on an arbitration award dated May 18, 2017 ("Arbitration Award"), under certain circumstances, sworn department members may be able to convert time taken off as FMSP (Family Medical Sick Pay) to another form of paid time off, such as VA, FH, EH, PE & OU.

This exchange may result in members being eligible for SP buyback payments under the POA MOU's Wellness Program, either currently or on a retroactive basis for fiscal year 2016.

Sworn members who used FMSP for their own serious health condition may exchange FMSP for FMOU only.

**Example 1:** If a member used 100 hours of FMSP in a fiscal year for their own serious health condition and the member opted to convert 70 of the FMSP hours to FMOU, the member would have used 30 hours of FMSP and then be eligible for the wellness cash out.

Sworn members who used FMSP for a qualifying family member's serious health condition may exchange FMSP for FMVA, FMFH, FMEH, FMPE or FMOU.

**Example 2:** If a member used 100 hours of FMSP in a fiscal year for a qualifying family member's serious health condition and the member opted to convert 70 of the FMSP hours to FMVA, FMFH, FMEH, FMPE or FMOU, the member would have used 30 hours of FMSP and then be eligible for the wellness cash out.

If you believe you are eligible to exchange FMSP for another form of pay type, please send a memo to Belinda Chin, Payroll Manager, indicating:

- The dates of the FMSP hours you wish to convert.
- What type of pay you wish to substitute for FMSP.
- If the exchange renders you eligible for the annual Wellness Program payment, the number of SP hours (up to 50) that you wish to cash out.

Members are reminded that in accordance with the MOU you must establish a core bank of 300 SP hours and utilize 30 hours or less of SP in a fiscal year to be eligible for the wellness cash out.

  
WILLIAM SCOTT  
Chief of Police

*Any questions or clarification regarding this policy should be made to [sfpd.writtendirectives@sfgov.org](mailto:sfpd.writtendirectives@sfgov.org) who will provide additional guidance about the directive.*