



Retention Pay Premium Effective July 1, 2020

The current Memorandum of Understanding (MOU) between the City and County of San Francisco and the San Francisco Police Officers' Association (Units P1 and P2A), Article III Section 4 "Premiums", subsection G "Retention Pay" states:

Employees who possess an intermediate POST certificate or higher and have completed the requisite years of service as a sworn member of the Department or Airport Bureau shall receive the following retention pay:

Effective July 1, 2020, eligible employees shall receive the following retention pay, except that if the March 2020 Joint Report, prepared by the Controller, the Mayor's Budget Director, and the Board of Supervisors' Budget Analyst, projects a budget deficit for fiscal year 2020-2021 that exceeds \$200 million, then the increase in retention pay on July 1, 2020, will be delayed by six (6) months and be effective the pay period including January 1, 2021:

Years of Service	Premium Incremental (Cumulative)
10	1%
15	additional 2% (3% total)
20	additional 2% (5% total)
25	additional 2% (7% total)

Eligibility for retention pay is subject to the following conditions and limitations:

- a. employees must have worked and continue to work (regular pay type 'WK') not less than seventeen-hundred (1,700) hours in an on-going, consecutive (rolling) twelve (12) month period;
- b. employees that have been issued a suspension of eleven (11) or more days during the preceding twelve (12) months shall not be eligible; and
- c. employees must have a POST intermediate certificate or higher.

Retention pay shall be included for purposes of retirement benefit calculations and contributions as permitted by the Charter. It is the parties' understanding that this benefit is part of the salary attached to all ranks for employees who completed the above defined conditions.

The regular work pay code is REG in HRMS. When calculating retention pay benefits, "WK" and "WKP" pay codes will also include all earned paid time-off, which are negotiated benefits. Paid time-off includes, but is not limited to VA, OU, EH, EX, LH, FH, SP, DP, PE hours, etc. Any questions should be directed to the Payroll Unit at (415) 837-7340.


WILLIAM SCOTT
Chief of Police

Per DB 19-070, sworn members are required to electronically acknowledge receipt and review of this Department Bulletin in HRMS. Any questions or clarification regarding this policy should be made to sfpd.writtendirectives@sfgov.org who will provide additional guidance about the directive.