

Youth Commission
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November 2, 2020

San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place
City Hall, Room 244
San Francisco, Ca. 94102-4689

RE: Youth Commission Opposes Approval of the City's Renegotiated Memorandum of Understanding with the Police Officers' Association

Dear Supervisors,

The Youth Commission opposes approval of the City's renegotiated Memorandum of Understanding (MOU) with the Police Officers' Association (POA), contained in File No. 201050 and scheduled to be heard at the Board of Supervisors' Government Audit and Oversight (GAO) Committee this Thursday, November 5, 2020.

The Youth Commission has a long history of supporting transformative justice and divestment from policing as a means of public safety, most recently urging the City to cut the San Francisco Police Department (SFPD) budget by 50% in fiscal years 2020-21 and 2021-22 and reinvest in community programs, particularly in Black and Brown communities most impacted by police violence. Beyond this, the Youth Commission has participated in community-led initiatives to close the seismically unsafe and unhygienic County Jail #4 and Youth Guidance Center (also known as Juvenile Hall), as well as urging more transparency and accountability in police use of force. We find that allowing this MOU to pass is fundamentally in conflict with our values: values of community, respect, and justice for all.

Following a presentation from community partners, the Youth Commission voted unanimously on November 2, 2020 to oppose this renegotiated MOU with the POA. In doing so, the Youth Commission recognizes the following:

- 1) The City only cut the SFPD budget this last budget season by approximately 6%, despite historic protests against policing and almost continuous public input, including via the Youth Commission, in favor of more substantial cuts, including staffing cuts. The POA's MOU with the City was cited as a reason for not cutting the SFPD budget further.
- 2) The current MOU is set to expire in 2021, which would allow for an open, transparent, and community-led process to guide contract negotiations with the POA, in alignment with a growing nationwide and local movement for transparency in how policing policy

and contracts are set. However, the renegotiated MOU does not expire until 2023, a mayoral election year when the POA could have undue political influence over contract negotiations. This contract extension also locks in existing regressive and problematic processes limiting the City's ability to implement harm-reduction reforms (see the Bar Association of San Francisco's [letter](#)).

- 3) The renegotiated MOU also gives police an additional 6% in raises over the contract period and adds a parity clause giving the police further raises if more than 50% of City workers receive independent raises. This is ridiculous given that the police are already some of the highest paid public employees in San Francisco, with entry-level officers being paid approximately \$30,000 more per year than the average first-year teacher. At a time when City officials are raising the prospect of lay-offs due to the current economic crisis related to the Covid-19 pandemic, this MOU amendment unnecessarily burdens the City's budget in upcoming fiscal years.
- 4) Finally, this MOU amendment was negotiated behind closed doors, without any public input, in flagrant disregard to public interest in ensuring justice for victims of police violence.

All around, this renegotiated MOU does not align, nor did it attempt to align, with the demands of the Youth Commission and many community organizations that contract negotiations happen in public, and that the City stand up to the POA's bully tactics and actually push for meaningful changes to the MOU's structure, especially around how the City's conducts meet and confer negotiations with the POA.

Just as the role of the Youth Commission is not to simply rubber-stamp the Board of Supervisors' legislative proposals, but to represent and advocate for the interests of San Francisco's youth, so it is incumbent on the Board of Supervisors to not simply rubber-stamp this bad contract, but to act in the interests of its constituents, particularly those from Black and Brown communities targeted by police violence. The Youth Commission therefore urges the Board to reject the City's renegotiated MOU with the POA, and to engage in transparent and accessible community input processes to determine the City's demands in all future negotiations with the POA.

Sincerely,



Nora Hylton, Youth Commission 20-21 Chair

Calvin Quick, Youth Commission 20-21 Legislative Affairs Officer