Docusign Envelope ID: 61EE66F1-D4A0-8C49-82F5-FBC3CF1966BD

FILE NO. RESOLUTION NO.

[Accept and Expend Gift - San Francisco Downtown Development Corporation - Lateral Officer Signing Bonuses - $2,000,000]

Resolution authorizing the Police Department to accept and expend a gift of $2,000,000 from the San Francisco Downtown Development Corporation to fund the One-Time Funded Lateral Signing Bonus for laterally hired police officers under the Memorandum of Understanding between the City and County of San Francisco and the San Francisco Police Officers' Association.

WHEREAS, The Police Department continues to face a significant shortage of sworn officers; recruiting experienced officers from other law enforcement agencies through the Police Department's Lateral Entry Program is one of the most efficient ways to add officers, because lateral officers have already completed basic academy training and can be deployed to the field more quickly than entry-level recruits; and

WHEREAS, The Memorandum of Understanding between the City and County of San Francisco and the San Francisco Police Officers' Association (POA), approved by Ordinance No. 088-26 ("MOU"), provides for a One-Time Funded Lateral Signing Bonus, effective July 1, 2026, under which fully sworn peace officers hired through the Lateral Entry Program receive a $10,000 signing bonus within 30 days after successfully completing the Field Training Officer (FTO) program and an additional $10,000 signing bonus within 30 days after successfully completing the probationary period as a Police Officer, if the employee is still employed when the bonus is due (MOU, Paragraphs 146 through 148); and

WHEREAS, Under the MOU, the One-Time Funded Lateral Signing Bonus is paid in addition to the existing Lateral Signing Bonus until the $2,000,000 one-time funded lateral recruitment incentive fund has been exhausted; laterally hired employees hired after the fund is exhausted will continue to receive the existing Lateral Signing Bonus; and the One-Time

Funded Lateral Signing Bonus is not considered "salary attached to the rank" and is not included in retirement benefit calculations or contributions; and

WHEREAS, By letter dated September 9, 2026, the San Francisco Downtown Development Corporation (SFDDC) committed to donate $2,000,000 to the Police Department to support the One-Time Funded Lateral Signing Bonus until the funds have been exhausted; the gift letter is on file with the Clerk of the Board of Supervisors in File No. _____; and

WHEREAS, At $20,000 per eligible lateral officer, the gift will fund the One-Time Funded Lateral Signing Bonus for up to 100 laterally hired officers; and

WHEREAS, SFDDC has completed the Police Department's Donor Disclosure/Gift Acknowledgement Form as required by the Sunshine Ordinance (Administrative Code, Section 67.29-6), and the form is on file with the Clerk of the Board of Supervisors in File No. _____; and

WHEREAS, The Police Commission authorized the acceptance of this gift from SFDDC at its meeting on _____; the Police Commission's approval is on file with the Clerk of the Board of Supervisors in File No. _____; and

WHEREAS, Under Administrative Code, Section 10.100-305, the Police Department must obtain the Board of Supervisors' approval to accept a donation with a market value of more than $10,000; now, therefore, be it

RESOLVED, That the Police Department is authorized to accept and expend a gift of $2,000,000 from the San Francisco Downtown Development Corporation to fund the One-Time Funded Lateral Signing Bonus for laterally hired police officers under the Memorandum of Understanding between the City and County of San Francisco and the San Francisco Police Officers' Association.

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Recommended:



Chief Derrick J. Lew

Approved:_____

Mayor

Approved: DocuSigned by: Quintos, Jocelyn 500EC5870DF147A...

Controller

File Number: _____
(Provided by Clerk of Board of Supervisors)

Grant Resolution Information Form
(Effective July 2011)

Purpose: Accompanies proposed Board of Supervisors resolutions authorizing a Department to accept and expend grant funds.

The following describes the grant referred to in the accompanying resolution:

1. Grant Title: San Francisco Downtown Development Corporation - Lateral Officer Signing Bonuses

2. Department: San Francisco Police Department

3. Contact Person: Fannie Yeung Telephone: 415-837-7212

4. Grant Approval Status (check one):

[X] Approved by funding agency [ ] Not yet approved

5. Amount of Grant Funding Approved or Applied for: $2,000,000

6a. Matching Funds Required: $0
b. Source(s) of matching funds (if applicable):

7a. Grant Source Agency: San Francisco Downtown Development Corporation (SFDDC)
b. Grant Pass-Through Agency (if applicable):

8. Proposed Grant Project Summary: The San Francisco Downtown Development Corporation (SFDDC) is donating $2,000,000 to fund the One-Time Funded Lateral Signing Bonus under the Memorandum of Understanding between the City and the San Francisco Police Officers' Association (Paragraphs 146–148). Fully sworn peace officers hired through the Lateral Entry Program receive $10,000 within 30 days after completing the Field Training Officer program and $10,000 within 30 days after completing probation, if still employed. The bonus is paid in addition to the existing Lateral Signing Bonus until the $2,000,000 fund is exhausted, supporting up to 100 lateral hires. The goal is to increase qualified lateral applications and add experienced officers to the Department.

9. Grant Project Schedule, as allowed in approval documents, or as proposed:

Start Date: Upon Board approval End Date: When funds are exhausted

10a. Amount budgeted for contractual services: N/A

b. Will contractual services be put out to bid? N/A

c. If so, will contract services help to further the goals of the Department's Local Business Enterprise (LBE) requirements? N/A

d. Is this likely to be a one-time or ongoing request for contracting out? N/A

11a. Does the budget include indirect costs? [ ] Yes [X] No

b1. If yes, how much? N/A

b2. How was the amount calculated? N/A

c1. If no, why are indirect costs not included?
[ ] Not allowed by granting agency [ ] To maximize use of grant funds on direct services
[X] Other (please explain): Gift funds are restricted to signing bonus payments.

c2. If no indirect costs are included, what would have been the indirect costs? N/A

12. Any other significant grant requirements or comments: The bonus is not considered "salary attached to the rank" and is not included in retirement calculations or contributions. Funds will be used only for the One-Time Funded Lateral Signing Bonus.

****Disability Access Checklist***(Department must forward a copy of all completed Grant Information Forms to the Mayor's Office of Disability)**

13. This Grant is intended for activities at (check all that apply):

[ ] Existing Site(s)	[ ] Existing Structure(s)	[X] Existing Program(s) or Service(s)
[ ] Rehabilitated Site(s)	[ ] Rehabilitated Structure(s)	[ ] New Program(s) or Service(s)
[ ] New Site(s)	[ ] New Structure(s)	

14. The Departmental ADA Coordinator or the Mayor's Office on Disability have reviewed the proposal and concluded that the project as proposed will be in compliance with the Americans with Disabilities Act and all other Federal, State and local disability rights laws and regulations and will allow the full inclusion of persons with disabilities. These requirements include, but are not limited to:

1. Having staff trained in how to provide reasonable modifications in policies, practices and procedures;
2. Having auxiliary aids and services available in a timely manner in order to ensure communication access;
3. Ensuring that any service areas and related facilities open to the public are architecturally accessible and have been inspected and approved by the DPW Access Compliance Officer or the Mayor's Office on Disability Compliance Officers.

If such access would be technically infeasible, this is described in the comments section below:

Comments:

Departmental ADA Coordinator or Mayor's Office of Disability Reviewer:

Penny Si
(Name)

Departmental ADA Coordinator
(Title)

Date Reviewed: October 16, 2026

(Signature Required)

Department Head or Designee Approval of Grant Information Form:

Derrick J. Lew
(Name)

Chief of Police
(Title)

Date Reviewed: October 16, 2026

(Signature Required)

SFDDC

San Francisco Downtown
Development Corporation

September 9, 2026
Carl Nicita
San Francisco Police Department, Office of the Chief of Staff

Dear Mr. Nicita,

The San Francisco Downtown Development Corporation (SFDDC) is pleased to contribute a $2,000,000 donation to the San Francisco Police Department (SFPD) to support lateral officer recruitment bonuses.

The lateral officer recruitment bonuses will support increasing the number of qualified applications through the SFPD's Lateral Entry Program. The donation will support the One-Time Funded Lateral Signing Bonus until funds have been exhausted.

Sincerely,

Tyler Brandon
Chief Operating Officer
San Francisco Downtown Development Corporation

5 Third Street,
San Francisco, CA 94103

sfddc.org
contact@sfddc.org

DONOR DISCLOSURE/GIFT ACKNOWLEDGEMENT FORM

Thank you for your generous contribution to San Francisco Police Department.
In order to help the San Francisco Police Department comply with San Francisco's Sunshine Ordinance,* we ask that you please complete this form and return it as soon as possible to: San Francisco Police Department, Carl Nicita **Attention: Donor Disclosure.**

Thank you again for contributing to San Francisco Police Department.

Donor: San Francisco Downtown Development Corporation Date: Wednesday, September 9 2026

Gift: Lateral Recruitment Bonuses Estimated Value: $2,000,000
(For Gifts other that cash gifts)

Contact Information:

Name: Tyler Brandon Address: 5 3rd Street (Street / Apt.)
San Francisco, CA 94103 (City, State, Zip Code)
Telephone: 415-273-9357

The above contact information is:
☒ Business ☐ Residence

Financial Interest: The sunshine Ordinance requires that a department that receives a gift of money, goods or services worth $100 or more report any financial interest that the donor has involving the San Francisco City government. Please check the appropriate box or boxes below that describe your financial interest(s) in the City.

☐	Contract with City	(Please describe):
☐	Grant from the City	(Please describe):
☐	Lease of Space to or from the City	(Please describe):
☐	City License, Permit or Entitlement for Use	(Please describe):
☐	Pending request for a City Contract, Grant, Lease, License,, Permit or Other Entitlement for Use.	(Please describe):
☐	Other Financial Interest	(Please describe):
☒	No Financial Interest	

*The San Francisco Sunshine Ordinance (San Francisco Administrative Code Chapter 67), as approved by the San Francisco voters in 1999, provides that:

SEC. 67.29-6. Sources of Outside Funding
No official or employee or agent of the city shall accept, allow to be collected, or direct or influence the spending of , any money, or any goods or services worth more than one hundred dollars in aggregate, for the purpose of carrying out or assisting any City function unless the amount and source of all such funds is disclosed as public record and made available on the website for the department to which the funds are directed. When such funds are provided or managed by an entity, and not an individual, that entity must agree in writing to abide by this ordinance. The disclosure shall include the names of all individuals or organizations contributing such money and a statement as to any financial interest the contributor has involving the City

SAN FRANCISCO POLICE DEPARTMENT

SFDDC Gift – Lateral Officer Signing Bonuses – Gift Budget

Gift Use	Gift Total
One-Time Funded Lateral Signing Bonuses (POA MOU ¶¶ 146–148)	$2,000,000
	Total: $2,000,000

Excerpt: Memorandum of Understanding between the City and County of San Francisco and the San Francisco Police Officers' Association

B. One-Time Funded Lateral Signing Bonus

146. Effective July, 1, 2026, Laterally hired employees (i.e. fully sworn peace officers hired through the Lateral Entry Program) shall receive a $10,000 signing bonus that shall be paid within 30 days after the employee's successful completion of the FTO program, and a $10,000 signing bonus that shall be paid within 30 days after the employee's successful completion of the probationary period as a Police Officer, if the employee is still employed at the time the signing bonus is due to be paid.

147. The One-Time Funded Lateral Signing Bonus shall be paid in addition to the Lateral Signing Bonus referenced in Section A until the $2,000,000 one-time funded lateral recruitment incentive fund has been exhausted. Laterally hired employees hired after the funds have been exhausted shall continue to be paid the Lateral Signing Bonus under Section A.

148. This bonus is not considered "salary attached to the rank" and shall not be included for the purposes of retirement benefit calculations and contributions in accordance with those Sections.