

EXHIBIT 1

| Provisions of the Ordinance that the City Will Bargain Further Before Implementation | SMC section |
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| Reorganization of Office of Police/Professional Accountability <ul style="list-style-type: none"> • Civilianization • Change to rotation, assignment, and transfer of officers to OPA • Changes to Deputy Director position (only insofar as it affects SPMA body of work) | 3.29.140 3.29.430(G); 3.29.140(E) 3.29.140(A) |
| Public Safety Civil Service Commission (PSCSC) changes <ul style="list-style-type: none"> • Standards and procedures used in SPD disciplinary hearings • Elimination of employee-elected Commissioner | 4.08.070(J); 4.08.105(A), (B) 4.08.040(A), (B) |
| Standard of review for dishonesty cases | 3.29.135(F) |
| Changes to SPD disciplinary timelines and time-bar provisions <ul style="list-style-type: none"> • Timelines and deadlines for OPA and SPD • New 5-year limitations period • Changes to provisions related to 180-day deadline | 3.29.420(A)(2) 3.29.420(A)(5) 3.29.135(C) |
| Expansion of Office of Inspector General responsibilities (over current OPA Auditor) <ul style="list-style-type: none"> • Authority to review all OPA classifications and “incidents”, direct investigations, make certification determinations • Authority to investigate in OPA-conflict cases • Subpoena authority • Changed review obligations, procedures, standard of review • IG procedures regarding certification of OPA investigations • Increased access to officer information • Increased participation in disciplinary meetings | 3.29.240(C), (G); 3.29.250(B); 3.29.240(D) 3.29.240(K) 3.29.260(A); 3.29.120(F) 3.29.260(B)-(H) 3.29.210(B) 3.29.210(C) |
| Elimination of Discipline Review Board; Phase in of new PSCSC appeal processes | 4.08.070(J); 4.08.100; 3.29.420(A)(6), (7) |
| Changes to OPA processes: <ul style="list-style-type: none"> • Notification procedures | 3.29.130(A) |

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| Changes to OPA processes (continued): <ul style="list-style-type: none"> • Timelines and tolling • Employee referral obligations (for members of boards and teams) • Requiring in-person OPA interviews (for SPMA members) • Subpoena authority • Rapid Adjudication • Mediation (to the extent of changes) • Management Action findings • Coordination with criminal prosecutors | 3.29.130(B), (E), (F), (G), (J) 3.29.130(C) 3.29.125(B) 3.29.125(E) 3.29.120(D) 3.29.120(D) 3.29.120(D) 3.29.100(G) |
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| Imposition of disclosure obligations during OPA investigation on officers and collective bargaining representatives | 3.29.130(I) |
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| Increased use of civilians, replacing sworn employees, throughout SPD; new process for SDHR investigation of EEO complaints within OPA (impacts body of work to extent officers no longer perform EEO investigations, impacts discipline to extent employee within OPA is a union member) | 3.29.430(B); 3.29.400(I) |
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| Preference for candidates with language ability, community service (to the extent used in promotional processes) | 4.08.070(F) |
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| Broadened authority to place officer on unpaid leave in circumstances other than felony charges | 3.29.420(A)(4) |
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| Mandatory preservation of disciplinary documents in personnel files | 3.29.440(E) |
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| Post-termination consequences for officers refusing to participate in OPA investigations | 3.29.440(F) |
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| Change to criteria for specialty-unit assignments | 3.29.430(E) |
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| Change to secondary employment management and oversight | 3.29.430(D) |
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| Change to selection methods and qualifications for SPMA and SPOG members of Community Police Commission | 3.29.340(D), (E); 3.29.350(A); Section 39 (A) |