



**FORTY-SIXTH SUPPLEMENT TO MAYORAL PROCLAMATION DECLARING  
THE EXISTENCE OF A LOCAL EMERGENCY DATED FEBRUARY 25, 2020**

*Authorizing Incentives to Employees of Departments with Continuity of Service Issues Due  
to COVID-19*

**WHEREAS**, California Government Code Sections 8550 et seq., San Francisco Charter Section 3.100(14) and Chapter 7 of the San Francisco Administrative Code empower the Mayor to proclaim the existence of a local emergency, subject to concurrence by the Board of Supervisors as provided in the Charter, in the case of an emergency threatening the lives, property or welfare of the City and County or its citizens; and

**WHEREAS**, On February 25, 2020, the Mayor issued a Proclamation (the “Proclamation”) declaring a local emergency to exist in connection with the imminent spread within the City of a novel (new) coronavirus (“COVID-19”); and

**WHEREAS**, On March 3, 2020, the Board of Supervisors concurred in the Proclamation and in the actions taken by the Mayor to meet the emergency; and

**WHEREAS**, On March 4, 2020, Governor Gavin Newsom proclaimed a state of emergency to exist within the State due to the threat posed by COVID-19; and

**WHEREAS**, On March 6, 2020, the Health Officer declared a local health emergency under Section 101080 of the California Health and Safety Code, and the Board of Supervisors concurred in that declaration on March 10, 2020; and

**WHEREAS**, On November 4, 2021, the Mayor issued the Fortieth Supplement to the Proclamation, authorizing the Human Resources Director to provide compensation incentives to existing employees in the Fire Department to encourage them to work in lieu of taking paid time off and to work overtime shifts and authorizing the Director of Transportation to provide similar incentives to transit operators. The Mayor took this action to address staffing shortages and to ensure the continuity of services due to unusually high resignations and retirements over 2020 and 2021 due to the COVID-19 pandemic and the City employee vaccination mandate and due to the separation of some employees for failing to comply with the employee vaccination mandate. On December 30, 2021, in the Forty-Second Supplemental Proclamation, the Mayor extended the authorization as to the Fire Department, and also authorized the incentives for employees



of the Sheriff's Department due to severe staffing shortages in that department due to impacts of the COVID-19 pandemic and emergency. Staffing shortages in the Fire Department, Sheriff's Department, and the Municipal Transportation Agency persist for the reasons identified in the Fortieth and Forty-Second Supplemental Proclamations; and

**WHEREAS**, To ensure the continuity of City services in the Fire Department and Sheriff's Department, it is in the public interest to extend the authority of the Human Resources Director to provide certain compensation incentives to existing employees to encourage them to work in lieu of taking time off, and to also provide the Director of Transportation authority to offer incentives to transit operators to ensure continuity of City public transportation services;

**NOW, THEREFORE,**

I, London N. Breed, Mayor of the City and County of San Francisco, proclaim that there continues to exist an emergency within the City and County threatening the lives, property or welfare of the City and County and its citizens;

**In addition to the measures outlined in the Proclamation and in the Supplements to the Proclamation issued on various dates, it is further ordered that:**

(1) The Human Resources Director is delegated authority to waive or modify provisions of the Memoranda of Understanding with labor organizations representing sworn employees of the Fire Department and the Sheriff's Department related to compensation, including overtime and premium pay, and to waive Charter or Administrative Code provisions limiting the cash out of accrued vacation balances, upon a written determination that such waivers are necessary or appropriate to ensure appropriate staffing at the departments to carry out essential government services and respond to the pandemic. This Order shall remain in effect until June 30, 2022, unless terminated earlier by the Mayor or the Board of Supervisors.

(2) The Director of Transportation is delegated authority to waive or modify provisions of the Memorandum of Understanding with the union representing transit operators related to compensation, including overtime and premium pay, and to waive Charter or Administrative Code provisions limiting the cash out of accrued vacation balances, upon a written determination that such waivers are necessary or appropriate to ensure appropriate transit operator staffing to carry out essential government services and



respond to the pandemic. This Order shall remain in effect until June 30, 2022, unless terminated earlier by the Mayor or the Board of Supervisors.

DATED: March 31, 2022

A handwritten signature in blue ink that reads "London Breed".

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London N. Breed  
Mayor of San Francisco