



The City of San Diego

Staff Report

DATE ISSUED: June 16, 2022  
TO: City Council  
FROM: Human Resources  
SUBJECT: A Resolution of the Council of the City of San Diego Approving the Tentative Agreement and the Memorandum of Understanding Between the City and the San Diego Police Officers Association Regarding the Terms and Conditions of Employment for Fiscal Years 2023 and 2024.

Primary Contact: Manuel Quintero Phone: (619) 236-6339  
Secondary Contact: Dianne Mitra Phone: (619) 533-6539

Council District(s): All

OVERVIEW:

This action approves the Tentative Agreement and the Memorandum of Understanding (MOU) between the City of San Diego and the San Diego Police Officers Association (POA) for Fiscal Years 2023 and 2024.

PROPOSED ACTIONS:

Approve the resolution for a tentative agreement and a successor MOU between the City and POA for Fiscal Years 2023 and 2024.

DISCUSSION OF ITEM:

The City and POA commenced the good faith negotiation process in November 2021 and have completed the good faith negotiation process in June 2022, as required under the Meyers-Milias-Brown Act, Council Policy 300-06, and the POA MOU, and consistent with the City's Compensation Philosophy.

The City reached a Total Package Tentative Agreement for the successor MOU with POA, which has been ratified by POA's membership on June 10, 2022. The City is bringing the proposed successor MOU to City Council for final approval.

The successor MOU discussed above is for a two-year term of the MOU (Fiscal Years 2023 and 2024). Below are highlights of the substantive terms tentatively agreed to between the City and POA:

- 1) Wage Increases:
  - a) Total of 10% General Wage Increase.
    - i) 5% on July 1, 2022.
    - ii) 5% on July 1, 2023
- 2) Special Assignment Pays:
  - a) Increase Field Training Officer Pay to 10% on July 1, 2022.

- 3) Flexible Benefits
  - a) Increases to Flexible Benefits effective January 1, 2023.
- 4) Addition of a loan repayment option for tuition reimbursement (Article 39, Tuition Reimbursement).
- 5) Increased line of duty death benefit for the officer's family from \$5,000 to \$10,000 each for both burial and interment expenses and for discretionary expenses. (Article 67 Line of Duty Death)
- 6) Added language stating that the City will pay the higher of local overtime or overtime required to be paid under the Fair Labor Standards Act and that the City will allow POA-represented employees, with specified limitations, to convert overtime earned to compensatory time off, at the rate of 1.5 hours of compensatory time for every hour of overtime worked up to a cap of 80 hours of compensatory time. (Article 32 Overtime)
- 7) MOU Language Clean-Up.

This two-year agreement requires six votes of the City Council to take effect, in accordance with San Diego City Charter section 11.2. The City's Negotiating Team and the Mayor recommend approval of this agreement.

City of San Diego Strategic Plan:

This action supports the Strategic Plan's Empowerment and Engagement, as well as Equity and Inclusion, Operating Principles by engaging the City's diverse and skilled workforce through compensation adjustments.

Fiscal Considerations:

The total cost of the proposed MOU is estimated to be \$31.6M in the General Fund.

Charter Section 225 Disclosure of Business Interests:

N/A

Environmental Impact:

This activity is not a project as defined by the California Environmental Quality Act Section (CEQA) Section 21065 and CEQA Guidelines Section 15378(b)(5) as it involves an organizational or administrative activity of government that will not result in direct or indirect physical changes in the environment. Thus, this activity is not subject to CEQA pursuant to CEQA Guidelines Section 15060(c)(3).

Climate Action Plan Implementation:

N/A – Does not have a connection to the CAP

Equal Opportunity Contracting Information (if applicable):

N/A

Previous Council and/or Committee Actions:

San Diego Police Officers Association MOU by San Diego Resolution R – 313633, dated July 12, 2021.

Planning Commission Action:

N/A

Key Stakeholders and Community Outreach Efforts:

San Diego Police Officers Association

Julie Rasco

---

Director, Human Resources

Kristina Peralta

---

Deputy Chief Operating Officer