

RESOLUTION NUMBER R- 308405

DATE OF FINAL PASSAGE AUG 30 2013

A RESOLUTION OF THE COUNCIL OF THE CITY OF SAN DIEGO APPROVING AND RATIFYING AN AGREEMENT BETWEEN THE CITY AND THE SAN DIEGO POLICE OFFICERS ASSOCIATION REGARDING A POLICE OFFICER RETENTION PROGRAM FOR FISCAL YEAR 2014, AND AUTHORIZING AND DIRECTING TRANSFER AND EXPENDITURE OF SPECIFIED FUNDS FOR THE PROGRAM.

WHEREAS, on June 10, 2013, by San Diego Resolution R-308247 (June 19, 2013), the San Diego City Council (Council) approved the City of San Diego (City)'s budget for Fiscal Year 2014; and

WHEREAS, as part of the Fiscal Year 2014 budget, the Council authorized placement of \$2,000,000 in the Appropriated Reserve for the purpose of funding a police officer retention program until the program is approved by the Council; and

WHEREAS, the Independent Budget Analyst's Report 13-23, dated June 5, 2013, noted the City's current attrition rate of eight sworn police officers a month, and recommended setting aside one-time funds to support a retention program for sworn police officers as well as funds to boost sworn police officer recruitment efforts; and

WHEREAS, the Independent Budget Analyst's Report 13-23 also noted that the details of a police retention program still needed to be developed, but the program should allow the City's Police Department to be competitive with other law enforcement agencies offering lateral opportunities; and

WHEREAS, the City's labor negotiators met and conferred with the San Diego Police Officers Association (SDPOA) on July 1, 2013; July 8, 2013; and August 7, 2013, regarding the terms of a police officer retention program; and

WHEREAS, the City's labor negotiators have reached an agreement with the SDPOA, which is now before the Council for approval and ratification; and

WHEREAS, the negotiated agreement between the City and the SDPOA, referred to as "Side Letter Agreement" (Agreement), involves increasing the uniform and equipment allowance for officers during Fiscal Year 2014, on terms set forth in the Agreement; and

WHEREAS, the uniform and equipment allowance is not pensionable pay under the Earnings Codes document, prepared following Council adoption of the Fiscal Year 2011 Salary Ordinance (San Diego Ordinance O-19952 (May 4, 2010)), and incorporated into San Diego Charter section 70.2 by City voter of approval of Proposition B in June 2012; and

WHEREAS, under the negotiated Agreement, the City will also spend up to \$35,000 in Fiscal Year 2014 on police officer recruitment activities; and

WHEREAS, the Meyers-Milias-Brown Act (MMBA), the state's collective bargaining provisions and specifically California Government Code section 3505.1, as well as Council Policy 300-06, the City's Employee-Employer Relations Policy, provide that if agreement is reached by the City's labor negotiators and a recognized employee organization, like the SDPOA, on terms and conditions of employment for represented employees, the City's labor negotiators and the recognized employee organization must jointly prepare a written agreement, which is not binding until approved by the Council, and present the agreement to the Council for final determination; and

WHEREAS, under the MMBA and Council Policy 300-06, the Council desires to approve and ratify the negotiated Agreement between the City and the SDPOA regarding a police officer retention program for Fiscal Year 2014; NOW, THEREFORE,

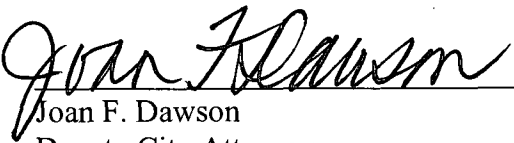
BE IT RESOLVED that, pursuant to the authority of the MMBA and Council Policy 300-06, the Council approves and ratifies the Agreement between the City and the

SDPOA regarding a police officer retention program for Fiscal Year 2014, on file in the Office of the City Clerk as Document No. ^{RR-}308405.

BE IT FURTHER RESOLVED THAT, the Council authorizes and directs the Chief Financial Officer to transfer \$2,000,000 of appropriations from the General Fund Appropriated Reserve Department 9915, to Police Department 1914, within the General Fund, Fund No. 100000.

BE IT FURTHER RESOLVED THAT, the Council authorizes and directs the Chief Financial Officer to expend \$2,000,000 from the Police Department 1914, General Fund No. 100000, to fund the Agreement between the City and SDPOA, on file in the Office of the City Clerk as Document No. ^{RR-}308405.

APPROVED: JAN I. GOLDSMITH, City Attorney

By 
Joan F. Dawson
Deputy City Attorney

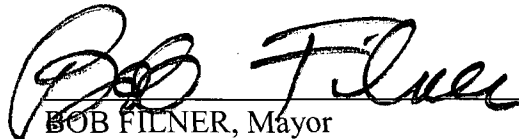
JFD:ccm
08/13/13
Or.Dept: Human Resources
P/L Doc #614435.doc

I certify that the foregoing Resolution was passed by the Council of the City of San Diego, at this meeting of 8/28/13.

ELIZABETH S. MALAND
City Clerk

By 
Deputy City Clerk

Approved: 8/29/13
(date)


BOB FILNER, Mayor

Vetoed: _____
(date)

BOB FILNER, Mayor

Passed by the Council of The City of San Diego on AUG 28 2013, by the following vote:

Councilmembers	Yeas	Nays	Not Present	Recused
Sherri Lightner	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kevin Faulconer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Todd Gloria	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Myrtle Cole	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mark Kersey	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lorie Zapf	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Scott Sherman	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
David Alvarez	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marti Emerald	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Date of final passage AUG 30 2013

(Please note: When a resolution is approved by the Mayor, the date of final passage is the date the approved resolution was returned to the Office of the City Clerk.)

AUTHENTICATED BY:

BOB FILNER

Mayor of The City of San Diego, California.

ELIZABETH S. MALAND

City Clerk of The City of San Diego, California.

(Seal)

By , Deputy

Office of the City Clerk, San Diego, California

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