

RESOLUTION NUMBER R- 308924

DATE OF FINAL PASSAGE MAY 15 2014

A RESOLUTION OF THE COUNCIL OF THE CITY OF SAN DIEGO APPROVING AND RATIFYING A SIDE LETTER AGREEMENT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY AND THE SAN DIEGO POLICE OFFICERS ASSOCIATION REGARDING TERMS AND CONDITIONS OF EMPLOYMENT FOR FISCAL YEARS 2014 THROUGH 2018.

WHEREAS, on October 1, 2013, by San Diego Resolution R-308476 (Oct. 15, 2013), the San Diego City Council (Council) approved a Memorandum of Understanding (MOU) between the City of San Diego (City) and the San Diego Police Officers Association (POA) regarding terms and conditions of employment for Fiscal Years 2014 through 2018; and

WHEREAS, in the MOU, the City and POA mutually agreed to create a Holiday Pay Pilot Program (Pilot Program) for Fiscal Year 2014 to increase flexible benefits by decreasing overtime costs from officers working on holidays; and

WHEREAS, the Pilot Program suspended holiday pay and discretionary leave for officers working on holidays in exchange for an increase in flexible benefits; and

WHEREAS, the MOU provides that either party (the City or POA) could rescind the Pilot Program by April 28, 2014; and

WHEREAS, in an effort to continue to address recruitment and retention issues for police officers, the City and the POA negotiated a modified version of the Holiday Pay Pilot Program (Modified Program) for Fiscal Year 2015; and

WHEREAS, this Modified Program restores premium pay and the floating holiday for all non-exempt POA members for all hours actually worked on holidays; and

WHEREAS, under the negotiated agreement, these employees will also retain the \$3203 in additional flexible benefits allotment provided in Fiscal Year 2014 (this amount is due to an increase in Fiscal Year 2015 by \$968 over and above the Fiscal Year 2014 amount); and

WHEREAS, this Council action is to approve a Side Letter Agreement to the MOU, memorializing the agreement between the City and POA and amending Article 8 of MOU;

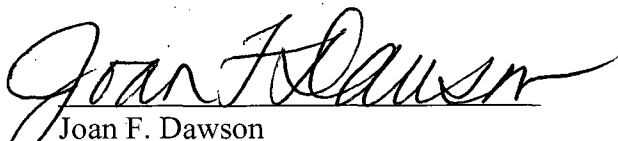
WHEREAS, under the Meyers-Milias-Brown Act (MMBA), the state law related to collective bargaining between the City and its represented employees, and Council Policy 300-06, it is within the discretion of the Council to approve and ratify the negotiated agreement; and

WHEREAS, the Council desires to approve and ratify the Side Letter Agreement, which amends Article 8 of the MOU, because it is in the best interests of the City to improve compensation to officers to address recruitment and retention issues; NOW, THEREFORE,

BE IT RESOLVED that, pursuant to the authority of the MMBA and Council Policy 300-06, the Council of the City of San Diego approves and ratifies the Side Letter Agreement to the MOU between the City and the POA, which amends Article 8 of the MOU related to holiday pay and other terms and conditions of employment, as specified in the Side Letter Agreement, on file in the office of the City Clerk as Document No. PP-308924.

APPROVED: JAN I. GOLDSMITH, City Attorney

By


Joan F. Dawson
Deputy City Attorney

JFD:cm
5/1/2014
Or.Dept:HumanResources
Doc. No. 778900

I certify that this Resolution was passed by the Council of the City of San Diego, at this meeting of MAY 12 2014.

ELIZABETH S. MALAND
City Clerk

By May Berman
Deputy City Clerk

Approved: 5/15/14
(date)

Kevin L. Faulconer
KEVIN L. FAULCONER, Mayor

Vetoed: _____
(date)

KEVIN L. FAULCONER, Mayor

Passed by the Council of The City of San Diego on MAY 12 2014, 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"/>
Ed Harris	<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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
David Alvarez	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marti Emerald	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Date of final passage MAY 15 2014

(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:

KEVIN L. FAULCONER
Mayor of The City of San Diego, California.

ELIZABETH S. MALAND
City Clerk of The City of San Diego, California.

(Seal)

By Mary Zumbado, Deputy

Office of the City Clerk, San Diego, California

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