

RESOLUTION NUMBER R- 309578

DATE OF FINAL PASSAGE MAR 27 2015

A RESOLUTION OF THE COUNCIL OF THE CITY OF
SAN DIEGO APPROVING AND RATIFYING A TENTATIVE
AGREEMENT BETWEEN THE CITY AND THE SAN DIEGO
POLICE OFFICERS ASSOCIATION REGARDING TERMS
AND CONDITIONS OF EMPLOYMENT FOR FISCAL YEARS
2016 THROUGH 2020.

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, from November 3, 2014 through February 5, 2015, the City and the POA met and conferred over strategies to improve recruitment and retention of San Diego Police officers; and

WHEREAS, on February 5, 2015, the City and POA reached a tentative agreement for a MOU for Fiscal Years 2016 through 2020, to supersede the MOU, approved by Council on October 1, 2013; and

WHEREAS, the proposed MOU provides no increases to pensionable pay in Fiscal Years 2016 through 2018, but includes increases to flexible benefit credits, uniform and equipment allowances, tuition reimbursement, discretionary leave, and other benefits; and

WHEREAS, the proposed MOU also includes pensionable pay increases in Fiscal Years 2019 and 2020, specifically a 3.3% general salary increase in Fiscal Year 2019 and a 3.3% general salary increase in Fiscal Year 2020, and other benefits; and

WHEREAS, in compliance with San Diego Charter (Charter) section 70.2, prior to establishment of the City's bargaining position, the City obtained an actuarial analysis from the actuary for the City's Retirement System, which identifies and discloses the impact on the City's defined benefit pension plan of any increases in proposed compensation or benefits; and

WHEREAS, in compliance with Charter section 70.2, the City referred the tentative agreement to the Retirement System's actuary to update the initial actuarial study to include any additional fiscal impacts of the tentative agreement; and

WHEREAS, the actuarial study has been posted and available to the public for review for ten days prior to Council consideration of the tentative agreement; and

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 tentative agreement; and

WHEREAS, the Council finds it is in the best interests of the City to approve the negotiated tentative agreement, which offers POA members with enhanced benefits in an effort to improve recruitment and retention of officers; and

WHEREAS, the Council desires to approve and ratify the negotiated tentative agreement and direct the City's management team to return with a proposed MOU, which sets forth the new terms and conditions of employment, for final consideration by the Council; 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 tentative agreement between the City and the POA for Fiscal Years 2016 through 2020, on file in the Office of the City Clerk as Document No. RR- 309578.

BE IT FURTHER RESOLVED that the Council directs the City's Management Team to jointly prepare with representatives of the POA the written MOU and present it to the Council at a later date for final determination.

APPROVED: JAN I. GOLDSMITH, City Attorney

By Joan F. Dawson
Joan F. Dawson
Deputy City Attorney

JFD:cm
March 6, 2015
Or.Dept: Human Resources
Doc. No.: 970480

I certify that the foregoing Resolution was passed by the Council of the City of San Diego, at this meeting of MAR 23 2015.

ELIZABETH MALAND
City Clerk

By [Signature]
Deputy City Clerk

Approved: 3/27/15
(date)

[Signature]
Kevin L. Faulconer, Mayor

Vetoed: _____
(date)

Kevin L. Faulconer, Mayor

Passed by the Council of The City of San Diego on MAR 23 2015, 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"/>
Lorie Zapf	<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"/>
Chris Cate	<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 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 MAR 27 2015.

(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  Deputy

Office of the City Clerk, San Diego, California

Resolution Number R- 309578