

#5503
7/19/2022

(R-2023-39)

RESOLUTION NUMBER R- 314238

DATE OF FINAL PASSAGE JUL 21 2022

A RESOLUTION OF THE COUNCIL OF THE CITY OF SAN DIEGO APPROVING AN AGREEMENT BETWEEN THE CITY AND THE SAN DIEGO POLICE OFFICERS ASSOCIATION RELATED TO THE LATERAL POLICE OFFICER II INCENTIVE PROGRAM AND THE POLICE OFFICER RECRUITMENT INCENTIVE PROGRAM.

WHEREAS, by San Diego Resolution R-314185 (June 23, 2022), 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 employees represented by POA for fiscal years 2023 and 2024; and

WHEREAS, the San Diego Police Department (Department) proposes to reestablish the Lateral Police Officer II Incentive Program and the Police Officer Recruitment Incentive Program that were approved by the Council through San Diego Resolution R-312149 (Dec. 13, 2018); and

WHEREAS, the intent of the Lateral Police Officer II Incentive Program is to assist with hiring lateral applicants from other agencies who can immediately go into a patrol assignment, and the intent of the Police Recruitment Incentive Program is to incentivize officers to be more proactive in recruitment throughout the City; and

WHEREAS, the City and POA entered into an Agreement to create the Lateral Police Officer II Incentive Program and the Police Officer Recruitment Incentive Program for fiscal years 2023 and 2024; and

WHEREAS, the Lateral Police Officer II Incentive Program will provide lateral applicants who are hired after the start of the Program a \$15,000 incentive for joining the Department, which is paid in \$5,000 increments based on milestones specified in the Agreement; and

WHEREAS, the Police Officer Recruitment Incentive Program is a pay for performance plan that will be available only for active, sworn police personnel who recruit applicants for the classifications of Police Recruit, Police Officer I, or Police Officer II; and

WHEREAS, the Police Officer Recruitment Incentive Program will pay the recruiting officer up to \$3,000 for recruiting a Police Recruit or Police Officer I, or up to \$4,000 for a Police Officer II, which is paid in increments based on milestones specified in the Agreement; and

WHEREAS, the Agreement was negotiated pursuant to the Meyers-Milias-Brown Act (MMBA) and Council Policy 300-06, and is subject to Council approve to take effect; and

WHEREAS, the Office of the City Attorney has drafted this resolution based on the information provided by City staff, with the understanding that this information is complete, true, and accurate; NOW THEREFORE,

BE IT RESOLVED, by the City Council of the City of San Diego, that the Agreement between the City and POA to create the Lateral Police Officer II Incentive Program and Police Officer Recruitment Incentive Program, presented to the Council and on file in the Office of the City Clerk as Document No. RR- **314238**, is approved, and takes effect upon the date of final passage of this Resolution.

BE IT FURTHER RESOLVED that the Chief Financial Officer is authorized to expend an amount not to exceed \$400,000 for fiscal years 2023 and 2024, respectively, from Police Department, 1914, General Fund, 100000, for the Lateral Police Officer II Incentive Program and Police Officer Recruitment Incentive Program, contingent upon the adoption of the Annual Appropriation Ordinance for the applicable fiscal years and contingent upon the Chief Financial Officer first furnishing one or more certificates certifying that funds necessary for expenditure are, or will be, on deposit with the City Treasury.

APPROVED: MARA W. ELLIOTT, City Attorney

By /s/Miguel Merrell
Miguel Merrell
Deputy City Attorney

MM:jvg
July 8, 2022
Or.Dept: Human Resources
CC No. N/A
Doc. No.: 3029981

I certify that the foregoing Resolution was passed by the Council of the City of San Diego, at this meeting of JUL 19 2022

ELIZABETH S. MALAND
City Clerk

By Connie Patterson
Deputy City Clerk

Approved: 7/21/22
(date)

Todd Gloria
TODD GLORIA, Mayor

Vetoed: _____
(date)

TODD GLORIA, Mayor

Passed by the Council of The City of San Diego on JUL 19 2022, by the following vote:

Councilmembers	Yeas	Nays	Not Present	Recused
Joe LaCava	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jennifer Campbell	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stephen Whitburn	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Monica Montgomery Steppe	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marni von Wilpert	<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"/>
Raul A. Campillo	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vivian Moreno	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sean Elo-Rivera	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Date of final passage JUL 21 2022.

(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:

TODD GLORIA
Mayor of The City of San Diego, California.

(Seal)

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

By Connie Patterson, Deputy

Office of the City Clerk, San Diego, California
Resolution Number R- 314238