

RESOLUTION NUMBER R- **315159**

DATE OF FINAL PASSAGE **OCT 23 2023**

A RESOLUTION OF THE COUNCIL OF THE CITY OF  
SAN DIEGO APPROVING THE FIRST AMENDMENT TO  
THE 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, the City of San Diego (City) and the San Diego Police Officers Association (POA) entered into an agreement related to the Lateral Police Officer II Incentive Program and the Police Officer Recruitment Program for fiscal years 2023 and 2024, which was approved by San Diego Resolution R-314238 (July 21, 2022); 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 of San Diego (City); and

WHEREAS, to further support the Police Department's (Department) efforts with hiring and retaining lateral applicants from other agencies, the Department seeks to amend the Lateral Police Officer II Incentive Program for fiscal year 2024 by increasing the current amount of \$5,000 to \$10,000 to each Lateral Police Officer II after one year of continuous employment as a City Police Officer II following the date of successful completion of phase training, as determined by the Department. In addition, the Department seeks to clarify that only one referrer is eligible to receive recruitment incentive pay per applicant; and

WHEREAS, the City and the San Diego Police Officers Association (POA) reached an agreement to amend the Lateral Police Officer II Incentive Program and the Police Officer

Recruitment Incentive Program (First Amendment), which is on file in the Office of the City Clerk as Document No. RR-**315159**; and

WHEREAS, the First Amendment was negotiated pursuant to the Meyers-Milias-Brown Act and Council Policy 300-06, and is subject to Council approval to take effect; and

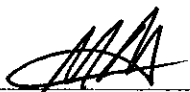
WHEREAS, the Office of the City Attorney has drafted this resolution based on the information provided by City staff, including information provided by affected third parties and verified by City staff, with the understanding that this information is complete, true, and accurate; NOW, THEREFORE,

BE IT RESOLVED, by the City Council of the City of San Diego, that the First Amendment to the Agreement between the City and POA related to 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-**315159**, is approved, and takes effect upon the date of final passage of this resolution.

BE IT FURTHER RESOLVED, the Chief Financial Officer is authorized to expend an amount not to exceed \$200,000 for purposes of executing the Lateral Police Officer II Incentive Program.

BE IT FURTHER RESOLVED, the Chief Financial Officer is authorized to expend an amount not to exceed \$200,000 for purposes of executing the Police Officer Recruitment Incentive Program.

APPROVED: MARA W. ELLIOTT, City Attorney

By   
Miguel Merrell  
Deputy City Attorney

MM:jvg  
September 26, 2023  
Or.Dept: Human Resources  
CC No. N/A  
Doc. No. 3425320

I certify that the foregoing Resolution was passed by the Council of the City of San Diego, at this meeting of OCT 17 2023.

DIANA J.S. FUENTES  
City Clerk

By   
Deputy City Clerk

Approved: 10/23/23  
(date)

  
TODD GLORIA, Mayor

Vetoed: \_\_\_\_\_  
(date)

\_\_\_\_\_  
TODD GLORIA, Mayor

Passed by the Council of The City of San Diego on OCT 17 2023, by the following vote:

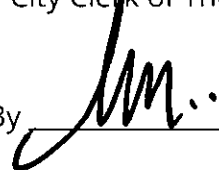
Councilmembers	Yeas	Nays	Not Present	Recused
Joe LaCava	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jennifer Campbell	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stephen 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"/>
Kent Lee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Raul A. Campillo	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Vivian Moreno	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 OCT 23 2023.

**(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) DIANA J.S. FUENTES  
City Clerk of The City of San Diego, California.

By , Deputy

Office of the City Clerk, San Diego, California

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