

RESOLUTION NUMBER R- **316184**

DATE OF FINAL PASSAGE **MAY 07 2025**

A RESOLUTION OF THE COUNCIL OF THE CITY OF
SAN DIEGO APPROVING AND RATIFYING AN
AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND
THE SAN DIEGO POLICE OFFICERS ASSOCIATION TO
AMEND ARTICLE 63 OF THEIR MEMORANDUM OF
UNDERSTANDING FOR FISCAL YEARS 2025 AND 2026
RELATED TO SPECIAL RESPONSE TEAM PAY.

RECITALS

The Council of the City of San Diego (Council) adopts this Resolution based on the following:

A. By San Diego Resolution R-315582 (June 11, 2024), the Council approved a memorandum of understanding (MOU) between the City of San Diego (City) and the San Diego Police Officers Association (POA), covering Fiscal Years 2025 and 2026.

B. On June 17, 2022, a number of individual City police officers filed a lawsuit against the City in San Diego Superior Court, titled *Noe Cordero et al. v. City of San Diego* (San Diego Superior Court case number 37-2022-00023593-CU-BC-CTL) (*Cordero* case), alleging violations of the City's MOU with POA regarding the payment of special assignment pay for members of the Police Department's Special Weapons and Tactics Team (SWAT) who are members of SWAT's Special Response Team (SRT).

C. On October 9, 2024, the City updated the earnings code used for SRT specialty pay by using the "1SRT" designated as "Special Response Team" pay in lieu of the "1SWR" code designated as "SWAT Trainer" pay in the City's payroll system.

D. On October 18, 2024, POA filed a grievance alleging that SRT members should continue receiving "SWAT Trainer" pay under Article 63 of the MOU (Grievance).

E. To resolve the Grievance and the claims in the *Cordero* case regarding prospective specialty pay alleged to be due to SRT members, the City agreed to negotiate with POA a 3.5% SWAT Trainer Pay for all SRT members.

F. On February 7, 2025, the City informally discussed with POA a proposed settlement to the Grievance involving the proposed prospective relief of 3.5% SRT trainer pay. On March 12, 2025, the City formally proposed an agreement to amend Article 63 of the MOU (Agreement), and POA signed the Agreement on March 19, 2025.

G. The Parties agree that all obligations under the Meyers-Milias-Brown Act, Council Policy 300-06, and other applicable laws and regulations to meet and confer in good faith on the subject matter of the Agreement have been satisfied. POA also agrees to dismiss with prejudice the Grievance filed on October 18, 2024, upon Council approval of the Agreement.

H. If approved by the Council, as part of the settlement of the Grievance and the *Cordero* case, the Agreement will take effect retroactively to January 18, 2025.

I. This Agreement requires a two-thirds majority vote of the Council under San Diego Charter section 11.2.

J. The Office of the City Attorney prepared 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 and accurate.

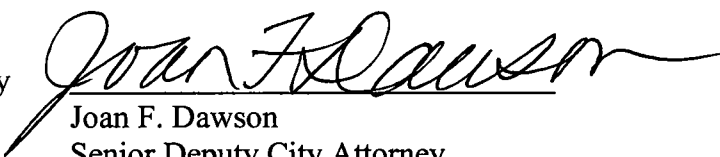
ACTION ITEMS

Be it resolved by the Council of the City of San Diego:

1. The Council approves and ratifies the Agreement between the City and POA to amend Article 63 of the MOU, with the Agreement on file with the Office of the City Clerk, as Document No. RR- **316184**; the Council intends the Agreement to take effect retroactively to January 18, 2025.

2. The Council requests that the City's management team for labor relations incorporate the new language in Article 63 in any successor MOU between the City and POA, and the Council requests that the City's administrative staff take all steps necessary to apply the amended pay described in the Agreement retroactively to January 18, 2025.

APPROVED: HEATHER FERBERT, City Attorney

By 
Joan F. Dawson
Senior Deputy City Attorney

JFD:cm
March 21, 2025
Or.Dept: Human Resources
Doc. No. 4001431

I certify that the Council of the City of San Diego adopted this Resolution at a meeting held on APR 22 2025.

DIANA J.S. FUENTES
City Clerk

By 
Deputy City Clerk

Approved: 5/7/25
(date)


TODD GLORIA, Mayor

Vetoed: _____
(date)

TODD GLORIA, Mayor

Passed by the Council of The City of San Diego on APR 22 2025, 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"/>
Henry L. Foster III	<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 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 MAY 07 2025.

(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 *Gilda Bravin*, Deputy

Office of the City Clerk, San Diego, California

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