

RESOLUTION NUMBER R- 312149

DATE OF FINAL PASSAGE DEC 13 2018

A RESOLUTION OF THE COUNCIL OF THE CITY OF SAN DIEGO APPROVING AN AGREEMENT BETWEEN THE CITY OF SAN DIEGO 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-309613 (April 22, 2015), the San Diego City Council (Council) approved and ratified a Memorandum of Understanding (MOU) between the City of San Diego (City) and the San Diego Police Officers' Association (POA) that establishes terms and conditions of employment for POA-represented employees for Fiscal Years 2016 through 2020; and

WHEREAS, the City and POA reached an Agreement to create the Lateral Police Officer II Incentive Program and the Police Officer Recruitment Incentive Program for Fiscal Years 2019 and 2020; and

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

WHEREAS, all provisions of the MOU remain in effect, as previously approved by the Council by Resolution R-309613; 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 San Diego Police Department; 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 Agreement is now presented to the Council for final determination, in accordance with the Meyers-Miliias-Brown Act and Council Policy 300-06; and

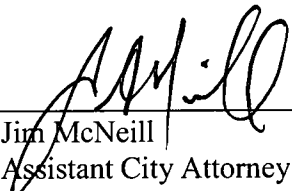
WHEREAS, the Agreement requires approval of a two-thirds majority vote of the Council, pursuant to San Diego Charter section 11.2; and

WHEREAS, the Council desires to approve the Agreement; NOW THEREFORE,

BE IT RESOLVED by the 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-312149, 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 per fiscal year of the Agreement, 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 
Jim McNeill
Assistant City Attorney

JM:amc
11/23/18
Or.Dept: Human Resources
CC No.: N/A
Doc. No.: 1879046

I certify that the foregoing Resolution was passed by the Council of the City of San Diego, at this meeting of DEC 11 2018.

ELIZABETH S. MALAND
City Clerk

By Connie Patterson
Deputy City Clerk

Approved: 12/13/18
(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 DEC 11 2018, by the following vote:

| Councilmembers | Yeas | Nays | Not Present | Recused |
|-------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|
| Barbara Bry | <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"/> |
| Chris Ward | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Monica Montgomery | <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"/> |
| Vivian Moreno | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Georgette Gómez | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Date of final passage DEC 13 2018.

(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.

(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

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