

**SIDE LETTER AGREEMENT BETWEEN
THE CITY OF SAN DIEGO AND
THE SAN DIEGO POLICE OFFICERS ASSOCIATION
RELATED TO UNIFORMS AND SAFETY EQUIPMENT ALLOWANCES FOR
FISCAL YEAR 2018**

Pursuant to the provisions of the Meyers-Milias-Brown Act (MMBA), this Side Letter Agreement (Agreement) is entered into on August 3, 2017, between the City of San Diego (City) and the San Diego Police Officers Association (SDPOA), related to uniforms and safety equipment allowances for Fiscal Year 2018.

The City's approved Fiscal Year 2018 budget allocates \$4.0 million for recruitment and retention of City police officers.

The City and the SDPOA, collectively referred to as the "Parties," have met and conferred, in accordance with the Meyers-Milias-Brown Act (MMBA) and City Council Policy 300-06, and reached agreement on expenditure of the \$4.0 million budget allocation.

The Parties present this Agreement to the City Council for final determination, in accordance with the MMBA and City Council Policy 300-06.

The Parties agree as follows:

1. The Parties have met and conferred in good faith in accordance with the MMBA and City Council Policy 300-06, regarding the terms and conditions of this Agreement and its implementation.
2. This Agreement is intended to be read in conjunction with the Memorandum of Understanding (MOU) covering the term July 1, 2015 through June 30, 2020, which was approved by the City Council by San Diego Resolution R-309613 (April 22, 2015). This Agreement is not intended to amend or otherwise modify any terms and conditions of employment for SDPOA members, as set forth in the MOU, except as stated here.
3. Notwithstanding any provision in Article 59 of the MOU to the contrary, the Parties acknowledge that this Agreement will only take effect if approved by the City Council, and the effective date of this Agreement will be the date of final passage of the City Council Resolution required for approval of this Agreement.
4. For Fiscal Year 2018 only, in addition to the uniform and safety equipment allowances set forth in Article 26 of the MOU, employees represented by the SDPOA will receive the following amounts added to their uniform/equipment/cleaning allowances, to be paid in the Fiscal Year 2018 uniform allowance paycheck:

- a. All sworn officers represented by SDPOA will receive an additional uniform/equipment/cleaning allowance of \$1,505.
 - b. In addition to the allowances set forth in the MOU and subparagraph a above, employees hired on or before August 1, 2017, who are not in the Police Recruit classification as of August 1, 2017 and are not eligible to receive the additional uniform allowance under Article 26, section B.2.b. of the MOU because they do not have eight or more years of service as a sworn police officer as of August 1, 2017 as defined by the MOU, will receive an additional uniform/equipment/cleaning allowance of \$2,100.
 - c. Employees, who are in the Police Recruit classification as of August 1, 2017, will receive a uniform/equipment/cleaning allowance of \$1,505, if and when they advance to Police Officer I, during Fiscal Year 2018.
5. The additional uniform/equipment/cleaning allowances set forth in this Agreement are only approved for Fiscal Year 2018, and will not continue to be paid in subsequent fiscal years, unless agreed upon by the Parties and approved by the City Council, in accordance with the MMBA and City Council Policy 300-06.

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This Agreement is executed, by the following authorized representatives of each party:

San Diego Police Officers Association

City of San Diego

By: Signature on File
Brian Marvel, President

By: Signature on File
Timothy Davis, Lead Negotiator

Date: _____

Date: _____

By: Signature on File
Bradley Fields
San Diego Police Officers Association

By: Signature on File
Judy von Kalinowski
Human Resources Director

Date: _____

Date: _____

By: Signature on File
Erik Hanson
Human Resources Officer

Date: _____

By: Signature on File
Al Guaderrama
Assistant Police Chief

Date: _____

Approved as to form this _____ day of _____, 20_____.

MARA W. ELLIOTT, City Attorney

By: Signature on File
Joan F. Dawson
Deputy City Attorney