

RESOLUTION NUMBER R- 316625

DATE OF FINAL PASSAGE FEB 12 2026

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
RELATED TO THE SAN DIEGO POLICE DEPARTMENT'S
LATERAL POLICE OFFICER II INCENTIVE PROGRAM AND
POLICE OFFICER RECRUITMENT INCENTIVE PROGRAM.

RECITALS

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

A. By San Diego Resolution R-312149 (Dec. 13, 2018), the Council authorized two programs to assist with recruitment of police officers to the City of San Diego (City): the Lateral Police Officer II Incentive Program (Lateral Incentive Program) and the Police Officer Recruitment Incentive Program (Recruitment Incentive Program). The Council authorized the programs for Fiscal Years 2019 and 2020. By San Diego Resolution R-314238 (July 21, 2022), the Council reauthorized the programs for Fiscal Years 2023 and 2024.

B. The intent of the Lateral Incentive Program was to assist with hiring lateral applicants for Police Officer II positions from other law enforcement agencies who could quickly work in patrol assignments. The intent of the Recruitment Incentive Program was to give officers employed by the San Diego Police Department (Police Department) an incentive to assist in the recruitment of applicants for employment in the Police Department.

C. The Police Department reports that the cost of putting a police recruit through a six-month police academy is approximately \$100,000. Therefore, the Police Department benefits by attracting experienced law enforcement applicants who are trained and ready to serve on patrol.

D. At the end of Fiscal Year 2024, the Police Department was not able to fully close out the Lateral Incentive Program and the Recruitment Incentive Program, leaving funds remaining. The Police Department now wishes to close out the two programs.

E. The City's management team for labor relations has negotiated closure of the programs with the San Diego Police Officers Association (POA), and the City and the POA have reached an agreement that is now presented to the Council for final determination (Agreement). This proposed Agreement involves compensation to be paid in Fiscal Year 2026, related to incentive activities performed in Fiscal Year 2025. The Police Department intends to fund the compensation to be paid to POA-represented employees under the Agreement from its existing Fiscal Year 2026 budget.

F. 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.

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 the POA to close out and make final payments under the Lateral Incentive Program and the Recruitment Incentive Program. The Agreement is on file in the Office of the City Clerk as Document No. RR- 316625, and it will take effect upon the date of final passage of this Resolution.

2. The Chief Financial Officer is authorized to expend an amount not to exceed \$63,000 in Fiscal Year 2026, from Police Department, 1914, General Fund, 100000, for the Lateral Incentive Program and the Recruitment Incentive Program for POA-represented employees under the terms and conditions described in the Agreement.

APPROVED: HEATHER FERBERT, City Attorney

By 
Joan F. Dawson
Senior Deputy City Attorney

JFD:cm
January 28, 2026
Or.Dept: Human Resources
Doc. No. 4300674

I certify that the Council of the City of San Diego adopted this Resolution at a meeting held on
FEB 10 2026

DIANA J.S. FUENTES
City Clerk

By 
Deputy City Clerk

Approved: 2/11/26
(date)


TODD GLORIA, Mayor

Vetoed: _____
(date)

TODD GLORIA, Mayor

Passed by the Council of The City of San Diego on FEB 10 2026, by the following vote:

Councilmembers	Yeas	Nays	Not Present	Recused
Joe LaCava	☒	☐	☐	☐
Jennifer Campbell	☐	☐	☒	☐
Stephen Whitburn	☐	☐	☒	☐
Henry L. Foster III	☒	☐	☐	☐
Marni von Wilpert	☒	☐	☐	☐
Kent Lee	☒	☐	☐	☐
Raul A. Campillo	☐	☐	☒	☐
Vivian Moreno	☒	☐	☐	☐
Sean Elo-Rivera	☒	☐	☐	☐

Date of final passage FEB 12 2026

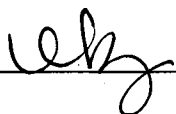
(Please note: When a resolution is approved by the Mayor, the date of final passage is the date the approved resolution was returned to the Office of the City Clerk.)

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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