



**MAYOR KEVIN L. FAULCONER  
CITY OF SAN DIEGO**

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NEWS RELEASE

**Mayor Faulconer and Police Officers Association Announce Tentative Agreement to Begin Rebuilding San Diego Police Department**  
*5-Year Deal Will Help Put More Officers on the Street, Working with Communities and Protecting Neighborhoods*

San Diego, CA – Mayor Kevin L. Faulconer and the San Diego Police Officers Association today announced that they have reached a tentative agreement on a contract extension that will strengthen recruiting and retention of San Diego police officers.

The tentative agreement establishes a pay increase of approximately 6.6 percent over five years and complies with Proposition B’s freeze on pensionable pay. The package is structured to focus on incentive-based increases and is geared toward officers who reached specific experience requirements.

**“I promised San Diego residents that I would protect our neighborhoods and rebuild our shrinking police department. This fair agreement does that, giving us more tools to recruit and retain a diverse, well-trained and experienced police force,”** Mayor Faulconer said. **“It means more brave officers on our streets to work with our community and keep us safe. It means San Diego is back on track, moving in the right direction and solving problems for the benefit of all our neighborhoods.”**

“Because of Mayor Faulconer’s leadership, we have reaffirmed our commitment to excellence as a police force and as a city,” Chief Shelley Zimmerman said. “Today marks a bright future where we can feel safe no matter who you are and no matter where you live.”

The total cost of the contract extension is approximately \$92 million over five years, with new costs of \$62 million, largely driven by a restoration of holiday pay and an increase in healthcare, equipment and uniform allowance, with specific incentives for experienced officers and an equipment allowance for new recruits.

“This is an important milestone for our police department,” said Brian Marvel, President of the SDPOA. “For

years, our officers have been leaving our department at an alarming rate for greener pastures. With this new agreement, Mayor Faulconer has taken a great step to reverse more than a decade of neglect.

“Mayor Faulconer pledged to fund basic city services first; with this new deal, he has done just that. As a result of his commitment to public safety, Mayor Faulconer can legitimately claim he is rebuilding our police department – one of the most important services for those who live and work in San Diego. With this agreement, our city is on the path to a brighter and more stable future,” concluded Marvel.

The new agreement was crafted as a fiscally responsible solution to the recruiting and retention issues the police department has faced for several years, which led to a department that lacked the staffing and experience necessary to provide the safety services the citizens of San Diego deserve.

As a result of the new agreement, the police department is far more capable of retaining its officers over the long-term, leading to taxpayer savings and improved public safety.

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