

**AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND
SAN DIEGO POLICE OFFICERS ASSOCIATION
RELATED TO REVISIONS TO COUNCIL POLICY 300-06**

Pursuant to the provisions of the Meyers-Milias-Brown Act (MMBA) and Council Policy 300-06, this Agreement is entered into between the City of San Diego (City) and the San Diego Police Officers Association (POA) related to revisions to Council Policy 300-06. The City and POA are collectively referred to herein as the "Parties."

In *Janus v. AFSCME*, 138 S.Ct. 2448 (2018), the U.S. Supreme Court ruled that mandatory agency shop fees are unconstitutional under the First Amendment of the U.S. Constitution, and the California legislature enacted legislation concerning dues deductions in response to *Janus*. Accordingly, Council Policy 300-06 has been revised to reflect changes legally required on how membership dues are deducted. Specifically, only bargaining unit members who have affirmatively consented to or authorized dues deductions shall have dues deducted from their wages.

The Parties agree to the following:

1. The Parties have satisfied all obligations under the MMBA, Council Policy 300-06, and other applicable laws and regulations to meet and confer in good faith on the subject of this Agreement.
2. The Parties agree to the revised Council Policy 300-06 (Attachment 1) dated December 10, 2020, and that it will be presented to the City Council for approval and implementation.
3. Unless expressly covered in this Agreement, all wages, hours and other terms and conditions of employment presently enjoyed by POA-represented employees, whether stated in an MOU, Personnel Regulation, Administrative Regulation or in any other enforceable document, remain in full force and effect.
4. This Agreement is intended to be read in conjunction with the MOU, and where in conflict on the specific issue covered by this Agreement and the attached revised Council Policy 300-06, this Agreement and the attached revised Council Policy 300-06 will control.
5. This Agreement will remain in effect unless it is modified through further negotiations in accordance with the MMBA and Council Policy 300-06.

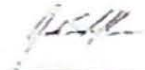
ATTACHMENT:

1. Revised Council Policy 300-06 dated December 10, 2020


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

San Diego Police Officers Association

City of San Diego



Jack Schaeffer, President



Tim Davis, Lead Negotiator

January 7, 2021


Date

January 8, 2021

Date



Brad Fields, Lead Negotiator




Abby Jarl-Veltz, Assistant Director, Human Resources
Department

1/24/2021

Date

January 25, 2021

Date




Abegaile Serafico, Senior Human Resources Officer,
Human Resources Department

January 25, 2021

Date

Approved as to form this 25th day of January, 20 21.
MARA W. ELLIOTT, City Attorney

By: 

Miguel Merrell
Deputy City Attorney