

**AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND THE SAN DIEGO POLICE OFFICERS
ASSOCIATION TO AMEND ARTICLE 26 OF THE MEMORANDUM OF UNDERSTANDING
RELATED TO UNIFORM PAY FOR PERMANENT MEMBERS OF THE NEIGHBORHOOD
POLICING DIVISION IN THE POLICE DEPARTMENT**

The City of San Diego (City) and the San Diego Police Officers Association (POA) enter into this Agreement, in accordance with the Meyers-Milias-Brown Act (MMBA) and City Council (Council) Policy 300-06 to amend the Memorandum of Understanding (MOU) between the City and SDPOA, related to Article 26 of the MOU regarding uniform pay for permanent members of the Neighborhood Policing Division in the Police Department. The City and POA are collectively referred to as the "Parties".

This Agreement is intended to amend the City's MOU with POA, covering the term July 1, 2015 through June 30, 2020, approved by the Council by Resolution R-309613 (April 22, 2015).

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 matter of this Agreement.
2. Specific provisions in this Agreement supersede any previous agreements, whether oral and written, regarding the subject matter of this Agreement.
3. Except as provided in this Agreement, all wages, hours, and other terms and conditions of employment presently enjoyed by SDPOA-represented employees, and in the MOU, remain in full force and effect, and all rights of the City as set forth in Article 9 of the MOU also remain in full force and effect.
4. This Agreement is not binding on the City or POA unless and until it is approved by a two-thirds vote of the entire City Council, in accordance with San Diego Charter section 11.2. The Parties submit this Agreement to the Council for final determination. This Agreement takes effect upon final passage of a Council resolution approving this Agreement.
5. This Agreement will remain in effect unless it is modified through further negotiations in accordance with the MMBA and Council Policy 300-06.
6. The Parties agree to amend Article 26, section B, paragraph 4 by replacing it in its entirety, with the following:

ARTICLE 26

UNIFORMS AND SAFETY EQUIPMENT

B. Police Officer's Uniform and Equipment.

4. In addition to the uniform and equipment allowance set out in B.2, officers assigned to the Harbor Patrol, permanent members of the Beach Enforcement Team, and permanent members assigned to the Neighborhood Policing Division will receive reimbursement of \$350.00 for the initial purchase of uniforms and equipment authorized by the Department upon assignment. City will also pay sworn officers assigned to the Harbor Patrol, permanent members of the Beach

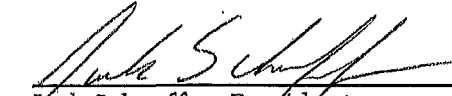
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Enforcement Team, and permanent members assigned to the Neighborhood Policing Division the sum of \$150.00 on the regular paycheck on or before September 1, for the maintenance and replacement of their equipment. Employees receiving the initial reimbursement will not receive the maintenance allowance in the same year.

This Agreement is executed on this 30th of October 2018, by the following authorized representatives:

San Diego Police Officers Association

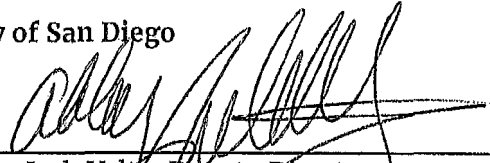


Jack Schaeffer, President
San Diego Police Officers Association



Brad Fields
Lead Negotiator

City of San Diego




Abby Jarl-Veltz, Deputy Director
Human Resources Department



Colin Brazile, Senior HR Officer
Human Resources Department

Approved as to form this 29th
day of November,
2018.

MARA W. ELLIOTT, City Attorney

By: 

Joan Dawson
Deputy City Attorney