

**AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND
THE SAN DIEGO POLICE OFFICERS ASSOCIATION (POA)
REGARDING HIRING OF PROVISIONAL OFFICERS**

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

This Agreement is intended to cover the current term until June 30, 2020 and will be revisited prior to the start of each fiscal year.

With expectations and demands rising from community members, and mandated state regulations increasing out of service time, existing police resources have been severely strained, and overtime is a growing concern that impacts the City's budget and well-being of officers. The use of Provisional Police Officers is intended to be a temporary solution to a challenging national problem and the Department is requesting to hire a total of 40 Provisionals to immediately impact the goals outlined.

The Parties agree to the following:

1. Provisional Officers could be utilized to meet the following goals:
 - a. Assist with the job duties from nearly 100 open Investigative positions, specific only to Area Station Detectives, Domestic Violence, Traffic Investigations, Requested Info Unit, and Backgrounds.
 - b. Provisional employees assigned to investigations should be utilized to supplement units and not replace full time personnel.
 - c. Provide prisoner transports to allow officers more time to proactively engage in community policing.
 - d. Mitigate the additional patrol responsibilities being placed on specialized units due to budgeted positions being unfilled, specific to neighborhood policing division and area station beat patrol units.
 - e. Allow for service levels to be maintained as the Department works through the rebuilding process, specific to area station and HQ front counter relief to maintain five-day coverage.
2. SDPD will handle Provisionals in the same manner as Reserve Officers, where their Legal Defense Fund (LDF) dues are already paid annually by the City/Department. The Department will add the names of the Provisional Officers to the Reserve roster that is on file with Peace Officers Research Association of California (PORAC) and will make payment in the same manner. POA will work with the Department to assure that the billing/payment is accurate with PORAC's LDF as needed.
3. The terms of this agreement will sunset, such that the use of Provisional Officers by the department, shall cease effective June 30, 2020, and will be revisited prior to the start of each fiscal year. Any other potential positions for Provisional Officers would require an Agreement from POA.

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

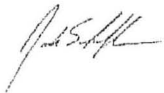
San Diego Police Officers Association

City of San Diego

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POA

By: 
Jack Schaeffer
President

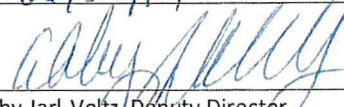
Date: June 19, 2019

By: 
David Nisleit, Police Chief
SDPD

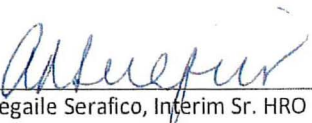
Date: 6/20/2019

By: 
Julie Rasco, Director
Human Resources Department

Date: 06/20/19

By: 
Abby Jarl-Veltz, Deputy Director
Human Resources Department

Date: 6/20/19

By: 
Abegaile Serafico, Interim Sr. HRO
Human Resources Department

Date: 06/20/19

Approved as to form on _____, 2019.
MARA W. ELLIOTT, City Attorney

By: _____
Miguel Merrell
Deputy City Attorney