

**AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND
THE SAN DIEGO POLICE OFFICERS ASSOCIATION RELATED TO
HIRING OF PROVISIONAL EMPLOYEES**

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 hiring of provisional employees. The City and POA are collectively referred to herein as the "Parties."

Background

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 employees is intended to be a temporary solution to a challenging national problem and the Department is requesting to hire a total of 15 provisional employees to immediately impact the goals outlined.

The parties agree to the following:

1. Provisional employees could be utilized to meet the following goals:
 - a. Assist with the job duties from open positions, specific only to Area Stations, Domestic Violence, Traffic Investigations, Neighborhood Policing/HOT Team, Backgrounds and Recruiting and Operations Support/Property Room.
 - 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 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 provisional employees 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 employees to the Reserve roster that is on file with the 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 employees by the department, shall cease effective June 30, 2021 and will be revisited prior to the start of every fiscal year. Any other potential positions for provisional employees will require an Agreement from POA.

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

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July 21, 2020

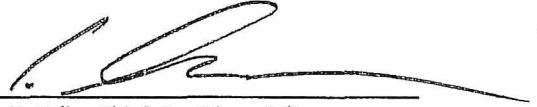
San Diego Police Officers Association

City of San Diego



Jack Schaeffer, President

FOR Chief Nisleit



David Nisleit, Police Chief, San Diego Police Department

July 21, 2020

Date

July 22, 2020

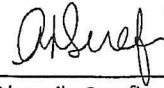
Date



Abby Jarl-Veltz, Assistant Director, Human Resources Department

July 21, 2020

Date



Abegaile Serafico, Senior Human Resources Officer, Human Resources Department

July 21, 2020

Date

Approved as to form this 22nd day of July, 2020

MARA W. ELLIOTT, City Attorney

By: 

Miguel Merrell
Deputy City Attorney