

**SIDE LETTER AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND
THE POLICE OFFICERS ASSOCIATION
RELATED TO THE HOMELESS OUTREACH TEAM UNIFORMS**

Pursuant to the provisions of the Meyers-Milias-Brown Act (MMBA), this Side Letter Agreement (Agreement) is entered into between the City of San Diego (City) and the Police Officers Association (POA) related to the Homeless Outreach Team (HOT) uniforms. The City and POA are collectively referred to herein as the "Parties".

For the past 20 years, the HOT team has conducted outreach to those experiencing homelessness by connecting them with needed services and resources. HOT team officers have experienced challenges with building trust and rapport with homeless individuals when wearing traditional police uniforms. It seems homeless individuals often do not avail themselves to officers in traditional police uniforms for fear they will be taken into custody.

The City hired a consultant from the Corporation for Supportive Housing to write a Homeless Action Plan that outlines how to effectively address homelessness. The consultant advised that the HOT team officers should wear a uniform that has a softer and more welcoming appearance to increase the success rate of connecting with those in need of services.

The proposal for HOT team officers to wear a uniform different from the traditional police uniform was presented to the Chief Executive Committee of the City's Police Department on September 19, 2019, and the proposal was approved.

The Parties have met and conferred in good faith in accordance with the MMBA on the terms set forth in this Agreement.

The Parties agree to the following:

1. Change the HOT team's required uniform from the current Class C uniform to:
 - a. Navy blue 5.11 polo shirt.
 - b. Tan 5.11 Class C pants.
 - c. Polo shirts with a gold embroidered badge in lieu of the regulation badge, and their initials and last name will be embroidered in gold thread over the right chest area of the polo shirt.
 - d. HOT team officers will be required to wear their body armor under the polo shirt and a department authorized duty belt.
2. Uniform Funding:
 - a. In addition to the standard uniform and equipment allowance, all officers assigned to the Neighborhood Policing Division, including the Neighborhood Policing Teams, Crime Prevention Teams, and HOT teams, currently receive \$350.00 initial reimbursement when they are assigned to the Division, and an additional annual \$150.00 for maintenance and replacement of Class C uniforms.
 - b. Given that current HOT team officers already received their annual uniform allowance for Fiscal Year (FY) 2020, the initial purchase of two polo shirts and two pairs of cargo pants will be made by donations from the San Diego Police Foundation for FY 2020 only. Any newly assigned officers to the HOT team during FY 2020 will also receive two polo shirts and two pairs of cargo pants

- purchased with donations from the San Diego Police Foundation for FY 2020 only.
- c. Beginning FY 2021, HOT team officers will use their already established annual \$150.00 annual uniform allowance for uniform maintenance and replacement of polo shirts and cargo pants.
 - d. Beginning FY 2021, officers who transfer from a team within the Neighborhood Policing Division to the HOT team will be eligible to receive a \$350.00 initial reimbursement to purchase two polo shirts and two pairs of cargo pants, and an additional annual \$150.00 for maintenance and replacement of polo shirts and cargo pants.
 - e. Officers receiving the initial reimbursement will not receive the maintenance allowance in the fiscal year unless there has been a transfer from a team within the Neighborhood Policing Division to the HOT team.

This Agreement is intended to be read in conjunction with the POA Memorandum of Understanding (MOU), and where in conflict on the specific issue covered by this Agreement, this Agreement will control.

This Agreement will remain in effect unless it is modified through further negotiations in accordance with the MMBA and Council Policy 300-06.

The Parties will incorporate the language set forth in this Agreement into any successor MOU negotiated by the City and POA that is approved by the City Council.

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

Police Officers Association



Brad Fields, Lead Negotiator

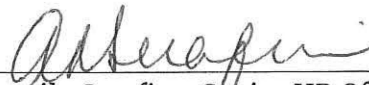
Date: 12/19/19

City of San Diego



Timothy Davis, Lead Negotiator

Date: 12-19-19



Abegaile Serafico, Senior HR Officer

Date: 12-19-19

Approved as to form this 19 day of December, 2019.
MARA W. ELLIOTT, City Attorney

By: 
Miguel Merrell, Deputy City Attorney