

**Agreement between the City of San Diego and San Diego Police Officers Association
Related to Phase 1 of the Unwinding of Proposition B**

Pursuant to the provisions of the Meyers-Millias-Brown Act (MMBA) and Council Policy 300-06, this Agreement related to Phase 1 of the unwinding of Proposition B ("Prop B") for the San Diego Police Officers Association (POA) is made and entered into between the City of San Diego (City) and POA. The City and Local POA are collectively referred to as the "Parties."

The Parties agree as follows:

Prospective Participation in SDCERS for Current Sworn Officers

#1. Sworn officers currently participating in SDCERS under the "TIER V" benefit set forth under SDMC section 24.0403.0004 will prospectively participate in SDCERS under the "TIER IV" benefit set forth under SDMC 24.0403.0001, effective September 9, 2024.

Retroactive Participation in TIER IV Benefit for Current Sworn Officers

#2. Sworn officers currently employed by the CITY who have been participating in SDCERS under the "TIER V" benefit will have their "TIER V" benefit converted to a "TIER IV" benefit from the date they began SDCERS participation through September 9, 2024. The conversion of the benefits from TIER V to TIER IV is mandatory. Sworn officers will not have the option to remain in TIER V.

#3. The CITY will be responsible for all Employer Normal Cost contributions, plus interest, and any Unfunded Actuarial Liability required to convert the sworn officers' accrued SDCERS benefits under "TIER V" to "TIER IV."

#4 To the extent converting sworn officers' accrued SDCERS benefits from "TIER V" to "TIER IV" results in underpaid Safety Member contributions, the CITY will be responsible for payment of all such underpaid Safety Member contributions, plus interest, to SDCERS.

#5 To the extent converting sworn officers' accrued SDCERS benefits from "TIER V" to "TIER IV" results in overpaid Safety Member contributions, the amount of overpaid contributions will be refunded to those Safety Members.

#6 Nothing in this Agreement, or in subsequent legislative action taken by the City Council to implement this Agreement, will be interpreted as a waiver by POA of the conversion of SPSP-H benefits to SDCERS TIER IV benefits for affected POA-represented employees. Likewise, nothing in this Agreement, or in subsequent legislative action taken by the City Council to implement this Agreement, will be interpreted as an admission by the City that affected POA-represented employees are entitled to the conversion of SPSP-H benefits to SDCERS TIER IV benefits.

Prospective Participation in SDCERS for Current Police Recruits

#7. Police Department recruits currently employed by the CITY in the Police Academy, or hired by the CITY prior to September 9, 2024, and participating in the City's SPSP-H Plan will cease participation in the SPSP-H Plan and begin participation in SDCERS as Safety Members under the "TIER IV" benefit when they become sworn officers, or on September 9, 2024, whichever is earlier.

Participation in SDCERS for All Police Recruits and Lateral Sworn Officers Hired on or After September 9, 2024

#8. Police Department recruits or lateral sworn officers hired on or after September 9, 2024, will participate in SDCERS as Safety Members under the "TIER IV" benefit from their dates of hire.



Plan Amendments

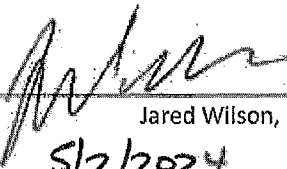

#9. As soon as practicable after City Council approval of this Agreement, the City will amend the SPSP-H Plan and SDCERS to implement its terms.

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

For POA

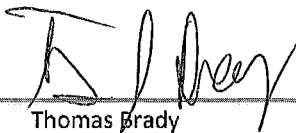
For City of San Diego

By:  By: 
Bradley Fields, Lead Negotiator Timothy Davis, Lead Negotiator
Date: 5/2/2024 Date: 6/5/2024

By:  By: 
Jared Wilson, President Matthew Vespi, Chief Financial Officer
Date: 5/2/2024 Date: 6/10/2024

Approved as to form this 17th day of June, 2024

MARA W. ELLIOTT, City Attorney

By: 
Thomas Brady
Deputy City Attorney