

**AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND
THE SAN DIEGO POLICE OFFICERS ASSOCIATION RELATED TO THE LIGHT DUTY PROCESS**

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 the light duty process. The City and POA are collectively referred to herein as the "Parties."

Background

On April 14, 2020, the City and POA signed a tentative agreement during contract negotiations regarding the Light Duty process for POA-represented employees. Since a new contract for FY21 has not been reached, the City would like to move forward with implementing this process through this Agreement.

This process is being implemented in order to comply with Administrative Regulation 75.40 as related to a sworn employee who is determined by a medical diagnosis to have a permanent disability that will preclude them from returning to full duty in the employee's job classification.

The Parties agree to the following:

1. To initiate the following procedures:
 - a. Sworn personnel who are determined to be Permanent and Stationary and/or Qualified Injured Workers (QIW) will be advised of the options which may be available to them:
 - i. Transfer to another City position for which they qualify;
 - ii. Apply for retirement;
 - iii. Request a Special Leave of absence;
 - iv. Resign.
 - b. At the time the employee is notified of the options listed above, they will also receive a 30-working day notice that their employment in the sworn classification will end. Police Department Management is willing to agree to an extension of this time period until such time as the employee's application for retirement has been processed and concluded, so long as the employee applies for such retirement within 30 working days, and so long as no delays in processing the retirement are caused by the employee or their representative. The employee may continue to work during this process so long as they are able to perform in a light duty assignment.
2. This Agreement is intended to be read in conjunction with the MOU, and where in conflict on the specific issue covered by this Agreement, this Agreement will control.
3. This Agreement will remain in effect unless it is modified through further negotiations in accordance with the MMBA and Council Policy 300-06.
4. The Parties will incorporate the language set forth in this Agreement into any successor MOU negotiated by the City and POA which is approved by the City Council.

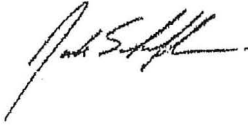
This Agreement is executed by the following authorized representatives of each party:

AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND SAN DIEGO POLICE OFFICERS ASSOCIATION RELATED TO LIGHT DUTY PROCESS

July 10, 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



Brad Fields, Lead Negotiator

7/21/2020

Date

July 22, 2020

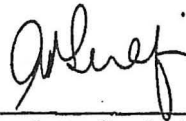
Date



Abby Jarl-Veltz, Assistant Director, Human Resources Department

July 21, 2020

Date



Abegaille 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