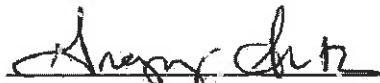


**SIDELETTER BETWEEN THE
SAN DIEGO COMMUNITY COLLEGE DISTRICT
AND
SAN DIEGO COMMUNITY COLLEGE POLICE OFFICERS ASSOCIATION**

To settle negotiations regarding compensation and benefits for the 2021-2022 academic year, the parties agree to make the following modification to the applicable collective bargaining agreement, effective January 1, 2022.

1. The District shall increase all ranges and steps in the Police Officers' Association salary schedule by 2.535%.
2. In consideration of the impacts of the COVID-19 pandemic and addressing changes in working conditions and work location resulting from the pandemic, the District shall provide all bargaining unit members employed with the District at any point during the period from July 1, 2021 through December 31, 2021 with one off-schedule payment equivalent to 2.535% of their gross pay which was earned between July 1, 2021 through December 31, 2021. Bargaining unit members who were terminated for cause, retired, or voluntarily resigned prior to January 1, 2022 shall not be eligible for the off-schedule payment. The payment shall be made no later than the March 31, 2022 pay disbursement.
3. The Police Officers' Association agrees to waive the right to reopen negotiations regarding compensation and benefits for the 2022-2023 academic year unless the District meets the 15% General Fund Unrestricted ending fund balance as stated in Section II "Cash Reserves Trigger" of the 2020-2023 Resource Allocation Formula agreement.




Gregory Smith, Vice Chancellor
Human Resources

Date: 11/24/2021



Paul Hubka, President
Police Officers Association

Date: 11/24/2021



Bradley M. Fields, Esq.
Labor Relations Representative
Police Officers Association

Date: 11/29/2021

Amor date
11/24/2021

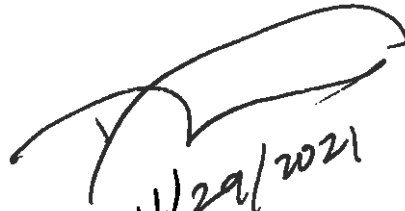
**San Diego Community College District
Police Officers' Association (POA)
Effective January 1, 2022**

Range	Step D (4)	Step E (5)	Step F (6)	Step G (7)	Step H (8)
28	\$3,347.17	\$3,514.51	\$3,690.64	\$3,875.06	\$4,588.85
29	\$3,435.30	\$3,606.71	\$3,787.59	\$3,976.73	\$4,708.84
30	\$3,496.78	\$3,671.74	\$3,854.97	\$4,047.65	\$4,792.83
31	\$3,516.89	\$3,693.01	\$3,877.42	\$4,071.29	\$4,820.82
32	\$3,762.76	\$3,950.71	\$4,148.14	\$4,355.00	\$5,156.79
33	\$5,602.16	\$5,882.33	\$6,176.69	\$6,485.24	\$7,679.18

Notes:

Effective January 1, 2022; 2.535% increase across the schedule

Paul Hult
11/24/2021


11/29/2021