

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

The parties agree that all Police Officers designated as Field Training Officers (FTOs), as well as any Community Service Officers (CSOs) assigned as trainers, shall receive an additional five percent (5%) of their current monthly rate of pay for any month in which they are assigned a training role, regardless of the duration of such assignment. The 5% stipend for FTO/CSO trainers will increase the regular rate of pay for all overtime hours worked in the month.

A minimum of one (1) FTO, selected on the basis of departmental seniority by hire date, shall be assigned to each Monday–Thursday day shift and evening shift. Furthermore, one (1) FTO shall be assigned to the weekend day shift to ensure adequate training coverage across all operational periods.


As a one-time, non-precedent-setting agreement, the parties concur that the District shall conduct a retroactive recalculation of FTO and CSO-FTO compensation for the period beginning September 1, 2023, through the effective date of this side letter. The recalculation shall include compensation for hours worked in excess of eight (8) hours per shift, up to a maximum of ten (10) hours, during the specified period.

Jared Burns, PhD,
JD, MHRM, PHR

Digitally signed by Jared Burns,
PhD, JD, MHRM, PHR
Date: 2026.02.06 16:32:12 -08'00'

Jared Burns, Vice Chancellor
People, Culture, and Technology Services

Date: _____



Stephen Rubio, President
Police Officers Association

Date: 2/9/26

Bradley M. Fields

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

Date: 2/9/2026