



MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF ESCONDIDO

AND

**ESCONDIDO POLICE OFFICERS' ASSOCIATION
- SWORN PERSONNEL -**

JANUARY 1, 2025 - DECEMBER 31, 2026

**Approved by Escondido City Council
on
March 26, 2025**

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ARTICLE I
Employer – Employee Relations

1.0 General Provisions

1.1 Ratification and Term

a. This Memorandum constitutes a statement of the terms and conditions of employment, including salaries, benefits and hours of work commencing January 1, 2025, through and inclusive of December 31, 2026. None of the terms are retroactive. All changes take effect upon the agreed effective date after City Council adoption of the Memorandum of Understanding.

b. It is the intent of this Memorandum to provide for the continuation of the harmonious relationship between the City of Escondido and the Escondido Police Officers' Association.

c. It is the purpose of this Memorandum to provide a document setting forth the understanding reached by meeting and conferring in good faith on wages, hours, and other terms and conditions of employment for members of the Escondido Police Officers' Association with the City of Escondido.

d. This Memorandum of Understanding (hereinafter referred to as "MOU") is made and entered into by and between the City of Escondido (hereinafter referred to as "City") and the Escondido Police Officers' Association (hereinafter referred to as "EPOA" or "Association").

e. The Escondido Police Officers' Association, pursuant to the Employer-Employee Relations Resolution adopted by the Escondido City Council on March 19, 1980, and in accordance with the procedures therein, was formally acknowledged on June 23, 1980, as a recognized Employee Organization for the bargaining unit and comprised the following classifications:

- Police Officer
- Police Sergeant
- Police Officer Trainees are eligible for representation upon successful completion of an authorized police academy.

1.2 Regular Rate of Pay

For the purpose of this agreement, the term "Regular Rate of Pay" shall mean that established by statute or regulation by the Department of Labor which applies to local governmental jurisdictions. All overtime, except as expressly agreed upon, shall be paid at the "Regular Rate of Pay."

1.3 – 1.76 Reserved

1.8 Management Rights

The rights of the City include but are not limited to the exclusive right to determine the mission of its constituent departments, commissions, and boards; set standards of service; determine the procedures and standards of selection for employment and promotion; direct its employees, take disciplinary action for just cause; relieve its employees from duty because of lack of work or for other legitimate reasons; maintain the efficiency of governmental operations; determine the methods, means and personnel by which government operations are to be conducted; determine the content of job classifications; take all necessary actions to carry out its mission in emergencies; and exercise complete control and discretion over its organization and the technology of performing its work. The exercise of such rights shall not preclude employees or their representatives from consulting with management representatives about the practical consequences that decisions on these matters may have on wages, hours, and other terms and conditions of employment.

1.9 Employee Rights

Employees of the City shall have the right to form, join and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations, including but not limited to wages, hours and other terms and conditions of employment. Employees of the City also shall have the right to refuse to join or participate in the activities of employee organizations. (See *Relyea v. Ventura Co. Fire* (1992) 2 Cal. App. 4th 875.) No employee shall be interfered with, intimidated, restrained, coerced, or discriminated against by the City or by any employee organization because of their exercise of these rights. No employee shall be prohibited from exercising their right to resign from City employment at any time and nothing in this policy shall be construed as to abrogate that right. In addition, employees of the City shall have the right to the redress of grievances and complaints as set forth herein.

1.10 New Employee Orientation

The City will comply with California Government Code sections 3555-3559 regarding Public Employee Communication. All new hires in a represented bargaining unit shall be informed by Human Resources, at the time of new hire orientation, that a union agreement is in effect for their classification. The employee shall be instructed how to access this MOU. The City and the Association recognize the City has an obligation to provide the Association at least 10 days' advance notice of a new employee orientation. However, the Association will accept notice from the City by email within one working day of the start date of all new hires that fall within the bargaining unit. If the new hire chooses to meet with the Association, the City will provide thirty (30) minutes of release time for both the new hire and the Association Representative to complete an Association orientation. The release time for the Union orientation will be scheduled after the prescheduled time for the new employee orientation. The City's Human Resources Department will coordinate the meeting for the Association orientation with the new hire's department and Association Representative. Also, Human Resources will schedule the Association

orientation at the end of the new hire orientation or no later than the first three (3) days from the new employee's start date.

1.11 Jurisdictional Disputes

In the event of jurisdictional disputes between competing employee organizations or unit claims, the employees of all units shall continue working under the MOU in force at the time.

1.12 – 1.18 Reserved

1.19 Release Time

a. Designated members of the EPOA shall have paid release time for the following activities in the capacity of representing the EPOA and/or its membership:

1) Formally meeting and conferring with City representatives on matters within the scope of representation. The City shall release five members of the EPOA negotiating team one-half hour prior to the commencement of formal meet-and-confer sessions and permit them to continue preparation for the next session one-half hour following the conclusion of a formal meet-and-confer session. Release time will also be provided for grievance or disciplinary representation stated above. Release time will include individuals designated by the EPOA, and is based on receiving prior approval of the member's supervisor.

2) Testifying or appearing as the designated representative of the EPOA in conferences, hearings, or other proceedings before the Public Employment Relations Board, or agent thereof, in matters relating to a charge filed by the employee organization against the City or by the City against the EPOA.

3) Testifying or appearing as the designated representative of the EPOA in matters before the Personnel Board of Review.

b. The Association must provide reasonable notice to the City for the time off.

c. A maximum of four (4) EPOA representatives can attend Meet and Confer sessions on work time with advanced approval by the supervisor.

1.20 Reserved

1.21 Grievance Procedure

a. Grievance Procedure: In the belief that the resolution of grievances is a constructive management action, a grievance procedure is hereby established. Such a procedure will give permanent employees assurance that the City recognizes their right to be heard and assist them in achieving job satisfaction. The purpose of this procedure is to provide a just and equitable method for the resolution of grievances or complaints without prejudice, coercion or reprisal.

b. Definitions:

1) A complaint is defined as an allegation or charge against a party that an error or wrong has been committed, and is identified as a complaint when communicated to the supervisor or other appropriate designated representative.

2) The complaint procedure is defined as the orderly process by which a determination is made as to whether or not a wrong has been committed.

3) A grievance is an expressed claim by an employee that the City has violated, misinterpreted or misapplied an obligation to the employee as such obligation to the employee is expressed and written in the City personnel ordinance, rules and regulations, and administrative directives, and is identified as a grievance when communicated to the supervisor or other appropriate designated representative.

4) The grievance procedure is the process by which the validity of a grievance is determined.

5) The term employee includes employees wherever applicable within this procedure.

6) The term days, when used in this procedure, shall mean calendar days.

7) A representative is a person who, at the request of the employee or management, is invited to participate in grievance conferences.

8) A general grievance is defined as an expressed written claim by the employee organization that the City has violated, misinterpreted or misapplied a provision in a current memorandum of understanding which concerns items or procedures relating to the relationship between the City and the employee organization as a corporate body.

9) The general grievance procedure is the process by which the validity of a grievance is determined.

c. General Provisions:

1) No retribution or prejudice shall be suffered by employees making use of the grievance or complaint procedures; provided, however, no act or behavior which would otherwise subject an employee to discipline shall exclude the employee from discipline simply on the basis that a complaint or grievance is filed pertaining to that act or behavior.

2) The time limits established herein may be extended to a date certain by mutual written agreement.

3) If management, at any step of the procedure, fails to respond within the prescribed time limit specified, the employee may process their grievance or complaint at the next step.

4) If the employee, at any step of the procedure, fails to appeal the decision on a grievance or complaint within the prescribed time limit specified, such decision shall be deemed accepted and shall not be subject to further appeal or consideration.

5) By mutual written agreement, a grievance may revert to a prior level for reconsideration.

6) The employee shall be present at all steps of the grievance or complaint procedure.

7) All communications, notices and papers required to be in writing shall be served personally or by the United States Postal Service.

8) Management shall inform an employee of any limitation on the authority of the management representative to fully resolve the grievance.

9) The employee is assured the right to consult with their supervisor, the Chief of Police or their designee, or the Director of Human Resources, without prejudice, concerning the manner, form and/or procedure for filing a grievance.

e. Representation Rights:

1) The employee has the right to the assistance of a representative of their choice in the investigation, preparation and presentation of a grievance.

a) Representation may occur at any stage of the grievance procedure; provided that, prior to calling for representation at step one of the procedure, the employee shall discuss their grievance with the supervisor. Upon conclusion of the discussion, the employee may request a continuation of the informal grievance process (step one), to a mutually agreeable time within five days, to have the assistance of a representative.

b) If the employee elects another employee as their representative, such representative shall not be released during working hours without the approval of their supervisor.

c) The supervisor shall grant a reasonable amount of time off, provided such would not unreasonably interfere with or delay City work.

2) Grievance conferences (between management and the employee) will normally be conducted during regular working hours at a mutually convenient time.

3) The investigation of a grievance during working hours by an employee and their representative, if any, shall be in accordance with the following:

a) Prior to entering any job site, the representative shall obtain the approval of the job site supervisor.

b) There shall be no solicitation of grievances or employee organization membership.

c) The investigation shall be conducted in a reasonable amount of time and expeditiously with due regard for the work requirements of the City.

d) Where the investigation commences prior to the end of the regular workday and continues beyond the close of the regular workday, time spent after the close of the regular workday shall be the employee(s) own time.

e) Entry will not be permitted if it would unreasonably interfere with or delay City work.

f) All safety regulations relating to the presence or conduct of persons at the job site shall be complied with.

4) The name of the representative of the employee or management shall be given to the other party not less than 48 hours prior to any grievance conference.

e. Complaint Procedure:

Step One:

1) The employee shall inform their supervisor of their complaint within ten (10) days after the employee knew, or in the exercise of reasonable diligence should have known, of the events giving rise to the complaint. Failure to complete this procedure will bar further consideration of the complaint.

2) The supervisor shall, within five (5) days after receipt of the complaint, have a discussion with the employee concerning the complaint.

3) The supervisor shall, within five (5) days of the discussion, render a verbal decision to the employee.

Step Two:

1) Within five (5) days from receipt of the verbal decision from the supervisor, the employee, if they wish to appeal the decision, shall notify the Chief of Police of their intent to appeal the decision. Failure to complete this procedure will bar further consideration of the complaint.

2) The Chief of Police or their designated representative shall, within five (5) days of the notification as required above, have a discussion with the employee concerning the complaint.

3) The Chief of Police or their designated representative shall, within five (5) days of the discussion, render a verbal decision to the employee.

Step Three:

1) Within five (5) days from the receipt of the verbal decision from the Chief of Police, the employee, if they wish to appeal the decision, shall notify the City Manager of their intent to appeal the decision. Failure to complete this procedure will bar further consideration of the complaint.

2) The City Manager or his designated representative shall, within five (5) days of the notification as required above, have a discussion with the employee concerning the complaint.

3) The City Manager or his designated representative shall, within five (5) days of the discussion, render a verbal decision to the employee.

4) Nothing in this section shall prohibit more expeditious handling of the complaint.

f. Grievance Procedure:

Step One – Informal Grievance:

1) The employee shall inform their supervisor of their grievance within ten (10) days after the employee knew, or in the exercise of reasonable diligence should have known, of the events giving rise to the grievance. Failure to complete this procedure will bar further consideration of the grievance.

2) The supervisor shall, within five (5) days after receipt of the grievance, have a discussion with the employee concerning the grievance.

3) The supervisor shall, within five (5) days of the discussion, render a verbal decision to the employee.

Step Two – Formal Grievance:

1) Within ten (10) days from the receipt of the verbal decision from the supervisor, the employee, if they wish to appeal the decision shall submit a formal written grievance to their supervisor. The grievance shall be submitted on forms provided by the City's Personnel Office and in conformance with the procedures stated thereon. Failure to complete this procedure will bar further consideration of the grievance.

2) The supervisor shall, within five (5) days of receipt of the grievance, schedule a grievance conference at a mutually agreeable time. A representative of the employee and/or management may attend this conference in accordance with Subsection 4 of this procedure.

3) The supervisor shall, within five (5) days of the grievance conference, render a written decision to the employee with a copy of the original grievance.

Step Three – Appeal:

1) Within five (5) days from receipt of the written decision from the supervisor, the employee, if they wish to appeal the decision, shall submit an appeal to the Chief of Police. The appeal shall be submitted on forms provided by the City's Personnel Office and in conformance with the procedures stated thereon, and include the supervisor's response, if any. Failure to complete this procedure will bar further consideration of the grievance.

2) The Chief of Police or their designee shall, within five (5) days of receipt of the appeal, schedule a grievance conference at a mutually agreeable time. A representative of the employee and/or management may attend this conference in accordance with Subsection 4 of this procedure.

3) The Chief of Police or their designee shall, within five (5) days of the grievance conference, render a written decision to the employee with a copy of the appeals documents.

Step Four – Administrative Appeal:

Within five (5) days from receipt of the written decision from the Chief of Police or their designee, the employee, if they wish to appeal the decision, shall submit an appeal to the City Manager. The appeal shall be submitted on forms provided by the City's Personnel Office and in conformance with the procedures stated thereon, and include the original grievance and management's response, if any. Failure to complete this procedure will bar further consideration of the grievance.

The City Manager or his designee shall, within seven (7) days of receipt of the appeal, schedule a grievance conference at a mutually agreeable time. A representative of the employee and/or management may attend this conference in accordance with Subsection 4 of this procedure.

The City Manager or his designee shall, within seven (7) days of the grievance conference, render a written decision to the employee with a copy of all appeal documents.

1) The City Manager may, at his option, render a written decision based on the documents submitted for their review without the grievance conference within the time frame set forth above. If he does so, the employee may discuss this decision with the City Manager at a mutually convenient time, provided they request such meeting within seven (7) days of receipt of the City Manager's decision.

2) The decision of the City Manager shall be final, except where the grievance has resulted from a disciplinary action, in which case the employee may appeal their case to the Personnel Board of Review as permitted in the Personnel Rules & Regulations.

Nothing in this section shall prohibit more expeditious handling of the grievance.

g. General Grievances:

1) In order to provide an effective mechanism whereby disagreements between the employee organization and Management concerning items or procedures relating to the relationship between the City and the employee organization may be effectively resolved, the following general grievance procedure is hereby established:

a) Where the employee organization has reason to believe that management is not correctly interpreting or applying a relevant provision of a current Memorandum of Understanding, the employee organization may file a general grievance by requesting in writing that a meeting be held with the authorized representatives of the City who have authority to make effective recommendations for the resolution of the matter. Such written request shall set forth in detail the facts giving rise to the general grievance and shall set forth the proposed resolution sought. Within fifteen (15) days of receipt of the general grievance, management will schedule a meeting at a mutually agreeable time for the purpose of discussing and attempting to resolve the disagreement.

b) Within fifteen (15) days of this meeting, management will submit its decision in writing to the employee organization.

c) If the employee organization is not satisfied with the decision, they may submit a request for hearing before the City Council. Such request for hearing must be submitted within fifteen (15) days of receipt of management's decision and shall include in detail the facts giving rise to the general grievance and all supporting documentation necessary for City Council consideration.

d) Management shall calendar on the City Council agenda such request and supporting documentation within thirty (30) days.

e) It shall be the option of the City Council to:

- Refuse to hear the appeal, or make a decision on the documentation submitted; or
- Hold a hearing after which they shall make a decision.

f) The decision of the City Council shall be final.

h. Grievance Documents:

No documents relating to the grievance process shall be filed in the employee's personnel file. However, this shall not apply to any document setting forth a disciplinary action which is not challenged or is sustained after an appeal.

1.22 – 1.23 Reserved

1.24 Americans With Disabilities Act (ADA)

Because the Americans with Disabilities Act (hereinafter "ADA") requires accommodations for individuals protected under the Act, and because these

accommodations must be determined on an individual case-by-case basis, the parties agree that the provisions of this agreement may be disregarded in order for the City to avoid discrimination relative to hiring, promotions, granting permanency, transfer, layoff, reassignment, termination, rehire, rates of pay, job and duty classification, seniority, leave, fringe benefits, training opportunities, hours of work or other terms and privileges of employment.

The Bargaining Unit recognizes that the City has the legal obligation to meet with the individual employee to be accommodated before any adjustment is made in working conditions. The employee's Bargaining Unit will be notified of these proposed accommodations prior to implementation by the City.

Any accommodation provided to an individual protected by the ADA shall not establish a past practice, nor shall it be cited or used as evidence of a past practice in the Grievance/Arbitration procedure.

Prior to disregarding any provision of this agreement in order to undertake required accommodations for an individual protected by the Act, the City will provide the Bargaining Unit with written notice of its intent to disregard the provision, and if requested will allow the Bargaining Unit the opportunity to discuss options to disregarding the agreement.

ARTICLE II Terms and Conditions of Employment

2.1 Attendance

a. Except as the City Manager requires to the contrary, all offices of the City shall be open for business from 8:00 a.m. until 5:00 p.m. on all days except Saturdays, Sundays and the designated holidays as set forth in this MOU.

b. All departments shall keep daily attendance records of employees which shall be reported to the Finance Department in the form and on the dates specified.

c. Employees shall, except as these rules provide to the contrary, work at least 40 hours per week. An employee whose duties require an irregular work schedule shall work according to a schedule recommended by their supervisor and/or Chief of Police and approved by the City Manager.

d. All employees shall be on duty at the times required by these rules with respect to hours, days of work and leave. However, an employee who is absent without leave and who fails to return to duty within 24 hours after receiving written notice to do so shall be deemed to have resigned from their position. Such employee automatically waives all rights under the Municipal Code and this MOU.

2.2 Reserved

2.3 Work Period

a. For purposes of compliance with the Fair Labor Standards Act, a "7K Exemption" is declared effective as of April 15, 1985. Effective January 1, 2002, a 14 day, 80-hour work period is established.

b. For the purposes of this Memorandum of Understanding, overtime shall be calculated on the basis of hours worked in excess of 40 hours in a seven (7) day period for those working the 14-day work period.

c. Work Schedule. The work schedule is to be based on a 40-hour work week. The normal work week shall be four consecutive 10-hour work days, with three days off. Notwithstanding the above, when public or operational necessity or efficiency of the services is deemed by the City to require an other-than-normal work week, work day, or work schedule, such will be prescribed by the City.

2.4 Minimum Staff

Time worked outside the schedule for "Normal Workdays" in order to maintain a minimum level of staffing. "Minimum Staff" time will be compensated at the rate of a minimum of two (2) hours pay or actual time worked, whichever is greater, at time and one-half of the "Regular Rate of Pay." For the purpose only of clarifying an existing management prerogative, the department administration may at its discretion establish minimum staffing levels.

2.5 Training

a. Time spent involved in a training function which is prearranged and required by the Escondido Police Department. Training time will be counted as hours worked for "Normal Workday" except that time spent outside the scheduled working hours. Training scheduled by the department outside the "Normal Workday" shall be compensated at the rate prescribed as "Callback." Training scheduled immediately preceding or following the "Normal Workday" shall be paid at the rate prescribed for the "Extended Day." For the purpose only of clarifying an existing management prerogative, the Department may at its sole discretion, and in compliance with federal and state law, reschedule time off during the work period.

b. Out-of-Town Travel Time:

1) One-day Trip – Such travel time is normally considered work time. However, travel time between home and an airport or railroad station which is comparable to normal commuting time, and duty-free meal time, shall not be counted as time worked.

2) Overnight Trips

a) An employee traveling at the behest of the employer as a passenger on a public conveyance or in an automobile is considered to be working (except for regular meal period or sleep time), to the extent the travel time occurs during any portion of the

employee's "Normal Workday", whether or not the travel occurs during normal working hours on an otherwise regular day off.

b) If the employee is required by the employer to drive an automobile as contrasted to being a passenger, all such time is work time except during bona fide meal or sleep time. If an employee is offered public transportation but requests and is given permission to drive his/her car instead, the employer may count as hours worked either the time spent driving the car or the time that would have qualified as work time if the employee had used the public conveyance, whichever is less.

c. Special Detail: Prearranged working time outside the scheduled "Normal Workday." "Special Detail" time shall be compensated at a rate of a minimum of two (2) hours pay or actual time worked, whichever is greater, at time and one-half of the "Regular Rate of Pay." However, "Special Detail" time worked contiguous to the "Normal Workday" shall be paid at the "Extended Day" rate.

2.6 Physical Fitness Program

a. Off-duty recreational, athletic or social activities are not a reasonable expectation of employment and shall not be an express or implied requirement of employment. If the Department establishes a training event, i.e. a fitness for duty examination, fitness test, or approved martial arts training, then employee's training for such a specific event shall be considered a reasonable expectation of employment and compensable if an injury occurs. Similarly, injuries that occur while using Department exercise equipment shall be considered work related for the purpose of workers' compensation.

b. The Chief of Police may authorize an officer to participate in an exercise program, approved and monitored by a physician, while off duty. In this circumstance, the exercise program would then become a reasonable expectation of employment.

2.7 Overtime

a. Normal Workday: A Normal Workday, for the purposes of calculating overtime, shall be ten (10) hours in length. Hours worked for this purpose shall include vacation time off, holiday time off, sick leave, or any authorized time off. Training time, range time, court time, or other hours suffered to work during the normal scheduled workday shall be counted as part of the Normal Workday. Vacation, holiday, sick leave, or any authorized time off shall be deducted from the appropriate leave balances and pay will be granted at the rate of 10 hours for a full day.

b. Extended Day: Time worked as an Extended Day is work generated as part of the scheduled "Normal Workday" activity and immediately preceding or following the "Normal Workday." Extended Day hours shall be paid at straight time up to 40 hours in a seven (7) day period; and at time and one-half the "Regular Rate of Pay" thereafter.

c. Callback: Any time worked excluding "Special Detail" (prearranged working time) outside the scheduled "Normal Workday" and not within the meaning of "Extended Day." "Callback" time shall be paid at the rate of a minimum of three (3) hours pay or actual time worked, whichever is greater, at time and one-half of the "Regular Rate of Pay."

d. Off-Duty Consultation Call: Officers and sergeants assigned as investigators, or assigned to special details as defined by the Chief of Police, when off duty, will be compensated with overtime pay in increments of 15 minutes when contacted by on-duty personnel regarding specific cases. Such contact shall be authorized by the contacting officer's supervisor.

e. Court Time: Time spent in preparation to appear in court, travel to and from court, and actual time spent in appearing or waiting to appear while at a court facility. Travel time shall be that time needed to reasonably travel from and return to the Escondido Police Department. Court time shall consist of "Court Time on Duty" and "Court Time Off Duty" as defined and subject to the compensation set forth below:

1) Court Time On Duty: Court time on duty shall mean court time occurring during the "Normal Workday." Any court time worked immediately following the "Normal Workday," shall be considered extended day overtime and shall be compensated as such. "Normal Workday" shift hours should be those of the regularly scheduled work period assigned to the employee. Daily adjustment of scheduled start times to incur "Court Time Off Duty" is prohibited.

2) Court Time Off Duty: Court time off duty shall mean any court time starting before the "Normal Workday" or during a day off, and shall be compensated by payment of an amount equal to four (4) hours or actual time worked, whichever is greater, at time and one-half of the "Regular Rate of Pay."

For example: If an officer is scheduled to begin their regular shift at 9:00 AM, and they are required to appear in court starting at 8:30 AM, this court appearance qualifies as Court Time Off Duty since it begins prior to the start of the normal shift. Even if the court appearance only lasts 20 minutes, the officer will be compensated for the greater of actual time worked or four (4) hours, at time and one-half of the regular rate of pay. In this example, the officer would receive 4 hours of pay at time and one-half.

3) Telephonic/ Virtual Court Time Off Duty: Subpoenas for telephonic hearings where the officer is required to testify by telephone or virtual and not appear in-person will be compensated two (2) hours or actual time worked, whichever is greater, at time and one-half of the "Regular Rate of Pay."

2.8 Compensatory Time Off (CTO)

a. At the employee's option, overtime earned after 40 hours in a week may be compensated by time off at the rate of time and one-half the hours worked.

b. Compensatory time off is subject to the needs of service and may not be taken without 24 hours prior approval by the employee's supervisor for a single shift or less, or 72 hours prior approval by the employee's supervisor for consecutive compensatory hours in excess of a full shift. Compensatory time shall not be granted in increments of less than 30 minutes.

c. The administration of compensatory time off shall be pursuant to the principles set forth in *Mortensen v. County of Sacramento* (9th Cir. May 24, 2004). Additionally, the following specific guidelines shall apply to use of compensatory time off:

1) An employee who has requested the use of compensatory time off shall be permitted to use such time within a reasonable period after making the request if the use of the compensatory time does not unduly disrupt the operations of the Police Department. A "reasonable period" shall be one year from the time of the initial request (see paragraph 3, below).

2) A non-rebuttable presumption exists that use of compensatory time off would constitute an undue disruption upon the operations of the Police Department, where the use of compensatory time off would cause Department-determined minimum staffing levels for any particular shift, to fall below said staffing level, and/or would result in an overtime expenditure.

3) If the Department is reasonably unable to schedule and grant use of compensatory time off within one year from the time of an initial request to utilize compensatory time off then the requested time shall be converted to cash and distributed.

4) The availability of another employee to work for a CTO applicant where the use of CTO would otherwise cause staffing to be below the designated minimum staffing level, shall not be a factor in determining whether or not the Department shall grant CTO usage.

d. There shall be an opportunity for a cash payout of all or a portion of accrued compensatory time at the request and discretion of the employee twice (2x) per year at shift change.

e. Compensatory time balances shall not exceed 120 hours, but may be maintained on an indefinite basis. When the maximum accrual balance is reached, cash payment for overtime will be automatic. Compensatory time balances shall be "cashed out" only at the time of termination.

2.9 – 2.10 Reserved

2.11 Probationary Testing Period

a. The probationary testing period for individuals hired in the police officer classification, shall be twelve (12) months, regardless of the hired police officer being a lateral hire or being an individual only having prior experience as a police academy graduate. The probationary testing period for individuals hired in the police officer trainee classification shall be eighteen (18) months to account for the time spent in the police academy.

b. At the discretion of the City Manager, this probationary period may be extended for up to an additional six (6) months. Such extensions shall be set forth in writing prior to the expiration of the 12-month probationary period, and a copy of these extension

notices shall be provided to the employee and Human Resources Department no later than five (5) days prior to the date of expiration of the probationary period.

c. If a probationary employee cannot actually work for four (4) or more consecutive weeks while on probation, the probationary period shall automatically extend by the amount of time the employee could not work, to ensure the City has 12 months of actual supervised work to properly assess an employee's suitability for permanent employment.

2.12 – 2.14 Reserved

2.15 Drug-Free Workplace

The Association has consulted with its membership for purposes of ratifying the implementation of the Drug-Free Workplace and Locker policies.

2.16 – 2.17 Reserved

2.18 Shift Trades

a. Employees of the same rank shall be allowed to exchange days off under the following conditions:

1) Both parties to the exchange must be willing to make the exchange and must have the approval of the immediate supervisors concerned.

2) Generally speaking, exchanges of days off will be kept within the division, section, watch, and/or detail unless, on an individual basis, the commands of the parties to the exchange otherwise agree.

3) When practical, requests for exchange of days off shall be made in writing at least 5 days prior to the first day of the exchange.

4) An officer must report for the exchanged days off and, with the exception of illness, the officer who otherwise fails to report shall be carried absent without leave.

5) To avoid administrative problems, exchange of days off must be made within the same payroll period by both parties.

6) No exchange will result in overtime based on acceptance of the exchanged shift.

7) These exchanges must be made in accordance with the Fair Labor Standards Act, when applicable.

ARTICLE III Benefits

3.1 Retirement Plan

a. All Employees are covered by the State of California Public Employees' Retirement System (CalPERS) program pursuant to an existing contract, as amended, between the City of Escondido and CalPERS. Employees of Public Agency in the following classes shall become members of said Retirement System except such in each such class as are excluded by law or this agreement.

b. After passage of the California Public Employees' Pension Reform Act of 2013 (PEPRA), and subsequent implementation regulations, CalPERS provides separate benefits, rules and regulations for "Classic" and "New Members." Classic members are those members who entered into membership with a retirement system on or before December 31, 2012, and who do not meet the definition of "new" member in Section 7522.04(f). A new member means any of the following:

1) An individual who becomes a member of any public retirement system for the first time on or after January 1, 2013, and who was not a member of any other public retirement system prior to that date;

2) An individual who becomes a member of a public retirement system for the first time on or after January 1, 2013, and who was a member of another public retirement system prior to that date, but who was not subject to reciprocity under subdivision (c) of Govt. Code section 7522.02;

3) An individual who was an active member in a retirement system and who, after a break in service of more than six months, returned to active membership in that system with a new employer.

c. The City provides two tiers of retirement benefits for Classic members and a third tier for New Members.

d. The City no longer pays or reports the value of Employer Paid Member Contributions (EPMC) for any employee.

e. To the extent permitted by CalPERS and Internal Revenue Service regulations, the City shall make the employee deductions pre-tax contributions.

f. "Normal retirement age" shall mean age 50 (Classic) and age 57 (New Members) for local safety members.

3.2 CalPERS Contracted Benefits for All

a. The City has contracted with CalPERS for the following benefits for all Employees (Sections refer to the Cal. Govt. Code):

1) Section 21574 (Fourth Level of 1959 Survivors' Benefit)

- 2) Reserved.
- 3) Section 20965 (Credit for Unused Sick Leave)
- 4) Section 21024 (Military Service Credit as Public Service)
- 5) Section 21548 (Pre-Retirement Option 2W Death Benefit)

3.2.1 Additional CalPERS Contracted Benefits for All Local Safety Members

a. The City has contracted with CalPERS for the following benefits for local safety members:

- 1) Cal. Govt. Code Sections 21624 and 21626 (Post Retirement Survivor Allowance)

3.3 Specific CalPERS Contracted Benefits for Public Safety Classic Member - Tier I (3% @ 50)

a. In addition to the standard benefits listed in Section 3.2, Classic Member Employees shall receive the following retirement benefits in accordance with California Public Employees' Retirement law (Cal. Govt Code Section 20000 et seq.) and the City of Escondido's contract with CalPERS:

- 1) 3% at Age 50 Benefit Formula
- 2) Cost Sharing: Classic Members in Tier I shall contribute **12%** (9% of member contribution and 3% as an additional contribution of the City's cost share) of their CalPERS reported contributions to their CalPERS retirement plan in accordance with Cal. Govt. Code Section 20516. The contributions will be on a pre-tax basis.
- 3) Cal. Govt. Code Section 20042 benefit, One-Year Final Compensation, benefit.

3.4 Specific CalPERS Contracted Benefits for Public Safety Classic Member - Tier II (2% @ 50)

a. Effective December 23, 2012, the City implemented a second-tier retirement for newly hired Employees who meet the definition of Classic Members under the Public Employee Pension Reform Act (PEPRA). The following benefits apply:

- 1) The City will provide 2% at age 50 retirement benefit formula, Cal. Govt. Code Section 21362.
- 2) Cost Sharing: Classic Members with Tier II benefits shall contribute **12%** (9% of member contribution and 3% as an additional contribution of the City's cost share) of their CalPERS reported contributions to their CalPERS retirement plan in accordance with Cal. Govt. Code Section 20516. The contributions will be on a pre-tax basis.

3) Final compensation used to calculate the retirement benefit shall be based on average compensation earnable by a member during any consecutive 36-month period of employment and in accordance with Cal. Govt. Code Section 20037.

3.5 Specific CalPERS Contracted Benefits for Public Safety New Member (PEPRA) - Tier III (2.7% @ 57)

a. Effective January 1, 2013, and in accordance with the Public Employees' Pension Reform Act (PEPRA), the City implemented a new benefit formula and contribution requirements for employees hired on or after January 1, 2013, and who meet the definition of a New Member under PEPRA. The following benefits apply:

1) The City will provide the CalPERS 2.7% at age 57 retirement benefit program.

2) New Members with Tier III benefits shall contribute, based on CalPERS actuarial calculations, fifty (50) percent of the CalPERS normal cost rounded to the nearest ¼ percent, currently 14.5%, of their CalPERS reported contributions to their CalPERS retirement plan. The contributions will be on a pre-tax basis.

3) Final compensation used to calculate the retirement benefit shall be based on the highest average annual compensation earnable by a member during any consecutive 36-month period of employment and in accordance with Cal. Govt. Code Section 20037.

3.6 Holidays

a. Every employee in the personnel system, shall not be required to be on duty on holidays unless the employee's services are needed and required in the interests of the public health, safety or general welfare, in which latter event, any such employee shall be entitled to an in-lieu holiday or overtime pay, in accordance with this MOU.

DESIGNATED HOLIDAYS

New Year's Day
Martin Luther King Jr. Day
Presidents' Day
Memorial Day
Independence Day
Labor Day
Veterans Day
Thanksgiving Day
Day After Thanksgiving
Christmas Day

b. For employees whose regular work schedule is Monday through Friday, when a holiday falls on a Sunday, it is observed on the Monday immediately following. When a holiday falls on a Saturday, it shall be observed on the preceding Friday. For employees whose regular work schedule rotates on a 7-day cycle, the actual holiday is the recognized holiday for holiday compensation purposes.

c. **Floating Holiday:** All employees will receive one floating holiday per fiscal year on July 1st, equal to ten (10) hours of straight time. This benefit will not be prorated for those hired after July 1. The floating holiday may be used at the discretion of the employee with prior management approval. Any unused floating holiday credit will not carry over to the next fiscal year, has no cash value, and thus cannot be paid out upon separation of employment.

d. **Holiday Pay:** Employees whose regularly scheduled workday or work shift falls on a holiday and who worked such a holiday shall receive compensation as follows:

1) Time and one-half for time worked, and, at the employee's option:

a) Bank those holiday hours to be used at a later date; or

b) Regular (Straight-time) pay for time worked.

2) Employees whose regularly scheduled workday or work shift falls on a holiday and who call in sick on the holiday, or a part thereof, shall use accrued sick leave for those hours scheduled to work but not actually worked due to illness, and shall add those holiday hours, not used, to the employee's Banked Holiday Balance.

a) An employee's Banked Holiday Balance shall not exceed 109 hours.

3.7 Reserved

3.8 Vacation

a. **Annual Vacation Leave:** All probationary, permanent part-time and permanent employees shall be entitled to annual full or prorated vacation leave with pay.

b. **Earned Vacation:** Each eligible employee shall accumulate annual vacation from the date of hire at the rate applicable to their employment status as follows

Years of Service	Annual Accrual Rate
<i>First 5 years of service</i>	107 hours
<i>5 to 10 years of service</i>	149 hours
<i>10 to 15 years of service</i>	192 hours
<i>15 plus years of service</i>	234 hours

1) Upon approval of the Chief of Police, Lateral Transfer Police Officers hired by the Escondido Police Department shall accrue vacation leave time at the 5 to 10 years of service rate based on five years of full-time previous sworn law enforcement experience credit. The officer would be eligible to advance to the next vacation accrual rate level (10 to 15 years) after five years of service with the Escondido Police Department.

a) Lateral Transfer Officers with less than five years of other full-time sworn law enforcement experience, and upon approval of the Chief of Police, shall accrue vacation leave time based on their previous full-time law enforcement experience credit plus any service time with the Escondido Police Department.

b) For example, upon hire, if a Lateral Transfer Police Officer has three years previous sworn law enforcement experience credit, the officer may begin to accrue vacation time at the entry level rate but after two years of service with the Escondido Police Department (for a total of five years of law enforcement experience credit), the employee would then be eligible to advance to the next vacation accrual level (5-10 years). After five additional years of service (seven total years with the Escondido Police Department), the officer would advance to the next accrual rate.

c. Vacation Periods: Vacation may be taken the first day following the completion of 12 months and may never be used in units of less than one hour. (Biweekly Accumulation)

1) The times during an accrual year at which an employee may take their vacation shall be determined by the Chief of Police with due regard for the wishes of the employee and particular regard for the needs of the personnel system.

2) Regardless of length of probationary service, employees who terminate shall be paid in a lump sum for all allowable accrued vacation leave earned prior to the effective date of termination.

3.9 Maximum Vacation Leave Accrual

a. An Employee may not accrue more than leave eligible to earn in thirty months (annual accrual rate x 2.5 = maximum leave accrued). When an Association member reaches the maximum leave accrued, vacation leave accrual shall cease until the employees leave balance falls below the maximum allowed to be accrued.

Years of Service	Maximum Accrual
<i>First 5 years of service</i>	268 hours
<i>5 to 10 years of service</i>	373 hours
<i>10 to 15 years of service</i>	480 hours
<i>15 plus years of service</i>	585 hours

b. Vacation Buy-Back: All employees will have the ability to cash out a maximum of 40 vacation hours in July and a maximum of 40 vacation hours in December, for a total of 80 vacation hours in a year.

3.10 Recruiting Incentive Program

The Recruiting Incentive Program is divided into two parts. The program provides an incentive for officers to recruit qualified candidates into the police officer hiring process, and provides an additional hiring incentive to qualified lateral police officers.

a. An Escondido police officer who refers a qualified candidate(s) to the entry level, academy graduate or lateral police officer hiring process would receive additional leave time in a Recruiting Incentive Bank (RIB) for the following:

1) Referring any qualified individual who successfully enters the background phase of the employment process would qualify for 10 RIB hours.

2) If the candidate is successfully hired as a City of Escondido police officer, the referring officer will receive an additional 10 hours of RIB time for a total of 20 hours.

3) If the candidate meets the criteria as a lateral police officer and is successfully hired, the referring officer will receive an additional 30 hours of RIB time for a total of 40 hours.

b. Lateral police officers are the most desired of the three types of officer candidates. As a recruiting incentive, a lateral hired officer, upon completion of their field training program, shall receive 40 hours of RIB time into their bank.

c. Eligibility:

1) Eligible: All regular, sworn City of Escondido police officers and sergeants qualify as referring officers for this program. Eligible employees must be active at the time of referral and active at the time of RIB hours receipt.

2) Ineligible: Officers and sergeants assigned to the training division.

d. Process to Receive RIB Hours:

1) The Referring Officer:

a) Must actively recruit for eligible entry-level police officers, academy graduate police officers, or lateral police officers.

b) The referring officer must provide the candidate with information about the Police Department and the City of Escondido, and coach/mentor the candidate in order to prepare them for the recruitment process and for being a successful police officer. Otherwise, referrals will not qualify under this program.

c) The eligible candidate must identify the referring officer in writing during the background phase of the employment process, and confirm that the referring officer met the criteria as stated above in "b".

d) There is no limit to the number of referrals per officer per year.

e) RIB hours will only be deposited into the employee's bank of time upon confirmation that all criteria have been met, and subsequent approval by the commanding officer of the training division or his/her designee.

e. RIB Leave Conditions:

- 1) The RIB will be established as a separate leave bank for this program, and can be used as leave time by the employee or cashed-out at the same time as Compensatory Time.
- 2) The RIB will not exceed 80 hours regardless of the number of successful referrals. RIB hours will be maintained on an indefinite basis.
- 3) Cash received in exchange for RIB hours is not pensionable income.

3.11 Sick Leave

a. Sick Leave – Personal Use: Sick leave with pay shall be granted to all probationary, and permanent employees within the personnel system. Sick leave shall not be considered as a right which an employee may use at their discretion, but shall be allowed only in case of necessity and actual personal sickness or disability.

1) In order to receive compensation while absent on sick leave, the employee shall notify the on-duty watch commander prior to or within two hours of the time set for beginning their daily duties. In the event that an employee has applied for sick leave use for four or more consecutive scheduled working days, the City may require a physician's certification as to the existence of an illness or injury that prevents the employee from working, and an approval of the employee's intended return to work. The City Manager may, however, require such certification or evidence the City deems necessary regarding sick leave use at any time.

2) In no case shall the City require a physician's certification as stipulated under the Kin Care Leave Law.

3) "Evidence" as used in the prior sentence includes but is not limited to:

a) An opinion from the treating physician as to the expected convalescent period, if any.

b) Specific physical restrictions, if any, which bear on the employee's ability to perform his/her usual and customary duties or modified work assignments.

c) A second opinion on the employee's condition from a physician or physicians of the City's choice (and at City expense) based upon independent medical evaluation(s) and/or review of the employee's physician's report.

b. Sick Leave – Accrual Rate: Sick leave shall be earned at the rate of ten (10) hours for each calendar month of service and is earned also while on sick leave. Unused sick leave shall be accumulated indefinitely.

c. Sick Leave – Termination: Employees who terminate for any reason, including retirement, shall not receive cash payment for accrued sick leave. All eligibility for sick leave with pay shall be cancelled upon separation of the employee from the City Service.

Provided that such separation is by layoff, this accumulated eligibility may be restored to the employee in whole or in part by the City Manager upon reemployment.

d. Sick Leave – Authorized Vacation: Employees who are on authorized vacation and become ill, or otherwise disabled through accident not a result of vicious habits or intemperance, may charge such sickness or disablement to credited sick leave, provided a doctor's certificate is presented to Human Resources.

e. Sick Leave – Conversion: Sick leave accrual will be convertible on the basis that any unused sick leave accrued in any given year can be converted to vacation on a ratio of two sick hours for one hour of vacation.

3.12 Family Leave

a. Per the Kin Care Leave Law (Labor Code Section 233) and the City of Escondido, employees may now use up to one year of their sick leave accruals each calendar year for the following purposes:

- The diagnosis, care, or treatment of an existing health condition of, or preventative care for, the employee's family member.
- The diagnosis, care, or treatment of an existing health condition of, or preventative care for, the employee.
- An employee who is a victim of domestic violence, sexual assault, or stalking.

b. Consistent with Federal/State Law, the City will provide Domestic Partner and same-sex marriage benefits.

3.13 Child-Related Activities Leave

Employees can take up to 40 hours per calendar year (up to 8 hours per month) for child-related activities per labor Code Section 230.8. employees must use their available vacation, compensatory time, or holiday leave accruals and provide reasonable notice to their supervisor for the need of such leave.

3.14 Bereavement Leave

Employees take bereavement leave equal to their annual sick leave accrual, as Bereavement Leave after the death of a family member as defined in California Law (see Cal. Labor Code Section 245.5). Bereavement leave is unpaid, but Employees can use any accrued leave to receive compensation for the days off. Bereavement leave must be used within three months of the death. Employees shall provide appropriate documentation. Exceptions to exceed the above family leave provisions are subject to consideration by the City Manager on a case-by-case basis.

3.15 Military Leave

a. An employee who is a member of the reserve corps of the Armed Forces of the United States or of the National Guard or the Naval Militia is entitled to a temporary military leave of absence as provided by federal law while engaged in military duty ordered for purposes of active military training, inactive duty training, encampment, naval cruises, special exercises or like activity, providing that the period of ordered duty does not exceed 180 calendar days, including time involved in going to and returning from that duty. Cal. Mil. & Vet. Code § 395(a)

b. The City does not provide paid military leave of absence for periods of inactive duty training. Cal. Mil. & Vet. Code § 395(b) The two weeks of annual reserve training is considered active duty training and will be compensated in accordance with Military & Veterans Code section 395.01 which requires to the City to pay the salary or compensation of a public employee for the first 30 calendar days of any temporary military leave of absence, but such pay may not exceed 30 days in any one fiscal year. Cal. Mil. & Vet. Code § 395.01

c. Any public employee who has been in the service of the public agency from which the [military leave is taken for a period of not less than one year immediately prior to the date upon which a temporary military leave of absence begins, shall receive the same vacation, sick leave, and holiday privileges and the same rights and privileges to promotion, continuance in office, employment, reappointment to office, or reemployment that the employee would have enjoyed had he or she not been absent therefrom; excepting that an uncompleted probationary period, if any, in the public agency, must be completed upon reinstatement as provided by law or rule of the agency. For the purposes of this section, in determining the one year of service in a public agency all service of the employee in recognized military service shall be counted as public agency service. Cal. Mil. & Vet. Code § 395(d)

d. Proof of Orders and Reinstatements. An employee shall be granted military leave if he or she furnishes the Director of Human Resources satisfactory proof of his or her orders to report for duty. Upon return and upon showing proof of actual service pursuant to such orders, he or she will be reinstated.

3.16 Military/Family Medical Leave Act (FMLA Leave)

Military/FMLA leave shall be granted in accordance with the provisions of Federal and State laws. All employees entitled to Military/FMLA Leave shall give the City Manager an opportunity within the limits of Military regulations to determine when such leave shall be taken.

3.17 Jury and Witness Leave

a. Jury Duty: Any employee who is called or required to serve as a trial juror shall be entitled to absent themselves from their duties with the City during the period of such service or while necessarily being present in court as a result of such call. Under such circumstances, the employee shall be paid their full salary and any payment received by them from the court for such duty. Employees shall provide the Director of Human

Resources with a copy of the call to jury duty and other documentary evidence of service as required by the City.

b. Witness Leave: Any employee who is called or required to serve as a witness shall be entitled to absent themselves from their duties with the City during the period of such service or while necessarily being present in court as a result of a proper subpoena. Under such circumstances, the employee shall be paid the difference between their full salary and any payment received by them, except travel and subsistence pay, for such duty. Witness leave will not be granted to employees who are litigants in civil cases or defendants in criminal cases. Employees shall provide the Director of Human Resources with a copy of the legal subpoena and other documentary evidence of service as required by the City.

3.18 Leave of Absence Without Pay

a. The City Manager may grant a permanent or probationary employee leave of absence without pay, seniority, or benefit accruals not to exceed six months. For special educational purposes, however, the City Manager may grant leaves of absence not to exceed one year, without pay, provided such study is related to City employment. When such special educational leave of absence is granted, the employee must agree in writing that they will return to regular, full-time employment with the City for a minimum of one year. No such leave shall be granted except upon written request of the employee, setting forth the reason for the request, and the approval will be in writing. Upon expiration of a regularly approved leave or within a reasonable period of time after notice to return to duty, the employee shall be reinstated in the position held at the time leave was granted. Failure on the part of an employee on leave to report promptly at its expiration, or within a reasonable time after notice to return to duty shall be cause for discharge.

b. Upon receiving five days prior notice, the Chief of Police, may grant a regular employee in good standing, leave of absence without pay not to exceed 10 work days in a calendar month, without the employee having to first exhaust current leave balances. Such leaves shall be reported to the Director of Human Resources.

c. When an employee is in a leave of absence without pay status due to having exhausted all accrued sick leave and vacation leave, their revised hire date or date of promotion for purposes of merit increases, sick leave and vacation leave, will be the number of calendar days absent added to their former hire or promotion date, whenever such leave exceeds 30 working days. In the event of leave of absence due to injury or illness, after all sick leave is exhausted, utilization of accrued vacation, compensatory time and/or floating holidays shall be at the option of the employee.

3.19 Maternity/Paternity Family Medical Leave Act/California Family Rights Act Leave

Employees shall be granted maternity/paternity FMLA/CFRA leave in accordance with the following provisions:

a. When appropriate, a pregnant employee shall provide the City a statement from her physician giving the anticipated date of delivery and any work restrictions.

b. When known, an employee shall provide to the Human Resources Benefits Manager an expected return to work date, and shall keep the City informed if the return to work date changes.

c. The City may, at its option, and at City cost, require an independent medical opinion concerning the employee's ability to safely perform her duties.

d. A temporarily disabled pregnant employee shall be entitled to use all accumulated paid leave time for maternity leave and such additional leave of absence without pay, seniority and accrual of benefits in accordance with federal and/or state leave laws.

e. In the case of adoption and paternity/FMLA/CFRA leave, leave shall be in accordance with federal and/or state leave laws.

3.20 Donated Leave

City Manager's Administrative Directive No. 24 outlines a policy which allows employees to transfer vacation to another employee who is experiencing unusual or extenuating personal circumstances and requires additional leave.

For the purposes of this MOU, when an employee is unable to work and thus receiving donated leave, they are to be considered assigned to day shift for pay purposes.

3.21 – 3.22 Reserved

3.23 Health Insurance Benefits

3.23.1 Committee Membership

a. It is agreed that during the term of this Memorandum of Understanding, the Association and City agree to delegate to the Health Insurance Committee (HIC), subject to the ultimate authority and decision of the City Council which may overrule any decision and shall not be bound by any recommendation of the HIC, the authority to manage the City's Health Benefits Program.

b. HMO Health Insurance Indemnity Plans, and Health Benefit Plans, shall be subject to substitution in accord with review procedures adopted by the HIC.

c. Membership on the HIC as follows:

Each bargaining unit with at least twenty-five (25) or more eligible employees shall have one representative on the HIC committee. The City's unclassified group shall provide a number of representatives equal to the total number of representatives provided by all bargaining units.

3.23.2 Medical Plan Selection

- a. Medical coverage provided by the City will continue to be the lowest cost HMO medical plan as recommended by the Health Insurance Committee and approved by the City Council, and
- b. Beginning January 1, 2019, and thereafter, any medical insurance premium increases will be shared equally by the City and the employee for the lowest cost HMO medical.
- c. Current medical coverage rates are provided in Exhibit B, Sworn Police Benefit Summary, and incorporated herein, at least annually.
- d. The proportional percentage change in premium each year for the base level of coverage (e.g. Kaiser) after changes in Plan Design by the HIC shall be represented in employee premium participation. (The following participation amounts shall be amended as soon as is reasonably possible.)
- e. The City reserves the right to document, to the City's satisfaction, the status of each employee.
- f. In the event that a majority of the Health Insurance Committee ("HIC") recommends to the City Council changes in the Health Benefit Plans that either provide the same level of benefit coverage for less cost or greater level of benefit coverage for the same or similar costs, the City will meet and confer with the Bargaining Unit as to implementation of the economic impact of the proposed changes.

3.23.3 Coverage Waiver

- a. The City and the Association agree to a plan to generate cost savings for health insurance premiums in cases where employees are eligible for coverage under an alternate health insurance plan. Employees may waive a level of insurance coverage for themselves and/or their eligible dependents if they are covered under an alternate health insurance plan. If an employee waives insurance coverage at any level, savings result. To recognize the savings, the City and bargaining unit agree to rebate to the employee the amount of \$75.00 per month.
- b. Proof of alternate health coverage is required by completing the enrollment/waiver form. Employees will be allowed to enroll during open enrollment or other times during the year as allowed by state/federal law.
- c. Employees who are married or in a state-registered domestic partner relationship with another City employee will receive one (1) \$75.00 rebate. The spouse/domestic partner who is waiving coverage will receive the rebate.
- d. Employees will make contributions to health insurance coverage based on the insurance carrier selected.

3.23.4 Health Care Re-opener

The City will direct the Health Insurance Committee to promptly investigate, evaluate and produce a written report assessing potential options to increase the quantity of City funded health plans. The HIC report shall specifically address participation rates and costs associated with each health care option in a written report to be completed by September 1, 2025.

3.24 Dental Insurance

- a. Beginning January 1, 2019 and thereafter, dental insurance premium increases, for employee only coverage, will be shared equally by the City and the employee.
- b. Current dental coverage rates are provided in Exhibit B, Sworn Police 2025 Benefit Summary.

3.25 Life Insurance

- a. The City shall provide for the benefit of each employee, life and accidental death and dismemberment insurance in the amount of \$50,000 and \$1,000 dependent coverage in accordance with current life insurance company rules and regulations. See Exhibit B for current rates.
- b. Employees may opt to purchase at employee's expense supplemental group term life insurance via payroll deduction, in accord with the group carrier guidelines.

3.26 Disability Insurance/Worker's Compensation

- a. The POA shall oversee enrollment and management of disability insurance.
- b. Payments to Industrially Disabled Full-Time Employees Pursuant to Labor Code Section 4850. After a period of one (1) year of disability for safety employees, and pursuant to California Labor Code, the Payroll Section shall follow the same procedure used for miscellaneous employees.
- c. Consistent with Labor Code Section 4850, full-time employees are paid full salary in lieu of temporary disability payments when they suffer an industrial injury. Current administrative policy establishes a minimum of 90 days of payments pursuant to Section 4850 in those cases where an employee's industrial disability will result in disability retirement from CalPERS. This section affirms the current administrative policy. In no event should an employee receive more than one year of full salary of Section 4850 payments.

3.27 Voluntary Benefits

The City can offer voluntary benefits to employees at any time. See Exhibit B for current rates.

3.28 Reserved

3.29 Tuition Reimbursement

a. Within budgetary limitations, and subject to the criteria and limitations listed below, the City will reimburse 100% of tuition and related expenses, up to \$1,500 per employee per fiscal year for tuition fees.

b. A maximum of \$25,000 will be allotted annually for the use of tuition reimbursement for all POA members as outlined within this Article. Professional development courses through non-traditional higher-education settings (e.g. professional law enforcement courses) are eligible for tuition reimbursement when such courses are approved in advance by Police Administration and taken on the employee's personal time. Tuition reimbursement shall be limited to \$500 per year, which shall be a portion of the \$1,500 maximum annual tuition reimbursement allowed.

c. Eligibility Criteria

1) Course content is closely related to the employee's current classification and is designed to improve job performance, or would assist the employee in preparing for a promotional opportunity.

2) To receive reimbursement, it is encouraged that the employee pursues any approved courses or courses of study at an educational institution.

3) Reimbursement shall be 100% of amount of tuition fees.

4) Course is completed with a minimum grade of "C" (2.0) or its equivalent or by evidence of satisfactory completion.

5) Course is given by a school accredited by the Western Association of Schools and Colleges, accredited by the North Central Association of Schools and Colleges, accredited by an organization equivalent to the two previously listed organizations, approved by the Council for Private Post-Secondary and Vocational Education, or by an accredited high school.

d. Tuition and Related Expenses. The following are eligible expenses within the meaning of "Tuition and Related Expenses":

1) Tuition and/or class fees and/or registration fees charged by an educational institution;

2) Books required for the course;

3) Miscellaneous mandatory charges such as health service and/or identification cards. (Parking charges are not considered required expenses and will not be reimbursed).

e. Pre-Approval & Approval Procedures

1) An employee shall complete the first section of the City's Tuition Reimbursement form and send it to the Department Head for approval.

2) Upon the Department Head's approval, forward signed form to the Human Resources Benefits Manager for further approval based on eligibility.

3) Upon preliminary approval and successful completion of approved courses, availability of funds, proof of expense payment and a transcript showing success course completion, employees may request reimbursement through the Workday platform.

f. Reimbursement Procedure: Upon preliminary approval and successful completion of approved courses, employees may request reimbursement as follows:

1) Complete tuition reimbursement form.

2) Submit proof of payment of reimbursable items.

3) Submit school transcript indicating the grade achieved for the completed course.

3.30 – 3.31 Reserved

3.32 401(k)/457 Plans

The City and the Association agree to provide availability of, on behalf of employees, 401(k) and 457 plans. Administrative costs will be the responsibility of the City. Effective January 1, 2009, and for the duration of this MOU, the plans shall be funded by employee contributions only.

**ARTICLE IV
Compensation**

4.1 Base Pay

a. Pay schedules provide the amount of pay earned for one month of service at a specified step. Annual base pay is calculated by multiplying the monthly base by 12.

b. The City calculates the Base Rate of Pay by dividing the monthly base pay amount by the number of regularly scheduled 173.33 hours of work in a month (2080 hours/year by 12 months) to achieve an hourly rate of pay.

c. Compensation will be paid as earned. Unless specifically addressed otherwise, compensation will be distributed over designated pay periods.

d. In determining the hourly rate as herein provided, computations resulting in three or more decimal places shall be rounded to the nearest whole cent (two decimal places);

thus, computations ending in 0, 1, 2, 3, and 4 will be rounded down, computations ending in 5, 6, 7, 8 or 9 will be rounded up.

e. Exhibit A, Salary Ranges – publishes the current pay by classification and step.

f. Effective the first pay period following City Council approval, March 30, 2025, a 7.0% across-the-board increase to base pay will be implemented for all classifications.

Effective the first pay period in Calendar Year 2026, January 4, 2026, a 6.0% across-the-board increase to base pay will be implemented for all classifications.

g. The City reserves the right to make positive salary adjustments in response to recruitment and retention issues. All adjustments will be documented in the City's compensation plan and will apply to all members in the classification. The Association shall have the right to request a salary adjustment.

h. All salary increases, including annual salary adjustments, when granted, shall be based on merit.

4.2 Pay Steps

a. The City standard pay schedule provides seven (7) steps for both Police Officer and Police Sergeant classifications. Each step provides a 5% increase in base monthly pay. The length of service required for advancement to the next higher step within a particular salary rate range is summarized as follows:

Step	Service*
1	Base
2	12 months' service in the previous step
3	12 months' service in the previous step
4	12 months' service in the previous step
5	12 months' service in the previous step
6	12 months' service in the previous step
7	12 months' service in the previous step

* All steps are merit increases.

b. New Hires. A new employee shall be paid the rate shown as Step "1" in the class of employment for which he or she has been hired. In special instances where such new employee possesses unique and exceptional education, training and/or experience qualifications, the department head under whom the employee will serve, may submit a written request and justification to the City Manager for authorization to place such new employee on higher Step within the allocated salary rate range. Such assignment having once been made shall remain in effect until the said employee shall be entitled to advance to the next salary step in accordance with the further provisions of this Article.

c. Merit Advance. An employee is eligible for a merit increase every twelve months until the employee reaches the top salary step in their classification. Merit increases will only be given if the employee has satisfactory or better performance on the performance evaluation, is recommended for an increase by the Department Head and the recommendation is approved by the City Manager. With a substandard performance evaluation, a merit step increase can be withheld. Employee will be placed on an Individual Development Plan (IDP) with a defined duration (3 months, 6 months, 12 months, etc.). At the completion of a successful IDP, employee will receive a new performance evaluation and will then be eligible for a step increase. A subsequent step increase would require 12 months' service in the step.

4.3 – 4.4 Reserved

4.5 Pensionable Compensation

a. Pensionable compensation means the normal monthly rate of pay or base pay and (a) Must be for normally required duties, (b) Must be historically consistent with prior payments for the job classification, and (c) Must be reported periodically as earned. Pensionable compensation is for services rendered on a full-time basis during normal working hours and will be paid based upon a publicly available pay schedule. [See 2 CCR 571, 2 CCR 571.1] Pensionable compensation also specifically excludes certain types of pay from being reported as pensionable compensation, including, bonuses, overtime, pay for additional services outside normal working hours, cash payouts for unused leave (vacation, annual, sick leave, CTO, etc.), and severance pay, among others.

b. Pensionable compensation may differ for CalPERS classic and new members.

c. The City will report pensionable pay in accordance with California Public Employees' Retirement law and CalPERS requirements. Any changes in CalPERS practices or reporting requirements will result in an offer to meet and confer on the proposed changes or their impacts.

d. Changes in California Public Employees' Retirement Law and changes in CalPERS interpretation of California retirement law shall preempt any MOU language in conflict with the law or CalPERS regulatory interpretations including but not limited to policy letters.

e. Special Compensation. This section is organized by CalPERS designated categories; (1) Incentive Pay, (2) Educational Pay, (3) Premium Pay, (4) Special Assignment Pay and (5) Statutory Items.

4.5.1 Incentive Pay

Longevity. A \$1,000 lump sum payment will be paid annually each year after employee reaches 15 continuous years with the City of Escondido.

4.5.2 Education Incentive Pay

a. P.O.S.T. Certificate Pay

P.O.S.T Certificate Pay for both officers and sergeants is:

Intermediate Certificate:	4%
Advanced Certificate:	5.25%

An employee can earn either Intermediate or Advanced Certificate pay. Police Sergeants holding a P.O.S.T. Supervisory Certificate will receive 2% of base pay per month in addition to the P.O.S.T. Incentive Pay for Intermediate or Advanced certification.

b. Educational Achievement Supplement

The City agrees to an Educational Achievement Supplement provided to those officers and sergeants holding the P.O.S.T. Intermediate Certificate and having completed probation with the Escondido Police Department. The Educational Achievement Supplement will be paid in addition to the incumbent's P.O.S.T. Certification Pay. The Educational Achievement Supplement will only apply when the educational achievement is greater than the requirements of the incumbent position.

Associate's Degree	2% of base rate of pay
Bachelor's Degree	4% of base rate of pay
Master's Degree or Post Baccalaureate	6% of base rate of pay

Education Incentive Pay does not stack. Only the higher amount of the qualifying educational achievement will apply.

4.5.3 Premium Pay

Temporary Upgrade Pay: When an employee is working out of classification due to an incumbent's approved leave of absence, said employee shall receive a Temporary Upgrade Pay premium. Temporary Upgrade Pay, as defined by California Code of Regulations 571(a)(3), is "compensation to employees who are required by their employer or governing board or body to work in an upgraded position/classification of limited duration."

Temporary Upgrade Pay cannot be for additional duties under their current classification as that would be considered performing overtime for the additional duties; the member must be performing the duties based on the upgraded classification without performing duties of their current classification

The above form of compensation shall be reported to CalPERS as special compensation and therefore compensation earnable. However, Temporary Upgrade Pay will not be reported to CalPERS as pensionable compensation for New Members hired on or after January 1, 2013, as defined by the Public Employees' Pension Reform Act of 2013 (PEPRA).

4.5.4 Special Assignment Pay

Special Assignment Pay includes a list of pay categories that meet CalPERS regulations for pensionable compensation and includes: Shift Differential Pay, Bilingual Pay, Detective Pay, and Training Pay.

a. Field Training Officer Assignment Pay. Field Training Officer Assignment Pay shall be an additional 5.0% to the base rate of pay.

b. Bilingual Pay. Compensation for certified verbal bilingual officers and sergeants is \$200.00 per month. An additional \$75.00 per month shall be paid for certified written bilingual skills. The City agrees to “advanced” verbal bilingual pay compensation for officers and sergeants who score a minimum of Level 4 on the City’s bilingual testing criteria. These certified officers and sergeants are eligible to receive an additional \$50.00 per month, for a total of \$250.00 per month for advanced verbal bilingual skills.

The City reserves the right to establish eligible languages and the criteria for eligibility for this skill pay and shall verify through testing procedures developed by the City, that employees are eligible and qualified. This bilingual pay benefit shall only be authorized with the written approval of the Department Head.

c. Shift Differential. Officers and sergeants normally assigned to Swing and Mid Shifts will receive a shift differential of 2% of base rate of pay for all hours worked while assigned to the shift. Officers and sergeants normally assigned to Graveyard Shift will receive a shift differential of 4% of base rate of pay for all hours worked while assigned to the shift.

d. Investigative Pay. Officers and sergeants assigned to the Investigations Division as their regular duty assignment will receive an additional 5% to the base rate of pay. At the discretion of the Chief of Police, officers and sergeants assigned in other investigative functions within the Police Department may also receive the additional 5% to the base rate of pay. Investigative pay is only effective during the time the employee is regularly assigned to said division or fulfilling an investigative assignment as designated by the Chief of Police and will cease upon reassignment to a non-investigation duty.

e. Special Weapons and Tactics (SWAT) Pay. Officers and sergeants assigned to the Special Weapons and Tactics (SWAT) Unit shall receive incentive pay of \$100.00 per month.

4.5.5 Statutory Pay

Uniform Allowance. Classic CalPERS members receive uniform allowance in equal amounts per pay period. The total amount is \$800 annually.

4.6 Non-Pensionable Compensation

The following categories of pay are not recognized by CalPERS as pensionable income under California law:

4.6.1 Overtime

a. Motorcycle Maintenance

1) Officers assigned to motorcycle duty shall receive an additional three and one half (3.5) hours each week worked to compensate for motorcycle cleaning and maintenance. Said time shall be counted as hours worked for overtime compensation purposes; this level of compensation is affirmed by the Bargaining Unit as appropriate to meet FLSA requirements.

2) By and through the Association, those unit members assigned to motorcycle duty agree that the above additional hours provided each week are reasonably necessary to provide for the cleaning and maintenance of the assigned motorcycle and that these additional "hours worked" are intended to compensate unit members assigned to motorcycle duty for all off duty hours spent cleaning and maintaining their assigned motorcycle, in compliance with the FLSA and interpretive cases and rulings.

3) The parties acknowledge that the FLSA, which governs the entitlement to compensation for motorcycle cleaning and maintenance, entitles the parties to agree to a reasonable number of hours per month for the performance of off duty maintenance and cleaning duties. The hours derived at in this agreement were determined after an actual inquiry of the officers assigned to motorcycle duty, as addressed by *Leever v. City of Carson City*, 360 F.3d 1014 (9th Cir. 2004.) It is the intent of the parties through the provisions of this section to fully comply with the requirements of the FLSA. In addition, all parties believe that this section of the MOU does comply with the requirements of the FLSA.

b. Canine Unit

1) The City and the Bargaining Unit Department agree to provide officers assigned Canine Handling Duty compensation in the form of four (4) hours of overtime compensation for every week assigned such duty. This level of compensation is affirmed by the Bargaining Unit as appropriate to meet FLSA requirements.

2) By and through the Association, those unit members assigned to canine duty agree that the above additional hours provided each week are reasonably necessary to provide for the care and maintenance of the assigned canine and that these additional "hours worked" are intended to compensate unit members assigned to canine duty for all off duty hours spent caring for and maintaining their assigned canine, in compliance with the FLSA and interpretive cases and rulings.

3) The parties acknowledge that the FLSA, which governs the entitlement to compensation for canine care and maintenance, entitles the parties to agree to a reasonable number of hours per month for the performance of off duty care and maintenance duties. The hours derived at in this agreement were determined after an actual inquiry of the officers assigned to canine duty, as addressed by *Leever v. City of Carson City*, 360 F.3d 1014 (9th Cir. 2004.) It is the intent of the parties through the provisions of this section to fully comply with the requirements of the FLSA. In addition,

all parties believe that this section of the MOU does comply with the requirements of the FLSA.

4.6.2 – 4.6.5 Reserved

4.6.6 PEPRA Members

Uniform Allowance

CalPERS New Members (PEPRA) receive uniform allowance in equal amounts per pay period. The total amount is \$800 annually.

4.6.7 Out of Class Assignment Pay

Out-of-Class Compensation

An employee shall receive out-of-class compensation when working in a job class assignment higher than the current appointed class for a period in excess of 127.5 hours worked in the higher classification. An employee shall receive pay at 5% above their regular rate or the Step 1 of the out-of-class position, whichever is greater, commencing on the 127.6 hour of working out-of-class and for a period of no longer than six months at any one time.

Out-of-class appointments shall only be made for positions vacated due to voluntary resignation, promotion, demotion or termination. Gov. Code section 20480 of the Public Employees' Retirement Law (PERL) defines an "out-of-class appointment" to mean an appointment to an upgraded position or higher classification by an employer or governing board or body in a vacant position for a limited duration.

For purposes of this section, a "vacant position" refers to a position that is vacant during recruitment for a permanent appointment. A vacant position does not refer to a position that is temporarily available due to another employee's leave of absence or temporary project.

Dated: 8/28/25

Dated: 8/26/2025

For the City of Escondido:

For the Escondido Police Officers'
Association – Sworn Personnel:



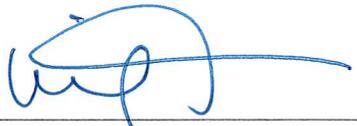
Jessica Perpetua



Mark Zeller

APPROVED AS TO FORM AND CONTENT:

CITY OF ESCONDIDO

By: 

Gary McCarthy
Assistant City Attorney

EXHIBIT "A"

**Escondido Police Officers' Association
Sworn Bargaining Unit
Salary Ranges**

**Effective MARCH 30, 2025
Union Code: POL**

Classification	Police Officer Trainee	Police Officer	Police Sergeant
Step 1	6,580	7,997	10,609
Step 2	6,909	8,397	11,140
Step 3		8,817	11,697
Step 4		9,258	12,281
Step 5		9,721	12,896
Step 6		10,207	13,540
Step 7		10,717	14,217

**Escondido Police Officers' Association
Sworn Bargaining Unit
Salary Ranges**

**Effective JANUARY 2026
Union Code: POL**

Classification	Police Officer Trainee	Police Officer	Police Sergeant
Step 1	6,975	8,477	11,246
Step 2	7,324	8,901	11,808
Step 3		9,346	12,398
Step 4		9,813	13,018
Step 5		10,304	13,669
Step 6		10,819	14,353
Step 7		11,360	15,070

EXHIBIT B

**SWORN POLICE
2025 BENEFIT SUMMARY**

Benefit/Provider		Monthly Contributions	
	Coverage Level	City Pays	Employee Pays
Kaiser HMO	Employee Only	\$548.42	\$127.52
	Employee + 1	\$1,096.86	\$255.02
	Family	\$1,548.96	\$363.90
Kaiser HDHP w/HSA Note: The City will contribute to an employee's HSA: \$825 for Employee Only coverage; \$1,650 for Employee + 1 or Family coverage	Employee Only	\$450.92	\$94.18
	Employee + 1	\$901.82	\$188.38
	Family	\$1,273.20	\$269.38
Delta Preferred PPO	Employee Only	\$37.34	\$0.00
	Employee + 1	\$36.02	\$37.44
	Family	\$33.24	\$92.72
DeltaCare DMO	Employee Only	\$22.16	\$0.64
	Employee + 1	\$22.16	\$18.70
	Family	\$22.16	\$38.34
Anthem BlueView Vision	Employee Only	n/a	\$7.11
	Employee + 1	n/a	\$12.72
	Family	n/a	\$21.08
Critical Illness (The Hartford)	Employee Only Employee + Spouse One Parent Family Two Parent Family	n/a n/a n/a n/a	Rates vary based on age and coverage-See Benefits
Accident –Low Plan (The Hartford)	Employee Only	n/a	\$5.20
	Employee + Spouse	n/a	\$8.18
	Employee + Children	n/a	\$8.55
	Two Parent Family	n/a	\$13.51
Accident – High Plan (The Hartford)	Employee Only	n/a	\$8.09
	Employee + Spouse	n/a	\$12.74
	Employee + Children	n/a	\$13.46
	Two Parent Family	n/a	\$21.19
Hospital Indemnity Plan (The Hartford)	Employee Only	n/a	\$12.92
	Employee + Spouse	n/a	\$31.31
	One Parent Family	n/a	\$27.02
	Two Parent Family	n/a	\$47.74
ARAG – Legal Plan	Plan Membership	n/a	\$24.25
Supplemental Life Insurance (The Hartford)	Age rated coverage for self, spouse and children	n/a	Rates vary based on age and coverage
Group Life Insurance (The Hartford)	Basic Life and AD&D: \$50,000 Dependent Life: \$1,000	City pays full cost	No cost to employee
Section 125 Pre-tax Premiums, Medical and Dependent Care Flexible Spending Accounts	Provider: TRI-AD Employee may set aside tax-free FSA money Annual minimum (both FSAs): \$240 Medical FSA annual max: \$3,200 Dependent FSA annual max: \$5,000		

**SWORN POLICE
2025 BENEFIT SUMMARY**

Benefit/Provider	Description															
Long Term Disability	Peace Officers Research Association of California (PORAC) – See Union Representative for enrollment details.															
Retirement Plan (CalPERS Defined Benefit Plan)	Employee and Employer share the cost Tier 1 Classic: 3% @ 50 Employee contribution rate = 12% Single Highest Year Tier 2 Classic: 2% @ 50 Employee contribution rate = 12% 3 Year Highest Avg Tier 3 PEPRA: 2.7% @ 57 Employee contribution rate = 14.5% 3 Year Highest Avg															
401 (k), 457 and Payroll Roth IRA Plans (MissionSquare Retirement)	Employee contributions to plans are optional															
Health Insurance Waiver Rebate	\$75 per month for waiving at least one level of health insurance															
Holidays	10 per year 10 hours floating holiday each July (hours do not carry over)															
Sick Leave Accrual	10 hours per month, no maximum accrual															
Annual Vacation Accrual	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Years of Service</th> <th style="text-align: left;">Annual Accrual</th> <th style="text-align: left;">Maximum Accrual</th> </tr> </thead> <tbody> <tr> <td>1 to 5</td> <td>107 hours</td> <td>268 hours</td> </tr> <tr> <td>5 to 10</td> <td>149 hours</td> <td>373 hours</td> </tr> <tr> <td>10 to 15</td> <td>192 hours</td> <td>480 hours</td> </tr> <tr> <td>15+</td> <td>234 hours</td> <td>585 hours</td> </tr> </tbody> </table> <p>Max Accrual: 2 ½ years</p>	Years of Service	Annual Accrual	Maximum Accrual	1 to 5	107 hours	268 hours	5 to 10	149 hours	373 hours	10 to 15	192 hours	480 hours	15+	234 hours	585 hours
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1 to 5	107 hours	268 hours														
5 to 10	149 hours	373 hours														
10 to 15	192 hours	480 hours														
15+	234 hours	585 hours														
Tuition Reimbursement	Up to \$1,500 per fiscal year (a maximum of \$25,000 allotted for bargaining group)															
Work-Life Benefits	Employee Assistance Program (EAP) – counseling services The Hartford – Travel Assistance & Identity Theft Program 529 College Savings Plan															
Employee Discounts	Gym Membership Dell Computers Apple Products Cellphone discount Working Advantage Program – entertainment discounts Fun Express – entertainment discounts through Escondido Credit Union Tuition discount: National University, Grand Canyon University and Waldorf University															