

RESOLUTION NO. 2025-82

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ESCONDIDO, CALIFORNIA, AUTHORIZING A THREE-YEAR MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF ESCONDIDO AND THE ESCONDIDO POLICE OFFICERS' ASSOCIATION – NON-SWORN BARGAINING UNIT

WHEREAS, on June 19, 2024, the Escondido City Council adopted Resolution No. 2024-77, to complete a Memorandum of Understanding between the Escondido City Police Officers' Association ("POA") – Non-Sworn Unit ("NSP") and the City of Escondido ("City") for the period of July 1, 2024, and June 30, 2025 ("MOU"); and

WHEREAS, negotiating teams from the City and the POA-NSP Bargaining Unit have been duly appointed and have met and conferred in good faith to address matters affecting both parties including wages, hours, and other terms and conditions of employment; and

WHEREAS, the City and the POA agree the MOU promotes the continuation of the harmonious relationship between the City and the POA and, at this time, a three-year MOU is in the best interest of the City and the POA; and

WHEREAS, this City Council desires at this time and deems it to be in the best public interest to approve a three-year MOU.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Escondido, California, as follows:

1. That the above recitations are true.

2. That to implement the changes as provided in Resolution No. 2025-82 Exhibit "A", and is incorporated herein.

3. That the City Council authorizes the City's negotiating team to execute the three-year MOU with a new term from July 1, 2025, through June 30, 2028.

PASSED, ADOPTED AND APPROVED by the City Council of the City of Escondido at a regular meeting thereof the 25th day of JUNE, 2025 by the following vote to wit:

AYE : Councilmembers: FITZGERALD, GARCIA, GARCIA, MARTINEZ, WHITE

NOES : Councilmembers: NONE

ABSENT : Councilmembers: NONE

APPROVED:

DocuSigned by:
Dane White
19FFE5DB8C3B409...
DANE WHITE, Mayor of the
City of Escondido, California

ATTEST:

DocuSigned by:
Zack Beck
A58535D0BDC1430...

ZACK BECK, City Clerk of the
City of Escondido, California

RESOLUTION NO. 2025-82

June 13, 2025

**City of Escondido
2025 Meet-and-Confer Process
Escondido Police Officers' Association – Non-Sworn Bargaining Unit**

Tentative Agreement

1. Term

Three-year contract.

July 1, 2025 – June 30, 2028

None of the terms are retroactive; all changes take effect upon the agreed upon effective date after the ratification by both parties.

2. Compensation

a. Across-the-board Increase

- Year 1 – 6.0% across-the-board increase for all classifications.
- Year 2 – 5.0% across-the-board increase for all classifications.
- Year 3 – 5.0% across-the-board increase for all classifications.

b. Market Adjustments

Prior to the July 6, 2025 ATB increase, adjust the following classifications to be within 5% of median:

- Using the Property & Evidence Technician I as a benchmark, adjust the series of II and Sr. proportionally.
- Using Public Safety Dispatcher, I as a benchmark, adjust the series of II and Supervisor proportionally.

3. Compensatory Time Off Bank

The City proposes increasing the maximum balance from 80 hours to 100 hours.

4. Holiday

The City proposes adding an additional two floating holidays per fiscal year on July 1st, equal to nine hours of straight time for each day (18 hours total of new hours).

The City proposes adding MOU clarification language for bank cap:

“An employee’s Banked Holiday Balance shall not exceed 109 hours.”

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5. 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. Employees must maintain a minimum balance of 80 hours of vacation leave after the requested payoff to ensure a sufficient balance to cover future planned time off requests.

6. Education Incentive

The City proposes modifying the following POST incentive pay for dispatch classifications:

Increasing Intermediate POST from \$75 to \$150

Increasing Advanced POST from \$150 to \$300

7. Uniform Allowance

The City proposes expanding uniform allowance of \$800 annually (paid bi-weekly and reported to CalPERS in equal amounts each pay period) to include the classifications of Property & Evidence Technician I, Property & Evidence Technician II and Senior Property & Evidence Technician. In turn, as part of the uniform allowance, these classifications will be required to purchase and maintain safety boots that shall meet ASTM-F2413-6 standards.

The City proposes eliminating the following section from the NSP MOU:

4.6.9 Safety Shoe Allowance

a. The City agrees to provide an annual safety shoe allowance of \$225 to Evidence Management Division employees in the following classifications:

- Property & Evidence Technician I
- Property & Evidence Technician II
- Senior Property & Evidence Technician

b. The Safety boots shall meet ASTM-F2413-6 standards.

c. The safety shoe allowance will be paid during the first pay period after hiring or promotion to an eligible classification and continue annually thereafter.

d. Reserved. e. This compensation is not included in the MOU rate of pay.

f. Reserved. Police Non-Sworn MOU 2024 - 2025 40

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g. The City will pay for the repair or like replacement of safety shoes when damage is caused by work, at the Department Head's sole discretion.

8. Bereavement Leave

The City proposes establishing a bereavement leave bank valued at 27 hours of straight time (3 days, valued at 9 hours each day) annually. Language to come.

9. Meal Breaks

The proposes adding language to the MOU section 2.22, Section 4, new section C:

c. Due to the unique needs of a 911 center, there may be times when communications operators/supervisors will have to adjust rest break times or work through their breaks. At an employee's request and with supervisor approval, a 15-minute rest break may be combined in to a meal period not to exceed 45 minutes.

10. 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. Part of this analysis will include a review of the insurance rebate.

11. Continue proposal discussion and MOU language