



# STAFF REPORT

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December 7, 2022  
File Number 0740-30

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## SUBJECT

### **MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF ESCONDIDO AND THE ESCONDIDO POLICE OFFICERS' ASSOCIATION – SWORN PERSONNEL BARGAINING UNIT**

## DEPARTMENT

Human Resources Department

## RECOMMENDATION

Request the City Council adopt Resolution No. 2022-184, approving a one-year extension to the Memorandum of Understanding (“MOU”) between the City of Escondido (“City”) and the Escondido Police Officers’ Association - Sworn Personnel Bargaining Unit (“Association”), commencing January 1, 2023 through December 31, 2023 and a budget adjustment of \$279,300 to account for the increased contract costs in FY2022/23.

Staff Recommendation: Approval (Human Resources: Jessica Perpetua, Director of Human Resources)

Presenter: Jessica Perpetua, Director of Human Resources

## FISCAL ANALYSIS

The total cost of the one-year contract is approximately \$558,600. The financial impact to the General Fund for Fiscal Year 2022/23 is \$279,300.

## PREVIOUS ACTION

On January 27, 2021, the City Council voted to adopt the MOU between the Association and the City of Escondido, for a two-year term that will expire on December 31, 2022.

## BACKGROUND

On November 16, 2022, the City Council provided policy and negotiating authority to the City Manager in closed session. Thereafter, both City staff and Association representatives met quickly and efficiently to reach terms of an agreement. Both parties understand the importance of maintaining good labor relationships to serve the community.

The one-year extension provides a 2.3% across-the-board salary increase for police officers and a 3.6% across-the-board increase for police sergeants. In order to address non-competitive entry level starting



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salaries the proposed agreement also removes the bottom two steps from the old salary schedule and adds two steps to the new salary schedule. The proposed agreement also updates medical and dental contribution rates for 2023 and addresses the need to continue to meet and confer regarding potential changes that could result from the implementation of the enterprise resource planning software. On November 28, 2022, members of the Association voted in support of the terms and conditions of this agreement. Likewise, City staff recommends approval.

Attachment 1 is the proposed budget adjustment.

Attachment 2 provides a strike through version of the agreed upon changes to the MOU during the one-year contract extension.

### **RESOLUTIONS**

- a. Resolution No. 2022-184
- b. Resolution No. 2022-184 – Exhibit “A”
- c. Resolution No. 2022-184 – Exhibit “B”

### **ATTACHMENTS**

- a. Attachment “1” – Budget Adjustment
- b. Attachment “2” – Proposed MOU Changes Strikethrough