

Attachment "2"

PROPOSED MOU CHANGES STRIKETHROUGH

Memorandum of Understanding between Escondido Police Officers' Association –  
Sworn Personnel and the City of Escondido

Article 2 Salaries and Compensation

Section 2.02 Salary

- a. Police Officers will receive a 2.3 % across the board salary increase, implemented on January 8, 2023, the first day of first full pay period of the contract year.
- b. Police Sergeants will receive a 3.6% across the board salary increase, implemented on January 8, 2023, the first day of first full pay period of the contract year.
- c. Exhibit B contains the Escondido Police Officers' Association Sworn Bargaining Unit Salary Ranges Effective January 2023.
- d. Effective July 1, 1998, a Step 7 was added to the Police Officer salary table, maintaining the 5 percent (5%) differential for Step 6. Police Officers will become eligible for Step 7 on the beginning of the pay period closest to their 10th anniversary in the position of Police Officer with the City of Escondido and shall have one year of service in Step 6.
- e. At the discretion of the Chief of Police, lateral police officers, upon appointment to the position of Police Officer and commensurate with their law enforcement experience, may receive up to five years longevity credit to be applied to the 10-year experience requirement for Step 7. Lateral police officers will become eligible for Step 7 on the beginning of the pay period closest to attaining the 10-year experience requirement (service with the City of Escondido.) The additional longevity, as may be granted by the Chief of Police, applies to no other benefits offered within this MOU
- f. Salary is based on 2,080 hours a year.
- g. CalPERS reporting of special compensation:

In accordance with CalPERS reporting requirements, special compensation will be reported to CalPERS separately from an employee's hourly base rate of pay.

- h. Exhibit B, Salary Ranges Effective January 2023 provides the new steps after removal of the bottom two steps and the addition of two new steps at the top of the salary schedule. Seven steps remain for Police Officers and six steps for Police Sergeants. A five (5) percent difference in steps will remain. Incumbents in Step 1, Step 2, or Step 3 in 2022, will move to the new Step 1 in Exhibit B. All incumbents will be placed at the closest new step that corresponds to their current base rate of pay, without a decrease. All incumbents will then proceed through the step system on their regularly scheduled step advancement date.

i. Following implementation of the new salary schedule, employees will be eligible for a step increase on their next regularly scheduled step advancement date. However, after regularly scheduled step advancement, all subsequent steps shall require one year of service in a step before advancement. The City will no longer provide step advancement after six months in Steps 1 or 2.

## ARTICLE 4 BENEFIT PACKAGE

### Section 4.01 Health Insurance

- I. 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.

Membership on the HIC, as established in Rule 19 of the Personnel Rules and Regulations, be 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.

- II. 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

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.

Current medical coverage rates are provided in Exhibit C, Sworn Police 2023 Benefit Summary.

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.)

The City reserves the right to document, to the City's satisfaction, the status of each employee.

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.

- III. 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.

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.

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. If the spouse/domestic partner is a non-sworn police employee and receives \$600.00 flex dollars, neither the employee nor their spouse/domestic partner is eligible for the \$75.00 rebate.

Employees will make contributions to health insurance coverage based on the insurance carrier selected.

#### Section 4.02      Dental Insurance

Beginning January 1, 2019 and thereafter, dental insurance premium increases, for employee only coverage, will be shared equally by the City and the employee.

Current medical coverage rates are provided in Exhibit C, Sworn Police 2023 Benefit Summary.