

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, Salary Schedule, 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.

EXHIBIT B

Escondido Police Officers' Association
Sworn Bargaining Unit
Salary Ranges
Effective January 2023
Union Code: POL

Classification	Police Officer	Police Sergeant
Step 1	7,474	9,915
Step 2	7,848	10,411
Step 3	8,240	10,931
Step 4	8,652	11,478
Step 5	9,085	12,052
Step 6	9,539	12,654
Step 7	10,016	