

RESOLUTION NO. 2022-184

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
ESCONDIDO, CALIFORNIA, AUTHORIZING A ONE-YEAR
EXTENSION TO THE MEMORANDUM OF
UNDERSTANDING BETWEEN REPRESENTATIVES OF THE
ESCONDIDO POLICE OFFICERS' ASSOCIATION – SWORN
PERSONNEL AND THE CITY OF ESCONDIDO

WHEREAS on January 27, 2021, the Escondido City Council adopted Resolution No. 2021-21, to complete a Memorandum of Understanding between the Escondido Police Officers' Association – Sworn Personnel ("Association") and the City of Escondido ("City") for the period of January 1, 2021 and December 31, 2022 ("MOU"); and

WHEREAS, negotiating teams from the City and the Association 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 Association agree the MOU promotes the continuation of the harmonious relationship between the City and the Association and at this time a one-year extension to the MOU is in the best interest of the City and the Association; and

WHEREAS, this City Council desires at this time and deems it to be in the best public interest to approve a one-year extension to the MOU that will provide salary and step increases, update medical and dental contribution rates and recognizes the need to meet and confer with regard to the proposed Enterprise Resource Planning System and to better align the MOU with current practices.

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 That to implement the salary changes, MOU Article 2, Salaries and Compensation, Section 2.02, Salary, is repealed and replaced as provided in Resolution No. 2022-184 Exhibit "A", which includes the repeal and replacement of MOU Exhibit B, Salary Ranges Effective January 2023, and is incorporated herein.

3. That to implement 2023 medical and dental rates, Resolution No. 2022-184 Exhibit "B", Sworn Police 2023 Benefit Summary, is added as MOU Exhibit C, and is incorporated herein, and references to previous medical coverage and dental insurance rates found in Article 4 Benefit Package are deleted.

4. That the City Council authorizes the City's negotiating team to execute the one-year extension to the MOU with a new term from January 1, 2023 through December 31, 2023.

5. That the City Manager is authorized to execute a budget adjustment request to implement the proposed salary increases.