



STAFF REPORT

March 6, 2024
File Number 0740-30

SUBJECT

MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF ESCONDIDO AND THE ESCONDIDO POLICE OFFICERS' ASSOCIATION – SWORN PERSONNEL

DEPARTMENT

Human Resources Department

RECOMMENDATION

Request the City Council adopt Resolution No. 2024-21, approving a one-year Memorandum of Understanding (“MOU”) between the City of Escondido (“City”) and the Escondido Police Officers’ Association - Sworn Personnel (“Association”), commencing January 1, 2024, through December 31, 2024.

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

Presenter: Jessica Perpetua, Director of Human Resources

- a) Resolution No. 2024-21

ESSENTIAL SERVICE – Yes, Internal requirement in support of Police Services.

COUNCIL PRIORITY – Improve Public Safety

FISCAL ANALYSIS

There is no fiscal impact to the General Fund. The agreement provides a \$2,000 stipend to eligible employees funded by the Premium Pay provision of the American Rescue Plan Act (“ARPA”).

PREVIOUS ACTION

On December 7, 2022, the City Council voted to adopt the MOU between the Association and the City of Escondido, for a one-year term that expired on December 31, 2023.

BACKGROUND

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.



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The one-year contract provides a \$2,000 ARPA stipend to eligible employees. To be eligible, an employee must currently be employed and worked for the City of Escondido between March 2020 to April 10, 2023. The new MOU also increases sick leave from 8 hours to 9 hours monthly, to provide a consistent amount of sick leave given to employees across the City and to standardize this process as we implement and program the new enterprise resources planning software.

Members of the Association voted in support of the terms and conditions of this agreement. Likewise, City staff recommends approval.

RESOLUTIONS

- a. Resolution No. 2024-21
- b. Resolution No. 2024-21 – Exhibit “A” Memorandum of Understanding