

THIRD AMENDMENT TO THE MOU BETWEEN THE CITY OF CHULA VISTA AND THE CHULA VISTA POLICE OFFICER'S ASSOCIATION ("POA") COVERING THE PERIOD OF MAY 4, 2021, TO JUNE 30, 2024, EXTENDING LABOR CONTRACT THROUGH FISCAL YEAR 2026/2027

WHEREAS, the City of Chula Vista ("City") and the Chula Vista Police Officer's Association ("POA") entered into a memorandum of understanding ("2021-2024 MOU") covering the period of May 4, 2021, to June 30, 2024, regarding wages, hours, and other terms and conditions of employment, within the meaning of the Meyers-Milias-Brown Act ("MMBA"); and

WHEREAS, the City and POA, after informal discussions, desire to enter into this Third Amendment to the 2021-2024 MOU extending the term of MOU to June 30, 2027, and amending specified articles of the MOU.

NOW, THEREFORE, the City and POA agree as follows:

I. The MOU is hereby amended as follows:

1. **[TERM]** Article 1.07 [Term and Effect of Memorandum of Understanding] Paragraph I is amended to add the following:

The Memorandum of Understanding hereby extended from the current expiration date of June 30, 2024, to June 30, 2027, at which time the MOU (as amended) shall expire. The periods set forth above to submit proposals and to endeavor to begin negotiations are reset as follows: (1) the Parties will endeavor to submit written proposals to each other by March 1, 2027, and the Parties will endeavor to begin negotiations not later than April 15, 2027.

2. **[WAGES]** Article 2.01 [Wages] Paragraph I(A) [Salary and Equity Adjustments] is amended to add the following:

6. 6% salary increase for all members effective the beginning of the pay period in which the City Council adopts via resolution in open session
7. 5% salary increase for all members the first full pay period of July 2025
8. 5% salary increase for all members the first full pay period of July 2026

3. **[WAGES]** Article 2.01 [Wages] Paragraph V is amended as follows:

Longevity Pay -Employees shall receive longevity pay of 3% of base pay when they have served fifteen (15) or more complete years of fulltime service with the Chula Vista Police Department in a classification represented by POA. Employees shall receive longevity pay of 5% of base pay when they have served twenty (20) or more complete years of fulltime service with the Chula Vista Police Department in a classification represented by the POA. The longevity pay for eligible employees shall increase or decrease based on changes in an employee's base pay. Only one of the longevity pay amounts may be paid and they may not be combined with each other.

[NEW PARAGRAPH]

Effective the first full pay period in July 2026, Employees shall receive longevity pay of 5% of base pay when they have served fifteen (15) or more complete years of fulltime service with the Chula Vista Police Department in a classification represented by POA. Employees shall receive longevity pay of 7% of base pay when they have served twenty (20) or more complete years of fulltime service with the Chula Vista Police Department in a classification represented by the POA. The longevity pay for eligible employees shall increase or decrease based on changes in an employee's base pay. Only one of the longevity pay amounts may be paid and they may not be combined with each other.

- II. Except as expressly provided herein, all other terms and conditions of the 2021-2024 MOU (as amended by the First and Second Amendments) shall otherwise remain in full force and effect.
- III. This proposal is contingent upon MOU being adopted by the Chula Vista City Council in open session via resolution. This proposal is a "package" offer.

FOR THE CITY OF CHULA VISTA:

FOR CHULA VISTA POLICE OFFICER'S ASSOCIATION:

Tanya Tomlinson
Director of Human Resources/
Risk Management

David Oyos
President

DATE: _____

DATE: _____