



CITY COUNCIL STAFF REPORT



January 6, 2026

ITEM TITLE

Agreement Extension: Approve an Amendment to Extend the Alternative Dispute Resolution Agreement Between the City and the Chula Vista Police Officer's Association

Report Number: 26-0026

Location: No specific geographic location

Department: Human Resources

G.C. § 84308 Regulations Apply: No

Environmental Notice: The activity is not a "Project" as defined under Section 15378 of the California Environmental Quality Act State Guidelines; therefore, pursuant to State Guidelines Section 15060(c)(3) no environmental review is required.

Recommended Action

Adopt a resolution approving an amendment to extend the Alternative Dispute Resolution Agreement between the City of Chula Vista and the Chula Vista Police Officer's Association for an additional year.

SUMMARY

On December 1, 2020, the City Council adopted a Memorandum of Understanding with the Chula Vista Police Officer's Association (CVPOA) and approved the Alternative Dispute Resolution (ADR) Agreement, establishing an ADR pilot program for one year. Since inception Council has extended the program annually. Staff is requesting approval of an extension of the program for an additional year to January 12, 2027.

ENVIRONMENTAL REVIEW

The activity is not a "Project" as defined under Section 15378 of the California Environmental Quality Act State Guidelines; therefore, pursuant to State Guidelines Section 15060(c)(3) no environmental review is required.

BOARD/COMMISSION/COMMITTEE RECOMMENDATION

Not applicable.

DISCUSSION

In February 2019, the CVPOA approached the City requesting the implementation of a Workers' Compensation ADR for claims made by the City's sworn police personnel. On March 17, 2020, City Council approved and authorized the addition of 0.50 full-time equivalent (FTE) in the Human Resources Department to develop, implement, and administer the ADR pilot program. On December 1, 2020, the City Council adopted a Memorandum of Understanding with the CVPOA and approved the ADR Agreement, establishing an ADR pilot program for one year. On March 1, 2022, the City Council extended the ADR through January 12, 2023. On January 17, 2023, the City Council extended the ADR through January 12, 2024. On December 5, 2023, the City Council extended the ADR through January 12, 2025. On January 7, 2025, the City Council extended the ADR through January 12, 2026. Staff is requesting approval of a fifth extension of the program for an additional year extending the program to January 12, 2027.

DECISION-MAKER CONFLICT

Staff has reviewed the decision contemplated by this action and has determined that it is not site-specific and consequently, the real property holdings of the City Council members do not create a disqualifying real property-related financial conflict of interest under the Political Reform Act (Cal. Gov't Code § 87100, et seq.).

Staff is not independently aware and has not been informed by any City Council member, of any other fact that may constitute a basis for a decision-maker conflict of interest in this matter.

CURRENT-YEAR FISCAL IMPACT

The cost of the program for the current fiscal year totals \$20,259.12, which has already been incorporated into the current budget.

ONGOING FISCAL IMPACT

The program cost will increase by 3% on July 1, 2026. This increase will be considered as part of the annual budget development process.

ATTACHMENTS

1. Alternative Dispute Resolution Agreement between the City of Chula Vista and the Chula Vista Police Officer's Association Dated December 7, 2020
2. Fifth Amendment to Labor Management Workers' Compensation Alternative Dispute Resolution Agreement Between the City of Chula Vista and the Chula Vista Police Officer's Association

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