

**City of Escondido**

**Side Letter to the Memorandum of Understanding**

**Escondido Police Officers Association**

**Non-Sworn Police Bargaining Unit**

**January 25, 2019**

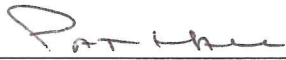
This side letter memorializes an agreement reached between the City of Escondido ("City") and the Escondido Police Officer's Association, Non-Sworn Bargaining Unit ("NSP") to change the 2017 - 2020 Memorandum of Understanding ("MOU") entered into between the City and NSP. All other terms and conditions of the existing MOU shall remain in full force and effect. The changes are as follows: Article 2: Salaries and Compensation, Section 2.05: Uniform Allowance. All current language under this section of the MOU will be replaced with the following:

- A. Effective July 23, 2014, CSO and Public Safety Dispatch personnel shall receive an annual uniform allowance of \$800.
- B. Effective July 1, 2018, City of Escondido employees shall receive uniform allowance each pay period instead of a lump sum and this special compensation will be reported to CalPERS for Classic CalPERS members accordingly.

CalPERS requires that all reportable special compensation be reported as earned, which is bi-weekly. The uniform allowance amount will not change, just the way it is paid and reported. Previously, the \$800.00 uniform allowance was paid \$400.00 in January and \$400.00 July of each year. Effective July 1, 2018, a \$30.77 uniform allowance will be paid each paycheck over 26 pay periods.

Representing the City with professional appearance while working in the Dispatch Center and in the community, the City will maintain the current Dispatcher uniform.

**EPOA, Non-Sworn Bargaining Unit:**

  
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Patrick Hall, President, EPOA

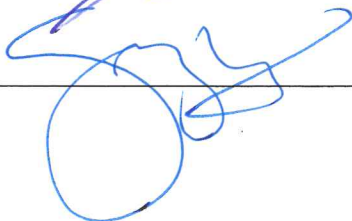
  
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Kenneth "Dan" Broach, Board Member, EPOA

**City of Escondido:**

  
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Craig Carter, Chief of Police

  
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Sheryl Bennett, Deputy City Manager