

City of Escondido

Side Letter to the Memorandum of Understanding Escondido Police Officer's Association, Non-Sworn / ACE Bargaining Unit December 6, 2023

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 2021 - 2024 Memorandum of Understanding ("MOU") entered into between the City and NSP to address immediate compensation changes for the former Escondido City Employees' Association Administrative, Clerical & Engineering ("ACE") Bargaining Unit members who are now NSP members.

All other terms and conditions of the previous Escondido City Employees' Association ACE Bargaining Unit MOU shall remain in full force and effect for the former ACE members.

The City agrees to implement the following on the first day of the first payroll period after December 6, 2023 as follows:

1. COMPENSATION:

Implementation of classification and compensation study as provided by employee name in the separately provided spreadsheet titled "2023.11.16 Salary Survey Results for NSP ACE". The City will adopt the changes to classification titles as detailed in the table below:

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Police Records Technician	3,520	3,697	3,881	4,075	4,279	4,386	4,496
Property & Evidence Technician I	3,435	3,606	3,787	3,976	4,175	4,279	4,386
Property & Evidence Technician II	3,791	3,981	4,180	4,389	4,608	4,723	4,841
Senior Property & Evidence Technician	4,185	4,394	4,614	4,844	5,087	5,214	5,344

2. PAY STEPS

a. The City standard pay schedule provides seven (7) steps. The purpose of each step and the length of service required for advancement to the next higher step within a particular salary rate range is summarized as follows:

Step	Service*
1	Base
2	12 months service in the previous step
3	12 months service in the previous step
4	12 months service in the previous step
5	12 months service in the previous step
6	12 months service in the previous step
7	12 months service in the previous step

* All steps are merit increases.

3. One Time Bonus

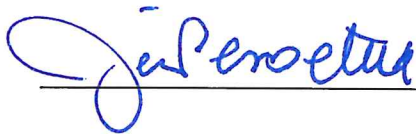
Effective the first full pay period in January, the City will pay eligible employees a one-time bonus of \$500. To be eligible for American Rescue Plan Act Premium Pay, employee must currently be employed by the City and worked for the City of Escondido between March 2020 to April 10, 2023. This additional compensation is not pensionable income but will be included in the overtime rate.

Escondido Police Officer's Association – Non-Sworn / ACE Unit:



Mark Zeller, President, EPOA

City of Escondido:



Jessica Perpetua, Director of Human Resources