

RESOLUTION NO. _____

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CHULA VISTA APPROVING AN AMENDMENT (LETTER OF UNDERSTANDING) TO THE CURRENT MEMORANDUM OF UNDERSTANDING (PREVIOUSLY EXTENDED TO JUNE 30, 2020) BETWEEN THE CITY OF CHULA VISTA AND THE CHULA VISTA POLICE OFFICER'S ASSOCIATION REGARDING OUT-OF-CLASS PAY FOR ACTING CAPTAINS AND RECRUITMENT INCENTIVE PROGRAM/NEW HIRE LATERAL INCENTIVE PAY

WHEREAS, the City Council approved an extension and amendment of the Memorandum of Understanding ("MOU") between the City and the Chula Vista Police Officer's Association ("CVPOA") on February 28, 2017 and extended the MOU to June 30, 2020; and

WHEREAS, the Chula Vista Police Department continuously recruits Peace Officers to fill vacancies; and

WHEREAS, for several years the City has been unable to reach full staffing at the rank of Peace Officer; and

WHEREAS, while the number of vacancies has decreased, there continues to be vacant positions within the rank of Peace Officer; and

WHEREAS, the City and CVPOA desire to increase the Recruitment Incentive Program/ New Hire Lateral Incentive Pay ("Lateral Incentive Pay") by increasing the current maximum of \$5,000 to \$10,000 to assist with filling current Peace Officer vacancies; and

WHEREAS, to address long-term leaves at the management level of the Police Department, the City is recommending (as is CVPOA) that Police Lieutenants be compensated when working out-of-class as an Acting Police Captain which allow Lieutenants to gain experience in the role of Captain and maintain operational excellence during leaves of absence of current Captains;

WHEREAS, to effectuate the above requests to provide for increased Lateral Incentive Pay and out-of-class pay for police Lieutenants assigned as an Acting Captain, the City and CVPOA submit a proposed amendment (Letter of Understanding) to the current MOU ("Amendment"), a copy of which is on file in the City Clerk's Office, to reflect the proposed changes.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Chula Vista, that it hereby does approve the Amendment between the City of Chula Vista and the Chula Vista Police Officer's Association regarding out-of-class pay for Acting Captains and Lateral Incentive Pay in the form substantially presented and that the City Manager may make such minor modifications as maybe approved or required by the City Attorney's Office.

Presented by

Approved as to form by

Courtney Chase
Director of Human Resources

Glen R. Googins
City Attorney