

THIRD AMENDMENT (LETTER OF UNDERSTANDING) TO THE 2014-2017 MOU BETWEEN THE CITY OF CHULA VISTA AND CHULA VISTA POLICE OFFICER'S ASSOCIATION EXTENDING LABOR CONTRACT THROUGH FISCAL YEAR 2020/2021

WHEREAS, the City of Chula Vista (City) and the Chula Vista Police Officer's Association (POA) entered into a Memorandum of Understanding ("MOU") for the time period of November 4, 2014 to June 30, 2017; and

WHEREAS, City and POA, after informal discussions, entered into an amendment (herein called "First Amendment") of the MOU, that, *inter alia*, amended specified articles of the MOU and extended the term of MOU to June 30, 2020; and

WHEREAS, City and POA again seek to extend the MOU via this Third Amendment under the terms stated herein subject to ratification by POA and approval by the City Council (in open session via resolution).

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, 2020 to June 30, 2021 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, 2021 and the Parties will endeavor to begin negotiations not later than April 15, 2021.

2. **[WAGES]** Article 2.01 [Wages] is amended to add the following:

VI. [Equity Adjustments] Equity adjustments shall be effective the beginning of the pay period in which this amendment is adopted by City Council in open session:

Peace Officer – 2.00%
Police Agent – 2.00%
Police Sergeant – 2.00%
Police Lieutenant – 2.00%

II. The City and POA agree that, except as expressly provided herein, all other terms and conditions of the 2014-2017 MOU (as amended by the First and Second Amendments) shall otherwise remain in full force and effect.

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 THE CHULA VISTA POLICE
OFFICER’S ASSOCIATION:

Courtney Chase
Director of Human Resources/Risk Management

David Martinez
President, Chula Vista Police Officer’s
Association