



AGENDA REPORT

Department: Human Resources
Prepared by: Alicia Hicks, Human Resources Director
Meeting Date: Tuesday, March 3, 2026
Approved by: Alejandro Hernandez, Acting City Manager

SUBJECT:

Memorandum of Understanding (MOU) Between the City of National City and the National City Police Officers' Association (NCPOA)

RECOMMENDATION:

Adopt the Resolution Entitled, "Resolution of the City Council of the City of National City, California, Approving the Memorandum of Understanding Between the City of National City and the National City Police Officers' Association and Authorizing the Establishment of a Fiscal Year 2025-2026 Budget Appropriation in the Amount of \$1,187,247 in the General Fund to Fund Salary and Benefit Increases.

BOARD/COMMISSION/COMMITTEE PRIOR ACTION:

Not Applicable.

EXPLANATION:

The labor agreement between the City of National City and the National City Police Officers' Association ("NCPOA") expired on December 31, 2024. The City and NCPOA entered into negotiations in the Spring of 2025 to establish a successor MOU. Both parties engaged in good faith bargaining over wages, benefits and working conditions for represented classifications. On January 27, 2026, the NCPOA membership voted to ratify the terms of a three-and-a-half-year agreement, from January 1, 2025 through June 30, 2028, as set forth by the negotiating teams. Attached is a summary of the key terms of the agreement that have been modified from the previous Memorandum of Understanding.

FINANCIAL STATEMENT:

The projected Citywide financial impact of the three-and-a-half-year contract with NCPOA is approximately \$3.5 million of additional labor costs, of which \$1.2 million will impact the City's current Fiscal Year 2025-2026 operating and capital budget. Staff requests a Citywide increase in appropriations of \$1,187,247 for the Fiscal Year 2025-2026 operating and capital budget as show in Exhibit D.

RELATED CITY COUNCIL 2020-2025 STRATEGIC PLAN GOAL:

Not Applicable

ENVIRONMENTAL REVIEW:

This is not a project under CEQA, and is therefore, not subject to environmental review. CCR15378; PRC 21065.

PUBLIC NOTIFICATION:

The Agenda Report was posted at least 72 hours before the Regular Meeting date and time, and 24 hours before a Special Meeting in accordance with the Ralph M. Brown Act

ORDINANCE:

Not Applicable

EXHIBITS:

Exhibit A - Resolution

Exhibit B - Summary of Key NCPOA MOU Changes

Exhibit C - NCPOA Memorandum of Understanding

Exhibit D – NCPOA MOU Salary Table July 8, 2025

Exhibit E – NCPOA MOU Salary Table May 25, 2026

Exhibit F - NCPOA MOU Salary Table May 24, 2027