



SUMMARY OF KEY NCPOA MOU CHANGES

Term: January 1, 2025-June 30, 2028

Wages	<p>July 2025: Increase base salary for all classifications to match the midpoint between No. 3 and No.4 of comparable agencies based on September 2025 compensation levels, but make the resulting market adjustment effective retroactively to the start of the first full pay period in July, 2025. The City shall have up to sixty (60) days after ratification of the MOU by the City Council to make any retroactive adjustments and payments.</p> <p>5% effective the start of the first full pay period in May 2026</p> <p>5% effective the start of the first full pay period in May 2027</p>
Longevity Pay	<p>Beginning with the start of the first full pay period in January 2026, current multi-tiered benefit stops and is replaced by a single tier of 5% of base pay for all unit employees with 20 or more years of continuous and uninterrupted City service in a classification or classifications subject to this MOU. The City shall have up to sixty (60) days after ratification of the MOU by the City Council to make any retroactive adjustments and payments.</p>
Lateral Recruitment Bonus Program	<p>Reinstate the Police Officer Lateral Bonus Program previously in effect from January 1, 2023 through December 31, 2024 described in Resolution No. 2023-03 for employees subject to this MOU who were first hired after adoption of this MOU by the City Council and during the term of this MOU, as follows:</p> <ol style="list-style-type: none"> 1. \$10,000 Upon date of hire; 2. \$10,000 Upon successful completion of probation period; and 3. \$10,000 Upon two-year anniversary date, if the employee received only Standard or Above Standard Performance Evaluations during that two-year period.
Overtime	<p>Notice of every shift change shall be 30 calendar days or the first 8 hours of the new shift shall be at overtime rates.</p>
City Vehicles	<p>Expand the area in which employees in classifications that can currently take home vehicles can commute from in a City vehicle. Currently, the allowed area is San Diego County. The allowed area will expand to include up to 30 miles from the San Diego County borders with Orange, Imperial and Riverside Counties (not including Mexico).</p>
Compensatory Time	<p>Increase the compensatory time limit from 130 hours to 200 hours</p>