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FOURTH AMENDMENT TO THE MOU BETWEEN THE CITY OF CHULA VISTA AND THE CHULA VISTA POLICE OFFICER'S ASSOCIATION ("POA") COVERING THE PERIOD OF MAY 4, 2021, TO JUNE 30, 2024, REGARDING THE ADDITION OF A SEVENTH PAY STEP AND STEP ADVANCEMENT

WHEREAS, the City of Chula Vista ("City") and the Chula Vista Police Officer's Association ("POA") entered into a memorandum of understanding ("2021-2024 MOU") covering the period of May 4, 2021, to June 30, 2024, regarding wages, hours, and other terms and conditions of employment, within the meaning of the Meyers-Milias-Brown Act ("MMBA"); and

WHEREAS, the City and POA entered into a Third Amendment to the 2021-2024 MOU to extend the term of the MOU to June 30, 2027; and

WHEREAS, the City and POA, after meeting and conferring in good faith pursuant to the MMBA, desire to enter into this Fourth Amendment to the 2021-2024 MOU and extended through June 30, 2027, to add a seventh pay step for all POA represented classifications and an off-cycle pay advancement for all current POA represented employees.

NOW, THEREFORE, the City and POA agree to amend the 2021-2024 MOU as follows:

a. Add Article 2.01 WAGES (I)(A)(6) to read:

> A seventh salary step, 5% above the current sixth step, will be created and added to the salary schedule for all POA represented classifications the first full pay period after which City Council adopts via resolution in open session.

b. Add Article 2.01 WAGES (I)(A)(7) to read:

> All employees shall advance to the next available step for their classification the first full pay period after which City Council adopts via resolution in open session.

c. Except as expressly provided herein, all other terms and conditions of the 2021-2024 MOU (as amended by the First, Second, and Third Amendments) shall otherwise remain in full force and effect.

FOR THE CITY OF CHULA VISTA:

DocuSigned by:
Tanya Tomlinson
CA61064124DA428...

Tanya Tomlinson
Director of Human Resources/
Risk Management

DATE: 1/23/2026

FOR CHULA VISTA POLICE OFFICER'S ASSOCIATION:

DocuSigned by:
David Martinez
514CA28DD278434...

David Martinez
President

DATE: 1/22/2026