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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, 2027 ("2021-2027 MOU"), REGARDING HOLIDAYS**

**WHEREAS**, the City of Chula Vista ("City") and the Chula Vista Police Officer's Association ("POA), entered into a memorandum of understanding 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 the POA, after informal discussions, entered into a Third Amendment to the 2021-2024 MOU extending the term of MOU to June 30, 2027, and amending specified articles of the MOU ("2021-2027 MOU"); and

**WHEREAS,** the City and the POA, after meeting and conferring in good faith pursuant to the MMBA, desire to enter into this Fourth Amendment to the 2021-2027 MOU, to rename "Cesar Chavez Day" to "Farmworkers Day".

**NOW, THEREFORE**, the City and the POA agree to amend the 2021-2027 MOU as follows:

a. Article 3.06(III) Floating Holidays:

   Effective the first pay period in July of each fiscal year of this MOU, employees shall be credited with 10 hours each for: Lincoln's Birthday, Washington's Birthday, Farmworkers Day, Admission Day, and Veterans' Day. Employees may take floating holiday time at their discretion with the approval of the Chief of Police or his or her designee.

b. Except as expressly provided herein, all other terms and conditions of the 2021-2027 MOU 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: 4/20/2026

FOR THE CHULA VISTA POLICE OFFICER'S ASSOCIATION:

DocuSigned by:
David Martinez
514CA28DD278434...

David Martinez
President

DATE: 4/21/2026