

**FILE NUMBER: 2025-239**

**DATE:** Tuesday, December 9, 2025

**SUBJECT: Resolution Approving a Memorandum of Understanding Between the San Diego Unified Port District and the San Diego Harbor Police Officers Association**

**DESCRIPTION: A) Resolution Approving a Memorandum of Understanding Between the San Diego Unified Port District and the San Diego Harbor Police Officers Association; and  
B) Ordinance Amending Salary Ordinance Number 3175 Entitled “An Ordinance Establishing a Schedule of Compensation for Officers and Employees of the San Diego Unified Port District.”**

**EXECUTIVE SUMMARY:**

The San Diego Unified Port District (District) meets periodically with designated representatives of its bargaining units to discuss wages, hours, and other terms and conditions of employment. The current Memorandum of Understanding (MOU) between the District and the San Diego Harbor Police Officers Association (SDHPOA) expired on September 30, 2025. Staff is recommending that the Board of Port Commissioners (Board) adopt a new three-year MOU with this bargaining unit, effective October 1, 2025, through September 30, 2028 with the pay increase retroactive to October 1, 2025. In addition, staff is requesting approval of an ordinance amending Salary Ordinance to establish the updated schedule of compensation for officers and employees of the District, consistent with the terms of the new MOU.

**RECOMMENDATION:**

Adopt a Resolution approving a Memorandum of Understanding between the San Diego Unified Port District and the San Diego Harbor Police Officers Association for the period of October 1, 2025, through September 30, 2028, and adopt an Ordinance amending Salary Ordinance Number 3175 to establish the updated schedule of compensation consistent with the terms of the new Memorandum of Understanding.

**FISCAL IMPACT:**

If approved, the three-year agreement with the San Diego Harbor Police Officers Association will increase the cost of salary and wages by approximately:

- Fiscal Year 2026: \$1,120,458
- Fiscal Year 2027: \$1,038,059
- Fiscal Year 2028: \$1,178,351

The District’s budget assumed a 3% annual increase for SDHPOA compensation for FY 2026. This 3% planned increase of approximately \$490,000 will partially offset the cost of

the new agreement. The remaining amount will be funded from year-to-date vacancy savings, and the budget will be amended during the mid-year budget review.

Funds required for Fiscal Years 2027 and 2028 will be budgeted in the appropriate years, subject to Board approval upon adoption of each fiscal year's budget.

### **COMPASS STRATEGIC GOALS:**

This agenda item supports the following Strategic Goal(s).

- A Port with an innovative and motivated workforce.
- A financially sustainable Port that drives job creation and regional economic vitality.

### **DISCUSSION:**

The Meyers-Milias-Brown Act (MMBA) (Government Code Section 3500, et seq.) governs labor-management relations in California local government, including cities, counties, and most special districts.

The MMBA provides that the governing body of a public agency shall meet and confer in good faith regarding wages, hours, and other terms and conditions of employment with representatives of recognized employee organizations. The MMBA defines meet-and-confer to mean that the District and employee organization shall endeavor to reach agreement on matters within the scope of representation.

Pursuant to the MMBA, the District met and conferred with the SDHPOA with regard to salary, benefits, and other employment conditions. Through the negotiations process, the District and SDHPOA reached a tentative agreement on a successor Memorandum of Understanding (MOU). The new MOU is effective October 1, 2025, through September 30, 2028.

The following is a summary of the substantive economic and operational terms and conditions.

#### **1. Base Salary Increases**

- a. Effective October 1, 2025
  - General salary increase of 7%.
  - Harbor Police Academy Trainees placed at Range 0, set at 10% below Range 1.
- b. Effective October 1, 2026
  - General salary increase of 5%.
  - Salary structure updated to eliminate the bottom three steps, with employees currently on Steps 1–3 moved to the new first step.
- c. Effective October 1, 2027
  - General salary increase of 5%.

#### **2. Differential and Special Assignment Pay**

- a. Effective October 1, 2025

- Field Training Officer (FTO) differential set at 10%.
  - Shift differential updated to: 3.5% (evening) and 5.3% (night).
  - Standard 4% differential applies to a consolidated list of special assignments (e.g., Investigations, Training Cadre, Drone Team, Administrative Assignments).
  - Instructional and training assignments (e.g., Defensive Tactics, Emergency Vehicle Operations Course, Fire/CPR) compensated at 4%.
  - Watch Commander differential 7.5%.
  - Additional collateral duty assignments eligible for 4%, including Patrol Bicycle Officer, Human Trafficking Liaison, and Vessel Accident Investigator.
- b. Effective October 1, 2026,
- Boat Operator collateral duty differential (4%) becomes effective.

### 3. Overtime and Compensatory Time Off

- a. Effective October 1, 2025, employees may accrue up to 80 hours of Compensatory Time Off (CTO). Any hours remaining in an employee's CTO bank at the end of each fiscal year shall be cashed out.
- Clarifications to overtime eligibility for mandatory classroom training required by federal or state law shall take effect, including overtime for required training conducted outside an employee's scheduled work hours.

### 4. Staffing for Large Scale Events

- a. Effective October 1, 2025, the MOU clarifies staffing expectations for designated large-scale events which are defined as Fourth of July, Wonderfront, New Year's Eve, Holiday Bowl Parade, and Comic-Con.
- The Chief of Harbor Police may cancel regular days off and restrict annual leave.
  - Employees reassigned to different shifts during large events will not be required to use leave to reach eighty (80) hours.
  - All hours worked during a large-scale event will be compensated at double time.

### 5. Education Incentive Pay

- a. Effective October 1, 2025, education incentive pay is restructured as follows:
- Intermediate POST: 5%
  - Advanced POST: increases to 7% (2025), 8% (2026), and 9% (2027)

### 6. Leave Provisions

- a. Effective October 1, 2025, employees receive forty (40) hours of paid sick leave annually. Employees may carry over up to 20 hours of unused sick leave. Total sick leave accrual capped at 60 hours.

## 7. Benefits

- a. Effective October 1, 2025, health benefit provisions were amended as follow: the District will continue to cover the full cost of HMO premiums for employees, spouses/domestic partners and dependent children, with PPO participants paying the difference; the District will pay the entire costs of dental and vision premiums for employees, spouses/domestic partners and dependent children.

The above economic terms and conditions have been incorporated into a successor Memorandum of Understanding (Attachment A) that was prepared by the parties for consideration and adoption by the Board. The MOU additionally contains clean-up and clarification language previously vetted and agreed to by the District and the SDHPOA.

The negotiating employees, including the Executive Director and his designees, and the General Counsel and his designees, and negotiators for the bargaining group, have declared and disclosed that they had no financial interests or conflicts of interest (as defined by Government Code Sections 1091 and 1091.5) pertaining to the labor negotiations resulting in the proposed tentative agreement and successor MOU.

### **General Counsel's Comments:**

The Office of the General Counsel has reviewed the agenda sheet and attachments, as presented to it, and approves the same as to form and legality.

### **Environmental Review:**

The proposed Board action, including without limitation a resolution approving a memorandum of understanding between the San Diego Unified Port District and the San Diego Harbor Police Officers Association and an ordinance amending salary ordinance number 3175 entitled, "An ordinance establishing a schedule of compensation for officers and employees of the San Diego Unified Port District" do not constitute a project under the definition set forth in California Environmental Quality Act (CEQA) Guidelines Section 15378 because there is not a potential to result in a direct or indirect physical change in the environment. Therefore, the proposed Board actions are not subject to CEQA, and no further action under CEQA is required.

The proposed Board actions comply with Section 21 and 35 of the Port Act which allow for the Board to pass resolutions and to do all acts necessary and convenient for the exercise of its powers. The Port Act was enacted by the California Legislature and is consistent with the Public Trust Doctrine. Consequently, the proposed Board actions are consistent with the Public Trust Doctrine.

The proposed Board actions do not allow for development, as defined in Section 30106 of the California Coastal Act, or new development, pursuant to Section 1.a. of the District's Coastal Development Permit Regulations. Therefore, issuance of a Coastal Development Permit or an exclusion finding is not required.

**Diversity, Equity, and Inclusion Program:**

Not applicable.

**PREPARED BY:**

Scott Laing  
Senior Human Resources Analyst

Attachment(s):

Attachment A: SDHPOA MOU 2026\_2028 Redline  
Attachment B: Salary Ordinance 3175 25/26 Redline