

**DRAFT****RESOLUTION 20xx-xxx****RESOLUTION APPROVING A MEMORANDUM OF UNDERSTANDING BETWEEN THE SAN DIEGO UNIFIED PORT DISTRICT AND THE SAN DIEGO HARBOR POLICE OFFICERS ASSOCIATION**

**WHEREAS**, the San Diego Unified Port District (District) is a public corporation created by the Legislature in 1962 pursuant to Harbors and Navigation Code Appendix I, (Port Act); and

**WHEREAS**, section 21 of the Port Act authorizes the Board of Port Commissioners (BPC) to pass all necessary ordinances and resolutions for the regulation of the District; and

**WHEREAS**, 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; and

**WHEREAS**, 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; and

**WHEREAS**, 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; and

**WHEREAS**, 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; and

**WHEREAS**, pursuant to the MMBA, the District met and conferred with the San Diego Harbor Police Officers Association (SDHPOA) with regard to salary, benefits, and other employment conditions to be memorialized in a new Memorandum of Understanding (MOU); and

**WHEREAS**, the current MOU between the District and the SDHPOA expired on September 30, 2025; and

**WHEREAS**, through the negotiations process, the District and SDHPOA reached a tentative agreement on a successor MOU effective October 1, 2025, through September 30, 2028;

**WHEREAS**, despite eth BCP's action on December 9, 2025, the MOU shall be retroactive to October 1, 2025; and

**WHEREAS**, the terms of the MOU are detailed in Attachment A to the corresponding agenda sheet; and

**WHEREAS**, staff is recommending that the BPC adopt a new three-year MOU with this bargaining unit, effective October 1, 2025 through September 30, 2028 with the MOU being retroactive to October 1, 2025.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Port Commissioners (BPC) of the San Diego Unified Port District, as follows:

1. That the BPC hereby authorizes and directs the Executive Director of the District or his authorized representative to execute, on behalf of the District, the successor Memorandum of Understanding (MOU) between the San Diego Unified Port District and the San Diego Harbor Police Officers Association, the MOU shall be retroactive to October 1, 2025, and said MOU shall be placed on file with the Office of the District Clerk.

2. That the MOU shall be in the form as attached to the corresponding agenda sheet and presented to and considered at the BPC meeting on December 9, 2025.

APPROVED AS TO FORM AND LEGALITY:  
GENERAL COUNSEL

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By: Assistant/Deputy

PASSED AND ADOPTED by the Board of Port Commissioners of the San Diego Unified Port District, this 9<sup>th</sup> day of December 2025, by the following vote: