



NATIONAL CITY POLICE OFFICERS ASSOCIATION

1200 NATIONAL CITY BLVD. NATIONAL CITY, CA 91950 (619) 336-4495

Dear Mayor, Vice Mayor and Council Members;

The National City Police Officers Association (NCPOA) demands that their members be treated in a fair and equitable manner in accordance with the Employee Grievance Procedures (Civil Service Section 901 & 905(e)). The relevant facts are as follows:

- On May 24, 2021, a POA member appealed a grievance to the Civil Service Commission. Civil Service Rule 905(e) states the Commission shall hear the grievance at the next regularly scheduled meeting. The City has failed to schedule the hearing and approximately five (5) regular meetings have occurred. The City has delayed the process for 1 year and 3 months.
- On June 24, 2021, a POA member appealed a grievance to the Civil Service Commission. Civil Service Rule 905(e) states the Commission shall hear the grievance at the next regularly scheduled meeting. The City has failed to schedule the hearing and approximately four (4) regular meetings have occurred and (2) were cancelled. The City has delayed the process for 1 year and 2 months.
- In November of 2021, the City scheduled and filed a motion to dismiss the grievances for various reason mostly for being “untimely.” The egregious portions of the motion were statements of fact that were rebutted in our member’s reply.
 - City stated that the member did not file an appeal, but the e-Mail and appeal letter were provided as evidence to refute that false statement.
 - Police Staff stated that the documents to start the grievance process were provided on April 19, 2021, but the e-mails provided evidence that was not a true statement.
 - Police staff stated that “The Department’s records confirm you received the transcript on April 19, 2021, but the e-mails prove that is a false statement. The POA member asked the City to provide those documents two times or admit the statement was false and still the documents have not been provided nor the admission.

These tactics by the City violate the purpose of the grievance procedure and violate the due process of our member and your employees. We request that Council oversee and correct the City’s improper actions and those representing the city.

Sincerely,

National City Police Officers Association Board of Directors