

**SIDE LETTER AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES LOCAL 127 TO AMEND
ARTICLE 14 OF THE MEMORANDUM OF UNDERSTANDING RELATED TO SPECIAL ASSIGNMENT PAY FOR
STREET LIGHTING ELECTRICIANS AND TRAFFIC SIGNAL TECHNICIANS WHO MAINTAIN A LICENSED
GENERAL ELECTRICIAN CERTIFICATION ISSUED BY THE STATE OF CALIFORNIA**

Pursuant to the provisions of the Meyers-Milias-Brown Act (MMBA) and Council Policy 300-06, this Side Letter Agreement (Agreement) is entered into between the City of San Diego (City) and the American Federation of State, County and Municipal Employees Local 127 to amend Article 14 of the Memorandum of Understanding (MOU) between the City and Local 127 that was approved by San Diego Resolution R-314969 (June 12, 2023). The City and Local 127 are collectively referred to as the "Parties."

Article 14, section B(8) of the MOU provides 5% special assignment pay for Electricians and Plant Process Control Electricians that hold state electrician certification. In order for the Street Lighting Electricians and Traffic Signal Technicians to perform their tasks efficiently and provide improved public services, the City proposes extending the 5% special assignment pay to Street Lighting Electricians and Traffic Signal Technicians who maintain a Licensed General Electrician Certification issued by the State of California. Street Lighting Electricians and Traffic Signal Technicians are responsible for installing, repairing, modifying, testing, and maintaining various Transportation Department electrical assets. If approved, the amendment to Article 14, section B(8) will be retroactive to July 1, 2023.

Therefore, the Parties agree to the following:

1. The Parties have satisfied all obligations under the MMBA, Council Policy 300-06, and other applicable law and regulations to meet and confer in good faith on the subject of this Agreement.
2. The Parties agree to amend Article 14, section B(8) with the following:

~~"Electrician and Plant Process Electrician Employees in the classifications listed below shall receive five percent (5%) Special Assignment Pay full-time for all persons that state certification maintain a Licensed General Electrician Certification issued by the State of California. Employees are responsible for obtaining the license and may use tuition reimbursement as appropriate.~~

Eligible Classifications:

- Electrician
- Plant Process Control Electrician
- Street Lighting Electrician
- Traffic Signal Technician I/II"


3. Unless expressly covered in this Agreement, all wages, hours, and other terms and conditions of employment presently enjoyed by Local 127-represented employees, whether stated in an MOU, Personnel Regulation, Administrative Regulation or in any other enforceable document, remain in full force and effect.
4. This Agreement is not binding on the Parties until it is approved by a two-thirds vote of the City Council, in accordance with San Diego Charter section 11.2.

This Agreement is executed by the following authorized representatives of each party:

For ASFCME L127

For the City of San Diego

By: 
Tim Douglass
President

By: 
Timothy L. Davis
Lead Negotiator

Date: 10-28-23

Date: 10/18/23

By: AA CA
Andres Alva Cardenas
Business Representative

By: Bechany Bezak
Bechany Bezak
Transportation Director

Date: 9/28/23

Date: 10/18/23

By: Juel
Jonhabelle Domingo
Supervising Human Resources Officer

Date: October 18, 2023

By: Linda Chambers
Linda Chambers
Senior Human Resources Officer

Date: 10/18/2023

Approved as to form this 18th day of October, 2023

MARA W. ELLIOTT, City Attorney

By: MM
Miguel Merrell
Deputy City Attorney