

**SIDE LETTER AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND
SAN DIEGO MUNICIPAL EMPLOYEES ASSOCIATION TO AMEND ARTICLE 21 OF THE MEMORANDUM
OF UNDERSTANDING RELATED TO SPECIAL ASSIGNMENT PAY FOR POLICE PROPERTY AND
EVIDENCE SPECIALISTS AND POLICE PROPERTY AND EVIDENCE SUPERVISORS**

Pursuant to the provisions of the Meyers-Millas-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 San Diego Municipal Employees Association (MEA) to amend the Memorandum of Understanding (MOU) between the City and MEA, approved by San Diego City Council by Resolution R-314970 dated June 12, 2023. The City and MEA are collectively referred to as the "Parties."

Under general direction, Police Property and Evidence Specialists receive, process, and store impounded property and evidence delivered to the Police Property Room or Police Narcotics Vault; maintain records of property; and perform related work. Police Property and Evidence Supervisors are first line supervisors to the Property and Evidence Specialists and responsible for assisting, training, and evaluating their employees, in addition to other related duties.

Police Property and Evidence Specialists and Police Property and Evidence Supervisors will also be assigned to use a handheld narcotics analyzer to perform narcotics analysis inside the Police Narcotics Vault processing room. The City and MEA met and conferred in good faith and reached a tentative agreement regarding a 10% special assignment pay for the classifications performing these additional duties, which require training and maintaining competency on the drug analysis equipment, as determined by the Police Department. The Parties also reached agreement on the updated performance plans for the Police Property and Evidence Specialists and Police Property and Evidence Supervisor who will be performing these new duties. The special assignment pay will be effective January 1, 2024.

Therefore, the Parties agree as follows:

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 21 of the MOU by adding a new section C(19), as follows:

"19. Police Narcotics Vault - Drug Analysis Pay.

Police Property and Evidence Specialists and Police Property and Evidence Supervisors, who are assigned to use a handheld narcotics analyzer to perform narcotics analysis inside the Police Narcotics Vault processing room, and are required to take training and maintain competency on the drug analysis equipment, as determined by the Police Department, will receive 10% of employee's base salary as special assignment pay effective January 1, 2024."

3. Unless expressly covered in this Agreement, all wages, hours, and other terms and conditions of employment presently enjoyed by MEA-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 intended to be read in conjunction with the MOU, and where in conflict on the specific issue covered by this Agreement, this Agreement will control.

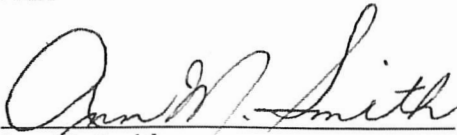
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5. This Agreement is not binding on the Parties until it is approved by a two-thirds vote of the City Council, in accordance with San Diego Charter section 11.2.

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

For MEA

By: 
Ann M. Smith
Lead Negotiator

Date: 12-28-23

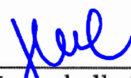
For the City of San Diego

By: 
Timothy L. Davis
Lead Negotiator

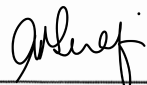
Date: 02/06/24

By: 
David Nisleit
Chief of Police

Date: 02/07/24

By: 
Jonnabelle Domingo
Supervising Human Resources Officer

Date: 02/07/2024

By: 
Abegaile Serafico
Senior Human Resources Officer

Date: 02/07/2024

Approved as to form this 8th day of February, 2024.

MARA W. ELLIOTT, City Attorney

By: 
Miguel Merrell
Deputy City Attorney