

**AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND  
THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES LOCAL 127 TO  
AMEND ARTICLE 33 AND EXHIBIT C OF THE MEMORANDUM OF UNDERSTANDING RELATED TO  
CORPORATE APPAREL FOR PURE WATER OPERATIONS DIVISION EMPLOYEES**

The City of San Diego (City) and the American Federation of State, County and Municipal Employees Local 127 (AFSCME Local 127) enter into this Agreement under the Meyers-Milius-Brown Act (MMBA) and San Diego City Council Policy 300-06 to amend the Memorandum of Understanding (MOU) approved by Resolution R-314969 (June 12, 2023). The City and AFSCME Local 127 are collectively referred to as the "Parties."

Pure Water Operations Division employees currently do not receive corporate apparel. This amendment will ensure that all Pure Water Operations Division employees (Pure Water Plant Operator and Senior Pure Water Plant Operator) maintain a professional appearance that is consistent with other Public Utilities Department (PUD) operations employees.

To promote employee visibility, safety, and professional representation, the Parties agree to amend Article 33 and Exhibit C to provide corporate apparel for the Pure Water classification series and Instrumentation and Control Technician Trainee, effective upon Council approval of this tentative agreement.

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. Article 33(C)(10) of the MOU will be amended as follows:
  10. Employees in the Public Utilities Department, **Pure Water Operations Division**, Water Construction and Maintenance Division and Water System Operations Division will be provided laundry service in those situations where home laundry of garments would present a health risk due to the nature of chemicals and/or materials encountered on the job.
3. Exhibit C: Corporate Apparel Program will be amended as follows:

**Public Utilities Department**

Assistant Plant Operator  
Assistant Reservoir Keeper  
Carpenter  
Cement Finisher  
Electrician  
Electronics Technician  
Equipment Operator I  
Equipment Operator II  
Equipment Operator III  
Equipment Technician I  
Equipment Technician II  
Equipment Technician III


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MOU RELATED TO CORPORATE APPAREL FOR PURE WATER OPERATIONS DIVISION EMPLOYEES  
Page 2

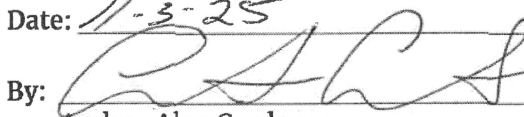
Fleet Technician  
Grounds Maintenance Worker I  
Grounds Maintenance Worker II  
Heavy Truck Driver  
Instrumentation and Control Tech  
**Instrumentation and Control Tech Trainee**  
Laborer  
Plant Operator Trainee  
Custodian II  
Plant Process Control Electrician  
Plant Technician I  
Plant Technician II  
Plant Technician III  
**Pure Water Plant Operator**  
Reservoir Keeper  
**Senior Pure Water Plant Operator**  
Tank Service Technician I  
Tank Service Technician II  
Utility Worker I  
Water Distribution Operator  
Water Plant Operator  
Water Systems Technician I  
Water Systems Technician II  
Water Systems Technician III  
Water Utility Worker Welder

4. This agreement is not binding on the Parties unless it is approved by a two-thirds vote of the City Council, in accordance with section 11.2.

This Agreement is executed by the following authorized representatives of AFSCME Local 127 and the City and presented to the Council for final determination:


For AFSCME Local 127

By:   
Tim Douglass  
President

Date: 11-3-25  
By:   
Andres Alva Cardenas  
Business Representative

Date: 11/3/25

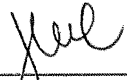
For the City of San Diego

By:   
Timothy Davis  
Lead Negotiator


Date: 11/26/2025  
By:   
Lisa Celaya  
Executive Assistant Director  
Public Utilities Department

AGREEMENT BETWEEN THE CITY AND LOCAL 127 TO AMEND ARTICLE 33 AND EXHIBIT C OF THE  
MOU RELATED TO CORPORATE APPAREL FOR PURE WATER OPERATIONS DIVISION EMPLOYEES  
Page 3

Date: 12/4/2025

By:   
Jonnabelle Domingo  
Supervising Human Resources Officer  
Human Resources Department

Date: 11/19/2025

By:   
Kirsten McGinn  
Senior Human Resources Officer      Human  
Resources Department

Date: 11/19/2025

Approved as to form this 4th day of December, 2025.

Heather Ferbert, City Attorney

By:   
Miguel Merrell  
Deputy City Attorney

