

**AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND
THE SAN DIEGO MUNICIPAL EMPLOYEES ASSOCIATION TO AMEND ARTICLE 43 OF THE
MEMORANDUM OF UNDERSTANDING RELATED TO CORPORATE APPAREL FOR PURE WATER AND
SECURITY REPRESENTATIVE CLASSIFICATION SERIES IN THE PUBLIC UTILITIES DEPARTMENT**

The City of San Diego (City) and the San Diego Municipal Employees Association (MEA) 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-314970 (June 12, 2023). The City and the MEA 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 Treatment Superintendent, Senior Pure Water Plant Operations Supervisor, and Pure Water Plant Operations Supervisor) maintain a professional appearance that is consistent with other Public Utilities Department (PUD) operations employees.

The Security Representative classification series (Security Officer, Security Representative I, and Security Representative II) was created on July 1, 2018 to distinguish from the Safety Representative classification series (Safety Officer, Safety Representative I, and Safety Representative II). The Security Representative classification series performs vastly different tasks and requires different skillsets. To support the Security Representative classification series to perform their duties, including security and emergency planning, and regulatory compliance under the Department of Homeland Security's critical infrastructure protection program, PUD proposes to issue corporate apparel to employees in this classification series.

To promote employee visibility, safety, and professional representation, the Parties agree to amend Article 43 to provide corporate apparel for the Pure Water classification series and Security Representative classification series, 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 43 of the MOU will be amended as follows:

- a. Section M(8) will be amended to read:

8. Employees in PUD **Pure Water Operations Division**, Water System Operations Division and Water Construction and Maintenance 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.

- b. Section M(10) will be amended to read:

10. The following classifications shall be included in the Corporate Apparel Program:

Department	Designated Classifications
------------	----------------------------

AGREEMENT BETWEEN THE CITY AND MEA TO AMEND ARTICLE 43 OF THE MOU RELATED TO
CORPORATE APPAREL FOR PURE WATER AND SECURITY REPRESENTATIVE CLASSIFICATION SERIES
IN PUD
Page 2

Facilities

Carpenter Supervisor
Electrical Supervisor
HVAC Supervisor
Plumber Supervisor
Painter Supervisor
Roofing Supervisor

Public Utilities Department
~~PUD Water System Operations~~
~~Division, Water Construction~~
~~and Maintenance Division,~~
~~Wastewater Treatment and~~
~~Disposal Division, Wastewater~~
~~Treatment and Disposal~~

Assistant Laboratory Technician
Building Maintenance Supervisor
Building Services Supervisor
Building Supervisor
Field Representative
General Water Utility Supervisor
Golf Course Manager
Junior Engineering Aide
Laboratory Technician
Lake Aide I & II
Lakes Program Manager
Plant Process Control Supervisor
Principal Plant Technician Supervisor
Principal Water Utility Supervisor
Pure Water Treatment Superintendent
Pure Water Plant Operations Supervisor
Safety and Training Manager
Safety Officer
Safety Representative I & II
Security Officer
Security Representative I & II
Senior Backflow and Cross Connection Specialist
Senior Biologist
Senior Electrical Engineer/Plant Control Engineer
Senior Plant Technician Supervisor
Senior Power Plant Supervisor
Senior Pure Water Plant Operations Supervisor
Senior Water Operations Supervisor
Senior Wastewater Operations Supervisor
Senior Water Utility Supervisor
Supervising Meter Reader
Training Supervisor
Utility Supervisor
Wastewater Treatment Superintendent
Water Distribution Operations Supervisor
Water Operations Supervisor
Water Systems District Manager
Water Systems Technician IV
Water Systems Technician Supervisor

AGREEMENT BETWEEN THE CITY AND MEA TO AMEND ARTICLE 43 OF THE MOU RELATED TO CORPORATE APPAREL FOR PURE WATER AND SECURITY REPRESENTATIVE CLASSIFICATION SERIES IN PUD

Page 3

Water Utility Supervisor

c. Section M(13) will be amended to read:

13. Employees in the designated classifications in the **Pure Water Operations Division**, Water System Operations Division and Water Construction and Maintenance Division shall receive ten shirts and ten pairs of pants. Color options for shirts shall be light blue, navy blue, white, and khaki. Additional colors may be provided as an option at Management's discretion. Color options for pants shall be khaki, navy blue and denim.

d. New section M(14) will be added as follows:

14. Security Officer, Security Representative I, and Security Representative II in PUD shall receive ten pairs of pants, ten shirts (polo, tee, or button-up oxford) short or long sleeve, and one jacket (Chill Chaser). Color options for pants shall be tan, black or navy blue for dress slacks and black or blue for denim. Color options for shirts shall be tan, black, navy blue, or white.

e. To reflect the addition of the new Article 43(M)(14), the existing subsections Article 43(M)(14) through Article 43(M)(21) will be renumbered sequentially as Article 43(M)(15) through Article 43(M)(22).

3. 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 MEA and the City and presented to the Council for final determination:

For MEA

By: Michael Zucchet
FOR ANN SMITH
Ann Smith
Lead Negotiator

Date: October 27, 2025

By: Michael Zucchet
Mike Zucchet
General Manager

Date: October 27, 2025

For the City of San Diego

By: Timothy Davis
Timothy Davis
Lead Negotiator

Date: 11/26/2025

By: Lisa Celaya
Lisa Celaya
Executive Assistant Director
Public Utilities Department

Date: 12/4/2025

By: Jonnabelle Domingo
Jonnabelle Domingo

AGREEMENT BETWEEN THE CITY AND MEA TO AMEND ARTICLE 43 OF THE MOU RELATED TO
CORPORATE APPAREL FOR PURE WATER AND SECURITY REPRESENTATIVE CLASSIFICATION SERIES
IN PUD
Page 4

Supervising Human Resources Officer
Human Resources Department

Date: 11/19/2025

By: Kirsten McGinn
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