

**AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND
THE SAN DIEGO MUNICIPAL EMPLOYEES ASSOCIATION TO AMEND ARTICLE 79 OF THE
MEMORANDUM OF UNDERSTANDING RELATED TO VOLUNTARY CERTIFICATION PAY**

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."

During the meet and confer for the Fiscal Year 2024 Memorandum of Understanding (MOU) between the City and MEA, the Parties negotiated extensive changes to Article 79 of the MOU, which covers Voluntary Certification Pay.

As part of that meet and confer, the Parties intended to allow certain Voluntary Certification Pays to be combinable, in accordance with Article 79, Section I. Specifically, the Parties intended to allow employees in the Public Utilities Department to combine their highest Certified Treatment Operator Certification Pay or their highest Wastewater Treatment Plant Operations Certification Pay with the Advanced Water Treatment Operator Certification Pay, but not both.

The Parties now wish to amend the MEA MOU to reflect the original intent of the Parties to allow the above voluntary certification pays to be combinable.

This tentative agreement will be effective July 1, 2023, and does not preclude either Party from proposing additional modifications to Article 79 during the successor MOU negotiations for Fiscal Year 2027.

Based on the foregoing, 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 79 of the MEA MOU as follows:

- a. Article 79 Section F will be amended to read:

F. Certified Treatment Operator Certification Pay.

1. Water Production Superintendents who are in possession of a certification issued by the State Water Resources Control Board or successor agency will be compensated at the following rates:

T3: 2.5%/hour

T4: 5%/hour

T5: 7.5%/hour

Chief PO: 10%/hour

For Chief PO compensation, a letter of acknowledgement from the State Water Resources Control Board or successor agency must be presented.

2. Senior Water Operations Supervisors will be eligible for 10% per hour compensation for possession of a Chief Plant Operator (PO) certification issued by the State Water Resources Control Board or successor agency.

**AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND
THE SAN DIEGO MUNICIPAL EMPLOYEES ASSOCIATION TO AMEND ARTICLE 79 OF THE
MEMORANDUM OF UNDERSTANDING RELATED TO VOLUNTARY CERTIFICATION PAY**

For Chief PO compensation, a letter of acknowledgement from the State Water Resources Control Board or successor agency must be presented.

3. Water Operations Supervisors and Senior Water Operations Supervisors who are in possession of a Water Treatment Operator T5 certificate from the State Water Resources Control Board or successor agency shall receive 7.5% per hour compensation.

Employees shall be eligible for this additional pay upon presenting evidence that they possess a current, valid State certification.

4. Pure Water Treatment Superintendents and Senior Pure Water Plant Operations Supervisors who are in possession of a T5 certification issued by the State Water Resources Control Board or successor agency shall receive 7.5% additional compensation.
5. Pure Water Plant Operations Supervisors who are in possession of a T4 or T5 certification issued by the State Water Resources Control Board or successor agency will be compensated at the following rates:

T4: 5.0%/hour

T5: 7.5%/hour

6. This certification pay can be combined with section H of this Article.

- b. Article 79 Section G will be amended to read:

G. Wastewater Treatment Plant Operations Certification Pay.

1. Employees in the classifications listed below under Eligible classifications who are in possession of a Grade V certification in Wastewater Treatment Plant Operations from the State Water Resources Control Board or successor agency will be eligible for 7.5% per hour compensation.

Eligible Classifications:

Senior Wastewater Operations Supervisor

Wastewater Treatment Superintendent

Wastewater Operations Supervisor

Pure Water Treatment Superintendent

Senior Pure Water Plant Operations Supervisor

Pure Water Plant Operations Supervisor

2. Employees in the classifications listed below under Eligible classifications who are in possession of a Grade IV certification in Wastewater Treatment Plant Operations from the State Water Resources Control Board or successor agency will be eligible for 5% per hour compensation:

Eligible Classifications:

Wastewater Operations Supervisor

Pure Water Plant Operations Supervisor

**AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND
THE SAN DIEGO MUNICIPAL EMPLOYEES ASSOCIATION TO AMEND ARTICLE 79 OF THE
MEMORANDUM OF UNDERSTANDING RELATED TO VOLUNTARY CERTIFICATION PAY**

3. This certification pay can be combined with section H of this Article.

c. Article 79 Section H will be amended to read:

H. Advanced Water Treatment Operator Certification Pay.

Employees in the Pure Water Plant Operator series (i.e., Pure Water Treatment Superintendent, Senior Pure Water Plant Operations Supervisor, and Pure Water Plant Operations Supervisor) Wastewater Treatment Operator Series (i.e. Wastewater Treatment Superintendent, Senior Wastewater Operations Supervisor, Wastewater Operations Supervisor), and the Water Treatment Operator Series (i.e. Water Production Superintendent, Senior Water Operations Supervisor, Water Operation Supervisor) who are in possession of an AWT Operator Certification issued by the CA-NV AWWA/CWEA will be compensated at the following rates:

AWT3: 2.5%/hour

AWT4: 5%/hour

AWT5: 7.5%/hour


If the AWT certification becomes a minimum requirement of the Pure Water Operations series due to change in regulations or operational reasons, the additional certification pay will discontinue and be added to the base pay of these classifications.

This certification pay can be combined with either section F or section G of this Article, but not both.


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: 
Ann Smith
Lead Negotiator

Date: October 27, 2025

By: 
Mike Zucchet
General Manager

Date: October 27, 2025

For the City of San Diego

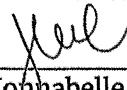
By: 
Tim Davis
Lead Negotiator

Date: 11/26/2025

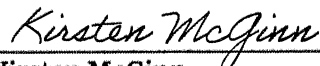
By: 
Lisa Celaya
Executive Assistant Director
Public Utilities Department

Date: 12/4/2025

AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND
THE SAN DIEGO MUNICIPAL EMPLOYEES ASSOCIATION TO AMEND ARTICLE 79 OF THE
MEMORANDUM OF UNDERSTANDING RELATED TO VOLUNTARY CERTIFICATION PAY

By: 
Jonhabelle 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, 20 25.

Heather Ferbert, City Attorney

By: 
Miguel Merrell
Deputy City Attorney