

**AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND
THE SAN DIEGO MUNICIPAL EMPLOYEES ASSOCIATION TO AMEND ARTICLE 21 OF THE
MEMORANDUM OF UNDERSTANDING RELATED TO SPECIAL ASSIGNMENT PAY FOR BUILDING
MAINTENANCE SUPERVISORS IN THE DEPARTMENT OF GENERAL SERVICES**

The City of San Diego (City) and the San Diego Municipal Employees Association (MEA) enter into this Agreement under the Meyers-Milias-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."

Certain Building Maintenance Supervisors in the Department of General Services, Facilities Services Division oversee the work of Heating, Ventilating, and Air Conditioning (HVAC) Supervisors. These assignments require advanced technical knowledge and expertise to effectively manage and lead those groups. The HVAC field is critical to operating and maintaining safe and reliable buildings, as it relates to the physics of HVAC as well as the continually evolving nature of the technologies associated with each. Building Maintenance Supervisors overseeing the HVAC group will be responsible for developing and managing complex maintenance schedules; ensuring accurate diagnosis and timely completion of critical repairs in compliance with safety and code requirements; planning, coordinating, and overseeing installation of HVAC infrastructure and equipment; creating and implementing trade specific training plans; and serving as subject matter experts on all matters pertaining to this field.

Currently, a Senior Building Maintenance Supervisor in the Department of General Services, Facilities Services Division supervises Building Maintenance Supervisors overseeing HVAC and other trades groups such as Electrical, Plumbing, Carpentry, and others. This position requires a broader range of high-level technical and managerial expertise to effectively manage and lead teams and ensure successful completion of multi-trade maintenance, repair, and improvement projects. The Senior Building Maintenance Supervisor is responsible for ensuring all critical repairs are diagnosed correctly and complex repair plans are developed and executed efficiently, safely and in compliance with applicable codes; planning, coordinating, and overseeing installation of HVAC infrastructure and equipment; overseeing the development and implementation of trade specific training plans; and serving as the chief liaison between the Department management and customer departments on all matters pertaining to facility maintenance and repair.

Effective January 1, 2026, the HVAC Supervisor classification received 5% equity adjustments, resulting in pay that is approximately 5% higher than the Building Maintenance Supervisor classification. Therefore, the Parties agree to amend section C of Article 21 to provide 10% special assignment pay to Building Maintenance Supervisors who oversee the HVAC section, as well as the Senior Building Maintenance Supervisors who oversee those Building Maintenance Supervisors. The add-on pay is intended to maintain the reporting relationship necessary to meet the department's operational needs.

This tentative agreement will be retroactive to January 1, 2026, and will terminate if the Building Maintenance Supervisor classification receives a future equity adjustment that addresses the supervisory salary differential and maintains the reporting relationship necessary for the Department of General Services' operational needs.

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. New section C(21) of Article 21 will be added as follows:

AGREEMENT BETWEEN THE CITY AND MEA TO AMEND ARTICLE 21 OF THE MOU RELATED TO SPECIAL ASSIGNMENT PAY FOR BUILDING MAINTENANCE SUPERVISORS IN THE DEPARTMENT OF GENERAL SERVICES

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21. Building Maintenance Supervisor Pay.

- a. Building Maintenance Supervisors assigned to the HVAC shop, overseeing the work of HVAC Supervisors, will receive 10% of base salary as special assignment pay.
 - b. Senior Building Maintenance Supervisors who are directed to oversee a team performing HVAC work, as noted on section 21.a above, will receive 10% of base salary as special assignment pay.
 - c. The special assignment pay provided under this section is effective January 1, 2026, and will terminate upon implementation of a future equity adjustment to the Building Maintenance Supervisor classification that maintains the operational reporting structure within the Department of General Services.
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 M. Smith
Ann M. Smith (Dec 31, 2025 16:34:53 PST)
Ann Smith
Lead Negotiator

Date: 12/31/2025

By: Michael Zucchet
Michael Zucchet (Dec 31, 2025 19:58:57 PST)
Mike Zucchet
General Manager

Date: 12/31/2025

For the City of San Diego

By: [Signature]
Timothy Davis
Lead Negotiator

Date: February 6, 2026

By: [Signature]
Musheerah Little (Feb 2, 2026 12:59:42 PST)
Musheerah Little
Director
Department of General Services

Date: 02/02/2026

By: [Signature]
Jonnabelle Domingo
Supervising Human Resources Officer
Human Resources Department

Date: 01/28/2026

Approved as to form this 9th day of February, 2026.

Heather Ferbert, City Attorney

By: [Signature]
Miguel Merrell
Deputy City Attorney