

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 MASTER LEVEL AUTOMOTIVE SERVICE EXCELLENCE 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 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."

Article 79(V) provides 5% Master Level Automotive Service Excellence (ASE) certification pay for certain classifications, including the Metal Fabrication Supervisor classification.

The Metal Fabrication Services Supervisor classification, which is part of the Metal Fabrication Supervisor classification series, currently has a pay rate approximately 15% higher than the Metal Fabrication Supervisor classification. However, the Metal Fabrication Services Supervisor classification is currently not eligible to receive the 5% ASE certification pay.

The Department of General Services has been utilizing the Metal Fabrication Services Supervisor classification since at least November 2009. The ASE certification pay is critical to ensuring timely and accurate vehicle and equipment repairs, as well as providing reliable cost estimates for cost recovery repairs.

The Parties reached a tentative agreement to amend the MOU to extend the ASE certification pay to the Metal Fabrication Services Supervisor classification effective upon Council approval.

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. Section V will be amended, as follows:

V. Employees in the classifications of Equipment Repair Supervisor, Metal Fabrication Supervisor, **Metal Fabrication Services Supervisor**, and Fleet Repair Supervisor who obtain and maintain the Master Level Automotive Service Excellence certification ~~shall~~ **will** be eligible to receive additional compensation of five percent.
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 the San Diego Charter 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 (Feb 2, 2026 19:03:20 PST)
Ann Smith
Lead Negotiator

Date: 02/02/2026

For the City of San Diego

By: Timothy Davis
Timothy Davis (Mar 18, 2026 09:35:54 PDT)
Timothy Davis
Lead Negotiator

Date: _____

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Michael Zucchet

By: Michael Zucchet (Feb 2, 2026 19:05:26 PST)

Mike Zucchet
General Manager

Date: 02/02/2026



By: _____

Michael Tully
Interim Director
Department of General Services

Date: _____

By: Juel

Jonnabelle Domingo
Supervising Human Resources Officer
Human Resources Department

Date: 03/11/2026

Approved as to form this 18th day of March, 2026.

Heather Ferbert, City Attorney

By: Miguel Merrell
Miguel Merrell (Mar 18, 2026 09:38:18 PDT)

Miguel Merrell
Deputy City Attorney