

AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND SAN DIEGO MUNICIPAL EMPLOYEES ASSOCIATION TO AMEND ARTICLE 47 OF THE MEMORANDUM OF UNDERSTANDING RELATED TO HOLIDAY PAY FOR DESIGNATED CLASSIFICATIONS IN THE POLICE DEPARTMENT

Pursuant to the provisions of the Meyers-Milias-Brown Act (MMBA) and Council Policy 300-06, this Agreement is entered into between the City of San Diego (City) and the San Diego Municipal Employees Association (MEA) to amend the Memorandum of Understanding (MOU) approved by Resolution R-314970 dated June 12, 2023. The City and MEA are collectively referred to as the "Parties."

In Fiscal Year 2023, the Police Department's Traffic Division added 12 Parking Enforcement Officers I, six Parking Enforcement Officers II, and two Parking Enforcement Supervisors to its Parking Enforcement Unit budget. These new positions were added to provide more consistent enforcement throughout the City seven days a week. As a result of these additions and the completion of the meet and confer process with MEA, the Parties agreed to change the Parking Enforcement Unit's work schedule to provide additional enforcement on Saturdays and provide enforcement on Sundays. Additionally, Police Investigative Services Officers and MEA-represented employees in the Teletype Section work on weekends.

Article 47(A)(2) provides that if January 1, March 31, June 19, July 4, November 11, or December 25 fall on a Sunday, the City-observed holiday will be the following Monday. If any of these dates fall on a Saturday, the City-observed holiday will be the preceding Friday.

Due to the change in the Parking Enforcement Officers' work schedule and the existing weekend schedules for Police Investigative Services Officers and Teletype Section employees, the Parties have agreed that Police Investigative Services Officers, Teletype Section employees and Parking Enforcement Officers and Parking Enforcement Supervisors in the Police Department's Traffic Division, who are scheduled to work on a fixed holiday that falls on a weekend will receive holiday pay on the fixed holiday rather than on the City-observed holiday, 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. Article 47(A)(3) will be amended to read:
3. **Holiday Pay for Dispatchers, and Golf Operations Division Employees, and Designated Police Department Classifications.**
 - a. If January 1, March 31, June 19, July 4, November 11, or December 25 falls on either a Saturday or Sunday, then Dispatchers (Police, Fire, and Public Works), **Police Investigative Services Officers, Parking Enforcement Officers in the Police Department's Traffic Division (Parking Enforcement Officer I, Parking Enforcement Officer II, Parking Enforcement Supervisor, Senior Parking Enforcement Supervisor), Police Department employees in the Teletype Section (Senior Police Records Clerk, Police Records Clerk, Clerical Assistant II, and Clerical Assistant I), and Golf Operations Division classifications** employees shall receive holiday compensation, including premium overtime, for all hours worked on

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the fixed holiday when the employee is scheduled to work on that day. In such instances, holiday compensation will not be paid on the City-observed holiday.

- b. The following are examples of holiday pay procedures:
 - i. Employees who are scheduled to work on both the City-observed holiday and the fixed holiday will receive holiday pay on the fixed holiday.
 - ii. Employees who are scheduled to work on the City-observed holiday and have a scheduled day off on the fixed holiday will receive holiday pay on the City-observed holiday.
 - iii. Employees who have a scheduled day off on the City-observed holiday and are scheduled to work on the fixed holiday will receive holiday pay on the fixed holiday.
 - iv. Employees who have a scheduled day off on both the City-observed holiday and the fixed holiday will receive holiday pay on the fixed holiday.

Employees are entitled to receive holiday compensation for only one day, not both days, per holiday weekend.

- 3. This Agreement is not binding on the Parties until it is approved by a two-thirds vote of the City Council, in accordance with San Diego Charter section 11.2.

This Agreement is executed by the following authorized representatives of the Parties:

For MEA

By: Ann M. Smith
Ann M. Smith (Feb 2, 2026 16:26:07 PST)
Ann M. Smith
Lead Negotiator

Date: 02/02/2026

By: Michael Zucchet
Michael Zucchet (Feb 2, 2026 19:06:12 PST)
Michael Zucchet
General Manager

Date: 02/02/2026

For the City of San Diego

By: Timothy Davis
Timothy Davis (Mar 15, 2026 09:35:54 PDT)
Timothy Davis
Lead Negotiator

Date: _____

By: Scott M. Wahl
Scott M. Wahl (Mar 17, 2026 12:25:23 PDT)
Scott Wahl
Chief of Police

Date: 03/17/2026

By: Juel
Jonnabelle Domingo
Supervising Human Resources Officer

Date: 03/11/2026

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

HEATHER FERBERT, City Attorney

Miguel Merrell
By: [Miguel Merrell \(Mar 18, 2026 09:38:18 PDT\)](#)
Miguel Merrell