

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 INTERNATIONAL CODES COUNCIL CERTIFICATION PAY

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 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."

Article 79(Q) provides 5% International Codes Council (ICC) pay for the Plan Review Specialist I, II, III, and IV, and Supervising Plan Review Specialist classifications. In Fiscal Year 1993, the Civil Service Commission approved the creation of the Principal Plan Review Specialist classification, which is part of the Plan Review Specialist classification series and was established at a pay rate 15% higher than the Supervising Plan Review Specialist classification. However, at the time of its creation, the 5% ICC pay was not extended to the Principal Plan Review Specialist classification. The Building Plans Examiner certification provides for those in the job class series the approval by the State to review plans against state codes for the purpose of processing a building permit.

This classification has not been utilized until May 25, 2024, when a Supervising Plan Review Specialist was promoted into the Principal Plan Review Specialist position within the Development Services Department.

The Parties reached a tentative agreement to amend the MOU to extend the ICC pay to the Principal Plan Review Specialist classification retroactively effective May 25, 2024.

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 79(Q) will be amended, as follows:

Q. Employees in the classifications of Plan Review Specialist I, II, III, and IV, ~~and~~ Supervising Plan Review Specialist, **and Principal Plan Review Specialist** who obtain and maintain the International Codes Council (ICC) certification **or an otherwise approved certification the City recognizes** as a Building Plans Examiner, ~~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 11, 2026 18:01:47 PST)

Ann Smith
Lead Negotiator

Date: 02/11/2026

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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By: Michael Zucchet
Michael Zucchet (Feb 11, 2026 18:30:16 PST)
Mike Zucchet
General Manager

Date: _____

By: Elyse Lowe
Elyse Lowe (Mar 16, 2026 10:43:33 PDT)
Elyse Lowe
Director
Development Services Department

Date: _____

By: Jonnabelle Domingo
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