

**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 REGISTRATION PAY FOR PRINCIPAL PLANNERS**

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 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.”

In Fiscal Year 2025, the Civil Service Commission approved the creation of the Principal Planner classification, which was created to serve as a second-level supervisor and oversee long-range, complex planning projects. Duties of this classification include supervising the work of professional staff responsible for updating and amending land use/environmental plans, policies, and regulations and overseeing and managing multiple long-range and complex planning initiatives and projects.

The work performed by the Principal Planner classification was previously performed by Development Project Manager III positions. These positions served as second-level supervisors and performed project management duties related to complex land development code updates. These positions now primarily work on the long range, master planning process and Citywide planning programs, policies, and regulations that requires advanced technical planning expertise. The proposed work for the new Principal Planner classification was found to be comparable to other classifications responsible for overseeing complex projects, similar to the Development Project Manager III classification.

The base salary for the Principal Planner classification was established at the same rate as the Development Project Manager III classification. However, the following add-on pays provided to the Development Project Manager III positions that previously performed the work were not extended to the Principal Planner classification at the time of creation:

- 15% Engineer Registration Pay (1ERP) under Article 21(D)(1)(a).
- 15% Architect License Pay (1ALP) under Article 21(D)(1)(b).
- 15% Landscape Architect Pay (1LAL) under Article 21(D)(5).

On September 16, 2024, six Development Project Manager III positions in the City Planning Department were reclassified to Principal Planner positions. Because the parties’ MOU, Article 22, sections D(1)(a), D(1)(b), and D(5) were not immediately amended to address the impact this reclassification would have on add-on pay eligibility, the result was that one employee, who had been receiving a 15% Landscape Architect Pay as a Development Project Manager III, lost that add-on pay upon transitioning as a Principal Planner, effective November 25, 2024.

To address this issue, the Parties reached a tentative agreement to amend the MOU to extend the abovementioned add-on pays to the Principal Planner classification effective November 25, 2024, with appropriate retroactive pay paid to that date upon Council approval of this Agreement. Principal Planner incumbents may receive one of the add-on pays, as appropriate.

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 D(1) will be amended, as follows:

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D. Registration Pay.

- 1.a. Registration Pay for Engineers – Senior, Associate, Assistant and Junior level engineers in the disciplines of Civil, Communication, Corrosion, Electrical, Land Survey, Fire Protection, Mechanical, Structural, Traffic Engineering, and Control Systems, Principal Survey Aide, Project Officer I/II, Development Project Manager I/II/III, ~~and~~ Supervising Development Project Manager, **and Principal Planner shall will** receive approximately 15 percent additional pay for state registration. Associate and Senior Communication Engineers who possess Senior Engineering Certification from the National Association of Radio & Telecom Engineers, shall be eligible to receive the additional pay. Engineers in the discipline of Corrosion who obtain and maintain the Associate of Materials Protection and Performance CP Level 4 – Cathodic Protection Specialist Certification in lieu of the State registration ~~shall will~~ be eligible to receive the additional pay.
- 1.b. Registration Pay for Architects – Senior, Associate, Assistant, and Junior level engineers in the Civil Engineering discipline, Project Officer I/II, Development Project Manager I/II/III, ~~and~~ Supervising Development Project Manager, **and Principal Planner** who obtain and maintain an Architect License issued by the California Architects Board ~~shall will~~ be eligible to receive the additional pay.

3. Section D(5) will be amended, as follows:

5. Landscape Architect.

Park Designer, Project Officer I/II, Development Project Manager I/II/III, ~~and~~ Supervising Development Project Manager, **and Principal Planner shall will** receive approximately 15 percent additional pay for possession of a state Landscape Architect license.

4. 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 16:26:07 PST)
Ann Smith
Lead Negotiator

Date: 02/02/2026

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

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: _____

By: *Heidi Vonblum*
Heidi Vonblum
Director
City Planning Department

Date: 03/16/2026

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