

RESOLUTION NUMBER R- 316833

DATE OF FINAL PASSAGE JUN 18 2026

A RESOLUTION OF THE COUNCIL OF THE CITY OF
SAN DIEGO ACCEPTING AND APPROVING A TOTAL
PACKAGE TENTATIVE AGREEMENT AND
MEMORANDUM OF UNDERSTANDING BETWEEN THE
CITY AND THE SAN DIEGO MUNICIPAL EMPLOYEES
ASSOCIATION REGARDING TERMS AND CONDITIONS OF
EMPLOYMENT FOR FISCAL YEARS 2027 THROUGH 2029.

RECITALS

The Council of the City of San Diego (Council) adopts this Resolution based on the following:

A. The Council adopted Resolution R-314970 (June 12, 2023), approving a Memorandum of Understanding (MOU) between the City of San Diego (City) and the San Diego Municipal Employees Association (MEA), which established terms and conditions of employment for employees represented by MEA for fiscal years 2024 and 2026.

B. Article 4 of the MOU includes a reopener provision authorizing negotiations for a successor agreement consistent with the Meyers-Milias-Brown Act (MMBA) and Council Policy 300-06.

C. The City's Management Team and MEA representatives met and conferred from October 2025 through April 2026 under the reopener provision and reached a Total Package Tentative Agreement (TPTA) establishing terms and conditions of employment for a three-year MOU covering fiscal years 2027 through 2029. MEA members subsequently ratified the TPTA.

D. Government Code section 3505.1 requires the governing body to vote to accept or reject a tentative agreement within 30 days after it is first considered at a duly noticed public meeting. If the governing body adopts the tentative agreement, the parties must jointly prepare a written MOU.

E. Under the San Diego City Charter (Charter), the MMBA, and Council Policy 300-06, the Council has the authority and discretion to approve the TPTA and the resulting MOU.

F. The City's Management Team has submitted the TPTA and the MOU to the Council for final determination, and the Council intends to approve them.

G. Charter section 11.2 requires approval of a multiyear MOU by a two-thirds vote of the Council.

H. The Office of the City Attorney prepared this Resolution based on the information provided by City staff, including information provided by affected third parties and verified by City staff, with the understanding that this information is complete and accurate.

ACTION ITEMS

Be it resolved by the Council of the City of San Diego:

1. The Council accepts and approves the TPTA and MOU between the City and MEA for fiscal years 2027 through 2029, on file with the Office of the City Clerk as Document No. RR- 316833.

APPROVED: HEATHER FERBERT, City Attorney

By 
Miguel Merrell
Deputy City Attorney

MM:jvg
May 26, 2026
Or.Dept: Human Resources
Doc. No. 4441594

I certify that the Council of the City of San Diego adopted this Resolution at a meeting held on
JUN 16 2026.

DIANA J.S. FUENTES
City Clerk

By Kristell Medina
Deputy City Clerk

Approved: 6/18/26
(date)

Todd Gloria
TODD GLORIA, Mayor

Vetoed: _____
(date)

TODD GLORIA, Mayor

Passed by the Council of The City of San Diego on JUN 1 6 2026, by the following vote:

Councilmembers	Yeas	Nays	Not Present	Recused
Joe LaCava	☒	☐	☐	☐
Jennifer Campbell	☐	☐	☒	☐
Stephen Whitburn	☒	☐	☐	☐
Henry L. Foster III	☒	☐	☐	☐
Marni von Wilpert	☐	☐	☒	☐
Kent Lee	☒	☐	☐	☐
Raul A. Campillo	☒	☐	☐	☐
Vivian Moreno	☒	☐	☐	☐
Sean Elo-Rivera	☒	☐	☐	☐

Date of final passage JUN 1 8 2026.

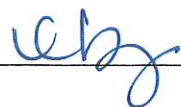
(Please note: When a resolution is approved by the Mayor, the date of final passage is the date the approved resolution was returned to the Office of the City Clerk.)

AUTHENTICATED BY:

TODD GLORIA
Mayor of The City of San Diego, California.

(Seal)

DIANA J.S. FUENTES
City Clerk of The City of San Diego, California.

By , Deputy

Office of the City Clerk, San Diego, California

Resolution Number R- 316833