



FACT SHEET

Investing in YOU!

Non-Safety Groups – DCAA/Local 127/MEA

Contract Term

Three-year Memorandum of Understanding (MOU) beginning July 1, 2023 and ending June 30, 2026.

General Salary Increases

Bargaining Unit	MOU Reference	Effective Dates					Total
		7/1/23	1/1/24	7/1/24	1/1/25	7/1/25	
MEA	Article 21 section A	5%	5%	4%	2%	5%	21%
Local 127	Article 14 sections A.1-A.5	5%	5%	4%	2%	5%	21%
DCAA	Article 5 section A	5%	5%	5%	5%	5%	25%

Special Salary/Wage and Equity Adjustments (SSA/SWA)

Bargaining Unit	MOU Reference	Details
MEA	Article 21, section B	2.4% to 15.3% SSA for 141 classifications over 3 fiscal years.
Local 127	Article 14, section A.6	5.1% to 10% SWA for 56 classifications over 3 fiscal years.

Special Assignment Pays (SAP)

Bargaining Unit	MOU Reference	Details
MEA/L127	MEA MOU Article 21, section C.15 L127 MOU Article 14, section B.13	Mount Hope Cemetery - 10% SAP for Administrative Aide II, Area Manager 2, Public Information Clerk, Utility Supervisor, Equipment Operator, and Grounds Maintenance Worker II assigned at Mount Hope Cemetery.
MEA	Article 21, section C.14	Library Sunday Schedule - 10% SAP for Librarian and Library Assistant Series who work on Sundays.
MEA	Article 21, section C.16	Electrician Certification - 5% SAP for Electrician Supervisors and Plant Process Control Supervisors for maintaining a State of California issued Electrician Certification.
MEA	Article 21, section C.17	Teletype Pay - 5% SAP for Police Records Clerk series who are assigned to the Teletype Section
MEA	Article 21, section C.18	Notary Pay - 5% SAP for Notary Pay.



Add-On Pays

Bargaining Unit	MOU Reference	Details
MEA/L127	MEA MOU Article 79, sections A-H L127 MOU Article 14, sections D.1-D.9	PUD Voluntary Certification Pay - Converted the Voluntary Certification Pay in the Public Utilities Department from a flat dollar amount per hour to a percentage of base pay per hour for certain classifications, and added classifications eligible for these new add-on pays.
MEA	Article 21, section D.6	Engineering Registration Pay - Addition of Communications Engineers to receive 16% infrastructure registration premium pay.
MEA	Article 79, section Y	Therapeutic Recreation Specialist Certification Pay - Addition of Recreation Specialist (Option: Senior Citizens), Supervising Aging Recreation Specialist, and Aging Recreation Specialist in the Parks and Recreation Department who obtain and maintain a Certified Therapeutic Recreation Specialist credential or Recreation Therapist Certification to receive 10% additional compensation.
MEA	Article 79, section Z	Fire Inspection Certification Pay - Combination, Life Safety, Mechanical, Electrical, Structural Inspectors who obtain and maintain identified ICC Fire Inspection Certifications shall be eligible to receive 5% additional compensation.
MEA	Article 79, section ZZ	DMV Commercial Driver's License Examination Pay - Employees who obtain a DMV Commercial Driver's License Examination and conduct commercial driving tests for City employees to receive 5% additional compensation.

Other Benefits

Bargaining Unit	MOU Reference	Details
MEA/L127/DCAA	MEA MOU, Article 87 <i>(See A.R. 95.89 – Parental Leave and LTD Plan)</i>	Parental Leave – For eligible events on or after July 1, 2023, paid Parental Leave hours increased from 160 to 320 hours for full-time employees, from 120 hours to 240 hours for three-quarter time employees, and from 80 to 160 hours for half-time employees. Long-Term Disability Plan Regarding Pregnancy Related Disability – Eliminate 30-day waiting period for eligible employees disabled by pregnancy, childbirth, or a related medical condition and reduce the LTD eligibility requirement to the 31 st day of employment.
MEA/L127/DCAA	MEA MOU, Article 83 L127 MOU, Article 25 DCAA MOU, Article 9	Bereavement Leave - Use of unpaid Fair Employment Housing Act (FEHA) Bereavement Leave within 12 months of the date of each covered death. Expanded bereavement leave benefits to include additional covered family members.
MEA/L127/DCAA	MEA MOU, Art. 68, section B L127 MOU, Art. 69, section D DCAA MOU, Art. 46, section C	SDCERS Interest Charges - City will indemnify an Eligible Employee for any interest charges associated with underpayment or overpayment indicated in the SDCERS correction letter as a result of error by City or SDCERS.



Other Benefits (cont'n)

Bargaining Unit	MOU Reference	Details
MEA/L127/DCAA	MEA MOU, Art. 53, section B L127 MOU, Art. 34, section B DCAA MOU, Art. 24, section B	Free Transit Passes - Provision of a free Universal Pass (U-Pass) through the San Diego Metropolitan Transit System (MTS) which covers all Trolley/Local Bus Route Pass (Regional) and Rapid Express/Premium Pass.
MEA/L127/DCAA	MEA MOU, Art. 47, sec. A.1 L127 MOU, Art. 24, sec. A.1.a DCAA MOU, Art. 22, sec. A.1	Juneteenth - Added Juneteenth (June 19) as a City holiday.
MEA/L127/DCAA	MEA MOU, Art. 85 section A L127 MOU, Art. 71, section A DCAA MOU, Art. 36, section A	Discretionary Leave - Continuation of 24 hours of discretionary leave in each year of the three-year contract.
MEA/L127	MEA MOU, Article 28 L127 MOU, Article 32 DCAA MOU, Article 7	Flexible Benefits - Increases to Flexible Benefits for the following tiers: Employee Only (hired on or after July 1, 2020); Employee and Children; Employee and Spouse/Domestic Partner; and Employee and Spouse/Domestic Partner and Children.
MEA/L127	MEA MOU, Article 19 L127 MOU, Art. 14, section E	Bilingual Pay – Increased from \$0.70 to \$1.40 per hour.
MEA/L127	MEA MOU, Art. 38, section B L127 MOU, Art. 37, section B	D Mileage - Continuation in FY 2024 of D mileage relief for eligible employees that was initially implemented from May 1, 2023, through June 30, 2023, which will increase by 3.3% in FY 2025 and 3.3% in FY 2026
MEA/L127	MEA MOU, Art. 47, section B L127 MOU, Art. 24, sec A.1.b	Floating Holiday - Accrual increased to up to 12 hours of employee's regularly scheduled shift.
MEA/L127	MEA MOU, Art. 44, section A L127 MOU, Art. 33, sec A.20	Uniforms – Provision of uniform for District Refuse Collection Supervisors (MEA) and uniforms/uniform allowance for Parking Meter Operations employees.
DCAA	Article 14, section A.5	Performance Review and Merit Increases - Pilot Program during the term of the MOU that provides automatic 2% increases to Deputy City Attorney (DCA) Vs and DCA VIs (formerly Senior Deputies) who have served at least one year in their current grade if at the time of their performance evaluation they receive a satisfactory rating or above.



Safety Groups – Local 145/Local 911/POA*

Contract Term

Two-year Memorandum of Understanding (MOU) beginning July 1, 2022 and ending June 30, 2024.

General Salary Increases

Bargaining Unit	MOU Reference	Effective Dates	
		7/1/23	1/1/24
Local 145	Article 47, sections A.6-A.7	2.7%	1.5%
Local 911	Article 21, section A.6	5%	4%
POA	Article 25, section B	5%	-

Special Wage and Equity Adjustments (SWA)

Bargaining Unit	MOU Reference	Details
Local 145	Article 24, sections A.8-A.10	3.5% to 5% SWA for 14 classifications effective 1/1/24 (FY24)

Other Benefits

Bargaining Unit	MOU Reference	Details
L145/L911/POA	A.R. 95.89 – Parental Leave LTD Plan <i>Side Letter Agreements (SLA)</i> SLA with L145 dated 6/15/23 SLA with L911 dated 6/15/23 SLA with POA dated 6/15/23	Parental Leave – For eligible events on or after July 1, 2023, paid Parental Leave hours increased from 160 to 320 hours for full-time employees, from 120 hours to 240 hours for three-quarter time employees, and from 80 to 160 hours for half-time employees. Note: Local 145-represented employees will receive different entitlements depending on whether they are assigned to a 40-hour work week (320 hrs) or a 56-hour work week (448 hrs). Long-Term Disability Plan Regarding Pregnancy Related Disability – Eliminate 30-day waiting period for eligible employees disabled by pregnancy, childbirth, or a related medical condition and reduce the LTD eligibility requirement to the 31 st day of employment.
L145/L911/POA	SLA with L145 dated 6/13/23 SLA with L911 dated 6/13/23 SLA with POA dated 6/13/23	Bereavement Leave - Use of unpaid Fair Employment Housing Act (FEHA) Bereavement Leave within 12 months of the date of each covered death. Expanded bereavement leave benefits to include additional covered family members.
L145/L911/POA	SLA with L145 dated 6/13/23 SLA with L911 dated 6/13/23 SLA with POA dated 6/13/23	Free Transit Passes - Provision of a free Universal Pass (U-Pass) through the San Diego Metropolitan Transit System (MTS) which covers all Trolley/Local Bus Route Pass (Regional) and Rapid Express/Premium Pass.
L145/L911/POA	SLA with L145 dated 6/29/23 SLA with L911 dated 6/29/23 SLA with POA dated 6/29/23	Juneteenth - Added Juneteenth (June 19) as a City holiday.
L145/L911/POA	L145 MOU, Art. 66, section A L911MOU, Art. 78, section A POA MOU, Art. 74, section A	Discretionary Leave - Continuation of discretionary leave hours in FY24 (L145 – 16 hrs; L911 – 24 hrs; POA – 40 hrs).
L145/POA	SLA with L145 dated 6/13/23 SLA with POA dated 6/13/23	SDCERS Interest Charges - City will indemnify an Eligible Employee for any interest charges associated with underpayment or overpayment indicated in the SDCERS correction letter as a result of error by City or SDCERS.

*Information based on the remainder of the term of the MOU (FY24).

