

**SIDE LETTER AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND  
AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, LOCAL 127  
TO AMEND ARTICLE 14 OF THE MEMORANDUM OF UNDERSTANDING  
RELATED TO SPECIAL WAGE ADJUSTMENTS**

Pursuant to the provisions of the Meyers-Milias-Brown Act (MMBA) and Council Policy 300-06, this Side Letter Agreement (Agreement) is entered into between the City of San Diego (City) and the American Federation of State, County, and Municipal Employees, Local 127 (Local 127) to amend Article 14 of the Memorandum of Understanding (MOU) between the City and Local 127 approved by San Diego Resolution R-313570 dated June 11, 2021. The City and Local 127 are collectively referred to as the "Parties."

Article 14, section A(3)(d) of the MOU provides, "The parties agree that in March 2022, this MOU will be re-opened for the limited purpose of having the Mayor and City Council consider the implementation during FY23 of any Special Wage Adjustment(s) which either Local 127 or the City brings forward for consideration. This obligation will attach whether the particular Special Wage Adjustment has gone through the Civil Service Commission's process under Charter section 130 or not and, if the proposed Special Wage Adjustment was considered by the Commission, whether it was recommended for implementation or not. This re-opener does not constitute a commitment by the City to implement any additional Special Wage Adjustments during the term of this MOU beyond those already set forth in Article 14. However, the City will comply with the MMBA and Council Policy 300-06 regarding any Special Wage Adjustment proposals brought forward by Local 127."

The City and Local 127 met and conferred regarding implementation of certain special wage adjustments and reached a tentative agreement to amend Article 14 of the MOU as provided in Attachment 1 to this Agreement. This Agreement is subject to City Council approval for final determination and requires approval by two-thirds of the City Council, in accordance with San Diego Charter section 11.2.

This Agreement is executed by the following authorized representatives of each party:

**For Local 127**

By:   
Tim Douglass  
Local 127 Acting President

Date: 4/14/22

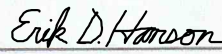
By:   
Andres Alva Cardenas  
Local 127 Business Representative

Date: 4/14/22

**For the City of San Diego**

By:   
Timothy Davis  
Lead Negotiator

Date: 6/27/22

By:   
Erik Hanson  
Supervising Human Resources Officer

Date: 6/27/22

By:   
Dianne Mitra  
Associate Department HR Analyst

Date: 6/27/22

**SIDE LETTER AGREEMENT BETWEEN THE CITY AND AFSCME LOCAL 127 TO AMEND ARTICLE 14 OF  
THE MOU RELATED TO SWAs**

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Approved as to form this 27th day of June, 20 22.

MARA W. ELLIOTT, City Attorney

By: 

Miguel Merrell  
Deputy City Attorney



**AMENDMENT TO ARTICLE 14 OF THE MEMORANDUM OF UNDERSTANDING  
RELATED TO SPECIAL WAGE ADJUSTMENTS**

**ADD**

New Sections A(3)(e) and A(3)(f):

**3. Special Wage Adjustments.**

**e. In addition to (but also separate from) the general wage increases specified under Section A(1) and A(2) above, and applicable special wage adjustments under Sections A(3)(b) and A(3)(c) above, the following special wage adjustments will be effective July 1, 2022 and January 1, 2023:**

<b>Classification</b>	<b>7/1/2022</b>	<b>1/1/2023</b>
Assistant Reservoir Keeper	6.00%	6.00%
Boat Operator	6.00%	6.00%
Body and Fender Mechanic	3.75%	3.75%
Carpenter	5.00%	5.00%
Communications Technician	2.50%	2.50%
Custodian 1	3.75%	3.75%
Custodian 2	3.75%	3.75%
Custodian 3	3.75%	3.75%
Electronics Technician	2.50%	2.50%
Equipment Operator 1	2.50%	2.50%
Equipment Operator 2	6.00%	6.00%
Equipment Operator 3	6.00%	6.00%
Equipment Painter	3.75%	3.75%
Equipment Technician 1	2.50%	2.50%
Equipment Technician 2	2.50%	2.50%
Equipment Technician 3	2.50%	2.50%
Greenskeeper	6.00%	6.00%
Grounds Maintenance Worker 1	2.50%	2.50%
Grounds Maintenance Worker 2	2.50%	2.50%
Grounds Maintenance Worker 3	2.50%	2.50%
Heavy Truck Driver 1	2.50%	2.50%
Heavy Truck Driver 2	2.50%	2.50%
Irrigation Specialist	3.75%	3.75%
Laborer	3.75%	3.75%
Landfill Equipment Operator	6.00%	6.00%
Light Equipment Operator	3.75%	3.75%
Machinist	3.75%	3.75%
Motor Sweeper Operator	6.00%	6.00%
Nursery Gardener	5.00%	5.00%
Pesticide Applicator	3.75%	3.75%
Reservoir Keeper	6.00%	6.00%
Roofer	5.00%	5.00%
Senior Boat Operator	6.00%	6.00%
Senior Communications Technician	2.50%	2.50%
Seven-Gang Mower Operator	2.50%	2.50%
Sign Painter	2.50%	2.50%
Tree Maintenance Crewleader	3.75%	3.75%
Tree Trimmer	3.75%	3.75%
Utility Worker 1	2.50%	2.50%

Utility Worker 2	2.50%	2.50%
Welder	3.75%	3.75%

f. In addition to (but also separate from) the general wage increases specified under Sections A(1) and A(2) above, the following special wage adjustments for the Fleet Technician series and Sanitation Driver series will be effective July 1, 2022 and June 30, 2023:

	7/1/2022	6/30/2023
Assistant Fleet Technician	6.00%	6.00%
Fleet Team Leader	6.00%	6.00%
Fleet Technician	6.00%	6.00%
Master Fleet Technician	6.00%	6.00%
Sanitation Driver 1	12.00%	12.00%
Sanitation Driver 2	12.00%	12.00%
Sanitation Driver 3	12.00%	12.00%
Sanitation Driver Trainee	12.00%	12.00%