

AGREEMENT BETWEEN
THE CITY OF SAN DIEGO AND
THE SAN DIEGO MUNICIPAL EMPLOYEES' ASSOCIATION
TO AMEND ARTICLE 21 OF THEIR MEMORANDUM OF UNDERSTANDING
TO ESTABLISH INFRASTRUCTURE PREMIUM PAY FOR ENGINEERING SERVICES

The City of San Diego (City) and the San Diego Municipal Employees' Association (MEA) enter into this Agreement, in accordance with the Meyers-Milias-Brown Act (MMBA) and City Council (Council) Policy 300-06 to amend the Memorandum of Understanding (MOU), between the City and MEA, effective July 1, 2016 through June 30, 2020, approved by San Diego City Council, by Resolution R-310148 (December 16, 2015).

The City and MEA agree as follows:

- I. The City and MEA have met and conferred in good faith in accordance with MMBA on terms set forth in this agreement.
- II. Subject to and upon City Council approval, the City and MEA agree to amend Article 21, Section D, entitled "Registration Pay for Engineers", of the MOU, by amending subsections 6 and 7, and adding new subsections 8 and 9 to read as follows:

6. Infrastructure Premium Pay for Engineering Services

- a. Senior, Associate, Assistant and Junior level engineers in the disciplines of Civil, Corrosion, Electrical, Land Survey, Fire Protection, Mechanical, Structural and Traffic Engineering, who are receiving or become eligible for 15% registration pay, as set forth in subsection D-1 above, will receive additional Infrastructure Premium Pay as follows:
 - i. Effective for the first full pay period following January 1, 2019, an additional 8% will be added to their registration pay.
 - ii. Effective for the first full pay period following January 1, 2020, an additional 8% will be added to their registration pay.
- b. Senior and Associate Engineering Geologist (Option Title), Engineering Geologist (Option Title), and Assistant Engineering Geologist (Option Title) who are state registered as Certified Engineering Geologists (after attaining their Professional Geologists license) will receive state registration and infrastructure premium pay as follows:
 - i. Effective for the first full pay period following January 1, 2019, an additional 13% will be added to their 10% registration pay under D-4 above.

- ii. Effective for the first full pay period following January 1, 2020, an additional 8% will be added to their registration pay.
- c. Senior and Associate Engineering Geologist (Option Title), Engineering Geologist (Option Title), and Assistant Engineering Geologist (Option Title) who are state registered as Professional Geologists will receive state registration and infrastructure premium pay as follows:
 - i. Effective for the first full pay period following January 1, 2019, an additional 18% will be added to their 5% registration pay under D-4 above.
 - ii. Effective for the first full pay period following January 1, 2020, an additional 8% will be added to their registration pay.
- d. Employees in the job classifications listed in subsection D-6-a, above, who are not registered, are eligible for "Engineer-in-Training" (EIT), "Land Surveyor-in-Training" (LSIT) or "Geologist-in-Training" (GIT) certification pay when the employee completes the requirements for this certification established by California's Department of Consumer Affairs, Board for Professional Engineers, Land Surveyors, and Geologists.
 - i. Effective for the first full pay period following January 1, 2019, this EIT/LSIT/GIT certification pay will be 4% additional pay.
 - ii. Effective for the first full pay period following January 1, 2020, there will be an additional 4% EIT/LSIT/GIT certification pay.
 - iii. Once an employee who is EIT/LSIT/GIT certified achieves his or her state registration, he or she will be eligible for registration pay and infrastructure premium pay in accordance with this section and the employee's eligibility for EIT/LSIT/GIT certification pay will end.
 - iv. **Education and Experience Equivalency.** An employee in a job classification listed in subsection D-6-a above who qualifies for a waiver of either the Fundamentals of Engineering (FE) Exam or the Fundamentals of Surveying (FS) Exam based on his or her qualifying education and experience will be eligible for certification pay on the terms stated in this subsection 6-d upon proof that California's

Department of Consumer Affairs, Board for Professional Engineers, Land Surveyors, and Geologists (Board), has approved his or her request for a waiver by issuing an authorization to test for licensing as a Professional Engineer (PE), Professional Land Surveyor (PLS) or Professional Geologist. Once the Board's approval is given, the employee's eligibility for this equivalency certification pay will begin and his or her eligibility will continue whether or not the employee sits for or passes the PE, PLS or PG licensure exam. However, once the employee achieves his or her state registration, the limitation of subsection D-6-d-iii will apply.

- v. An employee in a job classification listed in subsection D-6-a, above, who has not attained a National Association of Corrosion Engineers (NACE) certification as a Cathodic Protection Specialist (CP Level 4) entitling him or her to registration and infrastructure premium pay under D-1 and D-6-a above, will be eligible for "in-training" certification pay under this subsection D-6-d on the same terms as an employee who achieves the EIT/LSIT/GIT once he or she completes the requirements for a NACE certification as a Cathodic Protection Technician (CP level 2)

7. Licensed Geotechnical or Soils Engineer

Senior, Associate, Assistant and Junior level engineers in the Civil engineering discipline will receive 5% additional pay for possession of a State Geotechnical Engineering license while assigned to a position performing specialized work in the Geotechnical discipline.

8. Licensure and Certification Verification

To be eligible for the registration, certification and infrastructure premium pays provided by section D, an employee must submit evidence that he or she possesses a current, valid registration or certification issued by the State of California in the discipline or disciplines for which registration or certification Pay is available, or, where applicable, by the National Association of Corrosion Engineers. There is no difference between the term "registered" and "licensed" for purposes of section D; the terms are interchangeable.

9. Eligibility for Multiple Registration or Certification Pays

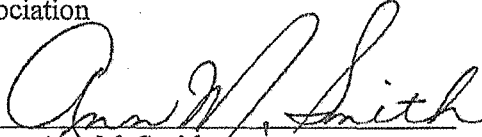
In the event that an employee is eligible for more than one registration or special license pay available under this section, he or she will be eligible for the additional pay associated with each up to a maximum cumulative pay of 23%

effective for the first full pay period following January 1, 2019, and up to a maximum cumulative pay of 31% effective for the first full pay period following January 1, 2020, except those employees who are eligible for additional pay for extra licenses under subsections D-2 and D-7, above, whose maximum cumulative pay will be 28% effective with the first full pay period following January 1, 2019, and 36% effective with the first full pay period following January 1, 2020.

This Agreement is executed by the following authorized representatives:

San Diego Municipal Employees'
Association

City of San Diego


By: 
Ann M. Smith
Lead Negotiator

By: 
Timothy Davis
Lead Negotiator

Dated: September 6, 2018

Dated: October 26, 2018

By: 
Michael Zucchet
General Manager

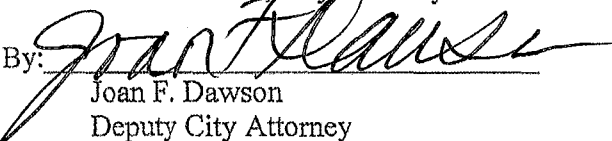
By: 
Darin Schwabe
Interim Human Resources Director

Dated: September 6, 2018

Dated: October 29, 2018

Approved as to form this 1st day of November 2018

MARA W. ELLIOTT, City Attorney

By: 
Joan F. Dawson
Deputy City Attorney