

**SIDE LETTER AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND
SAN DIEGO MUNICIPAL EMPLOYEES ASSOCIATION TO AMEND ARTICLE 79 OF THE MEMORANDUM
OF UNDERSTANDING RELATED TO VOLUNTARY CERTIFICATION PAY FOR THE CERTIFIED
THERAPEUTIC RECREATION SPECIALIST CREDENTIAL OR RECREATION THERAPIST
CERTIFICATION IN THE PARKS AND RECREATION DEPARTMENT**

Pursuant to the provisions of the Meyers-Milius-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 San Diego Municipal Employees Association (MEA) to amend Article 79 of the Memorandum of Understanding (MOU) between the City and MEA that was approved by San Diego Resolution R-313568 (June 11, 2021). The City and MEA are collectively referred to as the "Parties."

The Therapeutic Recreation classification series (i.e., Supervising Therapeutic Recreation Specialist, Therapeutic Recreation Specialist, and Therapeutic Recreation Leader) perform unique duties and responsibilities associated with planning, organizing, promoting, and evaluating community programs, special events, and other recreational activities for individuals with disabilities. The Recreation Specialist classification series (i.e., Supervising Recreation Specialist and Recreation Specialist) and Recreation Leader classification series (i.e., Recreation Leader I and Recreation Leader II) provide therapeutic recreation programs, leisure education, sports opportunities, and outreach services to people with disabilities and seniors.

Recreational therapy, also known as therapeutic recreation, is a systematic process that utilizes recreation and other activity-based interventions to address the assessed needs of individuals with illnesses and/or disabling conditions, as a means to psychological and physical health, recovery, and well-being. The Certified Therapeutic Recreation Specialist (CTRS) credential from the National Council for Therapeutic Recreation and Recreation Therapist Certification (RTC) from the California Board of Recreation and Park Certification employ a scope of practice that address a wide range of disabling conditions and illnesses. These must be renewed each year and require training to receive continuing education units to be eligible to maintain the CTRS credential or RTC. Candidates who are certified have extensive knowledge, skill-based training, and have the ability to handle greater professional responsibilities. The Parks and Recreation Department believes the voluntary certification pay will incentivize employees to become certified and utilize their training and education to enhance the quality of life of individuals with disabilities and older adults through recreation interventions.

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. The Parties agree to amend Article 79 of the MOU by adding a new section CC with the following:

“Supervising Therapeutic Recreation Specialist, Therapeutic Recreation Specialist, Therapeutic Recreation Leader, Supervising Recreation Specialist, Recreation Specialist, Recreation Leader I, and Recreation Leader II who obtain and maintain a Certified Therapeutic Recreation Specialist (CTRS) credential or Recreation Therapist Certification (RTC), as determined by the Parks and Recreation Department, shall be eligible to receive additional compensation of ten percent.”
3. The new voluntary certification pay from this Agreement will be effective the first full pay period following City Council approval.

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4. This Agreement is not binding on the Parties until it is approved by a two-thirds vote 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 MEA

By: Ann M. Smith
Ann M. Smith
Lead Negotiator

Date: September 6, 2022

By: Michael Zucchet
Michael Zucchet
MEA General Manager

Date: September 6 2022

For the City of San Diego

By: Timothy Davis
Timothy Davis
Lead Negotiator

Date: October 11, 2022

By: Andy Field
Andy Field
Parks and Recreation Director

Date: 10/13/22

By: Jonnabelle Domingo
Jonnabelle Domingo
Supervising Human Resources Officer

Date: October 13, 2022

By: Abegaile Serafico
Abegaile Serafico
Senior Human Resources Officer

Date: October 13, 2022

Approved as to form this 13th day of October, 20 22.

MARA W. ELLIOTT, City Attorney

By: MM
Miguel Merrell
Deputy City Attorney