

**SIDE LETTER AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND
SAN DIEGO MUNICIPAL EMPLOYEES ASSOCIATION TO AMEND THE MEMORANDUM OF
UNDERSTANDING REGARDING SPECIAL ASSIGNMENT PAY AND SPECIAL SALARY ADJUSTMENT
FOR PUBLIC WORKS DISPATCHERS AND PUBLIC WORKS DISPATCH SUPERVISORS**

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

In accordance with Personnel Manual, Index Code D-3, upon meeting minimum requirements of the higher job classification, the Dispatcher I classification can career advance into a Public Works Dispatcher classification. Per the MEA MOU, the Dispatcher classification series was approved for special salary adjustments (SSA) of 5% effective January 1, 2022, and 5% effective January 1, 2023, in addition to a general salary increase of 4% effective July 1, 2021, and 5% effective July 1, 2022. These compensation increases resulted in the Dispatcher I classification to be higher in base pay at E Step (currently at \$24.13/hour) than the Public Works Dispatcher classification it underfills (currently at \$22.99/hour).

In order to establish the distinction between the Dispatcher I classification and the Public Works Dispatcher classification and reestablish the career advancement relationship of the two classifications per Index Code D-3, the Parties agree as follows:

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 the MOU by adding a new Article 21, section C(15), as follows:

"Effective January 1, 2022, Public Works Dispatchers and Public Works Dispatch Supervisors will receive 10% of base pay as special assignment pay. This special assignment pay will continue until it is converted into 10% of base pay increase, pending City Council approval of the Fiscal Year 2023 Salary Ordinance."

3. The Parties further agree to amend the MOU by adding the following special salary adjustments under Article 21, section B(2):

Classification	1/1/2022	1/1/2023
Public Works Dispatcher	-	5%
Public Works Dispatch Supervisor	-	5%

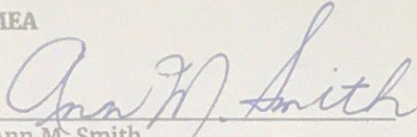
4. Unless expressly covered in this Agreement, all wages, hours and other terms and conditions of employment presently enjoyed by MEA-represented employees, whether stated in an MOU, Personnel Regulation, Administrative Regulation or in any other enforceable document, remain in full force and effect.
5. 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.

SIDE LETTER AGREEMENT BETWEEN THE CITY AND MEA TO AMEND THE MOU TO PROVIDE A SPECIAL ASSIGNMENT PAY AND SPECIAL SALARY ADJUSTMENTS FOR PUBLIC WORKS DISPATCHERS AND PUBLIC WORKS DISPATCH SUPERVISORS

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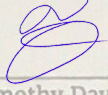
This Agreement is executed by the following authorized representatives of each party:

For MEA

By: 
Ann M. Smith
Lead Negotiator

Date: April 2, 2022

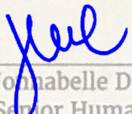
For the City of San Diego

By: 
Timothy Davis
Lead Negotiator

Date: 04/19/22

By: 
Erik Hanson
Supervising Human Resources Officer


Date: 04/19/222

By: 
Johabelle Domingo
Senior Human Resources Officer

Date: 04/19/2022

Approved as to form this 20th day of April, 2022.

MARA W. ELLIOTT, City Attorney

By: 
Miguel Merrell
Deputy City Attorney