

**SIDE LETTER AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND
THE SAN DIEGO MUNICIPAL EMPLOYEES ASSOCIATION TO AMEND ARTICLE 21 OF THE
MEMORANDUM OF UNDERSTANDING RELATED TO SPECIAL SALARY 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 San Diego Municipal Employees Association (MEA) to amend Article 21 of 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."

Article 4, section B(6) 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 Salary Adjustment(s) which either MEA or the City brings forward for consideration. This obligation will attach whether the particular Special Salary Adjustment has gone through the Civil Service Commission's process under Charter section 130 or not and, if the proposed Special Salary 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 Salary Adjustments during the term of this MOU beyond those already set forth in Article 21. However, the City will comply with the MMBA and Council Policy 300-06 regarding any Special Salary Adjustment proposals brought forward by MEA."

The City and MEA met and conferred regarding implementation of certain special salary adjustments and reached a tentative agreement to amend Article 21 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 MEA


By: 
Ann M. Smith
Lead Negotiator

Date: April 14, 2022

By: 
Michael Zucchet
General Manager

Date: April 14 2022

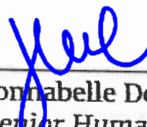
For the City of San Diego

By: 
Timothy Davis
Lead Negotiator

Date: June 27, 2022

By: 
Erik Hanson
Supervising Human Resources Officer

Date: 6/27/22

By: 
Jonhabelle Domingo
Senior Human Resources Officer

Date: June 27, 2022

**SIDE LETTER AGREEMENT BETWEEN THE CITY AND MEA TO AMEND ARTICLE 21 OF THE MOU
RELATED TO SSAs**

Page 2

Approved as to form this 27th day of June, 2022.

MARA W. ELLIOTT, City Attorney

By: 
Miguel Merrell
Deputy City Attorney

**AMENDMENT TO ARTICLE 21 OF THE MEMORANDUM OF UNDERSTANDING
RELATED TO SPECIAL SALARY ADJUSTMENTS**

DELETE

Existing Section B(5): “~~During the term of this MOU, MEA will bring forward to the Personnel Department on a timely basis additional proposed special salary adjustments for requested action by the Civil Service Commission under Charter section 130.~~”

ADD

New Sections (B)(5)-(8):

B. Special Salary Adjustments.

5. In addition to (but also separate from) the general salary increases specified under Section A(1) and A(2) above, and the applicable special salary adjustments under Section B(2) above, the following special salary adjustments will be effective July 1, 2022 and January 1, 2023:

Classification	7/1/2022	1/1/2023
Carpenter Supervisor	5.00%	5.00%
Communications Technician Supervisor	2.50%	2.50%
Disposal Site Supervisor	-	8.00%
Electronics Technician Supervisor	2.50%	2.50%
General Utility Supervisor	2.50%	2.50%
Greenskeeper Supervisor	6.00%	6.00%
Grounds Maintenance Manager	2.50%	2.50%
Grounds Maintenance Supervisor	2.50%	2.50%
Motor Sweeper Supervisor	2.50%	2.50%
Nursery Supervisor	5.00%	5.00%
Pesticide Supervisor	3.75%	3.75%
Principal Utility Supervisor	1.25%	1.25%
Roofing Supervisor	5.00%	5.00%
Senior Communications Technician Supervisor	2.50%	2.50%
Senior Disposal Site Supervisor	-	6.00%
Senior Utility Supervisor	1.50%	1.50%
Supervising Custodian	3.75%	3.75%
Tree Maintenance Supervisor	3.75%	3.75%
Utility Supervisor*	2.50%	2.50%
*Including all option classes		

6. In addition to (but also separate from) the general salary increases specified under Section A(1) and A(2) above, and the applicable special salary adjustments under Section B(2) above, the following special salary adjustments will be effective October 1, 2022 and April 1, 2023, unless otherwise indicated below:

Classification	10/1/2022	4/1/2023
Account Clerk	-	10.00%
Administrative Aide 1	5.00%	5.00%
Administrative Aide 2	5.00%	5.00%

Attachment 1

Aquatics Recreation Specialist**	2.50%	2.50%
Area Manager 1	2.50%	2.50%
Area Manager 2	2.50%	2.50%
Arts Management Assistant**	5.00%	5.00%
Arts Management Associate**	5.00%	5.00%
Assistant Dispute Resolution Officer	-	5.00%
Assistant Management Analyst***	5.00%	5.00%
Assistant Management Analyst - Hourly***	5.00%	5.00%
Assistant Property Agent	6.00%	6.00%
Assistant Trainer	-	5.00%
Associate Management Analyst***	5.00%	5.00%
Associate Management Analyst - Hourly***	5.00%	5.00%
Associate Property Agent	6.00%	6.00%
Cashier	-	5.00%
City Attorney Investigator	5.00%	5.00%
Claims Aide	5.00%	5.00%
Claims Clerk	-	5.00%
Claims Representative 1	5.00%	5.00%
Claims Representative 2	5.00%	5.00%
Clerical Assistant 1	5.00%	5.00%
Clerical Assistant 2	5.00%	5.00%
Code Compliance Officer	4.00%	4.00%
Code Compliance Supervisor	4.00%	4.00%
Community Development Specialist 1	4.00%	4.00%
Community Development Specialist 2	4.00%	4.00%
Community Development Specialist 3	4.00%	4.00%
Court Support Clerk 1	5.00%	5.00%
Court Support Clerk 2	5.00%	5.00%
Development Project Manager 1	5.00%	5.00%
Development Project Manager 2	5.00%	5.00%
Development Project Manager 3	5.00%	5.00%
Development Services Technician*	5.00%	5.00%
Electrical Inspector 1	5.00%	5.00%
Electrical Inspector 2	5.00%	5.00%
Emergency Services Coordinator**	5.00%	5.00%
Executive Assistant	4.00%	4.00%
Geographic Information Systems Technician	6.00%	6.00%
Graphic Communications Manager	6.00%	6.00%
Graphic Design Supervisor	6.00%	6.00%
Graphic Designer	6.00%	6.00%
Horticulturist	5.00%	5.00%
Housing Inspector 1	5.00%	5.00%
Housing Inspector 2	5.00%	5.00%
Information Systems Technician	6.00%	6.00%
Junior Property Agent	6.00%	6.00%
Legal Secretary 1	5.00%	5.00%
Legal Secretary 2	5.00%	5.00%
Liability Claims Aide*	5.00%	5.00%
Liability Claims Representative 1**	5.00%	5.00%
Liability Claims Representative 2**	5.00%	5.00%
Library Assistant 1	2.50%	2.50%

Attachment 1

Library Assistant 2	2.50%	2.50%
Library Assistant 3	2.50%	2.50%
Life Safety Inspector 1	5.00%	5.00%
Life Safety Inspector 2	5.00%	5.00%
Literacy Analyst**	5.00%	5.00%
Literacy Tutor/Learner Coordinator**	5.00%	5.00%
Management Trainee	2.50%	2.50%
Mechanical Inspector 1	5.00%	5.00%
Mechanical Inspector 2	5.00%	5.00%
Paralegal	5.00%	5.00%
Park Ranger	5.00%	5.00%
Park Ranger Aide	5.00%	5.00%
Parking Enforcement Officer 1	2.50%	2.50%
Parking Enforcement Officer 2	2.50%	2.50%
Parking Enforcement Supervisor	2.50%	2.50%
Plan Review Specialist 1	5.00%	5.00%
Plan Review Specialist 2	5.00%	5.00%
Plan Review Specialist 3	5.00%	5.00%
Plan Review Specialist 4	5.00%	5.00%
Police Code Compliance Officer	4.00%	4.00%
Police Code Compliance Supervisor	4.00%	4.00%
Principal City Attorney Investigator	5.00%	5.00%
Principal Legal Secretary	5.00%	5.00%
Principal Paralegal	5.00%	5.00%
Principal Plan Review Specialist	5.00%	5.00%
Property Agent	6.00%	6.00%
Public Information Clerk	-	10.00%
Public Information Officer	6.00%	6.00%
Records Management Analyst**	5.00%	5.00%
Recreation Specialist***	2.50%	2.50%
Recycling Specialist 1	3.75%	3.75%
Recycling Specialist 2	3.75%	3.75%
Recycling Specialist 3	3.75%	3.75%
Retirement Financial Specialist 1**	5.00%	5.00%
Retirement Financial Specialist 2**	5.00%	5.00%
Retirement Financial Specialist 3**	5.00%	5.00%
Retirement Financial Trainee**	5.00%	5.00%
Senior Account Clerk	-	10.00%
Senior City Attorney Investigator***	5.00%	5.00%
Senior Claims Representative	5.00%	5.00%
Senior Clerk/Typist	4.00%	4.00%
Senior Code Compliance Supervisor	4.00%	4.00%
Senior Electrical Inspector	5.00%	5.00%
Senior Housing Inspector	5.00%	5.00%
Senior Legal Secretary	5.00%	5.00%
Senior Liability Claims Representative*	5.00%	5.00%
Senior Life Safety Inspector	5.00%	5.00%
Senior Management Analyst***	5.00%	5.00%
Senior Mechanical Inspector	5.00%	5.00%
Senior Paralegal***	5.00%	5.00%
Senior Park Ranger	5.00%	5.00%
Senior Parking Enforcement Supervisor	2.50%	2.50%
Senior Public Information Officer	6.00%	6.00%
Senior Records Management Analyst**	5.00%	5.00%

Attachment 1

Senior Structural Inspector	5.00%	5.00%
Senior Victim Services Coordinator**	5.00%	5.00%
Storm Water Compliance Manager	3.25%	3.25%
Storm Water Environmental Specialist 1	3.75%	3.75%
Storm Water Environmental Specialist 2	3.75%	3.75%
Storm Water Environmental Specialist 3	3.75%	3.75%
Storm Water Inspector I	3.00%	3.00%
Storm Water Inspector II	3.00%	3.00%
Storm Water Inspector III	3.00%	3.00%
Structural Inspector 1	5.00%	5.00%
Structural Inspector 2	5.00%	5.00%
Supervising Aquatics Recreation Specialist**	2.50%	2.50%
Supervising Development Project Manager	5.00%	5.00%
Supervising Plan Review Specialist	5.00%	5.00%
Supervising Property Agent	6.00%	6.00%
Supervising Public Information Officer	6.00%	6.00%
Supervising Recreation Specialist	2.50%	2.50%
Supervising Storm Water Inspector	3.00%	3.00%
Supervising Therapeutic Recreation Specialist	2.5%	2.5%
Therapeutic Recreation Leader	2.50%	2.50%
Therapeutic Recreation Specialist	2.50%	2.50%
Vehicle and Fuel Clerk	-	5.00%
Victim Services Coordinator	5.00%	5.00%
Word Processing Operator****	4.00%	4.00%
Workers' Compensation Claims Aide	5.00%	5.00%
*New classification CSC identified for creation in FY23. Proposed increase effective upon Council approval of new classification. **Currently an Option Class and new classification CSC identified for creation in FY23. Proposed increase effective upon Council approval of new classification series. ***Including all option classes. ****CSC approved title change to Office Support Specialist in FY23.		

7. In addition to (but also separate from) the general salary increases specified under Section A(1) and A(2) above, the following special salary adjustments will be effective July 1, 2022 and June 30, 2023:

Classification	7/1/2022	6/30/2023
Area Refuse Collection Supervisor	12.00%	12.00%
District Refuse Collection Supervisor	12.00%	12.00%
Fleet Repair Supervisor	6.00%	6.00%

8. During the term of this MOU, MEA will bring forward to the Personnel Department on a timely basis additional proposed special salary adjustments for requested action by the Civil Service Commission under Charter section 130, **except for those classifications listed in Section B that have received special salary adjustments.**