

**SIDE LETTER AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND
SAN DIEGO MUNICIPAL EMPLOYEES ASSOCIATION TO AMEND ARTICLE 38 OF THE MEMORANDUM
OF UNDERSTANDING REGARDING “D” MILEAGE REIMBURSEMENT RATES**

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 38 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 38, section B outlines the “D” mileage reimbursement plan for eligible employees who use their personal vehicle for City business. The MOU has no provision that authorizes payment of an automatic increase in the agreed upon “D” mileage reimbursement rates during the term of the MOU based on gas prices or any other factor impacting the adequacy of the reimbursement rates.

However, during the third quarter of Fiscal Year 2022, gas prices increased up to approximately \$6 per gallon in San Diego County. Therefore, the Parties met and conferred regarding implementation of a temporary increase to the “D” mileage rates during the term of the MOU.

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 implement a temporary increase in the amount of 12 cents per mile to the City’s D-Mileage Reimbursement Rates (D1 through D6), effective May 1, 2022 until the MOU expires on June 30, 2023, without regard to any future fluctuation in gas prices during that period.
3. The Parties agree to amend Article 38, section B(3), as follows:
 - a. “D” Mileage Reimbursement Rates Currently Stated in MOU.

Mileage Increment (Monthly)		Cents per Mile		Miles Reimbursed
D1	250	D1	72	250
D2	417	D2	69	167
D3	625	D3	66	208
D4	833	D4	63	208
D5	1042	D5	60	209
D6	1250	D6	58	All other miles that Month

- b. The following mileage reimbursement rates will apply to miles driven beginning May 1, 2022 through June 30, 2023 only:

Mileage Increment (Monthly)		Cents per Mile		Miles Reimbursed
D1	250	D1	84	250
D2	417	D2	81	167
D3	625	D3	78	208

SIDE LETTER AGREEMENT BETWEEN THE CITY AND MEA REGARDING "D" MILEAGE REIMBURSEMENT RATES


Page 2

D4	833	D4	75	208
D5	1042	D5	72	209
D6	1250	D6	70	All other miles that Month

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.

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

For MEA


By: 
Ann M. Smith
Lead Negotiator

Date: May 4, 2022


By: 
Michael Zucchet
General Manager

Date: May 4 2022

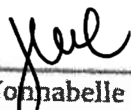
For the City of San Diego

By: 
Timothy Davis
Lead Negotiator

Date: 05/24/22

By: 
Erik Hanson
Supervising Human Resources Officer


Date: 05/26/22

By: 
Jonhabelle Domingo
Senior Human Resources Officer

Date: 05/24/2022

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

MARA W. ELLIOTT, City Attorney

By: 
Miguel Merrell
Deputy City Attorney