

**SIDE LETTER AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND
SAN DIEGO MUNICIPAL EMPLOYEES ASSOCIATION TO AMEND ARTICLE 21 OF THE MEMORANDUM
OF UNDERSTANDING RELATED TO SPECIAL ASSIGNMENT PAY FOR PROJECT OFFICERS
IN THE ENGINEERING AND CAPITAL PROJECTS DEPARTMENT AND
THE PARKS AND RECREATION DEPARTMENT**

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 City Council by Resolution R-314970 dated June 12, 2023. The City and MEA are collectively referred to as the "Parties."

Engineering and Capital Projects Department (E&CP) Capital Improvement Program (CIP) Access Law Compliance Section

The Project Officer II classification (POII) in the E&CP, CIP Access Law Compliance Section, manages civil engineers and is required to have comprehensive technical knowledge and experience in Federal, State and City regulations, codes, policies, and standards on accessibility on the right-of-way and facilities outside the right-of-way, which includes construction techniques on the right-of-way and buildings. The classification is also required to have knowledge of the San Diego Municipal Code and Citywide regulatory processes and experience in community presentation.

E&CP Facilities and Parks Project Delivery Division, and Parks & Recreation Department (P&R) Asset Management Section

The POIIs assigned in the E&CP Facilities and Park Project Delivery Division supervise staff in the delivery of Park and Facility CIP Projects. The POIIs manage civil engineers and supervise the preparation and approval of project plans, specifications, and cost estimates; supervise the process of construction contract bidding, award, and construction; and prepare and review reports. In addition, the POIIs assume the role of consultant of record and take on design responsibilities for preparation of construction plans.

The POIIs assigned in the P&R Asset Management Section are responsible for reviewing park projects for compliance with City, State, and Federal regulations, as they apply to the public right-of-way, as well as buildings and facilities. These POIIs are licensed Professional Landscape Architects who have passed the State of California licensing exam, which requires specific training, knowledge, and work experience necessary for the practice of Landscape Architecture.

Due to the complexity of the duties compared with other POIIs in the City, the City and MEA reached a tentative agreement to provide a 15.58% special assignment pay for POIIs assigned in the E&CP Facilities and Parks Project Delivery Division and CIP Access Law Compliance Section, and P&R Asset Management Section.

Therefore, 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 19(C), as follows:

19. Project Officer II Special Assignment Pay.

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- a. Project Officer IIs assigned in the Engineering and Capital Projects Department’s Capital Improvement Program Access Law Compliance Section and Facilities and Parks Project Delivery Division, and Parks and Recreation Department’s Asset Management Section, who are not eligible to receive Registration Pay for Engineers under Article 21 section D.1.a, shall receive a total of 15.58% special assignment pay, paid out as follows: 5% effective January 1, 2024, 5% beginning of the pay period following July 1, 2024, and 5.58% beginning of the pay period following January 1, 2025.
3. 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.
4. This Agreement is intended to be read in conjunction with the MOU, and where in conflict on the specific issue covered by this Agreement, this Agreement will control.
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: 2-29-24


For the City of San Diego

By: 
Tim Davis
Lead Negotiator

Date: 6/4/2024

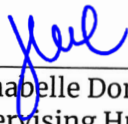
By: 
Rania Amen, Director
Engineering and Capital Projects Department

Date: 06/13/24

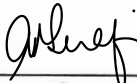
By: 
Andy Field, Director
Parks and Recreation Department

Date: 6/13/24

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By: 
Jonnabelle Domingo
Supervising Human Resources Officer

Date: June 5, 2024

By: 
Abegaile Serafico
Senior Human Resources Officer

Date: June 13, 2024

Approved as to form this 13th day of June, 2024.

MARA W. ELLIOTT, City Attorney

By: 
Miguel Merrell
Deputy City Attorney