

**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 EQUITY ADJUSTMENT FOR THE STORES OPERATIONS
SUPERVISOR CLASSIFICATION IN THE PURCHASING AND CONTRACTING 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.”

The Purchasing and Contracting Department (Department) is implementing a centralized inventory model to shift management responsibilities to Central Stores’ control. As such, staff needs to have higher level responsibilities which include a greater understanding of the procure to pay (P2P) process and additional responsibilities of analysis for the P2P process. Therefore, the two vacant Account Clerks were reclassified to Administrative Aide IIs to address the operational needs for this centralizing inventory model. In addition, the Stores Operations Supervisor will now supervise the higher-level positions of Administrative Aide IIs. As such, the City reached agreement with MEA that that an 18% equity adjustment was needed for the Stores Operations Supervisor classification to address compaction and supervisory differential issues.

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 the Stores Operations Supervisor classification in Article 21, section B(3), with an 18% equity adjustment, as follows:
 3. In addition to (but also separate from) the general salary increases specified under Sections A(1) to A(5) above, the following special salary/equity adjustments will be effective January 1, 2025:

Classification	01/01/2025
Assistant Recreation Center Director	5%
Code Compliance Officer	5%
Code Compliance Supervisor	5%
Lake Aide I (Hourly)	5%
Lake Aide II	5%
Lakes Program Manager	5%
Latent Print Examiner Aide	5%
Latent Print Examiner I	5%
Latent Print Examiner II	5%
Latent Print Examiner III	5%
Pesticide Supervisor	5%
Police Code Compliance Officer	5%
Police Code Compliance Supervisor	5%
Senior Code Compliance Supervisor	5%

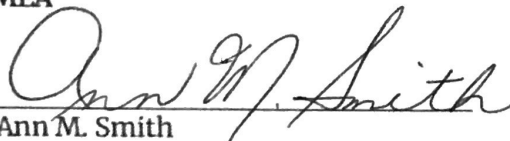
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Stores Operations Supervisor	18%
Supervising Latent Print Examiner	5%


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: May 22, 2024

By: 
 Michael Zucchet
 General Manager

Date: May 22, 2024

For the City of San Diego

By: 
 Tim Davis
 Lead Negotiator

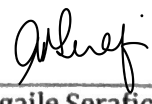
Date: 6/5/2024

By: 
 Claudia Abarca, Director
 Purchasing and Contracting Department

Date: June 6, 2024

By: 
 Abby Jarl-Veltz
 Deputy Director

Date: June 5, 2024

By: 
 Abegaile Serafico
 Senior Human Resources Officer


Date: June 6, 2024

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Approved as to form this 6th day of June, 2024.

MARA W. ELLIOTT, City Attorney

By: 
Miguel Merrell
Deputy City Attorney