



FACT SHEET

Building Your Future with the City of San Diego

The information below reflects the negotiated compensation and benefits effective in Fiscal Years 2025 (FY25) and 2026 (FY26). For more information, please refer to the following:

- Memoranda of Understanding (MOU) with the Six Recognized Employee Organizations - <https://www.sandiego.gov/humanresources/laborrelations/agreements>
- Benefits Summary per Employee Group - <https://www.sandiego.gov/humanresources/resources>

If you have any questions, please contact your [HR Department Liaison](#) or email humanresources@sandiego.gov.

Safety Groups – Local 145/Local 911/POA

Contract Term

Two-year MOU beginning July 1, 2024, and ending June 30, 2026.

General Wage Increases

Bargaining Unit	MOU Reference	Effective Dates				Total
		7/1/24	1/1/25	7/1/25	1/1/26	
Local 145	Article 24, section A	4%	1%	3%	1%	9%
Local 911	Article 21, section A	4%	-	4%	-	8%
POA	Article 25, sections A-B	4%	-	4%	-	8%

Special Wage and Equity Adjustments (SWA)

Bargaining Unit	MOU Reference	Details
Local 145	Article 24, section B.1	Total of 15% equity adjustments for the Fire Helicopter Pilot (i.e., 7.5% effective July 1, 2024; and 7.5% effective July 1, 2025).

Add-On Pays

Bargaining Unit	MOU Reference	Details
Local 145	Article 17, section F.1	Bilingual Pay – Addition of American Sign Language and seven new languages eligible to receive ongoing bilingual pay.
Local 911	Article 21, section B.9	Emergency Vehicle Operator Course Instructor Pay - Effective January 1, 2025, designated employees will receive 5% additional pay.
Local 911	Article 19, section A	Bilingual Pay - Effective July 1, 2024, increase of bilingual pay from \$0.70 to \$1.40 per hour.
POA	Article 40, section H	Certified Flight Instructor Pay - Effective July 1, 2024, 3.5% additional pay for up to four eligible employees who are Certified Flight Instructors assigned to provide flight training by the Police Chief or designee.



Other Benefits

Bargaining Unit	MOU Reference	Details
L145/L911/POA	L145 MOU, Art. 66, section A L911 MOU, Art. 78, section A POA MOU, Art. 74, section A	Discretionary Leave - Continuation of discretionary leave in FY25 and FY26 (L145 - 16 hours; L911 - 24 hours; POA - 40 hours).
L145/L911/POA	L145 MOU, Article 58 L911 MOU, Article 68 POA MOU, Article 58	Leave Sharing Plans - Reduced required annual leave balance to donate to a Leave Sharing Plan from 160 hours to 80 hours.
Local 911/POA	Local 911 MOU, Article 27 POA MOU, Article 13	Flexible Benefits - Effective December 1, 2024, and December 1, 2025, increases to Flexible Benefits for the following tiers: Employee Only (hired on or after July 1, 2021 for Local 911 / July 1, 2020 for POA); Employee and Children; Employee and Spouse/Domestic Partner; and Employee and Spouse/Domestic Partner and Children.
Local 145	Post-Employment Health Benefits MOU	Retiree Health Benefits - Increase City's contribution to the Local 145 Trust to total of \$50 per pay period beginning with the first full pay period after August 1, 2025, and to total of \$75 per pay period beginning with the first full pay period after February 1, 2026.
Local 145	Article 36, section A.2	Off-Duty Communication Pay - Effective July 1, 2024, employees receive a minimum of 2 hours of premium overtime pay when the employee has been released from work, has left the work premises, and receives a phone call or text authorized by a Deputy Chief or higher to address issues requiring the employee's expertise that cannot wait until the next business day.
L911	Article 41, section F.3	Uniform - Issuance of equipment upon selection to the Boating Safety Unit.
L911	Article 45, section B.2	Floating Holiday - Unused floating holiday will be cashed out upon separation from employment based on the employee's last regularly scheduled workday, up to 10 hours.
POA	Article 26, section B.4	Uniform Allowance - Effective July 1, 2024, increase in yearly uniform maintenance allowance for SWAT Team Members from \$300 to \$600.
POA	Article 40, section B	Tuition Reimbursement - Effective July 1, 2024, increase tuition reimbursement for Tactical Flight Officers to obtain pilot's license, from \$5,000 per year, to \$15,000 per year.



Non-Safety Groups – MEA/ Local 127/DCAA

Contract Term

Three-year MOU beginning July 1, 2023, and ending June 30, 2026*.

**Information below is based on the compensation and benefits for the remainder of the MOU (FY25-FY26).*

General Salary/Wage Increases

Bargaining Unit	MOU Reference	Effective Dates		
		7/1/24	1/1/25	7/1/25
MEA	Article 21, section A	4%	2%	5%
Local 127	Article 14, sections A.1-A.5	4%	2%	5%
DCAA	Article 5, section A	5%	5%	5%

Special Salary/Wage and Equity Adjustments (SSA/SWA)*

Bargaining Unit	MOU Reference	Details
MEA	Article 21, section B	5% -18% SSA for 118 classifications effective January 1, 2025; and additional 5% SSA for 102 classifications effective January 1, 2026.
Local 127	Article 14, section A.6	5% SWA for 52 classifications effective January 1, 2025; and additional 5% SWA for 51 classifications effective January 1, 2026.

*See Attachment 1 for details.

Other Benefits

Bargaining Unit	MOU Reference	Details
MEA/L127/DCAA	MEA MOU, Art. 85 section A L127 MOU, Art. 71, section A DCAA MOU, Art. 36, section A	Discretionary Leave - Continuation of 24 hours of discretionary leave in FY25 and FY26.
MEA/L127/DCAA	<u>Side Letter Agreements (SLA)</u> <u>SLA with MEA dated 6/6/24</u> <u>SLA with L127 dated 6/6/24</u> <u>SLA with DCAA dated 6/7/24</u>	Leave Sharing Plans – Reduced required annual leave balance to donate to a Leave Sharing Plan from 160 hours to 80 hours.
MEA/L127/DCAA	<u>SLA with MEA dated 6/11/24</u> <u>SLA with L127 dated 6/11/24</u> <u>SLA with DCAA dated 6/11/24</u>	Floating Holiday - Unused floating holiday will be cashed out upon separation from employment based on the employee’s last regularly scheduled workday (i.e., up to 12 hours for MEA and Local 127; up to 8 hours for DCAA).
MEA/L127	MEA MOU, Article 28 L127 MOU, Article 32 DCAA MOU, Article 7	Flexible Benefits - Effective December 1, 2024, and December 1, 2025, increases to Flexible Benefits for the following tiers: Employee Only (hired on or after July 1, 2020); Employee and Children; Employee and Spouse/Domestic Partner; and Employee and Spouse/Domestic Partner and Children.
MEA/L127	MEA MOU, Art. 38, section B L127 MOU, Art. 37, section B	D Mileage - Increase by 3.3% in FY25 and 3.3% in FY26.



Attachment 1 - SSA/SWA for MEA and Local 127

MEA

#	Classification	Effective Date	
		1/1/25	1/1/26
1	Assistant Recreation Center Director	5%	-
2	Code Compliance Officer	5%	-
3	Code Compliance Supervisor	5%	-
4	Lake Aide I (Hourly)	5%	-
5	Lake Aide II	5%	-
6	Lakes Program Manager	5%	-
7	Latent Print Examiner Aide	5%	-
8	Latent Print Examiner I	5%	-
9	Latent Print Examiner II	5%	-
10	Latent Print Examiner III	5%	-
11	Pesticide Supervisor	5%	-
12	Police Code Compliance Officer	5%	-
13	Police Code Compliance Supervisor	5%	-
14	Senior Code Compliance Supervisor	5%	-
15	Supervising Latent Print Examiner	5%	-
16	Aquatics Technician Supervisor	5%	5%
17	Asst Customer Services Supervisor	5%	5%
18	Assistant Golf Course Superintendent	5%	5%
19	Assistant Landscape Designer	5%	5%
20	Assistant Trainer	5%	5%
21	Communications Technician Supv	5%	5%
22	Customer Services Representative	5%	5%
23	Customer Services Supervisor	5%	5%
24	Dispatcher I	5%	5%
25	Dispatcher II	5%	5%
26	Disposal Site Representative	5%	5%
27	Electrician Supervisor	5%	5%
28	Field Representative	5%	5%
29	Fire Dispatch Administrator	5%	5%
30	Fire Dispatch Supervisor	5%	5%
31	Fire Dispatcher	5%	5%
32	Fire Lead Dispatcher	5%	5%
33	Fleet Parts Buyer Supervisor	5%	5%
34	Fleet Repair Supervisor	5%	5%
35	General Utility Supervisor	5%	5%
36	General Water Utility Supervisor	5%	5%
37	Golf Course Superintendent	5%	5%
38	Golf Operations Assistant	5%	5%
39	Golf Operations Supervisor	5%	5%
40	Grounds Maintenance Manager	5%	5%
41	Grounds Maintenance Supervisor	5%	5%
42	HVAC Supervisor	5%	5%
43	Instrumentation and Control Supv	5%	5%
44	Landscape Designer	5%	5%
45	Library Assistant I	5%	5%
46	Metal Fabrication Services Supervisor	5%	5%
47	Metal Fabrication Supervisor	5%	5%
48	Nursery Supervisor	5%	5%
49	Plant Process Control Supervisor	5%	5%
50	Plant Technician Supervisor	5%	5%

#	Classification	Effective Date	
		1/1/25	1/1/26
51	Police 911 Dispatcher	5%	5%
52	Police Dispatch Administrator	5%	5%
53	Police Dispatch Supervisor	5%	5%
54	Police Dispatcher	5%	5%
55	Police Lead Dispatcher	5%	5%
56	Police Property & Evidence Lead Specialist	5%	5%
57	Police Property & Evidence Specialist	5%	5%
58	Police Property & Evidence Supervisor	5%	5%
59	Power Plant Superintendent	5%	5%
60	Power Plant Supervisor	5%	5%
61	Princ Backflow & Cross Connection Spec	5%	5%
62	Princ Backflow & Cross Connection Spec Supv	5%	5%
63	Principal Customer Services Representative	5%	5%
64	Principal Plant Technician Supervisor	5%	5%
65	Principal Utility Supervisor	5%	5%
66	Principal Water Utility Supervisor	5%	5%
67	Project Assistant	5%	5%
68	Project Officer I	5%	5%
69	Project Officer II	5%	5%
70	Public Information Officer	5%	5%
71	Public Works Dispatch Supervisor	5%	5%
72	Public Works Dispatcher	5%	5%
73	Public Works Superintendent	5%	5%
74	Public Works Supervisor	5%	5%
75	Pure Water Plant Operations Supervisor	5%	5%
76	Pure Water Treatment Superintendent	5%	5%
77	Safety and Training Manager	5%	5%
78	Safety Officer	5%	5%
79	Safety Representative I	5%	5%
80	Safety Representative II	5%	5%
81	Security Officer	5%	5%
82	Security Representative I	5%	5%
83	Security Representative II	5%	5%
84	Senior Backflow & Cross Connection Spec	5%	5%
85	Senior Communications Technician Supv	5%	5%
86	Senior Customer Services Representative	5%	5%
87	Senior Disposal Site Representative	5%	5%
88	Senior Plant Technician Supervisor	5%	5%
89	Senior Police Property & Evidence Supv	5%	5%
90	Senior Power Plant Supervisor	5%	5%
91	Senior Public Information Officer	5%	5%
92	Senior Pure Water Plant Operations Supv	5%	5%
93	Senior Utility Supervisor	5%	5%
94	Senior Wastewater Operations Supervisor	5%	5%
95	Senior Water Distribution Operations Supv	5%	5%
96	Senior Water Operations Supervisor	5%	5%
97	Senior Water Utility Supervisor	5%	5%
98	Stores Operations Supervisor	18%	-
99	Supervising Custodian	5%	5%
100	Supervising Disposal Site Representative	5%	5%



#	Classification	Effective Date	
		1/1/25	1/1/26
101	Supervising Field Representative	5%	5%
102	Supervising Meter Reader	5%	5%
103	Supervising Public Information Officer	5%	5%
104	Traffic Signal Supervisor	5%	5%
105	Trainer	5%	5%
106	Training Supervisor	5%	5%
107	Utility Supervisor	5%	5%
108	Utility Supervisor (Park Utility Supervisor)	5%	5%
109	Victim Services Coordinator	5%	5%
110	Wastewater Operations Supervisor	5%	5%

#	Classification	Effective Date	
		1/1/25	1/1/26
111	Wastewater Treatment Superintendent	5%	5%
112	Water Distribution Operations Supervisor	5%	5%
113	Water Operations Supervisor	5%	5%
114	Water Production Superintendent	5%	5%
115	Water Systems District Manager	5%	5%
116	Water Systems Technician IV	5%	5%
117	Water Systems Technician Supervisor	5%	5%
118	Water Utility Supervisor	5%	5%
Total Classifications (MEA)		118	102

Local 127

#	Classification	Effective Date	
		1/1/25	1/1/26
1	Aquatics Technician I	5%	5%
2	Aquatics Technician II	5%	5%
3	Assistant Fleet Technician	5%	5%
4	Assistant Water Distribution Operator	5%	5%
5	Assistant Water Plant Operator	5%	5%
6	Assistant Wastewater Plant Operator	5%	5%
7	Boat Operator	5%	5%
8	Cement Finisher	5%	5%
9	Communications Technician	5%	5%
10	Custodian I	5%	5%
11	Custodian II	5%	5%
12	Custodian III	5%	5%
13	Electrician	5%	5%
14	Fleet Team Leader	5%	5%
15	Fleet Technician	5%	5%
16	Grounds Maintenance Worker I	5%	5%
17	Grounds Maintenance Worker II	5%	5%
18	Grounds Maintenance Worker III	5%	5%
19	HVACR Technician	5%	5%
20	Instrumentation & Control Tech Trainee	5%	5%
21	Instrumentation & Control Technician	5%	5%
22	Laborer	5%	5%
23	Lead Cemetery Groundskeeper	5%	5%
24	Master Fleet Technician	5%	5%
25	Marine Mechanic	5%	5%
26	Pesticide Applicator	5%	-
27	Plant Process Control Electrician	5%	5%

#	Classification	Effective Date	
		1/1/25	1/1/26
28	Plant Operator Trainee	5%	5%
29	Plant Technician I	5%	5%
30	Plant Technician II	5%	5%
31	Plant Technician III	5%	5%
32	Power Plant Operator	5%	5%
33	Pure Water Plant Operator	5%	5%
34	Senior Boat Operator	5%	5%
35	Senior Communications Technician	5%	5%
36	Senior HVACR Technician	5%	5%
37	Senior Pure Water Plant Operator	5%	5%
38	Senior Wastewater Plant Operator	5%	5%
39	Senior Water Plant Operator	5%	5%
40	Street Lighting Electrician	5%	5%
41	Traffic Signal Technician I	5%	5%
42	Traffic Signal Technician II	5%	5%
43	Utility Worker I	5%	5%
44	Utility Worker II	5%	5%
45	Wastewater Plant Operator	5%	5%
46	Water Distribution Operator Trainee	5%	5%
47	Water Distribution Operator	5%	5%
48	Water Plant Operator	5%	5%
49	Water Systems Technician I	5%	5%
50	Water Systems Technician II	5%	5%
51	Water Systems Technician III	5%	5%
52	Water Utility Worker	5%	5%
Total Classifications (L127)		52	51