

**AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND
SAN DIEGO MUNICIPAL EMPLOYEES ASSOCIATION TO AMEND THE
MEMORANDUM OF UNDERSTANDING RELATED TO UNIFORM REIMBURSEMENT AND ALLOWANCE
FOR SUPERVISING PARK RANGERS**

The City of San Diego (City) and the San Diego Municipal Employees Association (MEA) enter into this Agreement under the Meyers-Milius-Brown Act (MMBA) and San Diego City Council Policy 300-06 to amend the Memorandum of Understanding (MOU) approved by Resolution R-314970 (June 12, 2023). The City and the MEA are collectively referred to as the "Parties."

Article 43, section C of the MOU provides uniform reimbursement for the Park Ranger and Senior Park Ranger classifications. The Park Ranger Aide classification became eligible for uniform allowance effective in Fiscal Year (FY) 2024 and should have been eligible for uniform reimbursement.

Article 44, section A of the MOU provides \$948 uniform allowance to the Park Ranger Aide, Park Ranger, and Senior Park Ranger classifications. The Supervising Park Ranger classification was created in FY 2024. Since the Supervising Park Ranger is part of the Park Ranger classification series and is required to wear uniform in the performance of their duties, the City proposed to extend the uniform allowance to the Supervising Park Ranger classification. The Parks and Recreation Department hired five Supervising Park Rangers effective June 8, 2024. Four of the five Supervising Park Rangers were previously Senior Park Rangers and received the uniform allowance in FY 2024. The fifth Supervising Park Ranger is formerly a Senior Park Ranger and was hired into a District Manager position in FY 2022, from which he was hired into a Supervising Park Ranger on June 8, 2024. The District Manager classification does not have a uniform allowance similar to the Senior Park Ranger classification. As such, this employee purchased additional uniforms out of pocket, which the City intends to compensate through the uniform allowance. Since the Supervising Park Ranger classification will receive uniform allowance, they will also be eligible for uniform reimbursement under Article 43, section C.

The City and MEA reached a tentative agreement to amend Articles 43 and 44, and Appendix B, to provide uniform reimbursement and allowance to the Supervising Park Ranger classification, effective in FY 2024. However, since four of the five Supervising Park Rangers (hired from a Senior Park Ranger classification) received uniform allowance as Senior Park Rangers for the same set of uniforms in FY 2024, these employees will begin receiving uniform allowance as Supervising Park Rangers effective in FY 2025. The fifth Supervising Park Ranger (hired from a District Manager position) will receive uniform allowance effective in FY 2024.

The City and MEA are currently engaged in a meet and confer process concerning the Parks and Recreation Department's Uniform Policy, which includes addressing dress uniforms under Article 43, section H. The purpose of Agreement is to extend the uniform reimbursement and allowance to the Supervising Parks Ranger classification and to incorporate additional edits to ensure that the MOU provides the existing benefits to the Park Ranger classification series. The Parties acknowledge that this meet and confer process may necessitate further amendments to the MOU.

The City and MEA 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 that, contingent upon Council approval of this Agreement by a two-thirds majority vote in accordance with San Diego Charter section 11.2, the following sections of the MOU will be amended, effective July 1, 2023, with the exceptions noted above, as follows:

AGREEMENT BETWEEN THE CITY AND MEA TO AMEND THE MOU RELATED TO UNIFORM REIMBURSEMENT AND ALLOWANCE FOR SUPERVISING PARK RANGERS

a. Article 43, section C

C. Employees in the following job classifications will be provided with uniform reimbursement:

- Area Refuse Collection Supervisor
- Auto Messenger I
- Auto Messenger II
- Code Compliance Officer (when uniform is required)
- Code Compliance Supervisor (when uniform is required)
- Field Representative (Police Department)
- Parking Enforcement Officer I and II
- Parking Enforcement Supervisor
- Park Ranger
- Park Ranger Aide**
- Police Code Compliance Officer (when uniform is required)
- Police Code Compliance Supervisor (when uniform is required)
- Police Investigative Service Officer I and II
- Ranger/Diver I and II
- Safety Representative I and II (Environmental Services Department)
- Safety Officer (Environmental Services Department)
- Safety and Training Manager (Environmental Services Department)
- Senior Code Compliance Officer Senior Engineering Aide (Wastewater Collections FEWD)
- Senior Park Ranger
- Special Events Traffic Controller I and II (excluding hourly employees)
- Special Events Traffic Control Supervisor (excluding hourly employees)
- Supervising Park Ranger**

b. Article 43, section L

Park Rangers Park Ranger Aide, Park Ranger, Senior Park Ranger, and Supervising Park Ranger will be issued by the City one Hat Trap/Carrier, one Pepper Spray Holder, one Key Holder and one Radio Holder. These items will be replaced by the department on an as needed basis.

c. Article 44, section A

A. The following classifications are entitled to uniform allowances for each fiscal year during the term of the MOU:

Classification	Amount
Area Refuse Collection Supervisor (including Hourly employees)	\$608
Safety Representative I, Safety Representative II, Safety Officer; and Safety and Training Manager in Environmental Svcs, and Public Utilities.	\$608
Police Investigative Service Officer I, Police Investigative Service Officer II	\$972
Police Investigative Service Officer I, Police Investigative Service Officer II	\$972

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Park Ranger Aide, Park Ranger, Senior Park Ranger, Supervising Park Ranger	\$948
Parking Enforcement Officer I, Parking Enforcement Officer II, Parking Enforcement Supervisor, Senior Parking Enforcement Supervisor (excluding hourly employees)	\$972
Field Representative (Police Department)	\$422
Special Event Traffic Controller, Special Event Traffic Control Supervisor (excluding Hourly employees)	\$545
Police Code Compliance Officer, Police Code Compliance Supervisor, Senior Code Compliance Supervisor (Police Department)	\$972
Code Compliance Officer, Code Compliance Supervisor, Senior Code Compliance Supervisor (Fire-Rescue Department and PUD, Business Support Branch)	\$486
Auto Messenger I, Auto Messenger II (including Hourly)	\$304
Ranger Diver I (including Hourly), Ranger Diver II, Ranger Diver Supervisor	\$1,463
Parking Meter Supervisor	\$972

All employees in these classes are required to have all uniforms described in Appendix B.

d. Appendix B, section L

L. Park Ranger Aide, Park Ranger, and Senior Park Ranger, and Supervising Park Ranger.

Items Required:

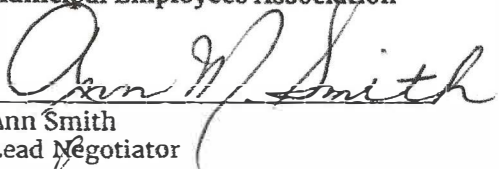
1. Trousers, Denim (3)
2. Shorts, Bush/6 pocket and Bicycle Compatible (2)
3. Shirts, Long Sleeve (2)
4. Shirts, Short Sleeve (2)
5. Hat, Stetson (Straw) (1)
6. Hat, Stetson (Felt)
7. Hat Band, Leather (2)
8. Polo Shirt with Name & Logo (3)
9. Belt
10. Name Tags (2)
11. Jacket with zip in liner
12. Cap (1)
13. Wool blend trousers (1)*
14. Eisenhower wool blend jacket*

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This Agreement is executed by the following authorized representatives of the Parties:

For Municipal Employees Association


By: 
Ann Smith
Lead Negotiator

Date: September 12, 2024


By: 
Michael Zucchet
General Manager

Date: September 12, 2024

For the City of San Diego

By: 
Timothy Davis
Lead Negotiator

Date: 10/17/24

By: 
Andy Field
Parks and Recreation Director

Date: 10/14/24

By: 
Jonabelle Domingo
Supervising Human Resources Officer

Date: 10/16/24

By: 
Kirsten McGinn
Senior Human Resources Officer

Date: 10/16/24

Approved as to form this 23rd day of October, 2024.

MARA W. ELLIOTT, City Attorney

By: 
Miguel Merrell
Deputy City Attorney