

**AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND
SAN DIEGO MUNICIPAL EMPLOYEES ASSOCIATION TO AMEND
ARTICLE 21 OF THE MEMORANDUM OF UNDERSTANDING
RELATED TO ADD-ON PAYS FOR THE POLICE 911 DISPATCHER CLASSIFICATION**

Pursuant to the provisions of the Meyers-Milias-Brown Act (MMBA) and Council Policy 300-06, this Agreement is entered into between the City of San Diego (City) and San Diego Municipal Employees Association (MEA) to amend Articles 21 and 80 of the Memorandum of Understanding (MOU) that was approved by San Diego Resolution R-314970 (June 12, 2023). The City and the MEA are collectively referred to as the "Parties."

In 2022, MEA submitted a Special Salary Adjustment request to the City to establish a Police 911 Dispatcher classification. In Fiscal Year 2024, the Police 911 Dispatcher classification was established and included in the MOU. The intention was for Police 911 Dispatcher classification to be eligible for the same add-on pays as the Dispatcher I and II classifications, although this is not currently reflected in the MOU.

The Police Department (Department) has continued to provide employees in the Police 911 Dispatcher classification with the same add-on pays they previously received under the Dispatcher I and II classifications.

The Parties met and conferred in good faith and reached an agreement to amend the MOU to codify the eligible add-on pays for the Police 911 Dispatcher classification, effective July 1, 2023. Additionally, the Parties agreed that when the applicable team members currently classified as Dispatcher II transition to the Police 911 Dispatcher classification, the Department will continue to utilize the current seniority list for the shift change bidding process and the vacation bid process.

The Parties agree to the following:

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. Article 21(C)(8) will be amended to read:

8. Police 911 Dispatchers, Police Department Dispatchers I and II (911 Operators).

Dispatchers I and II assigned as 911 Operators in the Police Department Phone Room **and Police 911 Dispatchers** shall receive an additional five percent of their base salary as special assignment pay.

3. Article 21(F) will be amended to read:

F. Certification Pay for Police Department Dispatchers

1. Dispatchers I and II **working in the Police Department, Police 911 Dispatchers**, Police Dispatchers, Police Lead Dispatchers, Police Dispatch Administrators and Police Dispatch Supervisors shall receive a total of 20 percent additional pay for their P.O.S.T. Basic Dispatcher Course Certificate.
2. This P.O.S.T. certification pay is in addition to the special assignment pay for Dispatchers I and II who are assigned as 911 Operators in the Police Department Phone Room, **and Police 911 Dispatchers**, as set forth in Article 21, C. 8.

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4. Article 21(I) will be amended to read:

I. Police and Fire Dispatcher Shift Rotation Pay.

All dispatch-related job classifications in Police and Fire Communications (Dispatcher I and II, **Police 911 Dispatcher**, Police Dispatcher, Police Lead Dispatcher, Police Dispatch Supervisor, Police Dispatch Administrator, Fire Dispatcher, Fire Dispatch Supervisor, and Fire Dispatch Administrator) who work at least one shift rotation in any rolling 12-month period which requires a night shift (defined as the majority of the hours of work are scheduled before 8:00 a.m. or after 6:00 p.m.) or a split shift (defined as a long-term schedule of a shift split by more than two consecutive hours or without two consecutive days of rest) shall receive an additional five percent (5%) of base salary as shift rotation pay for the 12-month period which includes this shift rotation. This shift rotation pay will be paid whether there are two, three, or four shift rotations during a rolling 12-month period. This shift rotation pay is distinct from the shift differential pay authorized by Personnel Manual, Index Code H-6 and employees will not be eligible to receive both shift rotation and shift differential pay simultaneously.

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 Charter section 11.2.

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

For MEA

By: Ann M. Smith

Ann M. Smith
Lead Negotiator

Date: 11-18-2024

By: Michael Zucchet

Michael Zucchet
General Manager

Date: 11-18-2024

For the City of San Diego

By: Timothy Davis

Timothy Davis
Lead Negotiator

Date: 12/12/2024

By: Jonnabelle Domingo

Jonnabelle Domingo
Supervising Human Resources Officer

Date: 12/12/2024

By: Erik Hanson

Erik Hanson
Senior Human Resources Officer

Date: 12/12/2024

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Approved as to form this 12th day of December, 2024.

MARA W. ELLIOTT, City Attorney

By: _____



Miguel Merrell
Deputy City Attorney