

RESOLUTION NUMBER R- 310148

DATE OF FINAL PASSAGE DEC 16 2015

A RESOLUTION OF THE COUNCIL OF THE CITY OF  
SAN DIEGO APPROVING AND RATIFYING A  
MEMORANDUM OF UNDERSTANDING BETWEEN THE  
CITY AND THE SAN DIEGO MUNICIPAL EMPLOYEES'  
ASSOCIATION REGARDING TERMS AND CONDITIONS OF  
EMPLOYMENT FOR FISCAL YEARS 2017 THROUGH 2020.

WHEREAS, on October 1, 2013, by San Diego Resolution R-308481 (Oct. 15, 2013), the San Diego City Council (Council) approved a Memorandum of Understanding (MOU) between the City of San Diego (City) and the San Diego Municipal Employees' Association (MEA) regarding terms and conditions of employment for Fiscal Years 2014 through 2018; and

WHEREAS, Article 4 of the MOU provides a reopener to negotiate increases to non-pensionable compensation for Fiscal Years 2017 and 2018; and

WHEREAS, the City and the MEA have met and conferred pursuant to the reopener provision and reached a tentative agreement for an MOU for Fiscal Years 2017 through 2020; and

WHEREAS, this MOU is intended to take effect on July 1, 2016, and to supersede the MOU approved by the Council on October 1, 2013, as it relates to Fiscal Years 2017 and 2018; and

WHEREAS, the negotiated MOU provides no increases to pensionable pay in Fiscal Years 2017 and 2018, but includes increases to flexible benefit credits, uniform allowances for certain classifications, tuition reimbursement, discretionary leave, paid parental leave, and other benefits; and

WHEREAS, the negotiated MOU provides for a general salary increase of 3.3% in Fiscal Year 2019 and a general salary increase of 3.3% in Fiscal Year 2020; and

WHEREAS, the negotiated MOU also includes special salary adjustments, effective in Fiscal Year 2019, ranging from 5% to 7% for certain classifications experiencing recruitment and retention issues; and

WHEREAS, the negotiated MOU provides a reopener for discussions regarding the managed competition process; and

WHEREAS, in compliance with San Diego Charter (Charter) section 70.2, prior to establishment of the City's bargaining position, the City obtained an actuarial analysis from the actuary for the City's Retirement System, which identifies and discloses the impact on the City's defined benefit pension plan of any increases in proposed compensation or benefits; and

WHEREAS, in compliance with Charter section 70.2, the City referred the terms of the tentative agreement for the MOU to the Retirement System's actuary to update the initial actuarial study to include any additional fiscal impacts from the City's initial bargaining position; and

WHEREAS, the actuarial study has been posted and available to the public for review for ten days prior to Council consideration of the tentative agreement; and

WHEREAS, on October 15, 2015, MEA members ratified the tentative agreement for the MOU; and

WHEREAS, under the Meyers-Milias-Brown Act (MMBA), the state law related to collective bargaining between the City and its represented employees, and Council Policy 300-06, it is within the discretion of the Council to approve and ratify the negotiated MOU; and

WHEREAS, the Council finds it is in the best interests of the City to approve the MOU, which offers MEA members with enhanced benefits, because it will improve recruitment and retention of City employees; NOW, THEREFORE,

BE IT RESOLVED that, pursuant to the authority of the MMBA and Council Policy 300-06, the Council of the City of San Diego approves and ratifies the MOU between the City and the MEA for Fiscal Years 2017 through 2020, on file in the Office of the City Clerk as Document No. RR- **310148**

APPROVED: JAN I. GOLDSMITH, City Attorney

By Joan F. Dawson  
Joan F. Dawson  
Deputy City Attorney

JFD:ccm  
11/23/2015  
03/28/2018 COR. COPY  
Or.Dept: Human Resources  
Doc. No.: 1717927.docx

I certify that the foregoing Resolution was passed by the Council of the City of San Diego, at this meeting of DEC 8 2015.

ELIZABETH MALAND  
City Clerk

By \_\_\_\_\_  
Deputy City Clerk

Approved: \_\_\_\_\_  
(date)

Kevin L. Faulconer, Mayor

Vetoed: \_\_\_\_\_  
(date)

Kevin L. Faulconer, Mayor

(Please see attached memo and signature page.)

Office of  
The City Attorney  
City of San Diego

MEMORANDUM  
MS 59

(619) 236-6220

**DATE:** March 29, 2018  
**TO:** City Clerk  
**FROM:** City Attorney  
**SUBJECT:** Corrected Resolution for Item No. 333 on the December 8, 2015 City Council Docket: A Resolution of the Council of the City of San Diego approving and ratifying a Memorandum of Understanding between the City and the San Diego Municipal Employees' Association regarding terms and conditions of employment for Fiscal Years 2017 through 2020

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The above-described resolution has been corrected by deleting the reference to "R-308431" on the first line of the resolution and replacing the reference with "R-308481." No other changes were made to the resolution.

MARA W. ELLIOTT, City Attorney

By   
Joan F. Dawson  
Deputy City Attorney

JFD:ccm  
Doc. No.: 1717930  
Attachment

WHEREAS, the Council finds it is in the best interests of the City to approve the MOU, which offers MEA members with enhanced benefits, because it will improve recruitment and retention of City employees; NOW, THEREFORE,

BE IT RESOLVED that, pursuant to the authority of the MMBA and Council Policy 300-06, the Council of the City of San Diego approves and ratifies the MOU between the City and the MEA for Fiscal Years 2017 through 2020, on file in the Office of the City Clerk as Document No. RR- 310148.

APPROVED: JAN I. GOLDSMITH, City Attorney

By Joan F. Dawson  
Joan F. Dawson  
Deputy City Attorney

JFD:ccm  
Or.Dept: Human Resources  
Doc. No.: 1174160

I certify that the foregoing Resolution was passed by the Council of the City of San Diego, at this meeting of DEC 08 2015.

ELIZABETH MALAND  
City Clerk

By Elizabeth Maland  
Deputy City Clerk

Approved: 12/15/15  
(date)

Kevin L. Faulconer  
Kevin L. Faulconer, Mayor

Vetoed: \_\_\_\_\_  
(date)

\_\_\_\_\_  
Kevin L. Faulconer, Mayor

Passed by the Council of The City of San Diego on DEC 08 2015, by the following vote:

Councilmembers	Yeas	Nays	Not Present	Recused
Sherri Lightner	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Lorie Zapf	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Todd Gloria	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Myrtle Cole	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Mark Kersey	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Chris Cate	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Scott Sherman	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
David Alvarez	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Marti Emerald	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Date of final passage DEC 16 2015

**(Please note: When a resolution is approved by the Mayor, the date of final passage is the date the approved resolution was returned to the Office of the City Clerk.)**

AUTHENTICATED BY:

KEVIN L. FAULCONER  
Mayor of The City of San Diego, California.

ELIZABETH S. MALAND  
City Clerk of The City of San Diego, California.

(Seal)

By *Stacy Brady*, Deputy

Office of the City Clerk, San Diego, California

Resolution Number R- 310148