

RESOLUTION NUMBER R- 312303
DATE OF FINAL PASSAGE APR 11 2019

A RESOLUTION OF THE COUNCIL OF THE CITY OF SAN DIEGO APPROVING AND RATIFYING AN AGREEMENT TO AMEND THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF SAN DIEGO AND THE SAN DIEGO MUNICIPAL EMPLOYEES' ASSOCIATION RELATED TO SPECIAL SALARY ADJUSTMENTS AND SPECIAL ASSIGNMENT PAY.

WHEREAS, San Diego City Charter (Charter) section 130 requires the Civil Service Commission (Commission) to prepare and furnish to the San Diego City Council (Council), prior to adoption of the annual Salary Ordinance, a report identifying classifications of employees in the Classified Service, which merit special salary consideration because of recruitment or retention problems, changes in duties or responsibilities, or other special factors the Commission deems appropriate; and

WHEREAS, the Commission has prepared and provided a Charter section 130 report, dated March 13, 2019 for Fiscal Year 2020; and

WHEREAS, by San Diego Resolution R-310148 (December 16, 2015), the Council approved and ratified a Memorandum of Understanding (MOU) between the City of San Diego (City) and the San Diego Municipal Employees' Association (MEA) that establishes terms and conditions of employment for MEA-represented employees for Fiscal Years 2017 through 2020; and

WHEREAS, Article 21, section B, paragraph 2 of the MOU sets forth a process for determining special salary adjustments to become effective for Fiscal Year 2020; and

WHEREAS, the MOU states that, prior to Fiscal Year 2020, MEA and the City's Human Resources Department, acting under the direction of the Mayor, will meet on a timely basis to discuss the Commission's Charter section 130 annual report issued in the spring of 2019; and

WHEREAS, the MOU further states that adoption of the Commission's recommended special salary adjustments will only occur with the mutual agreement of MEA and the Mayor, and the approval of the Council at a public meeting docketed to enact the annual Salary Ordinance; and

WHEREAS, the MOU states that it will be amended to include any special salary adjustments, which the Council approves for implementation in Fiscal Year 2020; and

WHEREAS, the Mayor and MEA have met and reached mutual agreement over implementation of the Commission's recommended special salary adjustments over Fiscal Year 2020; and

WHEREAS, the agreement also approves a special assignment pay for 15% of base salary for Payroll Specialists who are assigned to positions in the Fire-Rescue Department, effective the first full pay period following July 1, 2019; and

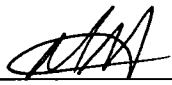
WHEREAS, this agreement to amend the MOU requires approval of a two-thirds majority vote of the Council, pursuant to San Diego Charter section 11.2; NOW THEREFORE,

BE IT RESOLVED by the Council of the City of San Diego, as follows:

1. The agreement to amend the MOU between the City and MEA, presented to the Council and on file in the Office of the City Clerk as Document No. RR-312303-1 is approved and ratified, and takes effect upon the date of final passage of this Resolution.



2. The Chief Financial Officer is authorized to appropriate and expend \$1.8 million in Fiscal Year 2020, contingent upon the adoption of the Fiscal Year 2020 Appropriation Ordinance and contingent upon the Chief Financial Officer furnishing a certificate certifying that funds necessary for expenditure are, or will be, on deposit with the City Treasurer, for the purpose of executing the amendment to the MOU.
3. The Council directs the City's management team to incorporate the language set forth in the approved agreement in any successor MOU.

APPROVED: MARA W. ELLIOTT, City Attorney

By 
 Miguel Merrell
 Deputy City Attorney

MM:jvg
 March 21, 2019
 04/04/19 Cor. Copy
 Or.Dept: Human Resources
 Doc. No.: 1974427_2

I certify that the foregoing Resolution was passed by the Council of the City of San Diego, at this meeting of APR 09 2019.

ELIZABETH S. MALAND
 City Clerk
 By 
 Deputy City Clerk

 KEVIN L. FAULCONER, Mayor

Approved: 4/11/19
 (date)

Vetoed: _____
 (date)

 KEVIN L. FAULCONER, Mayor

Passed by the Council of The City of San Diego on APR 09 2019, by the following vote:

| Councilmembers | Yeas | Nays | Not Present | Recused |
|-------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|
| Barbara Bry | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Jennifer Campbell | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Chris Ward | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Monica Montgomery | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Mark Kersey | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Chris Cate | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Scott Sherman | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Vivian Moreno | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Georgette Gómez | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Date of final passage APR 11 2019.

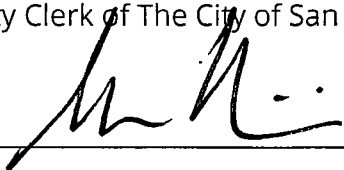
(Please note: When a resolution is approved by the Mayor, the date of final passage is the date the approved resolution was returned to the Office of the City Clerk.)

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 , Deputy

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| Office of the City Clerk, San Diego, California |
| Resolution Number R- <u>312303</u> |