

RESOLUTION NUMBER R- 312592

DATE OF FINAL PASSAGE AUG 05 2019

A RESOLUTION OF THE COUNCIL OF THE CITY OF SAN DIEGO APPROVING AN AGREEMENT TO AMEND THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF SAN DIEGO AND THE SAN DIEGO MUNICIPAL EMPLOYEES' ASSOCIATION, RELATED TO SPECIAL ASSIGNMENT PAY FOR WATER AND WASTEWATER PUBLIC SAFETY POSITIONS IN THE PUBLIC UTILITIES DEPARTMENT.

WHEREAS, as a result of special salary adjustments taking effect on July 1, 2019, salary compaction will occur in the Public Utilities Department (Department) with some front-line staff having a higher salary than first and second level supervisors and parallel classifications; and

WHEREAS, to address the salary compaction issue affecting members represented by the San Diego Municipal Employees' Association (MEA), the Council of the City of San Diego (Council) acknowledged in section 25 of the approved Fiscal Year 2020 Salary Ordinance (San Diego Ordinance O-21069) ongoing discussions with MEA to achieve internal salary relationships; and

WHEREAS, pursuant to the provisions of the Meyers-Milias-Brown Act and Council Policy 300-06, a tentative Agreement was reached between the City and MEA to amend the Memorandum of Understanding (MOU) between the City and MEA (San Diego Resolution R-310148) related to implementation of special assignment pay for water and wastewater public safety positions in the Department; and

WHEREAS, the classification series evaluated for salary compaction related issues in the Department include Instrumentation and Control Supervisor, General Water Utility Supervisor, Principal Plant Technician Supervisor, Senior Plant Technician Supervisor, Water Systems District Manager, Senior Power Plant Supervisor, and Power Plant Supervisor; and

WHEREAS, the Instrumentation and Control Supervisor is responsible for maintenance of all automation and electrical instrumentation at water and wastewater treatment facilities and pump stations; and

WHEREAS, the General Water Utility Supervisor, Principal Plant Technician Supervisor, Senior Plant Technician Supervisor, and Water Systems District Manager have critical and direct impacts on the safety and quality of the City's drinking water and wastewater systems because they directly oversee staff that ensure compliance with all state and federal laws, and regulatory requirements; and

WHEREAS, the Senior Power Plant Supervisor and Power Plant Supervisor is responsible for operation and maintenance of renewable energy facilities at the Point Loma Wastewater Treatment Plant, North City Water Reclamation Plant, and backup generators at other large pump stations; and

WHEREAS, the Agreement provides that the classifications of Instrumentation and Control Supervisor, General Water Utility Supervisor, Principal Plant Technician Supervisor, Senior Plant Technician Supervisor, Water Systems District Manager, Senior Power Plant Supervisor, and Power Plant Supervisor, assigned to the Department, will receive 20% of base salary as special assignment pay for water and wastewater public safety, effective the first full pay period following July 1, 2019 through June 30, 2020; and

WHEREAS, the special assignment pay will continue in effect until and unless the City and MEA agree during successor MOU negotiations to increase the base salary of these classifications in lieu of special assignment pay; and

WHEREAS, the Agreement 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. RP-312592 is approved, and takes effect upon the date of final passage of this Resolution.

2. The Chief Financial Officer is authorized to expend \$447,487 for the purpose of executing the Agreement, and is contingent upon the adoption of the Annual Appropriation Ordinance for the applicable fiscal year, and contingent upon the Chief Financial Officer furnishing one or more certificates certifying that funds necessary for expenditure are, or will be, on deposit with the City Treasurer.

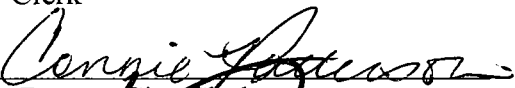
APPROVED: MARA W. ELLIOTT, City Attorney

By 
Miguel Merrell
Deputy City Attorney

MM:jvg
July 12, 2019
Or.Dept:Human Resources
CC No. N/A
Doc. No.: 2051650

I certify that the foregoing Resolution was passed by the Council of the City of San Diego, at this meeting of JUL 30 2019.

ELIZABETH S. MALAND
City Clerk

By 
Deputy City Clerk

Approved: 8/5/19
(date)


KEVIN L. FAULCONER, Mayor

Vetoed: _____
(date)

KEVIN L. FAULCONER, Mayor

Passed by the Council of The City of San Diego on JUL 30 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 AUG 05 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.

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

By Connie Patterson Deputy

Office of the City Clerk, San Diego, California
Resolution Number R- 312592