9/15/26
#S506
(R-2027-46)
(COR. COPY)

RESOLUTION NUMBER R- 316942

DATE OF FINAL PASSAGE SEP 15 2026

A RESOLUTION OF THE COUNCIL OF THE CITY OF SAN DIEGO ACCEPTING AND APPROVING THE TOTAL PACKAGE TENTATIVE AGREEMENT AND THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY AND TEAMSTERS LOCAL 986 REGARDING TERMS AND CONDITIONS OF EMPLOYMENT FOR FISCAL YEARS 2027 THROUGH 2029, AND A SETTLEMENT AGREEMENT REGARDING THE LIFEGUARD SERVICES DIVISION'S NIGHT CREW POLICY.

## RECITALS

The Council of the City of San Diego (Council) adopts this Resolution based on the following:

A. By San Diego Resolution R-315584 (June 11, 2024), the Council approved a Memorandum of Understanding (MOU) between the City of San Diego (City) and Teamsters Local 986 (Local 986), which established terms and conditions of employment for employees represented by Local 986 for Fiscal Years 2025 and 2026. The City is a public agency and Local 986 is a recognized employee organization (REO) under the Meyers-Milias-Brown Act (MMBA).

B. Article 4 of the MOU provides a reopener provision authorizing the City and Local 986 to negotiate proposals for a successor MOU, in accordance with the MMBA and Council Policy 300-06.

C. From January 2026 to August 2026, the City's management team for labor relations and Local 986 representatives met and conferred under the reopener provision and reached a Total Package Tentative Agreement (TPTA), establishing terms and conditions of employment for a three-year MOU, covering Fiscal Years 2027 through 2029. Local 986 members subsequently ratified the TPTA.

D. The terms and conditions of employment for Local 986 members described in the TPTA and MOU will take effect upon the date of final passage of the Council's approval.

E. Appendix E of the MOU lists the add-on pay codes that are used to implement the compensation approved by the Council. Appendix E is for informational purposes only. It is intended to serve as a reference for employees and to assist with payroll programming. The Council acknowledges that administrative changes may be needed to the information presented in Appendix E during the term of the MOU to reflect changes in programming and related matters. The Council requests that administrative staff coordinate with Local 986, if there are updates needed, and make the most current version of Appendix E available by posting it on the Human Resources Department website.

F. As part of the negotiations, the City's management team for labor relations and Local 986 representatives reached a proposed Settlement Agreement to resolve three grievances between the City, Local 986, and Local 986-represented employees related to the Fire-Rescue Department, Lifeguard Services Division's Policy 2.9 (Night Crew Policy). Local 986 also filed a claim with the City related to the Night Crew Policy, and the City received a claim filed by an individual employee related to this matter. The City's management team for labor relations and Local 986 have negotiated the proposed Settlement Agreement and now present it to the Council for final determination. The proposed Settlement Agreement involves a determination by the Council related to proposed prospective compensation, which is incorporated into the TPTA and the MOU, and backpay alleged by Local 986 and individual employees to be owed to certain lifeguards under the Fair Labor Standards Act and other applicable laws.

G. The MMBA, and more specifically, Government Code section 3505.1, states that if a tentative agreement is reached by the authorized representatives of a public agency and an REO, the governing body of the public agency must vote to accept or reject the tentative agreement within 30 days after it is first considered at a duly noticed public meeting. If the governing body adopts the tentative agreement, the parties must jointly prepare a written MOU.

H. Further, Council Policy 300-06 requires the City and the REO to incorporate all agreed-upon matters from the meet and confer process into a written agreement and submit the written agreement to the Council for determination.

I. Under San Diego City Charter (Charter) section 11.2, the Council must determine that it is within the best interests of the City to approve a "multiple year" MOU between the City and an REO and the approval requires a two-thirds vote of the entire Council.

J. Under the Charter, the MMBA, and Council Policy 300-06, the Council has the authority and discretion to accept and approve the TPTA and the resulting MOU. The Council also has the authority and discretion to accept and approve the proposed Settlement Agreement.

K. The City's management team has submitted the TPTA, the MOU, and the Settlement Agreement to the Council for final determination. The Mayor recommends approval of the negotiated terms set forth in the TPTA, the MOU, and the Settlement Agreement. The Council wishes to accept and approve the TPTA, the MOU, and the Settlement Agreement. The Council finds that it is in the best interests of the City to enter into the multi-year MOU with Local 986 that includes measurable compensation increases in an effort to maintain labor stability with the employees represented by Local 986.

L. The Council requests that representatives of the Office of the City Attorney return to the Council at a future date for any further determinations that the Council must make under the Charter, other controlling laws, and applicable Council Policies, as a result of the Settlement Agreement.

M. The Office of the City Attorney prepared this Resolution based on the information provided by City staff, including information provided by affected third parties and verified by City staff, with the understanding that this information is complete and accurate.

ACTION ITEMS

Be it resolved by the Council of the City of San Diego:

1. Under the authority of the Charter, the MMBA, and Council Policy 300-06, the Council accepts and approves the TPTA between the City and Local 986 for Fiscal Years 2027 through 2029, on file with the Office of the City Clerk as Document No. RR-316942-1.

2. Under the authority of the Charter, the MMBA, and Council Policy 300-06, the Council also accepts and approves the MOU between the City and the Local 986 for Fiscal Years 2027 through 2029, on file with the Office of the City Clerk as Document No. RR-316942-2. The Council also authorizes the Mayor or designee to update Appendix E of the MOU as necessary during the term of the MOU and to take any related action to implement the updates.

3. Under the authority of the Charter, the MMBA, and Council Policy 300-06, the Council also accepts and approves the Settlement Agreement regarding the Night Crew Policy, on file with the Office of the City Clerk, as Document No. RR-316942-3. The Council further requests that representatives of the Office of the City Attorney return to the Council at a future date

for any further determinations that the Council must make under the Charter, other controlling laws, and applicable Council Policies, as a result of the Settlement Agreement.

APPROVED: HEATHER FERBERT, City Attorney

By _____
Joan F. Dawson
Senior Deputy City Attorney

JFD:at
08/27/2026
09/11/2026 COR. COPY
Or.Dept: Human Resources
Doc. No. 4532696_2

I certify that the Council of the City of San Diego adopted this Resolution at a meeting held on SEP 15 2026.

DIANA J.S. FUENTES
City Clerk

By _____
Deputy City Clerk

Approved: 9/15/26 _____
(date) TODD GLORIA, Mayor

Vetoed: _____ _____
(date) TODD GLORIA, Mayor

Passed by the Council of The City of San Diego on September 15, 2026, by the following vote:

| Councilmembers | Yeas | Nays | Not Present | Recused |
|---|---|---|---|---|
| Joe LaCava | ☒ | ☐ | ☐ | ☐ |
| Jennifer Campbell | ☒ | ☐ | ☐ | ☐ |
| Stephen Whitburn | ☒ | ☐ | ☐ | ☐ |
| Henry L. Foster III | ☒ | ☐ | ☐ | ☐ |
| Marni von Wilpert | ☐ | ☐ | ☒ | ☐ |
| Kent Lee | ☒ | ☐ | ☐ | ☐ |
| Raul A. Campillo | ☒ | ☐ | ☐ | ☐ |
| Vivian Moreno | ☒ | ☐ | ☐ | ☐ |
| Sean Elo-Rivera | ☒ | ☐ | ☐ | ☐ |

Date of final passage SEP 15 2026.

**(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:

TODD GLORIA
Mayor of The City of San Diego, California.

(Seal)

DIANA J.S. FUENTES
City Clerk of The City of San Diego, California.

By _____, Deputy

Office of the City Clerk, San Diego, California

Resolution Number **R-316942**