

**CITY COUNCIL OF THE CITY OF SAN DIEGO  
SUPPLEMENTAL DOCKET NUMBER 4  
FOR THE REGULAR MEETING OF  
MONDAY, JULY 28, 2008 AT 2:00 P.M.  
CITY ADMINISTRATION BUILDING  
COUNCIL CHAMBERS – 12<sup>TH</sup> FLOOR  
202 “C” STREET  
SAN DIEGO, CA 92101**

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ADOPTION AGENDA, DISCUSSION, OTHER LEGISLATIVE ITEMS

ITEM-S403: Ratifying 3 Memoranda of Agreement Between the City of San Diego and the 3 Impacted Labor Organizations: Municipal Employees Association (MEA), AFSCME Local 127, and Deputy City Attorneys Association (DCAA), Related to the Establishment of New Pension Benefits for Non-Safety Employees Hired On or After July 1, 2009.

[?View referenced exhibit back-up material.](#)

(See memorandum from Jay Goldstone dated 7/24/2008.)

**STAFF’S RECOMMENDATION:**

Take the following actions:

Ratifying 3 Memoranda of Agreement between the City of San Diego and the 3 impacted labor organizations: Municipal Employees Association (MEA), AFSCME Local 127 and Deputy City Attorneys Association (DCAA), related to the establishment of new pension benefits for non-safety employees hired on or after July 1, 2009;

Directing the City Attorney to prepare the appropriate resolutions and/or ordinances in accordance with Charter Section 40.

**STAFF SUPPORTING INFORMATION:**

The Mayor’s Office initiated and participated in Meet and Confer with the labor organizations regarding a Pension Ballot Proposal for a Charter Amendment. On July 21, 2008, the parties reached a tentative agreement related to the establishment of new pension benefits for non-safety employees hired on or after July 1, 2009. The tentative agreement ended the need for a Pension Ballot Proposal for a Charter Amendment, instead only requiring amendments to the Municipal Code. We now ask for Council to ratify the resulting Memoranda of Agreement with the impacted labor organizations.

ADOPTION AGENDA, DISCUSSION, OTHER LEGISLATIVE ITEMS (Continued)

ITEM-S403: (Continued)

**STAFF SUPPORTING INFORMATION:** (Continued)

**FISCAL CONSIDERATIONS:**

With this proposed Pension benefit design structure, it is anticipated that there will be an estimated \$22.8 million annual savings when fully implemented.

**PREVIOUS COUNCIL AND/OR COMMITTEE ACTION:** None.

**COMMUNITY PARTICIPATION AND PUBLIC OUTREACH EFFORTS:** None.

**KEY STAKEHOLDERS AND PROJECTED IMPACTS:**

All Non-Safety General Member employees hired on or after July 1, 2009, to include unclassified employees, unrepresented employees, MEA, AFSCME Local 127, and DCAA represented employees. This action does not apply to elected officials.

Chadwick/Goldstone

Staff: Scott Chadwick - (619) 236-6313