

NEGOTIATIONS BETWEEN CITY OF SAN DIEGO AND SAN DIEGO MUNICIPAL EMPLOYEES ASSOCIATION (MEA)

TENTATIVE AGREEMENT

Tuesday, October 6, 2015

The parties execute the following tentative agreement and it will become effective upon ratification of the MEA membership and approval of the City Council in open session.

Four-year Agreement

#	Item	Proposal	MOU Section
1.	Term	4 years (FY17-FY20)	Article 3
2.	Salary Increases to Pensionable Compensation	<p>1. From FY17 –FY18 of this Memorandum of Understanding, no base compensation, defined as base salary or wages paid on a regular bi-weekly basis for services performed, for any classification will be increased to an amount higher than the base compensation for that classification set forth in the 2011 Fiscal Year Salary Ordinance (San Diego Ordinance No. O-19952, adopted on May 4, 2010). Further, during this period, no new compensation will be added to the 2011 Fiscal Year Earnings Code Document, Exhibit A, which sets forth Wage Types Included in Pensionable Wage Base.</p> <p>2. Effective the first full pay period following July 1, 2018, there will be a general salary increase of 3.3% for all employees covered by this</p>	Article 21

		<p>MOU. The Fiscal Year 2019 salary tables for the classifications covered by this MOU will be modified to reflect this increase.</p> <p>3. Effective the first full pay period following July 1, 2019, there will be a general salary increase of 3.3% for all employees covered by this MOU. The Fiscal Year 2020 salary tables for the classifications covered by this by this MOU will be modified to reflect this increase.</p>	
3.	<p>Special Salary Adjustments (To address recruitment and retention issues with the specified positions)</p>	<p>Add New Section:</p> <p>The City will include in the Salary Ordinance for Fiscal Year 2019, effective the first full pay period following July 1, 2018, the Special Salary Adjustments noted in Attachment 1.</p>	Article 21
4.	<p>Special Salary Adjustments</p>	<p>Add New Section:</p> <p>MEA and the City acknowledge that City Charter section 130 requires the Civil Service Commission to prepare and furnish to the City Council, prior to the adoption of its 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. In advance of Fiscal Year 2019, MEA and the City's Human Resources Department, acting under the direction of the</p>	Article 21

		<p>Mayor, will meet on a timely basis to discuss the Civil Service Commission's Charter section 130 annual reports issued in the spring of 2016, 2017, and 2018. MEA and the City further agree that adoption of the Civil Service Commission's recommended special salary adjustments will only be implemented based upon mutual agreement of MEA and the Mayor and subject to Council approval at a public meeting docketed to enact the annual Salary Ordinance. MEA and the City will repeat this process in advance of Fiscal Year 2020 with the same stipulations being applicable to the Commission's section 130 annual report issued in the spring of 2019. This MOU will be amended to include any special salary adjustments which the Council approves for implementation in Fiscal Years 2019 or 2020.</p>	
<p>5.</p>	<p>Increases to Flexible Benefits Plan (FBP)</p>	<p>B. The FBP annual values during the term of the this MOU shall be as follows:</p> <ol style="list-style-type: none"> 1. Fiscal Year 2017 <ol style="list-style-type: none"> a. The Fiscal Year 2017 FBP Value shall be \$10,055. This represents an increase of \$1,500. 2. Fiscal Year 2018 <ol style="list-style-type: none"> a. The Fiscal Year 2018 FBP Dollar Value shall be \$11,705. This represents an increase of \$1,650. 3. The Fiscal Year 2019 and 2020 FBP Dollar Value shall 	<p>Article 28</p>

		<p>be \$11,705.</p> <p>As a part of the annual enrollment process for flexible benefits, all MEA members are required to acknowledge that no amount of flexible benefit credits are included in "Base Compensation" under the SDCERS plan.</p>	
6.	Increase to Uniform Allowance	<p>Increase uniform allowance for classifications as set forth in Attachment 2.</p> <p>Uniform allowances are not included in "Base Compensation" under the SDCERS Plan.</p>	Article 44
7.	Transportation Incentives	<p>A. Employees who use the Concourse Parkade or Central Library and pay on a bi-weekly basis will be charged 25% of the prevailing general public monthly rate.</p>	Article 53
8.	Tuition Refund Plan	<p>Increase use of Tuition Reimbursement for Job-related Training from 50% of the tuition reimbursement benefit to 100% of the benefit.</p> <p>One hundred percent (100%) of the Tuition Reimbursement benefit may be used by an employee each fiscal year for reimbursement of seminars or other training and educational events which will maintain or enhance an employee's job-related skills or knowledge or contribute to the employee's broadening and diversification of his or her skills. An employee shall submit a request for approval of the proposed reimbursable event in advance of attendance and pre-approval by</p>	Article 77

		<p>the department is required for reimbursement. The employee must subsequently submit satisfactory evidence of attendance at the training event in order to receive reimbursement. The Parties intend the general procedural requirements of the Tuition Reimbursement plan to be applicable except the requirement of a grade. It is the intent of the Parties that this provision will supplement rather than replace training funds previously made available by departments for the benefit of employees. It is also the intent of the Parties that this opportunity to avail oneself of the Tuition Reimbursement plan benefit shall be at the initiation of the employee based on his or her proposal for training or education.</p> <p>D. Tuition Reimbursement Amount.</p> <p>Tuition Reimbursement benefit amount will be \$2,000 per fiscal year.</p>	
9.	Bereavement Leave	<p>Paid Bereavement Leave of up to five days is available within one year upon the death of an employee's spouse, father, father in law, mother, mother in law, (father and mother to include: step father and step mother) brother, sister (brother or sister to include: step, foster, or adopted), son, daughter (son or daughter to include: step-, foster, or adopted) or state-registered domestic partner, grandfather, grandmother, granddaughter, grandson, with a limit of one (1) eligible death per fiscal year.</p>	Article 85

		Proof of death (death certificate, obituary, funeral program, etc.) must be provided before an employee can be paid for Bereavement Leave, which is in addition to Annual Leave and must be submitted within thirty (30) calendar days of when the employee returns to work	
10.	Discretionary Leave	<p>A. During the term of this MOU, all full time employees will receive twenty four (24) hours of discretionary leave for use during each fiscal year of this MOU. The discretionary leave identified in this Section has no eligibility requirements except as set forth in this Section. Three-quarter time employees will receive eighteen (18) hours of discretionary leave for use during each fiscal year of this MOU. Half-time employees will receive twelve (12) hours of discretionary leave for use during each fiscal year of this MOU.</p> <p>B. All discretionary leave granted under this Article must be used by June 30 of each fiscal year or it will be forfeited. The discretionary leave under this article does not have any cash value.</p> <p>C. Section B above does not amend, modify, or alter any discretionary leave that may be granted under AR 95.91 (Employee Recognition and Rewards Program).</p>	Article 87
11.	Parental Leave	Effective July 1, 2016, the City will implement a paid parental leave benefit on terms substantially similar to those set forth in the draft	TBD

		Administrative Regulation No. 95.89 dated October 6, 2015.	
12.	Managed Competition (Reopener)	The parties agree to reopen negotiations over City proposed changes to the Managed Competition process.	TBD
13.	MOU Clean-Up (non-economic only)	The parties agree to amend the MOU on any non-economic provisions subject to mutual agreement of the parties and approval of the City Council.	Various

San Diego Municipal Employees Association City of San Diego

Date: October 6, 2015
 By: Ann M. Smith
 Ann Smith, Lead Negotiator

Date: October 6, 2015
 By: [Signature]
 Timothy L. Davis, Lead Negotiator

Date: October 6, 2015
 By: Michael Zuccheri
 Michael Zuccheri, General Manager

Date: 6 OCT 15
 By: [Signature]
 Scott Chadwick, Chief Operating Officer

Date: _____

Date: October 6, 2015
 By: Judy von Kalinowski
 Judy von Kalinowski, Human Resources Director

Date: October 4, 2015
 By: Karen DeCrescenzo
 Karen DeCrescenzo, Human Resources Deputy Director

ATTACHMENT 1 TO TENTATIVE AGREEMENT WITH MEA
OCTOBER 6, 2015

Special Salary Adjustments for Fiscal Year 2019

Classification	Percentage of Increase
Fire Dispatch Administrator	5%
Fire Dispatcher	5%
Fire Dispatch Supervisor	5%
Crime Scene Specialist	5%
Latent Print Examiner 1	7%
Latent Print Examiner 2	7%
Supervising Latent Print Examiner	7%
Ranger/Diver 1	5%
Ranger/Diver 2	5%
Parking Enforcement Officer 1	5%
Parking Enforcement Officer 2	5%
Parking Enforcement Supervisor	5%
Senior Parking Enforcement Supervisor	5%
Special Event Traffic Control Supervisor	5%
Supervising Field Representative	4.3%
Senior Wastewater Operations Supervisor	5%
Police Dispatch Administrator	5%
Police Dispatch Supervisor	5%
Police Lead Dispatcher	5%
Police Dispatcher	5%
Dispatcher 1	5%
Dispatcher 2	5%

ATTACHMENT 2 TO TENTATIVE AGREEMENT
OCTOBER 6, 2015

Uniform Allowance

Classification	Percentage of Increase FY17	Percentage of Increase FY18	Percentage of Increase FY19	Percentage of Increase FY20
Area Refuse Collection Supervisor	5%	5%	5%	5%
Area Refuse Collection Supervisor - Hourly	5%	5%	5%	5%
Auto Messenger 1	5%	5%	5%	5%
Auto Messenger 2	5%	5%	5%	5%
Auto Messenger 2-Hourly	5%	5%	5%	5%
Code Compliance Supervisor	5%	5%	5%	5%
Field Representative (PD)	5%	5%	5%	5%
Park Ranger	5%	5%	5%	5%
Parking Enforcement Officer 1	5%	5%	5%	5%
Parking Enforcement Officer 2	5%	5%	5%	5%
Parking Enforcement Supervisor	5%	5%	5%	5%
Police Investigative Service Officer 1	5%	5%	5%	5%
Police Investigative Service Officer 2	5%	5%	5%	5%
Police Service Officer 1	5%	5%	5%	5%
Police Service Officer 2	5%	5%	5%	5%
Ranger Diver 1	5%	5%	5%	5%
Ranger Diver 1 - Hourly	5%	5%	5%	5%
Ranger Diver 2	5%	5%	5%	5%
Ranger Diver 2 - Hourly	5%	5%	5%	5%
Ranger Diver Supervisor	5%	5%	5%	5%
Safety and Training Manager	5%	5%	5%	5%
Safety Officer	5%	5%	5%	5%
Safety Representative 1	5%	5%	5%	5%
Safety Representative 2	5%	5%	5%	5%
Senior Code	5%	5%	5%	5%

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Compliance Supervisor				
Senior Park Ranger	5%	5%	5%	5%
Senior Parking Enforcement Supervisor	5%	5%	5%	5%
Special Event Traffic Control Supervisor	5%	5%	5%	5%
Special Event Traffic Controller	5%	5%	5%	5%
Police Code Compliance Officer	5%	5%	5%	5%
Police Code Compliance Supervisor	5%	5%	5%	5%
Code Compliance Officer	5%	5%	5%	5%