

**FY24 SUCCESSOR MOU NEGOTIATIONS WITH CITY OF SAN DIEGO (CITY)
AND AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES,
AFL-CIO (LOCAL 127)**

Tentative Agreement Pursuant to Ground Rule #6

When the parties reach agreement on any particular proposal(s) or item, the agreement shall be reduced in writing, dated, and initialed by each party's spokesperson as a tentative agreement. A tentative agreement on any one item is subject to the parties mutual agreement on the entire package, and the entire package is subject to each party's ratification process. All tentative agreements are subject to change with mutual agreement prior to the final agreement of all items in the package.

Item #	Article	Proposal										
5.	<p>Article 14</p> <p>Wages</p> <p>Section (A)(6)</p> <p><i>Supersedes TPTA, Item #5, Section A.6 signed April 25, 2023</i></p>	<p>A. <u>General Wage Adjustments Increase</u></p> <p>6. <u>Special Wage Adjustments/Equity Adjustments</u></p> <p>a. The Union 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 wage consideration because of recruitment or retention problems, changes in duties or responsibilities, or other special factors the Commission deems appropriate. The Union and the City further agree that adoption of the Civil Service Commission's recommended special wage adjustments will only be implemented based upon mutual agreement of the Union and the Mayor and subject to Council approval at a public meeting docketed to enact the annual Salary Ordinance.</p> <p>b. In addition to (but also separate from) the general wage increases specified under Sections A(1) through A(5) above, the following special salary adjustments/equity adjustments will be effective July 1, 2023 as indicated:</p> <table border="1"> <thead> <tr> <th>Classification</th> <th>7/1/2023</th> </tr> </thead> <tbody> <tr> <td>Golf Course Groundskeeper</td> <td>9%</td> </tr> <tr> <td>Sewer Maintenance Equipment Operator</td> <td>5.1%</td> </tr> <tr> <td>Nursery Gardener</td> <td>10%</td> </tr> <tr> <td>Patch Truck Operator</td> <td>6.3%</td> </tr> </tbody> </table> <p>c. In addition to (but also separate from) the general wage increases specified under</p>	Classification	7/1/2023	Golf Course Groundskeeper	9%	Sewer Maintenance Equipment Operator	5.1%	Nursery Gardener	10%	Patch Truck Operator	6.3%
Classification	7/1/2023											
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Sections A(1) through A(5) above, the following special salary adjustments/equity adjustments will be effective January 1, 2025 and January 1, 2026 as indicated:

Classification	1/1/2025	1/1/2026
Aquatics Technician 1	5%	5%
Aquatics Technician 2	5%	5%
Assistant Fleet Technician	5%	5%
Assistant Water Distribution Operator	5%	5%
Assistant Water Plant Operator	5%	5%
Assistant Wastewater Plant Operator	5%	5%
Boat Operator	5%	5%
Cement Finisher	5%	5%
Communications Technician	5%	5%
Custodian I	5%	5%
Custodian II	5%	5%
Custodian III	5%	5%
Electrician	5%	5%
Fleet Team Leader	5%	5%
Fleet Technician	5%	5%
Grounds Maintenance Worker 1	5%	5%
Grounds Maintenance Worker 2	5%	5%
Grounds Maintenance Worker 3	5%	5%
HVAC Technician	5%	5%
Instrumentation & Control Technician Trainee	5%	5%
Instrumentation & Control Technician	5%	5%
Laborer	5%	5%
Lead Cemetery Groundskeeper	5%	5%
Master Fleet Technician	5%	5%
Marine Mechanic	5%	5%
Pesticide Applicator	5%	-
Plant Process Control Electrician	5%	5%
Plant Operator Trainee	5%	5%
Plant Technician 1	5%	5%
Plant Technician 2	5%	5%
Plant Technician 3	5%	5%
Power Plant Operator	5%	5%
Pure Water Plant Operator	5%	5%
Senior Boat Operator	5%	5%
Senior Communications Technician	5%	5%
Senior HVAC Technician	5%	5%
Senior Pure Water Plant Operator	5%	5%
Senior Wastewater Plant Operator	5%	5%
Senior Water Plant Operator	5%	5%
Street Lighting Electrician	5%	5%

			Traffic Signal Technician 1	5%	5%
			Traffic Signal Technician 2	5%	5%
			Utility Worker 1	5%	5%
			Utility Worker 2	5%	5%
			Wastewater Plant Operator	5%	5%
			Water Distribution Operator	5%	5%
			Water Distribution Operator Trainee	5%	5%
			Water Plant Operator	5%	5%
			Water Systems Technician 1	5%	5%
			Water Systems Technician 2	5%	5%
			Water Systems Technician 3	5%	5%
			Water Utility Worker	5%	5%

d. **During the term of this MOU, Local 127 will not bring forward additional proposed special salary adjustments (SSAs) to the Personnel Department during the FY24 cycle for requested action by the Civil Service Commission under Charter section 130 in relation to FY25. However, Local 127 will do so during the FY25 cycle related to potential implementation in FY26 if approved by the City Council. This limitation related to SSA proposals during the FY24 cycle does not extend to the creation of new classes or title changes.**

FOR LOCAL 127:

FOR THE CITY:

 Tim Douglass, Lead Negotiator

 Tim Davis, Lead Negotiator

Date: _____

Date: _____