

RESOLUTION NUMBER R- 314985

DATE OF FINAL PASSAGE JUN 21 2023

A RESOLUTION OF THE COUNCIL OF THE CITY OF SAN DIEGO APPROVING AND RATIFYING A SIDE LETTER AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND THE SAN DIEGO CITY FIREFIGHTERS, I.A.F.F. LOCAL 145 RELATED TO PARENTAL LEAVE AND LONG-TERM DISABILITY BENEFITS.

WHEREAS, by San Diego Resolution R-314187 (June 23, 2022), the San Diego City Council (Council) approved and ratified a Memorandum of Understanding between the City of San Diego (City) and the San Diego City Firefighters, I.A.F.F. Local 145 (Local 145), setting forth the terms and conditions of employment for Local 145-represented employees for Fiscal Years 2023 through 2024 (MOU); and

WHEREAS, Article 28 of the MOU, sets forth the terms of a Parental Leave benefit under agreed-upon terms; and

WHEREAS, the City is proposing to amend Administrative Regulation 95.89 – Parental Leave to increase paid parental leave entitlement from 160 hours to 320 hours for full-time employees; from 120 hours to 240 hours for three-quarter time employees; and from 80 hours to 160 hours for half-time employees; and

WHEREAS, it is estimated that the increased hours of parental leave entitlement will result in costs of approximately \$5.8 million for Fiscal Year 2024 for the Parental Leave benefit; and

WHEREAS, the City is also proposing to modify the City's Long-Term Disability Plan (LTD Plan) to eliminate the 30-day waiting period for LTD Plan benefits for eligible employees disabled by pregnancy, childbirth, or a related medical condition and change the eligibility requirements for LTD Plan benefits for employees disabled by pregnancy, childbirth, or related

medical condition from a one-year employment requirement to a 30-day employment requirement; and

WHEREAS, the City has met and conferred with Local 145 and reached agreement on the increased Parental Leave hour entitlements and changes to the LTD Plan; and

WHEREAS, the Side Letter Agreement further amends Article 28, section R of the MOU to revise Parental Leave requirements for employees assigned to a 40-hour work schedule and those assigned to a 56-hour work schedule; and

WHEREAS, this Side Letter Agreement has been negotiated pursuant to the Meyers-Milias-Brown Act and City Council Policy 300-06, and is subject to City Council approval to take effect; and

WHEREAS, this Side Letter Agreement only amends the provisions of the MOU as stated and agreed-upon; all other provisions of the MOU remain in effect, as previously approved by the Council by San Diego Resolution R-314187 (June 23, 2022); and

WHEREAS, the Council determines that this Side Letter Agreement to amend the MOU is in the best interests of the City because it provides enhanced benefits to attract and retain a diverse workforce; and

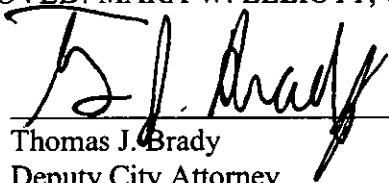
WHEREAS, the negotiated Side Letter Agreement must be approved by a two-thirds majority vote of this Council in accordance with San Diego Charter sections 11.2; and

WHEREAS, the Office of the City Attorney has drafted 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, true, and accurate; NOW, THEREFORE,

BE IT RESOLVED, by the Council of the City of San Diego, that pursuant to the Meyers-Milias-Brown Act and City Council Policy 300-06, the City Council approves and ratifies the Side Letter Agreement between the City and Local 145, related to, on file in the office of the City Clerk as Document No. RR-314985.

BE IT FURTHER RESOVLED, by the Council of the City of San Diego, that the City Council also approves all increased costs associated with the increased parental leave entitlements.

APPROVED: MARA W. ELLIOTT, City Attorney

By   
Thomas J. Brady  
Deputy City Attorney

TJB:jvg  
May 23, 2023  
Or.Dept: Human Resources  
CC No. N/A  
Doc. No. 3314387

I certify that the foregoing Resolution was passed by the Council of the City of San Diego, at this meeting of JUN 13 2023

DIANA J.S. FUENTES  
City Clerk

By   
Deputy City Clerk

Approved: 6/20/23  
(date)

  
TODD GLORIA, Mayor

Vetoed: \_\_\_\_\_  
(date)

\_\_\_\_\_  
TODD GLORIA, Mayor

Passed by the Council of The City of San Diego on JUN 13 2023, by the following vote:

Councilmembers	Yeas	Nays	Not Present	Recused
Joe LaCava	<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"/>
Stephen Whitburn	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Monica Montgomery Steppe	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marni von Wilpert	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kent Lee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Raul A. Campillo	<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"/>
Sean Elo-Rivera	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Date of final passage JUN 21 2023.

(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 Connie Patterson Deputy

Office of the City Clerk, San Diego, California  
Resolution Number R- 314985