

RESOLUTION NUMBER R- 314989

DATE OF FINAL PASSAGE JUN 21 2023

A RESOLUTION OF THE COUNCIL OF THE CITY OF
SAN DIEGO EXPANDING PARENTAL LEAVE AND LONG-
TERM DISABILITY BENEFITS FOR UNREPRESENTED
EMPLOYEES.

WHEREAS, City of San Diego (City) provides paid parental leave to unrepresented employees under terms set forth in Administrative Regulation 95.89 – Parental Leave; and

WHEREAS, the City is now proposing to amend Administrative Regulation 95.89 – Parental Leave to increase the 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 all six of its recognized employee organizations (REOs) and reached agreements on the increased Parental Leave hour entitlements and changes to the LTD Plan; and

WHEREAS, the San Diego City Council (Council) also wishes to extend the terms of the Side Letter Agreements with the REOs related to Parental Leave and LTD Plan benefits to unrepresented employees; and

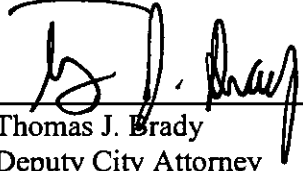
WHEREAS, the Council determines that it this is in the best interests of the City to extend the terms of the Side Letter Agreements with the REOs related to Parental Leave and the LTD Plan benefits to unrepresented employees because they provide enhanced benefits to attract and retain a diverse workforce; 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 the terms of the Side Letter Agreements with the REOs related to Parental Leave and LTD Plan benefits are also extended to unrepresented employees.

BE IT FURTHER RESOLVED, 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 set forth in the amended Administrative Regulation 95.89 – Parental Leave.

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. 3314389

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 *Cennie Patterson*
Deputy City Clerk

Approved: 6/20/23
(date)

Todd Gloria
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- **314989**