

**SIDE LETTER AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND  
SAN DIEGO CITY FIREFIGHTERS, I.A.F.F., LOCAL 145 REGARDING AMENDMENTS OF  
ARTICLE 28 OF THE MEMORANDUM OF UNDERSTANDING, ADMINISTRATIVE REGULATION  
95.89, PARENTAL LEAVE AND THE CITY'S LONG-TERM DISABILITY PLAN AS TO PRE- AND  
POST-PREGNANCY RELATED DISABILITY**

Pursuant to the provisions of the Meyers-Milius-Brown Act (MMBA) and Council Policy 300-06, this Side Letter Agreement (Agreement) is entered into between the City of San Diego (City) and the San Diego City Firefighters, I.A.F.F., Local 145 (Local 145) to amend: Article 28, section R of the Memorandum of Understanding (MOU) between the City and Local 145 approved by San Diego Resolution R-314187 dated June 23, 2022; Administrative Regulation (A.R.) 95.89, Parental Leave; and the City's Long-Term Disability (LTD) Plan as to pre- and post-pregnancy related disability. The City and Local 145 are collectively referred to as the "Parties."

To continue the City's on-going efforts to support employees who become parents with paid time off for the birth or placement of a child, the City is proposing to double the current available parental leave hours. The following is a summary of key proposed changes to A.R. 95.89:

- Increase paid Parental Leave hours from 160 to 320 hours for full-time employees; 120 hours to 240 hours for three-quarter time employees; and from 80 to 160 hours for half-time employees.

The Parties agree to the following:

1. The Parties have satisfied all obligations under the MMBA, Council Policy 300-06, and other applicable law and regulations to meet and confer in good faith on the subject of this Agreement.
2. The Parties agree amend section R of Article 28 of the Local 145 MOU, as follows:

R. Parental Leave

In accordance with A.R. 95.89, **for an Eligible Event that occurs between July 1, 2016 and June 30, 2023**, paid Parental Leave of up to 160 hours for employees assigned to a 40-hour work schedule, and up to 224 hours for employees assigned to a 56-hour schedule is available to **eligible employees** within ~~one~~ **year 12 months** of the birth/adoption or placement of a child, with a limit of one (1) eligible birth/adoption/placement per ~~fiscal year~~ **rolling 12-month period**. **For an Eligible Event that occurs on or after July 1, 2023**, paid Parental Leave of up to 320 hours for an employee assigned to a 40-hour work schedule, an up to 448 hours for employees assigned to a 56-hour schedule is available to an **eligible employee**. Proof of birth/adoption or placement must be provided before an employee can be paid for Parental Leave and ~~must be submitted within 30 calendar days of when the employee returns to work.~~

3. The Parties agree to the amendments to A.R. 95.89, attached as Attachment 1.
4. The City will take all necessary actions to modify the City's LTD Plan document regarding pre- and post-pregnancy related disability to:

**AGREEMENT BETWEEN THE CITY AND LOCAL 145 REGARDING AMENDMENTS TO MOU, A.R. 95.89, PARENTAL LEAVE AND THE CITY'S LONG-TERM DISABILITY PLAN AS TO PRE- AND POST-PREGNANCY RELATED DISABILITY**

Page 2


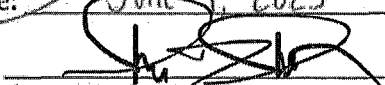
- a. Eliminate the 30-day waiting period for LTD Program for pre- and post-pregnancy related disability.
  - b. Change the eligibility for LTD Program from current requirement that employee must be employed for at least 1 year to 30 days to be consistent with Parental Leave (i.e. currently eligible on 31<sup>st</sup> day of employment).
5. Unless expressly covered in this Agreement, all wages, hours and other terms and conditions of employment presently enjoyed by Local 145-represented employees, whether stated in an MOU, Personnel Regulation, Administrative Regulation or in any other enforceable document, remain in full force and effect.
  6. Effective upon final approval by the Council of this Agreement, the City will implement the A.R. 95.89 – Parental Leave attached as Attachment 1 to be effective July 1, 2023. In addition, the amendments to the LTD Plan will be made consistent with this Agreement.
  7. This Agreement will remain in effect unless it is modified through further negotiations in accordance with the MMBA and Council Policy 300-06.

This Agreement is executed by the following authorized representatives of each party.

For San Diego City Firefighters, I.A.F.F.  
Local 145


By:   
Jim Cunningham  
Lead Negotiator

Date: June 7, 2023


By:    
Jesse Conner Mark Morrison  
President Secretary-Treasurer

Date: \_\_\_\_\_

For the City of San Diego

By:   
Timothy Davis  
Lead Negotiator

Date: 06/15/23

By:   
Abby Jarl-Veltz  
Assistant Director, Human Resources

Date: 06/15/23


Approved as to form this 15<sup>th</sup> day of June, 2023.

**AGREEMENT BETWEEN THE CITY AND LOCAL 145 REGARDING AMENDMENTS TO MOU, A.R. 95.89, PARENTAL LEAVE AND THE CITY'S LONG-TERM DISABILITY PLAN AS TO PRE- AND POST-PREGNANCY RELATED DISABILITY**

Page 3

MARA W. ELLIOTT, City Attorney

By: \_\_\_\_\_

  
Thomas Brady  
Deputy City Attorney

**ATTACHMENTS**

1. Administrative Regulation 95.89 – Parental Leave, effective date July 1, 2023.