

**SIDE LETTER AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND
THE SAN DIEGO CITY FIREFIGHTERS, I.A.F.F. LOCAL 145 RELATED TO THE
REVISE APPENDIX D OF LOCAL 145's MEMORANDUM OF UNDERSTANDING**

Pursuant to the provisions of the Meyers-Milias-Brown Act (MMBA), 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 revise Appendix D of Local 145's Memorandum of Understanding's (MOU). The City and Local 145 are collectively referred to as the "Parties."

This Agreement is intended to be read in conjunction with the MOU covering the term July 1, 2016 to June 30, 2020, approved by the City Council by San Diego Resolution R-310508 (Jun. 13, 2016) (MOU).

The Parties have met and conferred in good faith in accordance with the MMBA on the terms set forth in this Agreement.

The Parties agree to the following:

1. As a result of the City preparing for programming the requirements put forth in Local 145's MOU, Article 36, section B(1) regarding Appendix D, the Comptroller's Office identified that not all of the wage types listed in Appendix D can be reconciled back to a corresponding attendance/absence code as absence codes are used to configure FLSA calculations.
 - a. To provide transparency on the attendance/absence codes that are included in the FLSA calculation toward the 212 hours per Article 36, the revised Appendix D in Attachment 1 adds the attendance/absence code(s) for each wage type listed in the current MOU's Appendix D.
2. The Parties agree to replace the current Appendix D with the revised version as identified in Attachment 1 in any successor MOU, as set forth in this Agreement.
3. Specific provisions in this Agreement supersede any previous agreements, whether oral and written, regarding the subject matter of this Agreement. However, all wages, hours, and other terms and conditions of employment presently enjoyed by Local 145-represented employees, and in the MOU, remain in full force and effect.
4. This Agreement will remain in effect unless it is modified through further negotiations in accordance with the MMBA and Council Policy 300-06.

ATTACHMENTS:

1. Revised Appendix D – Wage Types/Absence Codes Included in 28 Day Cycle– dated June 13, 2017

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

SIDE LETTER AGREEMENT BETWEEN THE CITY AND LOCAL 145

RE: REVISE APPENDIX D OF LOCAL 145's MOU

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

City of San Diego

By: Signature on File
Alan Arrollado, President

By: Signature on File
Kevin Ester
Assistant Fire Chief, Fire-Rescue Dept.

Date: 6/13/2017

Date: 6/13/2017

By: Signature on File
Abby Jarl-Veltz, LR Manager
Human Resources Department

Date: 6/14/2017

Approved as to form this 14 day of June, 2017.
MARA W. ELLIOTT, City Attorney

By: Signature on File
Gregory Halsey
Deputy City Attorney

ATTACHMENT 1

REVISED APPENDIX D - Wage Types/Absence Codes Included in 28 Day Cycle
June 13, 2017

Wage Type	Name of Wage Type	Att/Abs Code	Name of Attendance/Absence Type
1REG	Hourly Pay	0010	Regular Working Time
18A1	OT Pay/Straight	0015	Overtime Straight
1REG	Hourly Pay	0050	City Medical Exams
1REG	Hourly Pay	0055	City Civil Service Exams
1REG	Hourly Pay	0060	City Job Interviews
1REG	Hourly Pay	0065	Grievance Processing
1REG	Hourly Pay	0070	EEO Investigations
1REG	Hourly Pay	0075	Industrial Leave Hearings
1REG	Hourly Pay	0080	Labor Relations Meetings
1REG	Hourly Pay	0085	Accident Prevention Meetings
1REG	Hourly Pay	0090	In-Service Training
1REG	Hourly Pay	0095	Seminars and Conferences
1REG	Hourly Pay	0100	City Health Wellness Pro
18ST, 18SH	Shift Trade Off/SA ST Off OT Non-Mand	0168	Trade Off SA OT Non-Mand.
18ST	Shift Trade Off	0169	Trade Off SA OT Mandatory
18SA	SA Trng Rtrn Station	0190	Sp.Asn/Trng Ret to Sta
18SB	SA Straight Days	0191	Spec.Assig.Straight Days
18SC	SA Non-Mandatory	0192	Spec.Assig.OT Non-Mand.
18SF	SA ST Worked Deployed	0196	Trade Worked Deployed
18SG	SA ST Worked	0197	Trade Worked Spec.Assig.
1REG	Hourly Pay	0215	LD Home Dept/Ind
1REG	Hourly Pay	0220	LD Home Dept/Non-Ind
1REG	Hourly Pay	0225	LD Other Dept/Ind
1REG	Hourly Pay	0230	LD Other Dept/Non-Ind
18LT	Fire Light Duty	0235	LD Fire Supp. 112->80
1REG	Hourly Pay	0240	1st Day of Injury
18AL	A/L Vacation	1000	A/L Vacation
18AS	Annual Sick Leave	1001	A/L Sick-Family
18AS	Annual Sick Leave	1002	A/L Sick-Personal
18AV	A/L School Volunteer	1003	A/L School Volunteer
18AB	A/L Bereavement	1010	Bereavement Leave
18CT	Comp Time Taken	1020	Comp Time
18CS	Comp Time Taken Sick	1025	Comp Time Sick
18CH	Comp Time Taken School	1030	Comp Time School Volunt.
18CD	Court Leave Jury Duty	1035	Court Leave - Jury Duty
18DL	Discretionary Leave	1060	D/L - Department Award
18DL	Discretionary Leave	1062	D/L - City Award
18F8	Fire 8hr Comp Time	1080	Fire 8hr Comp Off
18FL	Fire Holiday	1085	Fire Holiday
18FH	Floating Holiday	1090	Floating Holiday
18HL	Holiday Pay	1100	Holiday Scheduled
18ST	Shift Trade Off	1105	Shift Trade Off
18ML	Military Leave Less 31 Days	1150	Military Leave (<31 days)
18Y1	Authorized Leave w/out Pay	2000	Author Leave W/O Pay
18Y3	Auth Leave w/out Pay - Sick	2005	ALWOP - Sick
18X7	Military Lv w/out Pay Exten	2010	ALWOP - Ext Military
18SJ	Fire Hol SA OT Non-Mand	0201	Fire Hol SA OT Non-Mand
18XA	Suspension Paid	0210	Suspension Paid
18IL	Industrial Leave	1135	Industrial Leave
18IN	Industrial 4850	1136	Industrial 4850