

MOU EXTENSION AGREEMENT
Between MM/PROF-SEIU Local 221 and City of Chula Vista

MOU Extension Agreement Addressing Impacts of the COVID-19 Pandemic

In the interests of promoting public health and safety, preventing the spread of COVID-19 in workplaces, and ensuring the sustainability of critical public services, the Chula Vista Mid-Managers/Professional Association-SEIU Local 221 (the Union) and the City of Chula Vista (the City) enter into this MOU Extension Agreement addressing impacts of the COVID-19 Pandemic and hereby agree to the following terms and conditions applicable to the MM/PROF bargaining unit, which shall take effect upon adoption by the bargaining group and ratified by City Council in open session via resolution.

1. Extension of Current MOU until June 30, 2021

- A. It is hereby agreed between the City and the Union to extend the Memorandum of Understanding (MOU) between the parties until the end of the 2020-2021 Fiscal Year. The MOU shall expire June 30, 2021.
- B. In consideration of this MOU Extension Agreement, the parties hereby to the following terms amending the MOU:

1. Floating Holiday:

- a. Represented employees shall be allotted eight (8) additional floating holiday hours for FY 20/21. The eight (8) hours may be taken in the same manner as Vacation leave.

2. IT Classification Adjustment:

- a. Senior Information Technology Support Specialist II (Terminal) shall be created with an E step salary of \$105,504.88 annually.
- b. Senior Information Technology Support Specialist shall have an E step salary of \$95,742.36 annually.
- c. All current Senior Information Technology Support Specialists and Senior Police Technology Specialists shall be retitled to Senior Information Technology Support Specialist II (Terminal).
- d. Delete Senior Police Technology Specialist classification.
- e. Classification changes shall be effective the first full pay period following approval by the Chula Vista City Council in open session via resolution.

- C. The parties agree that all terms and conditions of the aforementioned MOU shall continue in full force and effect until June 30, 2021, except where those terms and conditions are inconsistent with this MOU Extension Agreement, in which case the terms and conditions herein supersede the terms and conditions in the MOU.

2. COVID-19 - Workplace Health and Safety Standards

- A. In consultation with the Union, the City developed the following policies and protocols in response to ensuring workplace health and safety standards due to the COVID-19 pandemic (attached for reference):
 - i. Human Resources Department Policies and Procedures, Policy Number 922 - Public Emergency Order Not to Report to Normal Work Location and Authorization of Compensation
 - ii. Human Resources Department Policies and Procedures, Policy Number 923 - COVID-19 Pandemic Telecommuting Policy
 - iii. Human Resources Department Policies and Procedures, Policy Number 607 - Emergency Family and Medical Leave Expansion
 - iv. Human Resources Department Policies and Procedures, Policy Number 608 - COVID19 Emergency Paid Sick Leave
 - v. Human Resources Department Policies and Procedures, Policy Number 617 - Emergency Advance Leave
 - vi. Return from Foreign Travel Temporary Protocol Memo dated July 1, 2020
- B. While the City's EOC is active, the City will provide EOC Operation Action Plan to employees represented by MM/PR. Section ICS 204, Assignment List outlines the essential functions being performed and the required PPE for employees. Section ICS 208, Safety Plan provides guidance to all essential workers (those at work) to reduce the exposure to and/or risk of person-to-person transmission of COVID-19 (EOC Operation Action Plan dated May 8, 2020 – May 15, 2020 for reference).

3. Union Rights

- A. The Employer shall notify the Union the numbers of potential MM/PR employee exposures to COVID-19 for the duration of this MOU Extension Agreement.
- B. The City will notice the Union of any new hires and will provide access to new employees individually and/or at an orientation held by the City.

SIGNATURE PAGE FOR:

**MOU EXTENSION AGREEMENT
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FOR SEIU LOCAL 221:

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Shane Brinton Date
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MMPR Vice President, SEIU Local 221

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MMPR Bargaining Team Member

FOR THE CITY OF CHULA VISTA:

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Courtney Chase Date
Director of HR, City of Chula Vista