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FIRST AMENDMENT TO THE MOU BETWEEN THE CITY OF CHULA VISTA AND LOCAL 2180, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS ("IAFF") COVERING THE PERIOD OF MARCH 4, 2025, TO DECEMBER 31, 2027, REGARDING HOLIDAYS

WHEREAS, the City of Chula Vista ("City") and Local 2180, International Association of Fire Fighters ("IAFF") entered into a memorandum of understanding ("2025-2027 MOU") covering the period of March 4, 2025, to December 31, 2027, regarding wages, hours, and other terms and conditions of employment, within the meaning of the Meyers-Milias-Brown Act ("MMBA"); and

WHEREAS, the City and IAFF, after meeting and conferring in good faith pursuant to the MMBA, desire to enter into this First Amendment to the 2025-2027 MOU, to rename "Cesar Chavez Day" to "Farmworkers Day".

NOW, THEREFORE, the City and IAFF agree to amend the 2025-2027 MOU as follows:

a. Article 3.05(I)(B) Scheduled Holidays:

> Employees assigned to divisions other than Fire Suppression shall accrue 8 hours of holiday time for each of three (3) floating holidays and 10 hours of holiday time for each of eleven (11) hard holidays, only if they work a 4-10 workweek (four ten-hour days). If said employees work a 5-8 work week (five eight-hour days), they shall accrue 8 hours of holiday time for each of the eleven (11) hard holidays. Compensation will be administered as designated in the Civil Service Rules, Chapter 2.00, Section 2.01 (D). (Hard holidays are: New Year's Day, Martin Luther King's Birthday, Farmworkers Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, Day After Thanksgiving, and Christmas Day; floating holidays are: Lincoln's Birthday, Washington's Birthday, and Admission Day.

b. Except as expressly provided herein, all other terms and conditions of the 2025-2027 MOU shall otherwise remain in full force and effect.

FOR THE CITY OF CHULA VISTA:

DocuSigned by:
Tanya Tomlinson
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Tanya Tomlinson
Director of Human Resources/
Risk Management

DATE: 4/20/2026

FOR LOCAL 2180 INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS:

DocuSigned by:
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Darrell Roberts
President

DATE: 4/21/2026