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SECOND AMENDMENT TO THE MOU BETWEEN THE CITY OF CHULA VISTA AND NON-SAFETY LOCAL 2180, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS ("NON-SAFETY IAFF") COVERING THE PERIOD OF JULY 11, 2023, TO JUNE 30, 2026, REGARDING HOLIDAYS

WHEREAS, the City of Chula Vista ("City") and Non-Safety Local 2180, International Association of Fire Fighters ("Non-Safety IAFF") entered into a memorandum of understanding ("2023-2026 MOU") covering the period of July 11, 2023 to June 30, 2026, 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 Non-Safety IAFF, after meeting and conferring in good faith pursuant to the MMBA, desire to enter into this First Amendment to the 2023-2026 MOU, to rename "Cesar Chavez Day" to "Farmworkers Day".

NOW, THEREFORE, the City and Non-Safety IAFF agree to amend the 2023-2026 MOU as follows:

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

> Employees Assigned to an Administrative Assignment (40-hour work week):
> Hard Holidays for employees who work the traditional Monday through Friday work week will be celebrated on the day that City offices are closed. For the term of this agreement, the following are the recognized hard holidays: 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.

b. Except as expressly provided herein, all other terms and conditions of the 2023-2026 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 NON-SAFETY LOCAL 2180 INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS:

DocuSigned by:
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Darrell Roberts
President

DATE: 4/21/2026