

RESOLUTION NO. 23-57

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GOLETA, CALIFORNIA, AUTHORIZING THE CITY MANAGER TO AMEND THE MEMORANDA OF UNDERSTANDING WITH SEIU, LOCAL 620, AND THE CITY'S PERSONNEL RULES TO PROVIDE SUPPLEMENTAL PAID PREGNANCY DISABILITY LEAVE AND SUPPLEMENTAL PAID PARENTAL BONDING LEAVE.

WHEREAS, on December 7, 2021, the City Council approved and authorized the City Manager to execute Amended and Restated Agreements No. 18-037 and 180-038, the Memoranda of Understanding with SEIU, Local 620 Regarding the Goleta General Employees Bargaining Unit and Miscellaneous Bargaining Unit, which are valid through the expiration of their terms on December 31, 2023; and

WHEREAS, on July 19, 2022, the City Council approved Resolution 22-40 authorizing the City Manager to amend the Memoranda of Understanding with SEIU, Local 620, to include certain retention incentives and on November 15, 2022 the City Council approved Resolution Vote On: Motion to Approve Adopt Resolution No. 22-57 entitled, to increase standby pay; and

WHEREAS, on February 21, 2023, Council adoption Resolution No. 23-05, repealing and replacing the City of Goleta Personnel Rules, with a subsequent correction adopted on August 15, 2023 via Resolution 23-45 to add the Bilingual Allowance provision; and

WHEREAS, the City Council wishes to amend the City's various rules to provide enhanced paid time off benefits for employees on pregnancy disability and parental bonding leaves of absence.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GOLETA, AS FOLLOWS:

SECTION 1. The City Manager is authorized to agree to amend the existing Memoranda of Understanding with the General and Miscellaneous bargaining units as necessary, subject to agreement with those employee organizations, to include the Supplemental Paid Pregnancy Disability and Supplemental Paid Parental Bonding Leave provisions included in Exhibit A.

SECTION 2. The City Manager is authorized to amend the Personnel Rules, to include the Supplemental Paid Pregnancy Disability and

Supplemental Paid Parental Bonding Leave provisions included in Exhibit A.

SECTION 3

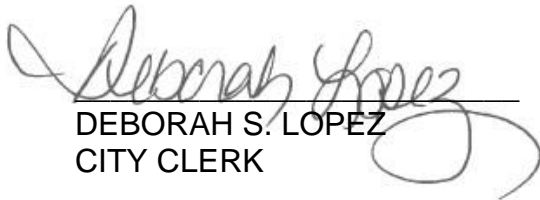
The City Clerk shall certify to the passage and adoption of this resolution and enter it into the book of original resolutions.

PASSED, APPROVED AND ADOPTED this 17th day of October 2023.



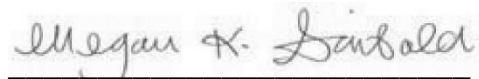
PAULA PEROTTE
MAYOR

ATTEST:



DEBORAH S. LOPEZ
CITY CLERK

APPROVED AS TO FORM:



MEGAN GARIBALDI
CITY ATTORNEY

STATE OF CALIFORNIA)
COUNTY OF SANTA BARBARA) ss.
CITY OF GOLETA)

I, DEBORAH S. LOPEZ, City Clerk of the City of Goleta, California, DO HEREBY CERTIFY that the foregoing Resolution No. 23-57 was duly adopted by the City Council of the City of Goleta at a regular meeting held on the 17th day of October, 2023 by the following roll call vote of the City Council:

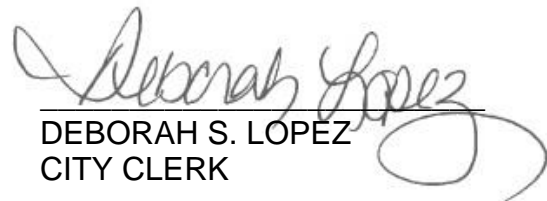
AYES: MAYOR PRO TEMPORE RICHARDS, COUNCILMEMBERS
KASDIN, KYRIACO AND REYES-MARTÍN

NOES: NONE

ABSENT: MAYOR PEROTTE

ABSTENTIONS: NONE

(SEAL)


DEBORAH S. LOPEZ
CITY CLERK

New Policies Regarding Supplemental Pay for Parental Leaves

Supplemental Pregnancy Disability Pay (Pregnancy Pay)

1. Eligible regular employees will be entitled to Supplemental Pregnancy Disability Pay during the period in which the employee is disabled by pregnancy, childbirth or related medical conditions.
2. Supplemental Pregnancy Disability Pay shall be the difference between any benefit the employee receives through state SDI or other City-offered group disability insurance plan and 100% of the employee's base salary for a period not to exceed ten weeks. This will include pay during any waiting period before SDI benefits can be received.
3. For an employee who does not have access to state SDI or City-offered disability insurance benefits for the leave, the maximum amount of Supplemental Pregnancy Disability Pay that will be paid by the City is 40% of the employee's base pay for a period not to exceed 10 weeks. The employee will be required to make up the difference with the employee's leave banks, as required under the applicable leave of absence policy.
4. While receiving Supplemental Pregnancy Disability Pay, to the extent not already covered by other City leave policies, the City will also continue to pay that portion of the Flexible Benefit Plan allowance provided under these Personnel Rules up to the lesser of 1) the full allowance amount or 2) the employee's cost for family medical, dental and vision insurance premium elections on the first date of absence.
5. Employees are eligible for Supplemental Pregnancy Disability Pay if, prior to the first day of an approved leave, they:
 - a. Have been employed for at least one year and have successfully completed the applicable probationary period, and
 - b. Have actually worked at least 2080 cumulative hours for the City before the commencement of
6. This benefit is supplemental to other available benefits. To be eligible to receive Supplemental Pregnancy Disability Pay, employees must apply for state SDI or other City-offered group disability insurance benefits to which they have access and remit documentation of such payment eligibility to the City. In no case may Supplemental Pregnancy Disability Pay be used to provide more than 100% income replacement.
7. Supplemental Pregnancy Disability Pay may be used continuously, intermittently or on a reduced schedule as medically necessary.
8. Unused Supplemental Pregnancy Disability Pay shall have no cash value and shall be forfeited following the end of the disability period.
9. Eligible employees must request Supplemental Pregnancy Disability Pay at least 30 days prior to the first day their pregnancy disability pay entitlement is to be

utilized. Failure to make the request 30 days in advance may result in a delay in receiving the Supplemental Pregnancy Disability Pay.

10. This policy applies to employees on an approved leave of absence. It does not create an entitlement to protected leave. Leave entitlement and protections are established under Family Medical Leave Act (FMLA), the California Family Rights Act (CFRA), Pregnancy Disability Leave Law (PDL) and other City leave policies.

Supplemental Parental Bonding Pay (Parental Pay)

1. Eligible regular employees will be entitled to Parental Pay for:
 - a. The birth of a child who resides with the employee and for whom the employee has physical and legal custody, or
 - b. The adoption or foster placement of a child under the age of sixteen who resides with the employee and for whom the employee has physical and legal custody.
2. Supplemental Parental Bonding Pay shall be the difference between any benefit the employee receives through state PFL or other City-offered group insurance plan covering bonding leave and 100% of the employee's base salary for a period not to exceed six weeks. This will include pay during any waiting period before PFL benefits can be received.
3. For an employee who does not have access to state PFL or City-offered group insurance benefits for the leave, maximum amount of Supplemental Parental Bonding Pay that will be paid by the City is 40% of the employee's base pay. The employee will be required to make up the difference with the employee's leave banks, as required under the applicable leave of absence policy.
4. While receiving Supplemental Parental Bonding Pay, to the extent not already covered by other City leave policies, the City will also continue to pay that portion of the Flexible Benefit Plan allowance provided under these Personnel Rules up to the lesser of 1) the full allowance amount or 2) the employee's cost for family medical, dental and vision insurance premium elections on the first date of absence.
5. Employees are eligible for Supplemental Parental Bonding Pay if, prior to the first day of an approved leave, they:
 - a. Have been employed for at least one year and have successfully completed the applicable probationary period, and
 - b. Have actually worked at least 2080 cumulative hours for the City before the commencement of the leave.
6. This benefit is supplemental to other available benefits. To be eligible to receive Parental Pay, employees must apply for State PFL or other City-offered group leave benefits covering parental bonding leave to which they have access and remit documentation of such payment eligibility to the City. In no case may Parental Pay be used to provide more than 100% income replacement.

7. The employee must apply for and begin use of Parental Pay within four (4) months of becoming eligible for the benefit. Parental Pay is not available prior to the birth, adoption, or placement of a child.
8. Parental Pay must be used within one (1) year of an employee becoming eligible for the benefit. Any Parental Pay not used in that one (1) year period shall be forfeited.
9. An eligible employee is entitled to Parental Pay only once for each birth, adoption, or foster placement regardless of the number of children involved (e.g., twins). Parental Pay for placement of a foster child is limited to once every 36 months.
10. Parental Pay must be used continuously. However, upon the request of the employee and subject to City operational needs, Human Resources may grant usage of Parental Pay on an intermittent or reduced schedule.
11. Eligible employees must request Parental Pay at least 30 days prior to the first day their Parental Pay is to be utilized. Failure to make the request 30 days in advance may result in a delay of receiving the benefit.
12. This policy applies to employees on an approved leave of absence. It does not create an entitlement to protected leave. Leave entitlement and protections are established under Family Medical Leave Act (FMLA), the California Family Rights Act (CFRA), Pregnancy Disability Leave Law (PDL) and other City leave policies.