



## CITY OF MILPITAS AGENDA REPORT (AR)

<b>Item Title:</b>	<b>Side Letter Agreements between Milpitas Police Officers Association (MPOA) and City of Milpitas and Milpitas International Association of Firefighters Local 1699 (IAFF) and City of Milpitas Regarding Exchange of City Holiday from Lincoln’s Birthday to César Chávez Day</b>
<b>Category:</b>	Consent Calendar-Leadership and Support Services
<b>Meeting Date:</b>	1/21/2020
<b>Staff Contact:</b>	Liz Brown, Human Resources Director, 408-586-3086
<b>Recommendation:</b>	Approve the Side Letter Agreements between the City of Milpitas and (1) the Milpitas Police Officers Association (MPOA) and (2) the International Association of Firefighters (IAFF), regarding exchange of City Holiday from Lincoln’s Birthday to César Chávez Day.

**Background:**

The City observes two Presidential holidays in mid-February of each year, Lincoln’s Birthday and Presidents’ Day. Presidents’ Day is an American holiday celebrated on the third Monday in February and is viewed as a day to celebrate all U.S. Presidents past and present. Effective July 1, 2019, the Mid-Management Confidential Group (MidCon), the Professional Technical Group (ProTech) and the Unrepresented Miscellaneous, Police and Fire Management exchanged the holiday of Lincoln’s Birthday to César Chávez Day. The City has approached the remaining three (3) bargaining groups of the City, International Association of Firefighters (IAFF), Milpitas Police Officers Association (MPOA) and Milpitas Employees Association (MEA), to consider exchanging the paid holiday of President Lincoln’s Birthday for César Chávez Day. César Chávez Day is a United States holiday that is observed on March 31 each year. This holiday celebrates the birthday of César Estrada Chávez and it serves as a tribute to his commitment to social justice, inclusiveness and respect for human dignity.

**Analysis:**

The recently negotiated successor Memoranda of Understanding “MOUs” dated July 1, 2019 through June 30, 2023 for both MidCon and ProTech include the exchange of the recognized paid holiday of Lincoln’s Birthday, which falls on February 12th each year, to César Chávez Day, which falls on March 31 each year.

The City met and conferred with IAFF and MPOA and they have agreed to exchange Lincoln’s Birthday (February 12) to Cesar Chavez Day (March 31) as a City recognized holiday. The City and MEA are about to begin negotiations on the current Memorandum of Understanding and this topic will be addressed during those negotiations. In the interim, MEA employees will have a City holiday on February 12 in 2020 and a regular work day on March 31. City Hall will be open on for regular business on February 12 and closed on March 31, however, appropriate arrangements for supervision of MEA employees will be made for those employees working on March 31.

**Fiscal Impact:**

There is no fiscal impact associated with exchanging the paid holiday of Lincoln’s Birthday for César Chávez Day.

**California Environmental Quality Act:**

The action being considered does not constitute a “project” within the meaning of the California Environmental Quality Act pursuant to CEQA Guidelines section 15378(b)(5) in that it is a government organizational or administrative activity that will not result in direct or indirect changes in the environment.

**Recommendation:**

Approve the Side Letter Agreements between the City of Milpitas and (1) the Milpitas Police Officers Association (MPOA), and, (2) the International Association of Firefighters (IAFF) regarding exchange of City Holiday from Lincoln’s Birthday to César Chávez Day.

**Attachments:**

- 1) Side Letter Agreement Between Milpitas Police Officers Association (MPOA) and City of Milpitas Regarding Exchange of City Holiday from Lincoln’s Birthday to César Chávez Day
- 2) Side Letter Agreement Between International Association of Firefighters (IAFF) Local 1699 and City of Milpitas Regarding Exchange of City Holiday from Lincoln’s Birthday to César Chávez Day