

**FIRST AMENDMENT TO MOU BETWEEN THE CITY AND MM/PR
COVERING THE PERIOD OF DECEMBER 18, 2018 TO JUNE 30, 2020
REGARDING ADDITION OF A POST EMPLOYMENT HEALTH PLAN (PEHP)**

WHEREAS, the City ("City") and the Mid Managers Professional Association /SEIU (Local 221) ("MM/PR") entered into a memorandum of understanding covering the period of December 18, 2018 to June 30, 2020, regarding wages, hours, and other terms and conditions of employment ("2018-2020 MOU"), within the meaning of the Meyers-Milias-Brown Act ("MMBA"); and

WHEREAS, the City provided to unrepresented Executive Group and Senior Management employees an Insurance Premium Reimbursement Account (106 Plan) Post Employment Health Plan (PEHP) that would be funded by all unused accrued vacation available at retirement and MM/PR wishes to receive the same PEHP benefit.

NOWHEREFORE, the City and MM/PR agree as follows:

1. The 2018-2020 MOU shall be amended to add Article 2.13, regarding Post employment Health Plan, as follows:

"Article 2.13 Post Employment Health Plan

MM/PR represented Employees may participate in an Insurance Premium Reimbursement Account (106 Plan) Post Employment Health Plan (PEHP), subject to the terms of the PEHP document, solely funded with any unused vacation balances due to the employee at the time of retirement. No City funds shall be used to maintain or fund this plan. Employees are fully responsible for meeting all funding requirements. Employees are further solely responsible for any and all tax consequences related to the 106/PEHP plan."

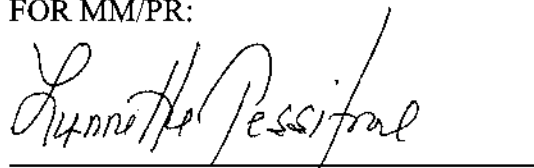
2. Except as expressly provided herein, all other terms and conditions of the 2018-2020 MOU, shall remain in full force and effect.

FOR THE CITY OF CHULA VISTA:



Courtney Chase
Director of Human Resources

FOR MM/PR:



Lynette Tessitore
President, MM/PR