

FIRST AMENDMENT TO THE MOU BETWEEN THE CITY OF CHULA VISTA AND THE CHULA VISTA MID MANAGERS/PROFESSIONAL ASSOCIATION (MM/PROF), SEIU LOCAL 221, CLC, CTW COVERING THE PERIOD OF FEBRUARY 8, 2022, TO DECEMBER 31, 2024, REGARDING THE ADDITION OF JUNETEENTH, A POST EMPLOYMENT HEALTH PLAN (“PEHP”), AND VACATION CASH OUT

WHEREAS, the City of Chula Vista (“City”) and the Chula Vista Mid Managers/ Professional Association (“MM/PROF”), SEIU Local 221, CLC, CTW entered into a memorandum of understanding (“2022-2024 MOU”) covering the period of February 8, 2022, to December 31, 2024, regarding wages, hours, and other terms and conditions of employment, within the meaning of the Meyers-Milias-Brown Act (“MMBA”); and

WHEREAS, City and MM/PROF, after meeting and conferring in good faith pursuant to the MMBA, desire to enter into this First Amendment to the 2022-2024 MOU regarding the addition of Juneteenth, a Post Employment Health Plan (“PEHP”), and vacation cash out.

NOW, THEREFORE, the City and MM/PROF agree as to amend the 2022-2024 MOU follows:

- a. Amend Article 3.05 Holidays to add “Juneteenth” as a hard holiday.
- b. Amend Article 3.02 Vacation (II)(A)(7) Vacation Sell Back to read:

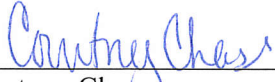
Vacation Sell Back – All members of represented classifications who have completed at least five (5) years of service shall have the option of selling a total of 104 hours of accrued vacation back to the City four times each calendar year in minimum 26 hour increments. The cash out may not be made until the hours have been accrued in the Calendar year. Elections for annual cash out must be made by December 1 of the prior calendar year. The accumulated vacation balance will be reduced accordingly.

- c. Amend Article 2.13 “Post Employment Health Plan” as follows:

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, to be solely funded with mandatory Eligible Employee contributions as specifically identified by the bargaining unit and approved by the Director of Human Resources, which is currently as follows: Employees wishing to participate in the PEHP may sell back up to 100% of vacation balances the last full pay period of employment prior to 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.”

- d. Except as expressly provided herein, all other terms and conditions of the 2022-2024 MOU shall otherwise remain in full force and effect.

FOR THE CITY OF CHULA VISTA:



Courtney Chase
Director of Human Resources

DATE: 6/29/22

FOR CHULA VISTA MID
MANAGERS/PROFESSIONAL
ASSOCIATION (MM/PROF), SEIU
LOCAL 221, CLC, CTW:



Frank Rivera
Chapter Vice President

DATE: 6/29/2022