

**FIRST AMENDMENT TO THE MOU BETWEEN THE CITY OF CHULA VISTA AND THE WESTERN COUNCIL OF ENGINEERS (“WCE”) COVERING THE PERIOD OF DECEMBER 14, 2021, 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 Western Council of Engineers (“WCE”) entered into a memorandum of understanding (“2021-2024 MOU”) covering the period of December 14, 2021, 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 WCE, after meeting and conferring in good faith pursuant to the MMBA, desire to enter into this First Amendment to the 2021-2024 MOU regarding the addition of Juneteenth, a Post Employment Health Plan (“PEHP”), and vacation cash out.

**NOW, THEREFORE**, the City and WCE agree as to amend the 2021-2024 MOU follows:

- a. Amend Article 3.05 Holidays to add “Juneteenth” as a hard holiday.
- b. Amend Article 3.02 (vacation (II)(A)(8) Vacation sell back to read:

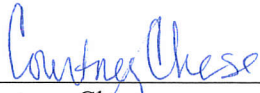
Vacation sell back – All members of represented classifications who have completed at least five (5) years of service shall have the option of selling 80 hours of accrued vacation back to the City in 20-hour increments each calendar year. The cash out may not be made until the hours have been accrued 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 to add Article 2.16 “Post Employment Health Plan” as follows:

WCE 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 not wishing to participate in the PEHP may sell back up to 100% of vacation and Compensatory Time Off (CTO) 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 2021-2024 MOU shall otherwise remain in full force and effect.

FOR THE CITY OF CHULA VISTA:



Courtney Chase  
Director of Human Resources/Risk Management

DATE: 6/09/22

FOR WESTERN COUNCIL OF  
ENGINEERS:



Chester Bautista  
President

DATE: 6/30/22