

FIRST AMENDMENT TO THE MOU BETWEEN THE CITY OF CHULA VISTA AND LOCAL 2180, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS (“LOCAL 2180”) COVERING THE PERIOD OF JULY 1, 2022, TO DECEMBER 31, 2024, REGARDING THE ADDITION OF AN EMPLOYEE FUNDED RETIREE MEDICAL TRUST (“RMT”) AND AMENDING MEDICAL BENEFIT PLANS FOR CALENDAR YEAR 2023

WHEREAS, the City of Chula Vista (“City”) and the Local 2180 International Association of Fire Fighters (“Local 2180”) entered into a memorandum of understanding (“2022-2024 MOU”) covering the period of July 1, 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, the City and Local 2180, 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 an employee funded Retirement Health Savings Account and amending the medical benefit plans for calendar year 2023.

NOW, THEREFORE, the City and Local 2180 agree to amend the 2022-2024 MOU as follows:

- a. Amend Article 2.20 Retirement Health Savings Accounts to establish an employee funded RMT. The article will now read:

Once the City acknowledges receipt of the Plan joinder agreement, the City will comply with rules set by plan in regard to reporting and depositing the required contributions set forth below.

All employees covered by this MOU shall participate in a retiree medical expense reimbursement plan administered by an entity selected by IAFF. This Plan is designed to permit organizations representing employees to designate on a pre-tax basis salary and/or leave payouts which occur upon separation of employment to be used to help pay for health insurance costs when the employee is no longer working for the City. The plan shall be and remain separate and apart from any Employer health insurance funding program.

Employees shall contribute to the plan \$100 per month, which the employer shall automatically deduct from the salary of each employee and remit monthly [in one aggregate check], to the Plan’s administrator, accompanied by a list of contributing employees. The employer shall contribute the monies on a pre-tax basis. These contributions shall be included as a salary for the purpose of calculating retirement benefits. There shall be no employee election to take the amount in cash.

Upon retirement of an employee covered by this Agreement, the employer shall transfer into the IAFF plan, an amount equal to 100% of the cash value of the

employee's vacation leave balance for which they would receive payment. The employer shall contribute the monies on a pre-tax basis. There shall be no employee election to take the amount in cash.

The IAFF has the right to alter the amount of salary deduction or the percentage of leave balance contribution at retirement from service during the course of this MOU, on a uniform basis, for all employees covered by the MOU, subject to approval of its members according to the IAFF's internal rules.

Exceptions: Employees entitled to full military medical benefits may make a one-time election not to participate in the Plan. Employees entitled to this exemption must notify human resources of their refusal to participate within 30 days of joining IAFF.

- b. Amend Section II, Substation B, Article 2.16 (I)(A)(1)(b) Health to read:

Employees enrolled in the lowest cost, non-Kaiser, limited network HMO/limited network alternative plan will pay \$50 per month and the City will pay the balance of the premium. For the 2023 benefits plan year only, this \$50 per month premium will be waived if the Aetna Whole Health (AWH) Southern California HMO is elected.

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

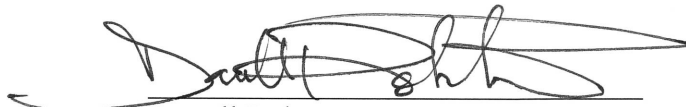
FOR THE CITY OF CHULA VISTA:

FOR INTERNATIONAL ASSOCIATION
OF FIRE FIGHTERS (LOCAL 2180)



Courtney Chase
Director of Human Resources/
Risk Management

DATE: 11/17/2022



Darrell Roberts
President

DATE: 11/17/2022