

RESOLUTION NO. 19-52

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GROVER BEACH, CALIFORNIA, AMENDING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY AND THE GROVER BEACH POLICE MANAGEMENT AND CONFIDENTIAL EMPLOYEE GROUP BY ADOPTING THE SIDE LETTER OF AGREEMENT

WHEREAS, on June 19th, 2018, the City Council of Grover Beach adopted Resolution No. 18-54 for the purpose of adopting the Memorandum of Understanding (MOU); and

WHEREAS, subsequent to the adoption of the MOU, the City of Grover Beach and the Grover Beach Police Management and Confidential Employee Group agreed to changes to the MOU that are reflected in a Side Letter of Agreement between the City of Grover Beach and the Grover Beach Police Management and Confidential Employee Group (Exhibit A). The Side Letter of Agreement pertains to the City of Grover Beach's Health Insurance Cafeteria Plan "In-Lieu of" option for employees who have health insurance coverage through a spouse, dependent, or a former employer. The Side Letter of Agreement would amend the MOU to allow employee's receiving this payment to purchase dental and vision insurance through the City of Grover Beach by paying the full cost of the corresponding premiums.

NOW, THEREFORE, BE IT RESOLVED that the City and the Group agree as follows:

1. The Side Letter of Agreement attached hereto as "Exhibit A" is approved and adopted; and
2. The Side Letter of Agreement amends the MOU between the City of Grover Beach and the Grover Beach Police Management and Confidential Employee Group.

On motion by Mayor Pro Tem Shah, seconded by Council Member Bright, and on the following roll-call vote, to wit:

AYES: Council Members – Bright, Lance, Mayor Pro Tem Shah, and Mayor Lee
NOES: Council Members - None
ABSENT: Council Members - Nicolls
ABSTAIN: Council Members - None

the foregoing Resolution was **PASSED, APPROVED, and ADOPTED** at a meeting of the City Council of the City of Grover Beach, California this 16th day of September 2019.

Attest:


WENDI SIMS, CITY CLERK


JEFF LEE, MAYOR

THE SIDE LETTER AGREEMENT AMENDING
THE 2018-2021 MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY OF GROVER BEACH AND THE
GROVER BEACH POLICE MANAGEMENT
AND CONFIDENTIAL EMPLOYEES GROUP

On June 29th, 2018, the City of Grover Beach (the "City") and the Grover Beach Police Management and Confidential Employees Group (the "Group" and together with the City, the "Parties") executed a Memorandum of Understanding (MOU) for the period of July 1, 2018 through June 30, 2021.

Included in the MOU is within Article IV – Benefits, Section 1 (c.) which states that:

- c) If an employee has health, dental, and vision insurance coverage through a spouse, dependent, or a former employer and provides proof of other coverage to the Human Resources Department, the employee may elect to waive the City's health insurance coverage and elect to use flex dollars, equal to \$500.00 per month may be converted to taxable income.

Effective September 16, 2019 this section would be changed to read:

- c) If an employee has medical insurance coverage through a spouse, dependent, or a former employer and provides proof of other coverage to the Human Resources Department, the employee may elect to waive the City's health insurance coverage and elect to use flex dollars, equal to \$500.00 per month which may be converted to taxable income. The employee may purchase dental and vision coverage through the City by paying the full cost of the corresponding premiums.

As part of this Side Letter, the Parties have agreed that the remaining terms of the agreement shall remain in full force and effect except as set forth in this Side Letter.

The City and the Group agree as follows:

Article IV – Benefits, Section I City's Cafeteria Plan, shall be modified to include language as follows:

- c) If an employee has medical insurance coverage through a spouse, dependent, or a former employer and provides proof of other coverage to the Human Resources Department, the employee may elect to waive the City's health insurance coverage and elect to use flex dollars, equal to \$500.00 per month which may be converted to taxable income. The employee may purchase dental and vision coverage through the City by paying the full cost of the corresponding premiums.

GBPMCEG Group

City of Grover Beach

